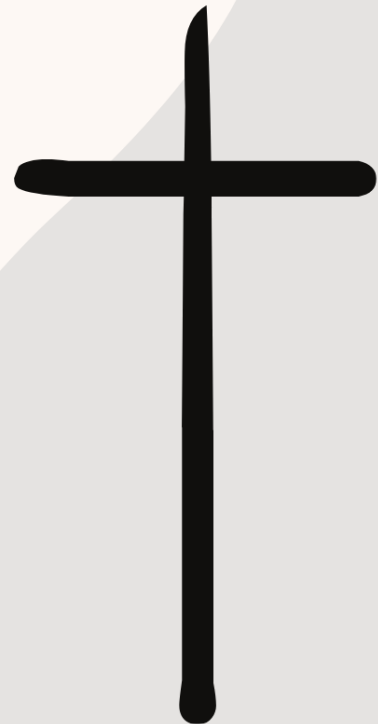


**A LIGHT ON
THE HILL IN
PICKERING**

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

**Annual Vestry Report
For 2023
Part 1 – Ministry Reports**

**Sun Feb 25th,
2024 @ 11:30 am
in-person and
on zoom**



St. Paul's Vestry

February 25, 2024

1. Opening Prayers
2. Election of Vestry Clerk: Melanie Foord
3. Presentation of the Auditor's Report.
4. Acceptance of the audited financial statements.
5. Motion that Vestry retains Dawn Flett & Associates Chartered Accountants to maintain St.-Paul's-on-the-Hill's books for the 2024 audit, and to present the Auditor's Report at Vestry on February 23, 2025.
6. Acceptance of the Minutes of Vestry, February 27, 2023.
7. Acceptance of all other Reports as printed in this Vestry Report.
8. Motions concerning the Advisory Board and Executive Committee.
9. Appointments by Rector: Rector's Warden; Production Director, Receiptable Secretary.
10. 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).
11. Presentation of Budget for 2024.
 - a. Church Budget
 - b. Food Bank Budget
12. Motion concerning the St. Paul's-on the Hill Youth Achievement Scholarship (see report).
13. New Business and Questions.
14. Announcement of 2025 Vestry Meeting: February 23, 2025.
15. Motion to Adjourn.
16. Closing Prayers.

The College of Bishops Pastoral Letter to Vestries, 2024 *to be read or circulated on the Sunday of the parish's annual vestry meeting*



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

Dear friends,

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

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

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

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

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

dynamic community of faith – lay people, deacons, priests – all helping to give a glimpse of the Reign of God as it unfolds in our midst.

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

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

Our mission statement is simple and elegant. And it invites us, like the dismissal at the close of the Eucharist, to action. We invite you to incorporate these words in your liturgies on Sunday morning:

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

Thanks be to God!

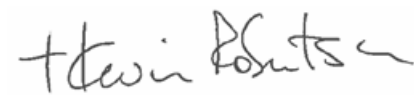
Yours faithfully in Christ Jesus,

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

The Right Rev. Andrew J. Asbil
Bishop of Toronto

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

The Right Rev. Riscylla Shaw
Suffragan Bishop of Toronto

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

The Right Rev. Kevin Robertson
Suffragan Bishop of Toronto

St. Paul's Vestry Meeting: February 26, 2023 Minutes

- Meeting called to order at 1:36 p.m. by Canon Stephanie Douglas-Bowman, Incumbent with the Declaration of Membership in the Anglican Church of Canada and the Land Acknowledgement.
- Note that meeting is being recorded for the purpose of taking minutes and recording will be destroyed after the minutes have been completed.

1. Opening Prayer, Prayer for Peace, and Prayer for Vestry by Canon Stephanie Douglas-Bowman, Incumbent.

2. Nomination and election of a Vestry Clerk:

- Melanie Foord was nominated. Susan Scott moved the nomination. Seconded by Elaine Phipps. Motion carried.

3. Presentation of the Auditor's Report by Dawn Flett (Page 31) :

- Another great year. Audit completed with standard qualification regarding cash donations since cash is anonymous, unlike PAR or cheques. This statement does not affect how the audit is reviewed.
- Increase in Food Bank revenue due to more extensive need of Food Bank services by those in need.
- Transition of leadership at Food Bank went extremely well and resulted in a strong team in Auditor's opinion.
- As per request in a prior year, the Women's Fellowship and Scholarship Fund are now being reported separately.
- Rental income is from Daycare and Cell Tower rental.
- Personnel costs up over 2021 because in 2022 we had a full-time priest as well as a youth pastor for several months.
- Property account expenses are up since the church was open this year, unlike during Covid shut down, and therefore property and building maintenance upkeep costs were increased.
- \$123,500 increase in General Operating partly due to increased Diocesan assessment.
- Overall had a surplus of \$9,694.
- No Government wage subsidy in 2022 as Covid became less of an issue.
- Jubilee grant received from the Diocese in 2022.
- Change in "Fair Value of Investments" was a decrease of \$45,404 as of the date the financial statement was created. This was due to a significant dip in the stock market in December, however since no stocks were sold there was actually no material loss and the markets have improved since then. Overall there has been a large capital gain since these investments were acquired.
- Alpha is the only part of church programming where funds can ONLY be used for Alpha. Alpha brought in \$1500 but only spent \$300. We now have approximately \$9,000 in the Alpha account.
- Note that respective HST receivables go to church and Food Bank budgets as expected.
- Investments are managed by wardens based on church's needs and expected major projects.
- Special Funds à income used in project/area specified by donor. Wardens specifically request permission to use in another project when donation is not required in specified area.
- Note that a Cash flow statement is not overly useful in a non-profit since funds are moved from investments and accounts as required, however is a requirement to include a Cash Flow statement in an audit.
- Significant Accounting Policies are noted as required and with no change from previous years.
- For the first time in memory the Food Bank deferral was lower in 2022 than 2021 due to increased need by Food Bank clients causing an increased expense to purchase groceries as well as to pay salaries for new full-time positions.
- Note that altar guild flowers are higher due to higher cost of flowers plus the Covid church closure in the previous year meant that flowers were not required when live services were not being held.

- Covid-19 impact statement included as a reminder of historic context for future readers.
- Thank you to all staff and volunteers who provided required audit materials.

Questions regarding Auditor's Report:

- Question regarding restricted Alpha Funds.
 - Funds can only be used for Alpha. Restriction in place since initial audit by Flett & Associates.
- Supplies originally purchased for Alpha are no longer in kitchen. Is this a concern?
 - Auditor indicated that this is acceptable.

4. Acceptance of the audited Financial Statements for 2022.

- Motion by Elaine Phipps. Seconded by Dave Hamilton. Motion carried.

5. Motion to retain Chartered Accountants

- Clarification made for wording of motion.
- **Motion that Vestry retains Dawn Flett & Associates Chartered Accounts to maintain St. Paul's on-the-Hill's books for the 2023 audit, and to present the Auditor's Report at Vestry on February 25, 2024.**
- Motion by Wayne Lawrence. Seconded by David Karram. Carried unanimously.
- Sincere thanks offered to Dawn Flett for all her work keeping St. Paul's books.
- Dawn Flett voiced her thanks for the support provided by and all those who provide the financial background information required for the audit.

6. "Where we've come from, where we're going" - Canon Stephanie Douglas-Bowman, Incumbent

- Majority of conversation last year at Vestry was how to manage the changes at St. Paul's Food Bank and make its future secure. New Food Bank Director Lindsey Morrill and Treasurer Rebecca Wilson are now onboard and making a tremendous impact.
- Extend our thanks to Marg and Phil Jocz, Wardens, Audit Committee and all volunteers who worked so hard to address issues from last year's vestry.
- 2023 is about securing the future of St. Paul's church.
- First item is moving ahead on staffing. When budget is presented, we will be asking for approval for a Youth Worker and a new Children and Esther Laiman and Doug Smith – new Ordinand and Curator beginning May 1st. St. Paul's has received a Curacy Grant which is paying for 50% of the curate's salary for 24 months.
- Ministry focus is on continuing to make and grow disciples and to shine and grow the light of Christ in our neighbourhood of Pickering.
- St. Paul's will begin a visioning process to clarify our direction for the next two years. Starting point will be the document put together for calling Canon Stephanie but will build upon that by seeking input from the whole congregation.

