

**St. Paul's Anglican Church  
Uxbridge, Ontario**



**Thursday February 24, 2022  
Annual Report to Vestry**

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**2021 “Zoom” Vestry Meeting Agenda  
Thursday, February 24, 2022**

1. Opening Worship including remembrance of faithfully departed in 2021
2. Acknowledge receipt of pastoral letter from the College of Bishops
3. Approval of Minutes of 2021 Annual Vestry Meeting
4. Reception of Reports ... Incumbent’s; Wardens; Envelope Secretary; & Outreach Committee
5. Prayer for our church finances
6. Presentation and acceptance of the Churchwardens’ Financial Report for 2021
7. Acceptance of other Financial Reports ... ACW & TAB
8. Presentation and acceptance of the Outreach Motions
9. Presentation and acceptance of the 2022 Operating Budget
10. Prayer for elections and appointments

11. Elections & Appointments ... the following are appointed by the Incumbent and/or nominated for election

|                           |   |
|---------------------------|---|
| ✦ Canonical Churchwardens | Rector’s: Sharon Houston<br>Peoples’: Dorothy Haines          |
| ✦ Deputy Churchwardens    | Rector’s: Siobhan Kapitan<br>Peoples’: Geoff Carpentier       |
| ✦ Lay Member of Synod     | Gail Browne   |
| ✦ Alternate Lay Member    | Dave Rehill   |
| ✦ Envelope Secretary      | Sharon Taylor   |
| ✦ Advisory Board:         | Margery Cowley, Judy Fountain, David Rehill,<br>Robin Dhillon |
| ✦ Parochial Tribunal      | Evelyn Pogue & Beth Crook                                     |

12. General and New Business

- I. Signing Authority

*That the signing officers of the St. Paul’s, Uxbridge accounts for the year 2022 be any two the following: at least one of the canonical churchwardens, Sharon Houston and Dorothy Haines and or Evelyn Pogue*

- II. Appointment of Auditor

*That the auditors for the financial records of St. Paul’s Anglican Church, Uxbridge, for the fiscal year 2022 be Michael Mulholland*

- III. Other items - Diocese of Toronto Social Justice Motion  
-  
-

13. Adjournment, closing prayer, doxology & dismissal

## The College of Bishops Pastoral Letter to Vestries, 2022

*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,**

May the grace and peace of our Lord Jesus Christ be with you all.

As you gather today for the annual vestry meeting, we as your bishops wanted to write to you united as a College, to assure you of our prayers, gratitude and love for you in the face of the challenges facing our Church at this time. We want to encourage you and to assure you of our support, as we look back on the past year and anticipate the one that lies before us.

Our life together continues to be shaped by a little virus called COVID-19. Most of us had hoped that we would be back to our pre-pandemic ways by now. Yet we seem to be entering into the third year of this pandemic, and we are in the midst of an incredible fifth wave. We have learned to adapt, shift, change, open, close, move online, Zoom, sing through a mask, and much more. None of us could have imagined that we were capable of doing all of this, for as long as we have, when we closed our church buildings for the first time in March 2020.

To say that we are tired – worn out, fed up – would be an understatement. We wonder: how much longer? Unfortunately, while we may be finished with this pandemic, this pandemic is not quite finished with us.

*“Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.”*  
*(Joshua 1:9)*

Just as the Lord commissioned Joshua to take on leadership from Moses and to lead the people forward into the land that had been promised, so God commissions us to be faithful even in the midst of this anxiety. As with Joshua, God promises to be with us wherever we go. And God’s faithfulness to Israel on the cusp of new life in a new land, renews our hope for our own deliverance. In the crucible of this pandemic, there are signs of God’s light and life all around us, and we have been so moved by the ways that strength and courage have been shown by the people of our Diocese this year. The movement to virtual worship, the leaving behind of our buildings for a time, the reliance on community that has been formed and nurtured online – these are all signs of the resilience born of our faith in Jesus Christ. They are reminders that the Lord our God is with us wherever we go – even through this season of deep challenge – and that God has not abandoned us. God’s accompaniment has been made known in other ways too. In the midst of this pandemic, we as a Church have been coming to terms with issues of systemic racism and bias. The rollout of anti-bias and anti-racism training in 2021 – and the participation of almost all our active clergy – is a sign of God’s transformative work in us as a Church. We still have much to do to combat racism and bias, but these steps bring us closer to the Church we are called to be. The ABAR workshops will be rolled out at the parish level in the coming year, and we strongly encourage your support and participation. The apology to the LGBTQ+ community in June was a further step in the Gospel work of justice, dignity and inclusion. May Christ continue to be with us as we seek to be transformed in His likeness.

The Gospel of Christ has good news and hard news. The good news is that we have hope in Jesus, who is our unchanging rock and our constant salvation in the midst of the storms and tribulations of

this life. The hard news is that we are called to serve others in Christ's name. Service is sacrificial. Service is rewarding. Service is at the heart of our faith. Thank you so very much for your service to the Church and to the glory of God this past year. We are speaking here to all the baptised: our hardworking churchwardens, treasurers, musicians, administrators, Sunday School teachers, ACWs, outreach workers, altar guilds, sextons, our now-indispensable tech volunteers, and so many more. To our beloved clergy, both priests and deacons: you pour your heart and soul into your God-given vocation, and we see you. We are grateful beyond words for the super-human effort you have tirelessly made to build up the People of God during this pandemic.

At such a time as this, when we are deeply unsettled, when we would prefer the comfortable to the challenging, Christ is calling us to look for the opportunities that are being presented anew: how can we partner with a neighbouring church to do more effective and robust ministry? Do we need to have all the answers before we set out on the journey of missional exploring and engagement? What are we afraid of, and how can the good news of Christ allay our fears and embolden our hearts to venture into the unknown? How can we put "the movement of the Spirit" into words, phrases and invitations to which new disciples can respond?

Without a doubt, we are all tired; yet recently, we your bishops are also hearing something new. You are beginning to dream again. And we know that when the Church dreams...things change.

*"In the last days, God says, I will pour out my Spirit on all people.  
Your children will prophesy, your young will see visions, your elderly will dream dreams." (Joel 2:28)*

May you have a creative, hopeful and inspiring vestry meeting today, as we enter this new year with the strength and courage of the One who accompanies us on our journey. We are praying for you all.