7. Acceptance of the Minutes of Vestry, February 27, 2022 (Pages 6 - 12 of Vestry Report).

- Motion by John Honsberger. Seconded by Nancy Logan. Motion carried.

8. Acceptance of the minutes of Special Vestry, September 25, 2022 (Pages 13 -15 of Vestry Report)

- **Reminder that this Special Vestry was called regarding Permission To Enter regarding the digging of archaeological pits prior to work by MetroLinx.**
- Motion by Kehinde Ladipo. Seconded by George Toner. Motion carried.

- Question by Wayne Lawrence. Response: Yes, government has been in contact with St. Paul's and will be reminded to continue to keep in contact with the church as things progress slowly

9. Acceptance of all other Reports as printed in the February 26, 2023 Vestry Report:

- Motion by Melanie Foord. Seconded by Nancy Logan. Motion carried.
- Note of corrected spelling in Vestry report, page 20 name should be Joy Pring, not Spring.

10. Motions concerning the Advisory Board and Executive Committee (page 16 of Vestry report):

- As per the normal governance structure at St. Paul's and as in previous years, we need to get yearly approval of the motion to suspend the canonical Advisory Board meetings which are standard within the diocese and replace this structure with St. Paul's standard mechanism which includes holding Congregational/Special Vestry meetings as required.
- **Motion that the Advisory Board be suspended for 2023.**
- Motion by Susan Scott. Seconded by David Karram. Motion carried.
- **Motion that the Executive Committee be comprised of a Rector's Warden, People's Warden and five 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 Steve Masson. Seconded by Jacob Ladipo. Motion carried.

11. Appointments by Rector:

- Rector's Warden: Bruce Hampson
- Production Director: Bill Bradbury
- Envelope Secretary: Cassie Williams
- I.T. Task Force: Jacob Ladipo. Roland Ramjist, John Honsberger.

Sincere thanks to all for their ministry at St Paul's.

12. Motion to elect People's Warden and Deputy Wardens:

- **David Hamilton as People's warden**
- **Janet Herrera, Sophia Levy-Presner, Kehinde Ladipo, John Honsberger and Clare Masson as deputy wardens.**
- Moved by Elaine Phipps. Seconded by Betty Scuse. Motion carried.

13. Motion to amend Motion 10 on the agenda (regarding parochial tribunal etc.) by Kehinde Ladipo

- **Amended wording: It is moved to accept the parochial tribunal, scrutineers, envelope secretary for St. Paul's, Synod Delegates and Alternate Delegates to Synod as listed on pages 35 and 36 of the 2022 Vestry, held February 26th, 2023.**
- Moved by Janet Herrera. Seconded by Nancy Logan. Motion carried.

14. Presentation of Budgets for 2023 (Page 38 of Vestry Report):

- **Food Bank & Food Bank Budget – Lindsey Morrill and Rebecca Wilson**
 - Total helped 2021 = 14,046 versus 20,885 in 2022 – an increase of 49%.
 - 14 new families per week registering (30-50 new clients per week).
 - Increasing Social Media presence: Facebook, Instagram and Twitter Accounts created.
 - Updated website.

- Posting 5 – 7 times per week.
- QR code added to signage in grocery stores for on-the-spot donations.
- 56% of expenses spent on groceries.
- Attempting to cut expenses wherever possible.
 - Asking clients to return any unwanted food.
 - Baked beans removed from client boxes and returned to the shelves.
 - Frozen items from Allen’s Independent Grocers received every Friday (900-1500 lbs/week).
 - Sobey’s now aware and has begun donating as well.

- January and February are normally slowest months for donations but very positive results this year.
- Spring Campaign: March 15 – April 5th Fundraising.
- BBQ Meet and Greet planned – See the new face of the Food Bank.
- Golf Tournament.
- Fall Campaign Food Drive.
- Walkathon.
- Sincere thanks to Marg and Jocz and to all volunteers.
- Question from Wayne Lawrence: Renovations of \$29,000?
 - Previous renovation was to open concept warehouse. Separate office space created for Rebecca Wilson who handles confidential information.
- Motion to accept the St. Paul’s Food Bank budget as presented in the February 26th, 2023 Vestry Report. Motion by Janet Herrera. Seconded by Kehinde Ladipo. Motion carried.

- 2022 Budget Report by Kehinde Ladipo
 - 2022 Budget Results:
 - 32% of revenue via PAR, 32% via Envelopes, 15.5% via Rent, 15.4% via eTransfer.
 - Increased “Open Offerings” via Canada Helps.
 - Bonnie Thompson – Fundraising via book creation by Bonnie.
 - Hand & Foot – Senior’s card game donation.
 - Thanksgiving and Christmas offerings very much above budget – thank you.
 - Majority of income is designated for weekly expenses.
 - Public thanks to Kehinde for her work on harmonizing both St. Paul’s church and Food bank budgets and all her work behind the scenes.
 - Motion to accept the St. Paul’s Church budget as presented in the February 26th, 2023 Vestry Report.
 - Motion by David French. Seconded by Marg Jocz. Motion carried.

 - 2023 Budget Proposal
 - 2023 Budget based on same weekly givings as 2022 actual revenue.
 - \$35K special fund for Parking lot and AV Projects.
 - \$13,945 – same amount as spent in 2022 for Christian Ed .
 - \$6K for Outreach.
 - Assume will need to use \$15,000 from investment interest.
 - \$5878 deficit is forecast.

 - **Motion to accept the St. Paul’s Church budget as presented in the February 26th, 2023 Vestry report.**
 - Motion by Janet Herrera. Seconded by John Honsberger. Motion carried.
 - Question from Melanie Foord: Is St. Paul’s allowed to present a budget which is \$5878 in deficit?

- Response: This is done by other churches and has been confirmed to be acceptable by the auditor. An alternative to simply increasing givings. Canon Stephanie felt that this was a more realistic approach than simply increasing givings. All numbers in the budget are considered reasonable. Will draw down General Funds as required.

15. Notes of Appreciation:

- Thanks and appreciation was expressed for the wonderful service of Marg and Phil Jocz in their work for the Food Bank. A prayer of thanksgiving for them and their work and for the ongoing blessing of the Food Bank and its ministry was given.
- Appreciation was also expressed to Carole and Ossie Fowler for their 20-year service in leading the ushers in this important ministry and a prayer was offered for them on their retirement. Thanks to Sharlah Barter for stepping up to take on this responsibility going forward.
- Informal Motion made to thank and acknowledge our appreciation for their efforts.
- All in favour unanimously.

16. New Business and Questions:

- Catherine Picard and Pauline Thomas – last names required and obtained for Scrutineer
- George Toner – Senior’s Ministry question - No real plan since Jan Couto stepped down and only pastoral visiting has been considered . Canon Stephanie noted that with the appointment of Doug Smith as Curate the intention is that Pastoral Visitation will increase and it will allow more bandwidth for this important area of ministry as well as others. Request for George to send names of individuals suited for this to Canon Stephanie and for anyone interested in this ministry to speak to Canon Stephanie
- Marg Jocz: Scholarship Funding (for students in Ajax/Pickering moving on to post-secondary institutions) requires new leadership as Marg and Anita wish to step down.

17. Announcement of 2024 Vestry Meeting: Sunday February 25, 2024 at 12:30 p.m.

18. Motion to Adjourn.

- Motion by Nancy Logan. Seconded by Elaine Phipps. Motion carried.

19. Closing Prayers

- Rev. Stephanie and attendees closed with the grace.
- Meeting finished at approximately 2:25 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 2024. 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 six deputies and the Rector.

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

Faithful Departed 2023

Durwood Bedford Archibold Logan
John Hilton Burgis
Sewpersaud Ragnauth
Elaine Indrani Latchana
Philip Bajus Mascard
Irvin John Spring

Confirmation Register - 2023

Mary Rose Douglas Bowman
Tristan Sydney Humphries
Praveen Denham Chandrasinghe
Nathyn Mikye Tremayne Taylor
Jill Alicia Lei Mark

Register of Baptism - 2023

Chizaram Uzochukwu
Rowan Neil Turner
Kenzo Ajani Atkinson
Olivia Millie-Grace King
Chiedozie Jesse Okpechi
Caleb Meghani

Register of Marriage - 2023

Melissa Knight and Matthew Fraser

Pastoral letter to the parish from the Incumbent

**Shout for joy to the Lord, all the earth.
Worship the Lord with gladness...
Know that the Lord is God.
It is he who made us, and we are his[a];
we are his people, the sheep of his pasture.**

Dear friends in Christ,

Thanks be to God for calling us to discipleship to our Saviour Jesus Christ, and for our joint life together as the Body of Christ at St. Paul's. It is a gift to be in ministry with you as your incumbent, as together we serve our God according to His gifting and calling in each of our lives.

There are detailed reports from our staff and volunteers so I will not steal their thunder here. Please be sure to read all the reports – they are filled with good news of God's faithfulness. The ministry at St. Paul's is flourishing thanks to our dedicated lay leaders and staff.

Pastoral Oversight & Leadership: the role of the incumbent

As your incumbent, one of my responsibilities is to call, equip, resource and release leaders for ministry - lay and ordained, paid and volunteer. On a practical level, this means I make a lot of phone calls and have a lot of visits and meetings with people. I continue to be responsible for the supervision and support of all Parish and Food Bank staff, and oversee parish volunteers, whether or not they report directly to me.

Another part of my role is to ensure resources for ministry. Sometimes this means mentoring or offering training to leaders, other times it means arranging for others to support our leaders, and on still other occasions, it means looking for money. Grant writing is a skill that I've been putting to use quite a lot since I've come to St. Paul's. I led the Reach grant application process in 2022 that gave us funding for digital ministry in 2023; in 2023 I helped our Food Bank director write a Trillium Grant worth around \$13K, I wrote a Diocesan Area grant for support of the Food Bank worth \$10K, and with the wardens wrote an Ontario Grant for a new security system worth \$10K, which will be put into use in 2024. (I would welcome help with the grant applications if anyone has experience and could assist, as there are more grants to write in 2024)

My regular priestly responsibilities are visible to the congregation: in addition to pastoral and hospital visits, I preach and lead weekly worship, take weddings and funerals, lead baptism classes, and teach.

My leadership responsibilities include setting ministry priorities in the parish and at the Food Bank, and working closely with the wardens on administration, staffing, strategic planning and governance issues. 2023 was a year with a lot of changes at the staffing level, which need to be recorded:

Our ***Pastoral and Admin Team*** has undergone a lot of change throughout this past year.

After hospitalization and long (but miraculous) recovery in 2022, Pastor Doug Willoughby came back to work in 2023, assisting in reconnecting with parishioners who are now homebound or had "disappeared" since 2019. In the winter of 2023, after 20 years of faithful ministry, Pastor Doug announced his retirement. We thank our brother in Christ, and his wife Becki for their years of service and fellowship in our midst.

In May of 2023, with Diocesan support in the form of a grant, we recruited our former student, Rev Doug Smith, as

our newly ordained curate. Doug has come to us with many gifts and is a great asset to our ministry team. I have given him oversight of lay pastoral visitation, small group ministries, ALPHA, adult confirmation and baptism, and stewardship as well as sharing priestly duties. Doug is a much-appreciated colleague. I am grateful to have Father Paul Scuse, a gifted preacher who faithfully brings us God's word, continue on our preaching staff. After completing his training with me, Isuru Weerasekera was formally licensed by Bishop Riscylla as our new Lay Reader in the spring of 2023, with Joy Spring as his parish sponsor. I am grateful to Isuru for his faithful and willing service.

I want to celebrate our ***Children's and Families' Ministry team***, led by Pastor Esther Laiman starting in 2023, and supported by Yora Chijundu in the nursery, who stepped in when Hope Wangalwa had to retire due to ill health. The programme has grown from an average of 4-6 children per Sunday in 2022 to an average of 18-20 children per Sunday in 2023. In addition to her work with families, in the fall of 2023 Esther offered to step into the role of Youth Pastor, as we work towards a longer-term plan. Esther ably assisted me with the baptismal and Young Disciples classes. Hope completed the confirmation process begun under Matthew Waterman in 2022. We were blessed to have 6 baptisms and present 4 young people and 1 adult for Confirmation with Bishop Riscylla

There were no major changes to our **administrative practices under the leadership of Hasangika Ananadappa** in 2023. I am grateful to Helena Heesen, Anne Skeete, Pauline Thomas, Margaret Wells, Anjela Chandrasinghe, Brenda McCawley, and Jan Couto who covered the front desk for her during her leave in the summer. Hasangi has resigned as our secretary due to changes in her family circumstances. We will miss her and her warm and welcoming gift of hospitality.

I am very grateful to Bill Bradbury and his team for their **AV and Livestream ministry** as they share the good news of God's love. They keep us connected to our online community and with sound, lights and video during our in-person services. Bill helped us replace his loaned equipment with church-owned equipment funded by a Diocesan grant and a gift from Jeff Pring's memorial fund.

Joanne Karram continues to put much prayer and care into **Music Ministry** at our 10 am service, artfully blending traditional and contemporary worship as she supports the reboot of the worship band, expand the choir, and broaden our musical offerings. I am very grateful for her care, professionalism and dedication to God' and the community of St Paul's. We were sorry to say goodbye to our 8 am organist, Nancy Sabino, who retired due to a forthcoming move. I am grateful to Bonnie Thomson who said "yes" when I asked her to take over this role, which she has done ably and with passion.

The St Paul's-on-the-Hill Community Food Bank continues to thrive under the leadership of Director, Lindsey Morrill, and Bookkeeper Rebecca Wilson, despite a challenging year with rising food costs and increasing numbers of clientele. Thanks to Lindsey's leadership, support for the Food Bank in the community has grown, and she has implemented processes and policies that have improved client experience and reduced food wastage. Rebecca has overseen the books with precision and efficiency. We are thrilled with these two hires, who really demonstrated their strength this past year.

I also want to state here that although we are presenting a deficit budget for our Food Bank for 2024, we are able to manage this deficit with some (not all) of our allowed reserves. As Corporation, we are currently working on a 2 year timeframe to bring stability to funding at the Food Bank. With the Municipality's new commitment to support the Food Bank (see Lindsey's report), with Lindsey's leadership and new fundraising efforts, and with new grant applications ahead, I believe we can achieve our ministry goals for the Food Bank in 2024 and through 2025. Corporation has approved a Food Bank budget that offers a conservative estimate of what we believe we can fundraise in 2024, but in the hopes that we will do even better. Corporation very closely monitors the Food Bank budget, with budget meetings every quarter, with the ability to change course where needed.

I am thankful to God for our gifted **Wardens Ministry Team** here at St Paul's. In 2023 we welcomed two new deputies: Clare Masson (Fellowship & Fundraising, Family Ministry, Finance) and John Honsberger (digital). They joined our existing team: Bruce Hampson (Rector's), Dave Hamilton (People's), Kehinde Ladipo (treasurer), Sophia Levy-Presner (HR, contracts & newcomers) and Janet Herrera (Food Bank). They are an amazing group of leaders who offer their gifts very generously to support our community life. We are thrilled that Nkiruka Ochei is joining us as a new deputy in 2024, taking over the role of treasurer of the Food Bank from Kehinde, who will continue as treasurer for the church.