Yours faithfully in Christ Jesus,

**+Andrew Toronto**

The Right Rev. Andrew J. Asbil  
Bishop of Toronto

**+Riscylla Shaw**

The Right Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

**+Kevin Robertson**

The Right Rev. Kevin Robertson  
Suffragan Bishop of Toronto

**Zoom Vestry Meeting Minutes for St. Paul's Anglican Church, Uxbridge  
Thursday February 17, 2021**

**There were 30 people present including 5 using telephone. A list is attached of those who attended.**

**1. Opening Prayer & Comments**

The Rev. Canon Mark Kinghan opened the meeting at 7:30 pm with prayers, a reading from 1 Peter 2: 4-10 and opening comments about the experience of a year in pandemic and the general healthy state St. Paul's is in at this time.

**2. Remembrance of Faithfully Departed in 2020**

Edna May Kerr, Marie Dawn Collyer, Erin Elizabeth Moore-Tratnik, Gwynneth Mary Preston, and Leo Nick Doodchenko

*Give rest O Christ to your servants with your saints where sorrow and pain are no more, neither sighing, but life everlasting.*

*Rest eternal grant to them. May they rest in peace and rise in eternal and everlasting glory.*

**3. Acknowledge receipt of pastoral letters from Bishop Andrew Asbil & Bishop Riscylla Shaw**

**4. Approval of Minutes of 2020 Annual Vestry Meeting**

*It is moved by Dorothy Haines and seconded by Beth Crook that vestry accepts and approves Minutes of Vestry Meeting held on February 23, 2020. **Carried***

**5. Reception of Reports ... Incumbent's; Wardens; Envelope Secretary; & Outreach Committee, ACW & TAB**

*It is moved by Sharon Houston and seconded by Art Mathews that vestry receive the Incumbent's Report, Wardens Report, Envelope Secretary Report, Outreach Committee Report and the ACW and TAB reports to Vestry as included in the distributed material. **Carried***

**6. Prayer for our church finances**

The Rev. Canon Mark Kinghan led vestry in prayers for the church finances and the budget for the coming year.

## **7. Presentation and acceptance of the Churchwardens' Financial Report for 2020**

**Mike Mulholland, our auditor, presented the 2020 Financial Report.**

*It is moved by Sharon Houston and seconded by Beth Crook that vestry accept and approve the Financial report for 2020. **Carried***

## **8. Presentation and acceptance of the 2021 Operating Budget**

**Art Mathews presented present the 2021 Budget as included in the vestry report.**

*It is moved by Art Mathews and seconded by Dorothy Haines that vestry approve the budget for 2020. **Carried***

Questions were raised about capital repairs to be considered in the coming year

- The front steps of the church are crumbling in places. It would be prudent to have them examined to see what repairs might be needed. The wardens will take this under advisement and explore this concern. If there is significant work to be done a special vestry will be called.
- A question was raised about painting the stained-glass windows especially on the north side of the church. They are fading over time. A response was offered that in the past we have been discourage from painting the windows and instead focus on restoration.

## **9. Prayer for elections and appointments**

The Reverend Mark Kinghan offered prayers for the leadership of the parish to be appointed and elected.

## **10. Elections & Appointments**

- † Canonical Churchwardens Rector's: Sharon Houston Peoples': Beth Crook
- † Deputy Churchwardens Rector's: Dorothy Haines Peoples': Art Mathews
- † Lay Member of Synod Gail Browne
- † Alternate Lay Member Dave Rehill
- † Envelope Secretary Sharon Taylor
- † Advisory Board: Margery Cowley, Judy Fountain, David Rehill, Len Skidmore
- † Parochial Tribunal: Evelyn Pogue & Len Skidmore

*It is moved by Sharon Houston and seconded by Beth Crook that the leadership positions for St. Paul's in 2021 be the same as in 2020 as presented in the vestry report. **Carried***

## 11. General and New Business

† **Signing Authority** ... *It is moved by Art Mathews and seconded by Dorothy Haines that the signing officers of the St. Paul's, Uxbridge accounts for the year 2021 be any two the following: at least one of the canonical churchwardens, Sharon Houston and Beth Crook and/or Evelyn Pogue. **Carried***

† **Appointment of Auditor** ... *It is moved by Sharon Houston and seconded by Beth Crook that the auditors for the financial records of St. Paul's Anglican Church, Uxbridge, for the fiscal year 2021 be Michael Mulholland **Carried***

### † **Diocese of Toronto Social Justice Motion**

The Reverend Canon Mark Kinghan gave background on the motion and the church's call to address these systemic realities in society and in the church.

*It is moved by Art Mathews and seconded by Dorothy Haines that the parish of St. Paul's, Uxbridge acknowledges that Anti-Black racism exists in our society and in our Church, and that it and all forms of racism against Black, Indigenous and other racialized people are a sin against God and against our neighbour. We commit ourselves to the recognition, dismantling, and elimination of Anti-Black and other forms of racism in our secular institutions, in our Church, and in ourselves, and to work for the full inclusion, participation and belongingness of Black, Indigenous and other racialized people in all sectors of our common life.*

*In light of this acknowledgment, and in keeping with this commitment, our parish undertakes to do the following: We will invite someone from a racialized community to speak on anti-racism*

*We will investigate offering a community workshop on systemic racism.*

**Carried**

Comments made during the discussion preceding the vote

- We need to be aware that racism involves different cultural groups that aren't listed in the motion such as Asian.
- We need to be promoting and responding to eliminating all forms of racism without necessarily naming any particular group.
- All racism needs our attention, but there are times when we need to focus on particular concerns that are raised. This is the situation at this time in the experience of blacks and thereby naming their issues in particular.
- The motion is general and broad enough that while it identifies Black discrimination it also includes Indigenous people and racism in general as a sin that needs addressing.



- ✠ Other items - Appreciation was expressed to The Rev. Canon Mark Kinghan for all he has done and is doing to keep people engaged and connected during this pandemic.

## 12. Closing Comments

The Reverend Canon Mark Kinghan offered some closing comments and offered thanks to the wardens, ministry team and the member of St. Paul's for their continued support.