The Wardens and I accomplished 8 key identified goals for 2023:

1. **Repairing the lower parking lot** See the wardens' report for details..
2. **Finalization of the warden's manual** begun by Rev. Doug as a student, to preserve important institutional knowledge for future leaders.
3. **Increasing involvement of St Paul's corporation in the Food Bank** to ensure compliance with regulations, best intake practices and policies, on site support to volunteers and Food Bank staff etc. Two wardens now work on-site at the Food Bank, and as of the fall all wardens have committed to attend the quarterly budget reviews. We've also brought on board a new food bank treasurer in response to growth.
4. **Renewing of fundraisers and church fellowship events** included the rebooting of the Church Bazaar, the return of the Caribbean Dinner under Gideon Exeter's leadership, the fall Ministry Fair, a newcomer's event, and Comfort and Carols to name a few.
5. **Growth in church givings** after a challenging year in 2022. Givings grew by 18% in 2023 .
6. **Increasing church data security and tech support to Parish and Food Bank staff:** this has been a key ministry of John Honsberger
7. **Resolving parish staffing shortages, growing in numbers in Sunday worship and renewal of children and youth ministry:** the new staff hires and recruitment of new lay leadership have already been described earlier, and the renewal of youth and children ministry is described in Esther's report. Our average weekly in-person attendance at our 10 am service grew from around 100 in person in 2022 to around 150. The online ministry has remained strong despite the renewal of regular, un-interrupted in-person worship since the spring of 2022, confirming the wisdom of our decision to remain hybrid at Vestry 2023 (see Bill Bradbury's report).
8. **Setting a vision for the parish** (the selection of the process and the preparatory work began in 2023, launched in January 2024).

Looking ahead to 2024:

Since my arrival in the fall of 2021, the wardens and I have taken a "what is most urgent" approach to the critical issues that developed during the pandemic and the 18-month interim period between incumbents. 2022 was the year I tagged as (or "think of as") "The Year of the Food Bank," because of the urgency of addressing change in Food Bank leadership and some organizational issues. 2023 was the year I tagged as "The Year of the Parish," because of our urgent need post-pandemic to rebuild staffing, worship and youth and children's ministry.

While we are still facing some challenges, the food bank ministry and the parish are no longer in crisis. So 2024 is "The Year for Strategic Renewal." While it is not a secular process to which we are committing, we are doing strategic planning, because we want to be wise and faithful stewards of our financial and people resources. And it is

renewal we are seeking; no Godly plan can develop and bear fruit without God's guidance and without the enlivening work of the Holy Spirit. As the Body of Christ at St. Paul's-on-the-Hill, we are already called to serve Christ and build up God's Kingdom. Our job is to find out what God's specific missional calling is on us as a community in our present reality.

On Sunday, January 28th, 2024, I launched the parish visioning process, which is the first part of an 18-month Call to Spiritual Renewal - both personally as God's people and corporately as Christ's church. What an important way to prepare to celebrate our parish's 95th anniversary in November 2025.

What will this process of renewal look and feel like? Some of it will look like strategically renewing old things. We're doing some familiar things like rebooting our Alpha programme in the early winter of 2024 as we hone our skills of sharing God's good news of the Gospel. Is Alpha still a fruitful way for us to do this missional work? It's only by trying it out post-pandemic that we will be able to answer that question. And some of this renewal process will mean trying new things, things we've never done before, that come from our visioning process, as the Spirit leads. Revisioning means that prayerfully we will take a hard look at where we have been and where we see God leading.

I draw real encouragement from the renewal that God has brought to the Church throughout the ages, often in periods of struggle. Time and time again, we see God's Holy Spirit, moving through Christian communities, bringing about spiritual renewal as believers say "yes" to what God is doing in their midst. The Gospel of Jesus Christ is for the sake of the world, and I'm excited to be a part of that with you, in this corner of God's vineyard.

Yours in Christ,



Canon Stephanie Douglas-Bowman

Warden's Report for 2023

Another year and time for another Vestry report from your Wardens. Reflecting on the past 12 months and looking back as we move from 2023 to 2024, its 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.

Our recently new curate Rev. Doug Smith has been very instrumental in assisting with Canon Stephanie's day to day operations. In November our Pastoral Associate Pastor Doug Willoughby retired after 20 years of ministry at our church. We thank you Doug for your ministry to us. A farewell celebration party will be in early 2024.

This year there was a growing concern with the amount of clients coming to us at the food bank. Accordingly to our records, your support of this has helped feed almost 30,000 people. Increase of almost 10,000 from the previous year. We thank the foodbank director and bookkeeper and their fantastic team of volunteers who regularly commit their time to help those in need in these trying times. The wardens THANK YOU for your continued financial support to 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. A major undertaking was to improve the drainage from the hill down to the lower parking lot where a lot of water was pooling in the parking lot. This was creating a dangerous situation throughout the winter with the freezing. This was also damaging the pavement in the parking lot. Although there is still the cosmetic look on the hill which we are still working on and repainting of the lines; this project is now complete. Another project that required our immediate attention was a leak that developed in the parish hall. It was a challenge determining where the leak was coming from outside. Once it was discovered and fixed which was like trying to find a needle in a haystack, we were able to make the necessary repairs and have the entire Parish Hall painted.

A sincere thanks to Ivan Hunte, Ron Harris, David Hamilton and the many, many other 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 and team have increased our inventory of equipment to insure that our on-line community will be well served on a weekly basis. Due to their efforts our on-line community has grown. Thank you team.

This year thanks to Esther Laiman and her team of volunteers the church saw a resurgence of Youth & Sunday School enrolment. This necessitates an appeal for more Sunday School volunteers to assist Esther in this important ministry to the church. We welcomed many new families through these efforts.

Several fundraising initiatives were re-launched in 2023, including Easter Eggs, Caribbean Event, Bazaar, and Comfort Food & Carols. This raised funds for the church along with the Food Bank. We thank the leaders and the many volunteers for their help in these events to be successful.

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 Warden's 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:

Bruce Hampson (Rector's Warden), Dave Hamilton (People's Warden)

Sophia Levy-Presner, Kehinde Ladipo, Janet Herrera, Clare Masson, John Honsberger (Deputy Wardens)

Assistant Curate

In the eight months since I was welcomed as your Assistant Curate so much has taken place. In this report I will provide a brief overview of the whirlwind of the past eight months.

Pastoral Care is one of my principal areas of responsibility at the Parish. Working with Canon Stephanie and Pastor Doug Willoughby, regular monthly pastoral care meetings were held to review the Parish directory and identify parish members for clergy visits. This area of ministry is not solely the responsibility of the clergy, so I was tasked with pulling together a team of lay pastoral care visitors. A co-leader was secured, thank you Jan Couto, and together we planned and led a training workshop with the lay pastoral care team in late October. This team has been active in visiting various members of the parish providing conversation, prayer, anointing, and communion.

As everyone knows we continue to live stream our 10am following the lifting of the COVID-19 restrictions. We continue to have a faithful viewership, but we don't know who is tuning into the service every week. I was asked to develop a virtual coffee time with our viewership for the purpose of getting to know them and providing pastoral care. Collaborating with Warden John Honsberger we engaged in a number of conversations as to how best to serve our on-line community. After settling on how this would be accomplished, we advertised our first "Coffee Time in the Virtual Narthex" that launched the end of June and ran for three Sunday's. Unfortunately, we did not get the response we were hoping for and so have placed this "Coffee Time in the Virtual Narthex" on hold. As a result of the pastoral visits, we are discovering some who have been viewing the services and to our delight a few have begun to worship in-person at the 8am and 10am services.

In September, I had the privilege of organizing our Back-to Church Sunday & Ministry Fair. A Time, Talent and Giftedness Survey was developed and distributed during both the 8am and 10am services. The response to the survey was fantastic and we now more parish members serving in ministries within the church.

September was also the launch of our Small Group ministries, another area that I have been asked to provide leadership for. A meeting was held with all the small group leaders to check-in with them, verify day and time the group meets, and what they have and are currently studying. In this meeting the small group leadership was introduced to the Fall preaching series on Ephesians and the bible study resource.

It has been my honour and privilege to serve with you at St. Paul's on-the-Hill. I pray that as we enter our next year that God will continue to bless all that we do.

Respectfully submitted by
Rev. Doug Smith

SPOTH 8:00AM Service Volunteers

Our volunteers at the 8:00AM service, performing ushering and scripture reading duties, continue to show dedication and diligence in ensure that the 8:00AM service is uplifting, runs smoothly and parishioners and visitors alike feel welcome and comfortable.