## 13. Adjournment

*It is moved by Sharon Houston and seconded by Beth Crook that this vestry meeting for St. Paul's Anglican Church, Uxbridge be adjourned.*

## 14. Closing prayer, doxology & dismissal

Due to an internet issue at the church, The Reverend Canon Mark Kinghan was disconnected. Beth Kinghan closed the meeting with prayer at 8:45 pm.

### Vestry Register

#### Zoom Vestry Meeting ... Thursday, February 18 at 19:30

|                              |                                |
|------------------------------|--------------------------------|
| Beaudoin, Stuart             | Kinghan, Beth                  |
| Beaudoin, Tiina              | Kinghan Mark                   |
| Browne, Gail (by telephone)  | Logan Brian                    |
| Collyer, Gerry               | Carroll, Shelagh               |
| Cowley, Margery              | Martin, Albert                 |
| Crook, Beth (by telephone)   | Mathews, Art                   |
| Dhillon, Robin               | McKenzie, Nancy (by telephone) |
| Dhillon, Susan               | Mulholland, Michael            |
| Foote, Eileen (by telephone) | Nicolle, Peggy                 |
| Fitzgerald, Jan              | Pogue, Evelyn                  |
| Freemantle, Derek            | Rehill, David                  |
| Freemantle, Joy              | Skidmore, Len                  |
| Haines, Dorothy              | Smith, Trevor                  |
| Haines, John                 | Taggart, Barb                  |
| Houston, Sharon              | Verwoerd, Gail (by telephone)  |

## **From the Parish Records 2021**

### **Baptisms**

Clara Mackenzie **Marden**

**There is one Lord, one faith, one baptism**

### **Marriages**

Steven Douglas **Potter** and Mariana **Mangevil Alvarez**

**And the two shall become one in Christ**

### **Burials**

Mary **Brown**

Florence **Beatty**

Joan Claire **Doodchenko**

Thomas Leonard **Skidmore**

Rachel May **Mansfield**

Ellen **Beck**

Robert **Mosey**

**Give rest, O Christ, to your servants with your saints**

## **Incumbent's Report to Vestry**

As I begin writing my report for the past year, I am very aware of the significant loss we have experienced in the deaths of many parishioners, but especially Joan Doodchenko and Len Skidmore. We learn in seminary that every parish has a matriarch and patriarch, and I would say that that was Joan and Len. Their contributions over the years were significant as they embraced many and various roles in the life of the parish. Most importantly was their dedication and commitment that was grounded in their faith and lived out in their faithfulness. May they rest in peace and rise in glory.

2021 has been another year like none other we have experienced in our own personal lives, in our church life and in the world around us in general. Covid 19 has wreaked havoc and led to protocols for safety, health, and wellbeing. During that reality, the church wasn't immune to the effects as we experienced significant lock downs and the suspension of in person worship services. As well, we have all felt individually the strain and stress that this pandemic has caused in our lives. We pray, that as signs indicate, we are coming closer to moving beyond Covid 19 as we rediscover the things we enjoy and that bring us life through shared community and the relationships that are significant in our lives with family and friends as well as within our church.

I personally want to thank each of you for your support of me and of all we have tried to do, even in the ways we were compromised over the past year. Thank you to those who video recorded readings and prayers; to our pandemic response team who ensured that we could enter into our in person worship safely following set out protocols; to the wardens who assisted in making significant decisions about whether to remain open; to Dave and Trevor for persevering with the live streaming despite technological glitches, and to Dave, Geoff, Chris and Siobhan for volunteering to be part of our live streaming team; to the greeters who did the required screening and welcomed people to worship each week; to Stuart and the virtual choir who rose to the challenge of continuing our music ministry using technology. And I have no doubt there are others to be thanked too. We are grateful to everyone who has embraced this reality and who have engaged in our church life and worship in a different way than we are used to.

I do look forward to these coming months when protocols will continue to be dropped and we can discern how our life continues given all we have been through. As has been said on several occasions, we will never be the same as we were pre Covid. I look forward to the discernment we will enter with the new realities of what life is like, having affirmed how significant our relationship is with each other as the body of Christ.

One area of consideration is what our worship life will be like moving into the future. I have been asked if we will return to having "The Table" on Sunday mornings. As well, some have asked if we will have the traditional 8:30 service? As a starting point, we will continue with one service at 10:30 for the time being. As time goes on, through conversations, we can develop further what our pattern of worship will be. What is most important is that we continue to come together for worship, to pray together and hear

God's Word, to reflect on God's challenge to us inspired through His Word and to share in the sacramental meal that is at the center of who we are and the expression of our faith. I know I hope and pray that we can have a festive celebration of Easter, maybe still with protocols in place, but with joy filled singing and prayerful reflection as we remember the solemnity of Holy Week and the splendor of Easter. We have experienced two Covid Easters which compromised our celebrations. But even then, we have celebrated as best we could that we are an Easter people with a resurrection hope even during a pandemic.

I look forward over the coming months to working with the wardens and advisory board on a plan for post pandemic in terms of our ministry and discipleship. As such, I will be encouraging us to engage the ministry of the Diocesan Congregational Development team to work with us on developing a mission action plan. This will guide all we do going forward and the decisions we make. It is important to be intentional, especially at times like this, in asking the questions which focus our agenda and guide our priorities. I encourage all of us as a parish to engage in this process as opportunities arise.

Outreach is an obvious priority for St. Paul's. In 2021 we surpassed our budgeted goal for Outreach of \$5000. This was raised through fundraisers and a campaign. We are very generous and feel called in our ministry to support needs locally in our community, and further afield across the diocese and country and beyond too. As well, we supported three families with Christmas hampers. In addition, we pulled together support for another family who needed help around Christmas. This sharing of our blessings is integral to what it means to be a faithful community of faith as followers of Jesus. Thank you for your generosity and support!

One of the things that I realize is that there is always room to grow in our generosity out of the abundance we have received as a gift. We are blessed with an investment that came from individuals who have invested in the future of ministry here at St. Paul's. How we use that investment and those bequests beyond the upkeep of our building and insurance for the future, through our support of mission and outreach is one further gauge of our faithfulness in responding to what God is asking of us.

There are many opportunities to further engage in ministry to our community as needs arise and we are made aware of initiatives to meet those needs. In scripture, Jesus ended the parable of the talents by saying, *"From everyone to whom much has been given, much will be required; and from one to whom much has been entrusted, even more will be demanded."* We have been given so much by God which in turn means much is required of us; we have been entrusted with much which means even more is demanded of us. My prayer is that we will be conscious of that faithful principle as we make decisions at this vestry and in vestries in the years to come too.

I encourage you to read and pray about the motion presented in support of increasing our commitment to outreach in the coming year. The motion has come to us from a member of the parish who believes that although we ask parishioners to support outreach through campaigns, we equally need to be supporting outreach as a parish out of our accumulated

investment. I encourage you to support this motion asking that we match from our investments what is raised for outreach through fundraising and a campaign up to \$5000. This would be a statement of faith and a desire for our finances to reflect our baptismal calling to reach out and serve those in need, remembering those who are vulnerable and often on the fringes of our society.

A second motion will be presented regarding outreach. We have been approached by North House asking for support for a significant initiative they are undertaking to better serve those in need in our community. This will involve moving to a new location which will offer showers, laundry facilities, a small kitchen, computer resources as well as a common area that will serve as a warming and cooling center. The needs of our community around precarious housing are increasing, and I suspect will only grow as time goes along. It is interesting that several years ago, when North House was starting up, St. Paul's came forward with a contribution of \$5000 which in that time would have been a significant contribution. This is a tremendous opportunity for us as a parish to stand alongside and partner further with North House in meeting the needs of the very ones Jesus has called us to serve. I encourage you to support this motion as well.

It may appear that if these two motions pass, we will be significantly depleting our investments. Currently our investments are more than \$900,000. Going back to the parable of the talents, we have been entrusted with much; as a result, much is demanded of us. If we pass these motions, that will mean we would spend \$15000 of our investment on outreach initiatives, which is approximately 1.5%. We do need to be prudent in how we use what we have been gifted with. However, I believe that it is imperative that we ask how we use it faithfully, in line with our calling and discipleship as followers of Jesus Christ.

Because the issue of homelessness is more visible and I am becoming more aware of how precarious housing is for many people in our community, I am passionate about and committed to advocating with government at all levels around the scarcity of affordable housing in Uxbridge. This is a real issue that I feel compelled to prioritize. As we move out of Covid 19 I look forward to re-engaging with others through the Poverty Coalition who are like minded and desire action. I hope to work along with those providing the necessary services and support around housing in speaking up for justice for those who struggle to get by each month. I hope to promote a round table discussion with all levels of government about the issues that are realities here and what is needed to respond to them. This kind of advocacy is part of our baptismal identity. I hope that if you too are passionate about these issues that you will speak up as well and become part of the movement forward to make a real and lasting difference.

Thank you for your continued financial support of St. Paul's. Our ability to open our doors and operate is because each of us contributes as we are able. We surpassed our budgeted amount for offerings in 2021. That is good news. However, we can't rest on our laurels going forward. The budget presented is a lean budget with little discretion on the part of the wardens. We have decided not to ask for an increase in offerings given the

current economic climate. That does mean that we will rely on our investments to make up the difference. Thank you to our wardens for their diligence in prudently managing the finances of our parish.

Finally, I want to express my gratitude. First, to each of you for your faithfulness, dedication, and commitment to St. Paul's. We are a parish that cares for each other and for the wider community around us. There are so many who could be thanked by name. However, in so doing invariably someone might well be overlooked. So, I offer a general thank you to each one of you for who you are and all you offer in our shared life at St. Paul's.

I would like to especially thank the ministry team ... Evelyn our office administrator, Stuart our Director of Music Ministry, Don our facilities manager and Mike our custodian. I appreciate the dedication each of you has for St. Paul's and the ways you support the work and ministry we do. Being part of a team like what we have is so important and appreciated.

I would like to also thank the wardens. Together we have been a good team in our conversations and decision making over the past year. Thank you to Art and Beth who will not be continuing as wardens in the coming year. Both of you has brought wisdom and insightful, but especially a faith which you desire to live out in your leadership at St. Paul's. We look forward to the ways you will continue to be involved in the ongoing life of the parish going forward.

Thank you also to Sharon and Dorothy. You too have brought your gifts, talents, and abilities to your role as wardens. I look forward to continuing the work we do together and the leadership we provide moving forward.

Finally, I thank God who has blessed me in calling me to be priest here at St. Paul's and with each of you to journey with in our shared ministry and discipleship. Together we embrace the Spirit of God in our midst and respond as best we can with what God has given to us. In addition, God's grace is present in our desire to serve and to engage with the community around us.

My prayer is that we as the parish of St. Paul's, Uxbridge will always know how blessed we are, and that we will desire to share that blessing in opportunities that arise. The Spirit of God is at work in us and will continue to bless us as we go into the future and be the faithful disciples God is calling us to be.

Thanks be to God!!

## Churchwardens' Report to Vestry - 2021

Here we are again, another year has passed, Covid is still with us however we are a strong group of folks with a common place in our hearts.

Let's enter into the following passage.

*Trust in the Lord with all your heart, And lean not on your own understanding; In all your ways acknowledge Him, and He shall direct your paths. Proverbs 3:5-6*

To begin, we had in-church worship along with home-worship again throughout this past year. Much effort and talent went into the preparation of all our worship services.

Many thanks to -

- Rev. Canon Mark Kinghan for all the work planning, finalizing and execution of our wonderful worship services; coupled with pulling everything together while changing gears as necessary with closures and re-openings. You are so appreciated!
- Stu Beaudoin and the choir, and outside musicians, for all the incredible music under such conditions. You are so talented!
- Readers, Intercessors and Assistants, for being there, volunteering your time to make our services as complete as possible. Important roles!
- Greeters, thank you for keeping us safe!
- Art Mathews and crew for all the safety measures, keeping us safe and within bounds of Covid 19 protocol. Your wealth of knowledge is incredible!
- Technical crew for video and live streaming, for your talent perseverance and keep-at-it attitude to bring us the electronic versions of the services in to our homes. Thank you!
- Altar Guild, for all their great housekeeping of the church. Important role!
- Special note, a remembrance of the passing of Joan Doodchenko a longtime Altar Guild member. We miss her greatly and her husband Leo Doodchenko.
- Evelyn Pogue for our treasury affairs, bank deposits and all the other things you do. So many hats you wear!
- Sharon Taylor our Envelope Secretary, your accounting skills match no other!
- Mike Holmes for caretaking the property, including grass cutting and snow shoveling. Thank you!