The number of volunteers increased significantly in 2023, with new regular bible readers and occasional readers for special services joining the team. This is a direct response to the appeal made in our last vestry report and the conscientious effort made to ensure that the 8:00AM service is inclusive. Please join me in welcoming these new volunteers. This ministry still has room for anyone keen to serve.

Finally, it is important to acknowledge and specially thank Mr. David French for his exemplary service and devotion. He continues to be an inspiration to all of us in this ministry.

Respectfully submitted by:
Jacob Ladipo

Audio/Video Technical Ministry Report

Throughout 2023 we offered an 8:00AM in-person service and a 10:00AM hybrid service, which was open to in-person attendance and was also live-streamed over the internet for home-participation by members of the congregation who couldn't attend personally for any reason.

Every Sunday of the year, a 10:00AM service was conducted and streamed to our virtual congregation, via internet host www.youtube.com. In fact, there were a total of sixty-seven (67) livestreams plus 13 videos published on YouTube; we had a total of 9.8K views in 2023; and we had a total Watch Time of 3.4K hrs in 2023. Complementing the regular Sunday services, we streamed programs for two (2) funerals, Maundy Thursday, Good Friday and of course Christmas Eve.

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 notification when the next E-service goes live; we currently have 218 subscribers.

I'd like to thank Leroy Jordan, Owen Murray, Phil Jocz, Steve Masson, and John Honsberger 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 2023

2023 was a rebuilding year for our Music Ministry at St. Paul's as we emerged from the Covid 19 pandemic. It was very encouraging to see so many choir members return happy and eager to attend practices each Thursday evening, lead worship at the 10 a.m. services and prepare anthems for special occasions. We welcomed 4 new singers to our ranks, one of whom is a drummer and has added great rhythm to our Sunday services. We said good-bye to 2 previous members. Our singers, from varied musical and church backgrounds, have worked together very well and supported each other harmoniously. I am grateful for each one of them.

At the 8 a.m. service, we said farewell to Nancy Sabino, who retired as organist of the “early service” after many years of faithful playing. She is followed by Bonnie Thomson, an accomplished and dedicated Christian and pianist.

It has been a privilege to work “on the team” with our clergy and with Bill Bradbury and his wonderful audio and visual team.

Respectfully submitted by
Joanne Karram
Organist/Choir Director

Envelope Secretary’s Report

In 2023, we issued 447 tax receipts to families that made donations to support the ministries of St Paul’s. These gifts represent approximately \$374,000 broken down into varying categories. This year’s receipts included donations to specialized ministries such as: Scholarship Fund, Altar flowers, Foodbank, Outreach, Gate 316, Children and Youth ministries as well parking lot improvements and AV equipment. Some contributors are people who make regular and ongoing donations while others are visitors to the parish or who donate for a specific purpose or event.

Because of the volume of receiptable items, it is always important to include your name for 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.

There are currently 82 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 continue to use e-donations and that also has proven to be a quick and easy method for making sure your donation reaches the church. Please see the church website for directions on using this method.

Please contact me if you wish to register or change 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,
Cassie Williams
Envelope Secretary 2023

Altar Guild Vestry 2023

2023 became a more normal, year after the upset and constant change through the Covid era. The increase in attendance meant changing our plans for setup for communion but now we seem to be having a more normal set up procedure.

The Altar Guild is responsible for setting the Altar before each service - making sure that everything is prepared for the priest to celebrate the Eucharist. This involves ensuring that the frontals are the correct colour for the season, putting out the vessels as well as the wafers and the wine. After each service the Altar has to be cleared, the vessels washed, and the items stored correctly in the Sacristy. Additionally, we are responsible for setting up for weddings

and funerals taking into consideration requests from the families concerned. We also work with the talented flower co-ordinator, Cynthia Peroff to decorate the church for Thanksgiving and Christmas. In 2023 the church was presented with 2 additional travel communion kits which are used when clergy and members of the prayer team take communion out to sick, and house bound members of the congregation. These were presented to the church by David French and family. We now have 3 sets available.

The Altar Guild is also responsible for making the Palm crosses and in March we held a "Palm Party" - a morning to make Palm crosses. This was a great success. Not only did we make over 400 Palm crosses, but it was a great time of fellowship. We had about 20 women and 1 gentleman sitting around laughing, chatting, drinking coffee and making Palm crosses - what a wonderful morning we had.

This year we also had several new members join Altar Guild - Judy Gilkerson, Joann Gibbons and Helena Heesen. We have 4 teams, so each team has to be available every 4th week. New members are always welcome, and anyone interested in joining us will be given training.

Finally, I would like to thank all members of Altar Guild for their dedication, loyalty and participation in 2023. This is such a very special way to serve our Lord.

Respectfully submitted by
Margaret Wells

Maintenance Committee Report

A year of progress.

Your Wardens at St. Paul's would like to thank you for supporting the Church in 2023.

Over the year we have been able to accomplish the following:

- 1) Repair the outside wall at the top of the stairs on the south side, to stop the chronic water leak in the Church Fellowship Hall. The Hall has since been repainted.
- 2) Repair the east steps and do pointing of the mortar on the original Church.
- 3) Replace the very expensive photocopy machine we were renting. We now own a smaller machine that has greatly reduced our printing costs.
- 4) We have purchased new cameras and AV equipment to aid in the production of each Sunday's home broadcasts. We want to especially thank Bill Bradbury, not only for his expertise, but also for using his personal equipment all this time.
- 5) Maintaining and replacing the ballasts and lighting fixtures as needed in the Church, in the basement, and also the parking lots. Many thanks to Wayne Lawrence and Ivan Hunte for there time and licensed expertise.
- 6) Installing a trench drain of weeping tiles to help keep snow and rain runoff from collecting on our lower parking lot, causing deterioration of the pavement. The work hasn't been finished yet, but will be soon. Then we can undertake repainting all three lots.

Respectfully submitted by
Dave Hamilton

The Prayer Circle Vestry Report for 2023

Our Lord who died for us and lives again welcomes our prayers for personal needs, the needs of others, and the needs of our church community. He welcomes our prayers because he loves us, and we grow in him as we pray. We know he hears our every prayer and is with us, giving us his guidance. Also, trusting him means we learn to rest in him, especially when we realize he knows our needs even better than we do!

We thank him for the privilege of praying with you for your needs as they arise. Also, thank you for continuing to provide us with this deeply special privilege! And special thanks go to each member of this team for their very great faithfulness. In 2023, we had 16 members of the prayer circle, with one new member joining. We average about two or more prayer requests each week.

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). Full confidentiality is ensured, with only first names being used unless permission is given otherwise; and there are some situations where no names will be used.

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 2023

In 2023 Women's Ministry at St. Paul's hosted several Women's events: three Breakfasts "Out" together, a wonderful Zoom talk by Lynette Alchin, Pizza on the Plaza, a trip to Helen Pring's beautiful garden, and a "Mugs, Muffins and More" Saturday morning event with speaker, Jude Hodgson. These were well attended and enjoyable. However, two other speaker-led events we had planned were cancelled unexpectedly due to illness and conflicting dates.

We also planned and prepared an evening reception for our then curate, Doug Smith, on the day of his ordination as a deacon: Sunday, April 30, 2023. There was a wonderful show of support from the church for this event, both in food contributions and attendance. Many thanks go to all the women who helped "behind the scenes" to make this a joyful and delicious time!

We have been blessed to have a very committed and competent "planning committee" who work together well, sharing ideas and responsibilities.

Going forward, we would like to see new areas of Women's Ministry open up to include women who work during the day.

Respectfully submitted by,
Joanne Karram

Gate 3:16 Vestry Report 2023

Matthew 25:40 "The King will reply, 'Truly I tell **you, whatever you did for one of the least of these brothers and sisters** of mine, you did for me'.

Once again we have been partnering with Gate 3:16 which is an Outreach Centre in Oshawa.