Moving to finances, we made and exceeded our 2021 budget! What a wonderful position to be in during these crazy times. In addition our investments are in a very healthy state. Thank you for all your generosity and support! We are very grateful for your faith and trust.

A quick word about the 2022 Operating Budget, we did not increase the offering line items due to the economic climate expected in 2022, fixed incomes etc.

We had some Church and Rectory needed maintenance throughout the 2021.

However, before taking a look at our list of fixes, problems and pending jobs, we should take a moment to remember our late Facilities Manager and fellow parishioner, Len Skidmore. Len was truly dedicated to the welfare of St. Paul's and we miss him dearly.

We have hired a Facilities Manager, Don Clubine, who is available for all Church and Rectory maintenance.

Church and Rectory fixed and to-be-fixed list -

- Furnace issues, now fixed - done
- New set of shingles for back roof extension on Rectory- done
- Railing installed on north front stairs - done
- Tree in front of church - done
- Elevator/lift not working - ongoing moving to a 2022 item
- Day-to-day maintenance, light bulbs, etc. – ongoing

Outreach was able to entertain a couple of outdoor fundraisers in 2021 that were very successful! Please read Outreach Ministry report for more details.

A little more about Outreach with a passage reading.

With a strong hand and an outstretched arm,  
For His loving kindness is everlasting

### **Psalm 136:12**

St. Paul's is a very generous community driven parish and with prayer and willpower will continue to be as our mission statement affirms.

*A Christian community seeking to worship, know and serve Christ*



Just remember there are always opportunities and challenges we see where our help is needed. Never forget we continue to be that community driven strong group we have always been, helping others in situations and circumstances that need our support. Remember the doxology!

Glory to God, whose power working in us can do infinitely more than we can ask or imagine. Glory to God from generation to generation, in the church and in Christ Jesus, for ever and ever. Amen.

Overall 2021 was a challenge however we got through it together.

Let's close with the Grace Prayer.

May the grace of our Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all, now and evermore. Amen.

We welcome your questions, encouragement, feedback, and most of all, your prayers.

Peace,

Sharon Houston, Beth Crook, Dorothy Haines, Art Mathews

## Envelope Secretary's Report – 2021

### Average Weekly "Regular" Offerings: Distribution by \$ Range

| Source: Church Assist     | 2021 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 |
|---------------------------|------|------|------|------|------|------|------|
| Over \$50.00              | 9    | 8    | 6    | 9    | 8    | 9    | 12   |
| \$40.00 to \$49.99        | 2    | 2    | 6    | 4    | 2    | 4    | 2    |
| \$25.00 to \$39.99        | 12   | 12   | 12   | 9    | 10   | 9    | 10   |
| \$15.00 to \$24.99        | 12   | 9    | 13   | 18   | 20   | 19   | 15   |
| \$5.00 to \$14.99         | 18   | 25   | 24   | 31   | 23   | 24   | 20   |
| Under \$5                 | 17   | 14   | 13   | 15   | 15   | 16   | 14   |
| Total Number Contributors | 70   | 70   | 74   | 86   | 78   | 81   | 73   |

|                  | 2021       | 2020       | 2019       | 2018       | 2017 | 2016 |
|------------------|------------|------------|------------|------------|------|------|
| Total Offertory  | \$ 98,425  | \$ 96,224  | \$ 111,657 | \$ 100,838 |      |      |
| Total Collection | \$ 116,406 | \$ 116,275 | \$ 123,059 | \$ 113,405 |      |      |

|                         |          |          |           |
|-------------------------|----------|----------|-----------|
| Contributed by Visitors | \$ 7,114 | \$ 7,584 | \$ 11,402 |
| % from Visitors         | 6%       | 7%       | 9%        |

|   |    |    |    |    |     |     |
|---|----|----|----|----|-----|-----|
| Envelopes issued  | 41 | 45 | 52 | 53 | 84  | 81  |
| # Pre-Authorized Giving   | 32 | 37 | 31 | 34 | 23  | 26  |
| Neither Envelope nor PAR households                                   | 5  |    |    |    |     |     |
| # Parishioners with BOTH PAR and Envelopes (inc in both totals above) | 6  | 7  | 6  |    |     |     |
| Total "parishioners" on file  | 72 | 75 | 77 | 87 | 107 | 107 |

Notes:

- (1) Since this time some parishioners have left the church or passed away and will be removed from 2022 envelopes/PAR.
- (2) Some 'visitors' have become very regular, but remain on the visitor list. In a few cases they have been converted to parishioner HH list mid year.

Respectfully submitted,

Sharon Taylor  
Envelope Secretary

## Outreach Committee Financial Report – 2021

### Revenue:

|   |                    |
|---|--------------------|
| Revenue reserved from 2020                    | \$ 1,708.36        |
| Revenue sources for 2021 included:            |                    |
| <b><u>Outreach Projects:</u></b>              |                    |
| Outreach Campaign                             | \$ 3,450.00        |
| Reading Blankets                              | 725.00             |
| Christmas Market                              | 1,215.00           |
| Plant Sale                                    | 175.00             |
| Book Sale                                     | 105.00             |
| Green Team                                    | 80.00              |
| Donations for Africycle                       | 40.00              |
| Donations for Back Pack Project               | 50.00              |
| Donations for Local Outreach                  | 200.00             |
| Donation                                      | 200.00             |
| Memorial Donation                             | 100.00             |
| Grant from Area Council                       | 500.00             |
| Parish portion of money donated to FaithWorks | 442.05             |
| Total money available for distribution:       | <b>\$ 8,990.41</b> |

### Disbursements:

|   |                    |
|---|--------------------|
| On-going commitment:                                  |                    |
| Incumbent Discretionary Fund (2020 funds)             | 100.00             |
| Local:  |                    |
| Back Pack Project                                     | 500.00             |
| Loaves & Fishes Food Bank                             | 1,000.00           |
| Jennifer Ashley Children's Charity                    | 1,000.00           |
| North House   | 1,000.00           |
| Canadian Tire Jump-Start Program                      | 1,000.00           |
| Christmas Hampers                                     | 632.82             |
| Inter-national:                                       |                    |
| St. Paul's, Leaskdale (Africycle for sending squares) | 40.00              |
| National:   |                    |
| PWRDF (Pikangikum Water Project)                      | 1,000.00           |
| PWRDF (Vaccine Equity Fund)                           | 1,000.00           |
| <b>Total Disbursements</b>                            | <b>\$ 7,272.82</b> |
| Reserved:   |                    |
| Incumbent Discretionary Fund and as a need arises     | <b>\$ 1,717.59</b> |

Respectfully submitted,

Joy Freemantle

## **Outreach Committee – 2021**

Thanks to the generous support of our parishioners, we were able to meet and surpass our budgeted goal. I would like to especially thank Sharon Houston and Sally Kotsopoulos for all their work providing blankets and books for our successful Reading Blanket initiative. Thank you also to everyone who contributed to the success of our plant sale and Christmas Market. As no shipment was sent to Malawi we sewed the donated squares to make blankets for North House. Many kind knitters also provided hats, scarves, mitts and baby blankets and I was also able to deliver towels for their use as well. Once again this year we were able to provide Christmas hampers and gifts for three families to enable them to enjoy the season as well.

It is my pleasure to chair the Outreach Committee with all your generous support.

Respectfully submitted,

Joy Freemantle

**A.C.W. Financial Report – 2021**

**Receipts**

|                            |           |
|----------------------------|-----------|
| Bank Balance Dec. 31, 2020 | \$ 169.03 |
| Cash on Hand Dec. 31, 2020 | 59.65     |
|                            | <hr/>     |
| Total Receipts             | \$ 228.68 |

**Disbursements**

|                            |                  |
|----------------------------|------------------|
| Total Disbursements        | \$ 0.00          |
| Bank Balance Dec. 31, 2021 | \$ 169.03        |
| Cash on Hand Dec. 31, 2021 | 59.65            |
|                            | <hr/>            |
| <b>TOTAL ASSETS</b>        | <b>\$ 228.68</b> |

Respectfully submitted,

Nancy McKenzie, Treasurer

**Take- A- Break Financial Report – 2021**

**Balance forward from 2020** **\$ 466.01**

**RECEIPTS**

|                         |       |                  |
|-------------------------|-------|------------------|
| 1 Over payment for gift | 70.00 |                  |
|                         |       | <b>\$ 536.01</b> |

**DISBURSEMENTS**

|                                 |        |
|---------------------------------|--------|
| Donation to Outreach (memoriam) | 100.00 |
| 2 Gifts                         | 288.94 |

Bank Balance as of December 31, 2021 **\$ 147.07**

Respectfully submitted,

Pauline Knibbs

**St. Paul's Anglican Church, Uxbridge**  
**Financial Statements**  
**Year Ended December 31, 2021**

Please see the separate file which includes the audited financial statements for 2021

**ScotiaMcLeod Investments**

| <b><u>Year</u></b> |           |                |             |               |
|--------------------|-----------|----------------|-------------|---------------|
| 2021               | January 1 | \$ 882,453.00  | December 31 | \$ 921,648.00 |
| 2020               | January 1 | \$ 888,293.00  | December 31 | \$ 882,453.00 |
| 2019               | January 1 | \$ 854,399.00  | December 31 | \$ 888,293.00 |
| 2018               | January 1 | \$ 696,190.00  | December 31 | \$ 854,399.00 |
| 2017               | January 1 | \$ 815,337.00  | December 31 | \$ 696,190.00 |
| 2016               | January 1 | \$ 823,776.00  | December 31 | \$ 815,337.00 |
| 2015               | January 1 | \$1,005,348.00 | December 31 | \$ 823,776.00 |

## **Outreach Motions, Vestry, February 24, 2022**

### **Introduction**

St. Paul's is blessed with an abundance of financial resources through the bequests of those who have gone before us. They gave this money to perpetuate the mission and ministry of St. Paul's. We use this as a resource to balance our budget each year, primarily from interest earned and if necessary, from the capital. The fund is doing very well. At the end of December 2021, the balance was approximately \$920,000. This balance has increased over the past few years.

As much as we need to have insurance for future ministry and viability, we also need to be faithful in using a portion to support the work of others who reach out to the vulnerable and marginalized of our community. Jesus is clear in the mission and mandate He gives us, that we are to use the blessings we have received to promote building up the kingdom of God.

St. Paul's is a very generous parish in how we engage with our wider community and reach out with care and compassion to those in need. We can feel a sense of gratitude that we have embraced a generous spirit in who we are and in all we do.

There may be some hesitation in spending part of our investment in the way these motions propose. However, we need to recognize that if both of these outreach motions pass, it represents approximately 1.5% of our investment at the end of 2021.

As Incumbent, Mark supports both of these motions. What a church believes is revealed in their budget and how they spend their resources. These two motions are opportunities for us to make a statement about who we are and our priorities to be faithful in what God invites us into.

There will be some who feel this jeopardizes our long-term viability; others may feel we need to keep these resources for building issues that arise. The question to consider is given the abundance of what we have, can we do both of the above and also support work that goes beyond St. Paul's and meeting our own needs.

### **Outreach Motion #1**

*With the support of the St. Paul's Outreach Committee, it is moved by Joy Freemantle and seconded by Gail Verwoerd that vestry support designating \$10,000 from our investments to be given to North House for their campaign to increase the services they provide to those who are homeless and precariously housed.*

### **Rational**

We have partnered with North House on several initiatives in including the Uxbridge Poverty Coalition and most recently the Uxbridge Service Hub. Our support goes back further; I learned that 20 years ago St. Paul's gave North House \$5000 as they were

getting established. That was a significant contribution in that time. Their current request is for area service groups and other faith communities to support their campaign that will enable them to increase the services they provide. This is another opportunity for us to engage along with them in addressing homelessness and precarious housing here in Uxbridge.