This year we were able to provide Gate 3:16 with gift cards to local grocery stores for the staff to purchase food items that weren't provided by Feed the Need. We also provided \$5.00 gift cards for Tim Hortons or McDonalds for each client. These cards were given along with some other items provided by staff at Gate 3:16 to help them celebrate Christmas. This was all possible due to the financial generosity of St Paul's on-the Hill congregation. We have been able to shop at second hand stores to purchase items such as sleeping bags, blankets, coats, jeans, leggings, sweat shirts etc. Clothing items donated by the congregation were also greatly appreciated by clients of Gate 3:16.

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
Lorna Smith and Eva Boessler,

Tuesday Morning Men's Fellowship Vestry Report 2023

Our fellowship with God centers on him as we share our needs and pray together for our families, our church and our world. We began this year by meeting through Zoom each week, until we went back to meeting in person with live-streaming through Zoom. This has enabled others to join us who could not do so otherwise, as with individuals up North or in Vancouver! Special thanks go to Peter Kirwin and Dan Reynolds for their technological expertise making this possible!

We began January, 2023, with continued reading of Mere Christianity by C. S. Lewis – a great book with excellent insight into what all Christians believe and reasons for our belief. This was followed by reading St. Paul's letter to the church in Ephesus with its very practical applications to our daily living. Reading Ephesians continued after our summer break and was followed in mid-November by starting the book of St. James. We ended the year still in James, and we plan to move into the book of Revelation after finishing James.

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. Our time together from 10:00 a.m. to 12:00 noon seems to go by very quickly! Reminded of very practical standards our heavenly Father gives us, we are encouraged and strengthened in understanding God's perspective and the work he is doing.

We continue to have shared leadership of sessions, lively discussions, deep honesty, much laughter, serious questions, and thoughtful responses, all most enjoyable and encouraging. We have the blessing of inviting God to speak to us and his delight in doing so! The many insights shared continue to make our two hours together very meaningful.

As we reflect on all this, we are thankful for the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit at work in our sessions, and you are most welcome to join us. If you have any questions or need more information, please feel free to contact:

David Karram at 905-683-3467 or dksurfer7@gmail.com; Ivan Hunte at 905-509-5415 or ivan.hunte@gmail.com; or Peter Kirwin at AAAWimp@gmail.com

Respectfully Submitted by,
David Karram

Sunday School (SOS) & Youth Ministry

“There is joy in serving Jesus! As I journey on my way. Every moment every hour. As I draw upon His power. There is joy, joy, joy that never shall depart.” Oswald Smith

2023 was a breath of newness in my life! God was up to something. God led me to worship at St. Paul’s, I thank Canon Stephanie Douglas-Bowman for her warm welcome on my first visit. And then all your hospitality. I came as a stranger, but you took me in just as I am. Thank you!

In mid-January, my life and career had a turnover; but I am thankful for God’s protection over me. I waited in His direction for my life. Soon after, I offered to help SPOTH Children’s Ministry. After many conversations with Canon Stephanie and the Warden’s acceptance, I officially started the Children Ministry in February.

SPOTH KIDS

Neither the one who plants nor waters is anything. Only God makes things grow. 1 Corinthians 3:7
Emmanuel is with us. Guided by God’s calling, I was prompted by the Holy Spirit to start recruiting teachers in mid-February. I barely had ten children and was new to the church. It made no sense, nonetheless, I did what I was told. In obedience, in March, God provided me with 20 teachers (old and new), I had my first teacher’s training luncheon with the teachers, a new Sunday School Curriculum, DWELL by Faith Alive, a successful Parent Potluck welcoming five new families to our community and was attended by 75 people (children and adults). In April, after the staffing and completion of the Sunday School teacher's training, Sunday school numbers soared to 27 averaging 20-23 children on Sundays. Jehovah Jireh! All glory to God.

In September, we had our first Back-to-Sunday-School Fair with face painting, popcorn, outdoor play, balloon sculptures, and many more. Attended by 26 children. We added a new class, we are up to four classes and 25 teachers to this day.

The Sunday School program begins with children’s worship, offertory, prayer, then classes, and weekly snacks. The children have developed an interest in and love for music this year. I would like to continue to support kids’ worship. I am seeking someone in the congregation to help me with the children's worship. If you are interested and love music, please see me.

Finally, St. Paul's had our first All-Ages musical Christmas Pageant, *“Twas the Night Before Christmas”* on December 10, participated in by 35 people of all ages from 3 to 75 years old. God is good! Glory to God in highest!

To all my teachers, thank you for your dedication and love for the Lord and the children. I am cheering you on!

SPOTH YOUTH

In March, Canon Stephanie and Hope Wangalwa ran a Youth Alpha co-led by four teenagers. 8 youths participated. Four of the eight youths were confirmed in late November through the confirmation preparation.

In May, Hope started her Youth Ministry role, sought, and brought our teenagers back to St. Paul’s with a fun-filled Spring Event, Graduation blessing, and BBQ Lunch in June.

Unfortunately, due to Hope’s illness, she stepped down from the Youth Ministry. I agreed to help the Youth Ministry. I kicked off the Youth Ministry by taking the youth to the Muskoka Retreat run by the BYMC (Bishop Youth Ministry Committee). Reverend Doug Smith and I were thankful there were nine of us at the retreat. The teens had a

wonderful time socializing, fellowship, learning, worshipping, taking part and enjoying the activities with over 170 teens across Ontario.

In St. Paul's, we have resumed the youth church in the upper room listening to the Ephesians and Advent studies with snacks, discussions, and fellowship. There are 6-14 teens who come to worship and participate in the youth group. Additionally, the youths meet monthly for special events with food and fellowship. These events are organized with teens' voices and leaders' directions and around the church calendar.

In November, we had our first Creative Project outreach Event, with six youths. Kids baked 32 muffins and 50 cookies, and the creative artists created clay ornaments and assembled birdhouses to contribute to our Church Bazaar Event.

In December, due to popular demand and Christmas cheers, I invited Christ Church Oshawa youth group to our Gingerbread House Contest to socialize with other teens in our community. Eleven of our teens and five Christ Church teenagers came and exhibited their 'Bob Builder' skills. They were remarkable! Everyone was a winner; they all shared their Gingerbread House architectural stories, a meal together, and listened to the Bethlehem Christmas message by Pastor Christopher.

Friends, God is doing something at SPOTH. We are growing. He is renewing and rebuilding our ministries. "The field is plentiful, but the labourers are few" (Matthew 9:37). Will you come and help me? Your prayers are welcome. For the equipping of saints, I am seeking youth workers.

Thank you to Canon Stephanie Douglas-Bowman for her directions and tireless support to the Youth Ministry and to Bruce Hampson, our People's Warden for his weekly steadfast support to the Children and Youth Ministry.

Respectfully submitted:
Pastor Esther Laiman

St Paul's Ushers / Greeters Ministry

Dear Friends of St Paul's,

It has been a delight to be the coordinator of the St Paul's small-but-mighty team of ushers this past year!

The usher/greeter team is currently a team of 10, with a few dedicated souls ready to step in if required. We absolutely needed all hands-on deck a few times this year! Christmas Eve this year included 4 services and every single able-bodied usher was in the church that day, some for more than one service!

It is always a challenge to accommodate everyone's schedule but, thanks to the incredible dedication, flexibility, and eagerness to serve, we have never had an issue. The team always ensures each person coming to St Paul's is welcomed warmly!

As we continue to transition to "normal" life after Covid, the ushers now ensure that the church pews are tidy, both between morning services and after the 10am service. This means tidying any roaming bibles or hymn books, recycling leftover bulletins, and ensuring there are always offering envelopes available.

The team also endeavours to support Cynthia Peroff, who arranges the beautiful altar flowers and the spectacular decorations for (at a minimum) Easter & Christmas seasons, by offering to help deliver those flowers to those in need.

My sincere and continued thanks also go out to the Clergy, the Leadership Team, and the audiovisual team for getting the Weekly Services into the homes of the congregation for those that prefer to worship online.

We are always looking for more members to join our team so if this ministry interests you, please do not hesitate to contact me!

Many hands make light work!