North House is planning to move to a new location where they will be able to expand what they have available for clients who come to them in need. There will be showers, a washer and dryer, a computer station, a small kitchen, and a meeting room to offer space to gather for education sessions. Their facility will also serve as a warming center in the winter and cooling center in the summer. Their vision is a long-term investment in our community and in responding to the needs of those on the edges of our community.

As mentioned above, other community organizations and faith communities have also been approached for support and are each considering their response. We have an opportunity here to put our faith into action and be part of a larger partnering involving the whole community in dealing with an issue that is likely only to increase over time.

It has been suggested that we run a campaign at St. Paul's on behalf of North House. That is certainly a possibility to raise part of our contribution. However, we need to be aware that in addition to seeking offerings to support our day-to-day operations, we also already have campaigns for outreach and we are obliged to participate in the Diocesan Faithworks campaign. In addition, this year we will be asking the parish to support a two year campaign to cover the cost of capital repairs related to upgrading our elevator.

We encourage you to prayerfully consider this motion as a response to our discipleship and as faithful stewards of all God has blessed us with.

## **Outreach Motion #2**

*It is moved by Gail Browne and seconded by Brian Logan that St. Paul's match up to \$5,000 raised for outreach through fundraising and donations with an additional \$5,000 from our investments.*

### **Rational**

This motion was not initiated by the leadership of the parish or the outreach committee. It has been raised by a member of the parish. Here, in Trevor Smith's own words, is his rational for raising this opportunity.

*" As Christians, we are all called upon to take an active role and help those in need, the hungry and the sick. Here at St Paul's, we are in the blessed position of having a solid financial base thanks to good stewardship and generous parishioners.*

*Furthermore, we have wealth in the form of investments that have grown to a significant level.*

*I should like to propose using some of that wealth to help those in need in Uxbridge by undertaking a campaign, whereby for every \$ donated by parishioners to Local*



***Outreach, there is a matching component from St Paul's investment fund up to \$5,000. St Paul's has a proven track record with Outreach and I believe this would enable us to take things to the next level and bring us closer to the community in which we live.'***

Because Trevor is traveling outside the country to care for his mother in England, he is unable to be at vestry, otherwise, he would be moving the motion and speaking to it at vestry. In any case, thank you Trevor for bringing this motion forward and presenting this opportunity to this vestry.

## 2022 Budget Assumptions

The wardens and incumbent spent time reviewing our year end statement and determining the assumptions that would guide us in forming the budget for the coming year.

Here are the assumptions we have used in building the budget for 2022

### Expenses ...

- ❖ many of our expenses are non discretionary and fluctuate with the economy and inflation
- ❖ initially we applied an across-the-board increase of 3.5 % to the operating expenses based on the current rate of inflation
- ❖ we carefully reviewed each line item individually, discussing the reality of this increase and if possible lowered the dollar value/percentage rate accordingly
- ❖ although none of our staff have asked, salaries have been increased 3.5% in line with inflation and the recommended increase by the Diocese
- ❖ salaries have increased as we have contracted with a local handy man to cover building management issues that arise at the church and the rectory

### Income ...

- ❖ We appreciate the current economic realities parishioners are living with in their personal lives. With that in mind we decided not to increase this year's offering line item. We propose that we keep our offerings as it was budgeted in 2021. Here are some reasons why:
  - Inflation, cost of living is expected to rise considerably, 3.5% or higher. Includes food, energy, taxes, rent, fuel for your vehicles, etc.
  - We are very aware that most, if not all, of our parishioners are on fixed incomes. The well isn't as deep as it once was.
  - As always, our parishioners are very generous with supporting the church and we are very grateful. We do not want offerings to become a burden that is onerous.
  - We have our investments when needed. We will remain prudent when withdrawing funds.
- ❖ our Outreach has had it's own line item for 2 years now, set at \$5,000. We exceeded this amount in 2021. Although we have kept this line item the same as last year, we hope we will exceed it again this year

In addition, proposals were submitted to increase our outreach which are included in the budget. If these motions do not pass the budget will be amended at vestry.

The 2022 forecast of anticipated expenses and income result in continued viability and ministry here at St. Paul's and an increased commitment to reaching out beyond our parish.