Respectfully submitted by
Sharlah Barter

SCHOLARSHIP/BURSARY PROGRAM

The St. Paul's-on-the Hill Youth Achievement Scholarship was founded in 2008 by Arcelia Hunte, Marg Jocz, and Marilyn Sinclair. After Arcelia's passing, Anita Murray joined our group for a few years. The original vision of the scholarship was to find ways to acknowledge excellence and contributions of our youth by blessing scholars both inside the church and outside its doors, as they begin their post-secondary education. Qualification was based on academic achievement and leadership/volunteering in church, school and the community. The scholarship was also distinguished by inclusion of a spiritual component (not mandatory) in the application process. Every year we invited students within the SPOTH community as well as from Ajax-Pickering area high schools and churches to complete and submit applications for a scholarship. Each application was reviewed by a group of qualified volunteer professionals and the best candidates were selected. They were presented with a cheque for \$500.00 and a plaque during a service at the church. (The amount of the scholarship was determined by the amount of money available each year.) The number of scholarships presented depended on the number of applicants.

In 2009, we expanded our focus from just a local scholarship fund into an international bursary focusing on Anglican Women, theological students or groups abroad. In 2013, after the passing of Arcelia, this bursary was renamed the Arcelia Hunte Memorial International Bursary in her honour. With the support and guidance of Canon Kim Beard we were able to select and support Christian groups, charitable organizations or individuals seeking to improve their careers in other countries. Each year the sum of \$500.00 Cdn was awarded as the bursary gift.

The St. Paul's on the Hill Youth Achievement Scholarship and the Arcelia Hunte International Bursary have been entirely funded by individual donations. We believe the current amount to be approximately \$10,000.00; the exact amount will be noted at Vestry.

While the bursary portion of the fund has remained a fairly straightforward ministry to manage since its creation, oversight of the scholarship has become more challenging. With ongoing changes in education policies and mandates regarding personal information, as a church we are faced with more complexity and increased risk exposure. Over the years of our oversight of this ministry, we have also discovered it requires a high level of volunteer effort in return for a relatively low number of applicants and overall interest in the scholarship. Additionally, because the scholarship is achievement-focused and locally managed, it has not always been viewed by others as an official program.

For these and other reasons we are seeking Vestry support to make a change. Specifically, with the warden's support, we are recommending to this Vestry that we make a motion to investigate our options for redirecting the St. Paul's-on-the-Hill Youth Achievement Scholarship into a more manageable program, akin to the International Bursary. These options would be then brought to the parish for a decision.

Respectfully submitted,

Marilyn Sinclair
Marg Jocz



MISSION STATEMENT:

St. Paul's on the Hill Community Food Bank's mission is to provide a nutritional supply of food in a welcoming and supportive environment to residents of the City of Pickering and Town of Ajax.

ONLINE ANALYTICS:

A big part of my job is raising the profile of the Food Bank, and this includes social media. Due to constant monitoring and upkeep, the Food Bank has gained a strong online presence through the social media pages and improved website. Website visits have increased to an average of 3,500 per month, up from 1,000 per month average in 2022.

WHAT'S NEW AND IMPROVED IN THE FOOD BANK:

On May 12, 2023, Canon Stephanie and I met with the Minister of Finance, Peter Bethenfalvy, to ask for help and guidance with securing funding for the Food Bank with the projected growth in Food Bank visits. During our meeting, I expressed the need for new equipment and Minister Bethenfalvy was very supportive during the meeting, recommending we apply for the Ontario Trillium Capital Grant. In June 2023, I applied for the grant to purchase a new refrigerator and freezer and in October 2023, was notified the application was approved for \$13,200. This covers the cost of the two appliances which will be delivered and installed on March 21, 2024.

One of my goals for 2023 was to gain control of food cost and wastage. With careful planning and execution, in August 2023, the operation of the Food Bank was successfully changed from pre-packed boxes to a grocery store style of food distribution. This was well received by our clients, as it provides a more dignified way of receiving their food. There are six volunteer-supervised stations and clients can go to each station to choose their preferred items. There are signs posted indicating the amount of each item they can take, based on family size, and this is also enforced by the volunteers. This set up has successfully helped to control food costs and wastage. These changes also implemented the weighing and recording of distributed food and waste.

Along with the operational changes came a change in client intake. As we were receiving an extraordinary number of new clients each month (averaging 65 families per month, equivalent to 250+ individuals), Food Bank resources couldn't keep up and tough decision needed to be made. After extensive market research and reaching out to surrounding food banks, I strongly recommended to the Wardens that client intake needed to become more in depth during the interview process, to ensure we were helping the neediest clients. The registration process is now through appointment only to ensure there is time for thorough interviews. Each interview is 15 minutes and clients are required to provide proof of income and expenses, which allows us to monitor the net income. To be eligible, and for the Food Bank to fall in line with other food banks around us, client's net income must be at poverty line + 10% (to allow room for inflation). Many new registrations have been turned away as they do not meet the eligibility criteria, and this has proven helpful and successful in the overall goal to assist those that truly need help.

Canon Stephanie was invited to a meeting with the Mayor in September 2023, and she asked to include the Food Bank. On October 18, 2023, Canon Stephanie, Bruce Hampson, Dave Hamilton and I met with Mayor Ashe to discuss how the needs of the Food Bank were growing faster than it could keep up. During the meeting, I had asked for

financial assistance and was directed to apply for the Pickering Community Grant which was completed the following week; we also asked to meet with City Council, a request the Mayor supported.

On November 10, 2023, I was given the opportunity to speak and advocate for food insecurity at the 2024 Ontario Budget Meeting, in the presence of Ontario's Minister of Finance and Members of Parliament.

At the end of November, Councillor Shaheen Butt visited the Food Bank and he and I discussed how the city could help for the month of December. I asked him to cover the cost of rent, milk and eggs for the month, totalling \$8,763.00. On December 15, 2023, Mayor Ashe presented the food bank with a cheque for \$8,763 from the City of Pickering's Community Grant. This was to assist with rent, milk and eggs for the month of December.

On December 4, 2023, Canon Stephanie and I spoke to the Mayor and Members of Council to express the ongoing concerns of the growth in clients, how many we were assisting and explained why this level of growth is not sustainable without their help. In our presentation, we asked for financial support, more specifically, help with the Food Bank's annual rent which is \$48,000. This proved to be successful as each Member of Council visited the Food Bank and donated in the weeks following the presentation. It also further opened conversations with Council members, which resulted in building stronger relationships.

On December 21, 2023, Mayor Ashe visited the Food Bank and assisted with some of the Christmas Hamper distribution. At this time, he informed me that the City of Pickering would be covering the Food Bank's rent in full for 2024. This will allow us to increase the amount of food distribution to clients and to help to keep the shelves fully stocked in the summer months when donations are less frequent. As well, we have already been able to increase the amount of milk and eggs distributed to each client, and implement the purchase fish for Halal families and individuals.

NEW COMMUNITY PARTNERSHIP:

Throughout my tenor as Food Bank Director, I continually focus on establishing strong relationships with new and existing community groups and companies. This has resulted in special partnerships with Derek's Independent Grocer, Food Basics, Metro and Freshco where we receive frozen items such as meat, dairy products, bread, non-perishable and perishable items through the Loblaws Retail and Second Harvest food rescue programs. These donations have exponentially increased the quality of food we are distributing and the Food Bank rescued 42,000 lbs of food in 2023, which would have otherwise ended up in the landfill!

FUNDRAISING:

Throughout October, November and December 2023, I partnered with Derek's Independent Grocer, Metro and Loblaws to host holiday food drives. Through these food drives, we were able to raise over \$2,000 combined, 1,800 pounds of food and through Derek's Independent Christmas Turkey Drive, collected enough monetary donations to purchase 185 Turkeys to include in the Christmas Hampers. I created informational packets which were handed out to shoppers during these food drives and in doing so, we were able to raise further awareness and obtain many first-time donors.

To raise the Food Bank profile and build relationships with our donors, I made the decision to trial a Donor Open House on October 21, 2023. Current and potential donors were invited into the Food Bank, where volunteers and I hosted tours through the Food Bank and initiated in-depth discussions on how the Food Bank operates, who we serve, how many we assist per month and ways they can help. There was \$3,500 in donations made that day. The Open House proved to be such a success and resulted in obtaining donor contact information, that I will be holding at least 3 per calendar year, the next one being on April 27, 2024.

CHRISTMAS HAMPERS:

With the hard work and help from Kim Cahill, the Food Bank was able to provide 250 Christmas Hampers in 2023, including a \$50 Walmart gift card, turkey, a box with all items to make a holiday meal and winter items such as hats, socks and gloves. Unexpectedly, we received many toy donations again this year which were also distributed with the Hampers. Fundraising was targeted to a Build-A-Box campaign and for a \$75.00 donation, supporters could fill a box and provide a gift card.

OUTSTANDING GIVINGS IN DECEMBER

In December we had an unforeseen increase in donations; December represented 45.4% of the food bank's yearly donations, above and beyond what we normally receive. Part of that increase likely is the outcome of our new efforts at connecting with the community. Part of it, however, was not something we could have planned for, namely: the strong media coverage around the funding crisis at Food Banks in Ontario. I am extremely thankful to all our community donors, St. Paul's, the Diocese and the City of Pickering for coming together and supporting the Food Bank and its clients. Through all the challenges the Food Bank faced in 2023 and forecasting a deficit of \$100,000 by year end, this support resulted in us ending the year in a surplus. We are tremendously grateful for this surplus, as we have already used up most of it in January and February of 2024.

VOLUNTEERS:

The Food Bank team is comprised of 62 very dedicated and passionate volunteers. They work tirelessly to sort through, accept, pick up and distribute food to our clients, among many other things, and through all the changes in operations their commitment never wavered. Due to the growth in numbers and constant changes in daily operations, I created a Feedback Committee consisting of one volunteer from each section of the Food Bank. We meet once a month and discuss any issues and/or concerns in their respective areas, as well as constantly brainstorming new and innovative ways to operate. During the busiest months (November and December), I added a second shift in the afternoon to assist the sorting team with the volume of donations. I am extremely thankful for our amazing team as the Food Bank could not operate without them. On a personal note, I am in constant awe of these passionate, hardworking and committed individuals who have also shown me tremendous support in my vision for the future of the Food Bank.

SPECIAL MENTIONS:

I would like to thank the Financial Committee, Canon Stephanie and the Wardens for their continued support, valued input and ideas. They have been a strong sounding board, a great source of information and resources to aid in the success of the Food Bank. I would also like to thank Rebecca Wilson, the Food Bank Bookkeeper; she is very talented and strong in her position and her monthly reports have helped tremendously in my financial decision making. I am very grateful for the support and responsiveness received from Mayor Kevin Ashe, Members of Council and the City of Pickering regarding the issue of food insecurity in our city. I am looking forward to working closely and cooperatively with the Mayor's office and the council in an ongoing fashion.

HUNGER COUNT REPORT : TOTAL FOR 2023

Adults Helped: **18,988**

Children Helped: **10,131**

Total individuals helped in 2023: **29,119**

Difference over 2022: + 8,431

Total Food Bank Visit in 2023: **8,263**

Difference over 2022: + 2,353

GOALS FOR 2024:

- Cutting costs to absorb inflation
- Installation of new fridge and freezer to allow for further perishable donations
- Further editing of website (more particularly the donor page)
- Adding fundraising events to the calendar year (open houses, food drives, etc)
- Creating online fundraising campaigns (Spring and Fall)
- Seeking a Fundraising Coordinator
- Continuing to build relationships with supporting grocery stores and the City of Pickering
- Obtaining new grocery stores willing to set up donation bins in their store fronts

Respectfully Submitted

Lindsey Morrill
Food Bank Director

ST. PAUL'S ON-THE-HILL

Proposed LEADERSHIP TEAM 2024

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	Janet Herrera	905 427-7680	janeth@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
Exec. Comm. Secretary	Bruce Hampson	905-409-6387	bruceh@stpaulsonthehill.com

WORSHIP

Rector	Canon Stephanie Douglas-Bowman	905-839-7909 x 22	stephanied@stpaulsonthehill.com
Curate	Rev. Doug Smith	905-839-7909	dougs@stpaulsonthehill.com
Lay Reader	Isuru Weerasekera	905-903-5506	isuruweerasekera@gmail.com
Music Director	Joanne Karram	905-683-3467	women@stpaulsonthehill.com
Readers/Chalice	Isuru Weerasekera	905-903-5506	isuruweerasekera@gmail.com
Intercessors	Isuru Weerasekera	905-903-5506	isuruweerasekera@gmail.com
Altar Guild	Margaret Wells	905-839-6499	dimpwells@gmail.com
Church Decorator/ Flowers	Cynthia Peroff	647-502-9217	cynthia.peroff@outlook.com
Altar Acolyte/Candles	Sharlah Barter	905-430-0239	sharlah.barter@gmail.com
Flower Coordinator	Janice Roberts	905 839-9212	grandmajanice2@gmail.com
Liturgical Dance TBD			
Ushers			
- 8:00 am	Jacob Ladipo	905-450-1900	jacobladipo@gmail.com
- 10:00 am	Sharlah Barter	905-430-0239	sharlah.barter@gmail.com
Servers TBD			
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
	Joy Pring	905-839-3246	
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

Delegates Scrutineer	Clare Masson	647-857-5855	clarem@stpaulsonthehill.com
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STEWARDSHIP

Property & Maintenance	David Hamilton	905-683-7672	daveh@stpaulsonthehill.com
	Ivan Hunte	416-254-3792	ivan.hunte@gmail.com
	Ron Harris	416-624-2725	ronharris@bell.net
	Wayne Lawrence	905-839-1618	

Hall Rental
Coordinator TBD

VOLUNTEER MANAGEMENT

Screening in Faith	Melanie Foord	melanie.foord@gmail.com
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CHRISTIAN EDUCATION

Children and Youth	Esther Laiman	905-839-7909	estherl@stpaulsonthehill.com
Nursery Yora Chijindu	yora@cchijindu.com		
Church Librarian	Eleanor Doney		

CHURCH LIFE & OUTREACH

Administrator	Amaka Ozoemene	905-839-7909 x21	amakao@stpaulsonthehill.com
Website Webmaster	John Honsberger	416-930-4760	johnh@stpaulsonthehill.com
	Bruce Hampson	905-409-6387	bruceh@stpaulsonthehill.com
Senior's Ministry TBD			
Food Bank Director	Lindsey Morrill	905-839-9537	foodbankdirector@stpaulsonthehill.com
Food Bank Bookkeeper	Rebecca Wilson	905-839-9537	foodbankbookkeeper@stpaulsonthehill.com
Scholarship TBD			
SPoTH Bursary Committee	Marilyn Sinclair	905-686-3617	bursary@stpaulsonthehill.com
	Marg Jocz	905-686-2863	bursary@stpaulsonthehill.com
Women's Fellowship & Team	Joanne Karram	905-683-3467	women@stpaulsonthehill.com
Men's Fellowship Outreach	David Karram	905-683-3467	dksurfer7@gmail.com
	Lorna Smith	905-837-0875	lsmith1@bell.net
	Eva Boessler	905-831-0575	evamaria1109@yahoo.ca
Prayer Ministry Team & Anointer	Canon Stephanie	905-839-7909 x 22	stephanied@stpaulsonthehill.com
Small Group Ministry	Rev. Doug Smith	905-839-7909	dougs@stpaulsonthehill.com
Prayer Circle	David Karram	905-683-3467	dksurfer7@gmail.com
	Pam Johnstone	905-683-8726	pamjohnstone0@gmail.com

SPECIAL EVENTS (Organizers & Volunteers needed) Newcomers' Welcome Committee

Newcomers'	Sophia Levy-Presner	905-492-0116	sophial@stpaulsonthehill.com
Caribbean Cultural Evening	Sophia Levy-Presner	905-492-0116	sophial@stpaulsonthehill.com
	Next planned dinner in 2025		

Please contact Bruce Hampson - Rector's Warden - bruceh@stpaulsonthehill.com for any changes to this report.