**PROPOSED BUDGET ... St. Paul's, Uxbridge, Year ending December 31, 2022**

|                                      | <b><u>2021</u></b>         | <b><u>2021</u></b>         | <b><u>2022</u></b>         |
|--------------------------------------|----------------------------|----------------------------|----------------------------|
|                                      | <b><u>Budget</u></b>       | <b><u>Actual</u></b>       | <b><u>Budget</u></b>       |
| <b>Income</b>                        |                            |                            |                            |
| Envelope Offerings                   | \$100,000.00               | \$108,793.15               | \$100,000.00               |
| Investment                           | 108,620.38                 | 86,095.96                  | 134,103.00                 |
| Use of Church Facilities             | 1,200.00                   | 670.00                     | 1200.00                    |
| Other                                | 5,000.00                   | 18,658.09                  | 5000.00                    |
| Outreach                             | 5,000.00                   | 6,340.00                   | 5000.00                    |
|                                      | <b><u>\$219,820.38</u></b> | <b><u>\$220,557.20</u></b> | <b><u>\$245,303.00</u></b> |
| <b>Expenditures</b>                  |                            |                            |                            |
| <b><u>Salaries and Benefits:</u></b> |                            |                            |                            |
| Stipend & Salaries                   | \$101,000.00               | \$99,970.00                | \$114,550.00               |
| Benefits & Payroll Taxes             | 26,655.00                  | 25,623.35                  | 26,520.00                  |
| Professional Development             | 750.00                     | 900.00                     | 900.00                     |
| Travel Allowance                     | 1,000.00                   | 716.86                     | 1,000.00                   |
| Supply Clergy/Organist               | 1,800.00                   | 260.58                     | 2,300.00                   |
|                                      | <b><u>\$131,205.00</u></b> | <b><u>\$127,470.79</u></b> | <b><u>\$145,270.00</u></b> |
| <b><u>Property:</u></b>              |                            |                            |                            |
| Municipal Taxes                      | \$2,000.00                 | \$1,959.65                 | \$2,100.00                 |
| Insurance                            | 10,027.38                  | 10,027.80                  | 12,040.00                  |
| Heating Fuel                         | 8,500.00                   | 9,085.69                   | 9,400.00                   |
| Utilities                            | 8,000.00                   | 9,696.31                   | 9,000.00                   |
| Piano Maintenance                    | 800.00                     | 141.25                     | 825.00                     |
| Maintenance Contracts                | 5,500.00                   | 2,412.41                   | 3,000.00                   |
| Maintenance, Rectory                 | 3,000.00                   | 906.47                     | 1,000.00                   |
| Maintenance, Church                  | 4,200.00                   | 2,595.27                   | 4,200.00                   |
|                                      | <b><u>\$42,027.38</u></b>  | <b><u>\$36,824.85</u></b>  | <b><u>\$41,565.00</u></b>  |
| <b><u>Administration:</u></b>        |                            |                            |                            |
| Office Expenses                      | \$7,500.00                 | \$7,124.78                 | \$7,400.00                 |
| Church Expenses                      | 5,000.00                   | 4,828.19                   | 5,000.00                   |
| Synod Expenses                       | 0.00                       | 0.00                       | 500.00                     |
| Phones                               | 1,500.00                   | 1,127.60                   | 1,200.00                   |
| Audit                                | 5,000.00                   | 4,837.86                   | 5,000.00                   |
|                                      | <b><u>\$19,000.00</u></b>  | <b><u>\$17,918.43</u></b>  | <b><u>\$19,100.00</u></b>  |
| <b><u>Synod:</u></b>                 |                            |                            |                            |
| Diocesan Allotment                   | <b><u>\$21,488.00</u></b>  | <b><u>\$21,487.92</u></b>  | <b><u>\$18518.00</u></b>   |
| <b><u>Parish Outreach:</u></b>       |                            |                            |                            |
| Christian Education                  | \$500.00                   | 61.20                      | \$250.00                   |
| Music Ministry                       | 600.00                     | 00.00                      | 600.00                     |
| Outreach                             | 5,000.00                   | 7,272.82                   | 20,000.00                  |
| Miscellaneous                        | -                          | -                          | -                          |
|                                      | <b><u>\$6,100.00</u></b>   | <b><u>\$7,334.02</u></b>   | <b><u>\$20,850.00</u></b>  |
|                                      | <b><u>\$219,820.38</u></b> | <b><u>\$211,036.01</u></b> | <b><u>\$245,303.00</u></b> |
| <b><u>Capital Projects:</u></b>      |                            |                            |                            |
| Capital Income                       | <b><u>\$0.00</u></b>       | <b><u>\$760.00</u></b>     | <b><u>\$28,500.00</u></b>  |
| Capital Repairs                      | <b><u>\$0.00</u></b>       | <b><u>\$5,837.50</u></b>   | <b><u>\$62,100.00</u></b>  |

## **Motion re Capital Campaign**

To cover the cost of our capital projects including refurbishing of the elevator (\$50,000) and masonry work that needs attention (\$7,000), the wardens are proposing a capital campaign over two years to raise as much as we can to cover the cost. The remainder would be taken from our investments.

*It is moved by Sharon Houston and seconded by Beth Crook that the vestry of St. Paul's support a capital campaign over 2022 and 2023 to raise funds for the refurbishing of the elevator and the required masonry work. The remainder of the cost would be covered by a withdrawal from our investments.*



***“We, the vestry of St. Paul’s Anglican Church, Uxbridge, urge the provincial government to support Ontario’s most vulnerable workers by passing legislation to implement the following measures:***

- 1) 10 days of employer-paid sick leave per year for all workers, without requiring workers to submit doctor’s notes, with an additional 14 days’ sick leave during public health emergencies.***
- 2) Require employers to give workers a minimum number of hours per week (based on the job) and to give reasonable advance notice of work schedules.***
- 3) Require employers to provide equal pay and benefits to all workers doing the same work, whether they are part-time, temporary, or contract workers, and regardless of immigration status.”***

The Social Justice & Advocacy Committee of the Diocese, with the support of the College of Bishops, commends the above motion for parishes to consider and present at their upcoming Vestry meeting.

The Bible calls us to justice for those who are most vulnerable, including vulnerable workers in our society. After God’s people were brought out of slavery into freedom, they were reminded to treat their hired labourers – including “sojourners in the land” – with fairness and dignity (Deuteronomy 24:14-15). Likewise, Paul’s letter to Timothy repeats the adages “You shall not muzzle an ox while it is treading out the grain” and “The labourer deserves to be paid.” (1 Timothy 5:18)

The COVID-19 pandemic has shown us that many workers in essential workplaces – from health-care and long-term care facilities to manufacturing, warehousing, and logistics, farms, food processing industries and grocery stores – are precariously employed. This means that they are not only low-paid but that their employment is also characterized by uncertain hours and/or a lack of workplace benefits and protections. For instance, workers who make less than \$33,000 per year are also those least likely to have paid sick days. Part-time workers not only are frequently excluded from workplace benefit programs, but face uncertainty about their hours of work from week to week, making it difficult to plan their lives, arrange for childcare, or accept other employment to be able to make enough income to meet their needs.

Precarious work has a harmful effect on the physical, mental, and emotional health of workers, and their families, with repercussions felt in the wider community. During the pandemic, we have seen many workplaces become hubs

of COVID-19 transmission. When the employment laws allow employers to hire people at sub-poverty wages and in dangerous working conditions without adequate protection, these workers pay for this with their health and even with their lives.

Low-wage workers who lack employment benefits and face erratic schedules are also overwhelmingly likely to be vulnerable due to gender, racialization, immigration status (such as newcomers and migrant or undocumented workers) and disability. Decent work is thus not just a matter of economic justice, but a matter of gender and racial justice as well.

The 2017 Changing Workplaces Review examined the growth of precarious work in Ontario and recommended measures to level the playing field for vulnerable workers. Many of these measures were included in Bill 148 brought in by the previous provincial government. However, after a new provincial government was elected in 2018, many of the provisions of Bill 148 were repealed or reduced.

Paid Sick Days allow people to stay home and not pass on illness to co-workers and customers. They also allow parents to stay home with a sick child without jeopardizing their income or job security. A recent study found a 40% reduction in flu transmission when paid sick days were introduced. Had Ontario had paid sick days before the pandemic hit, our rates of workplace-related COVID transmission would have been significantly reduced.

In April 2021, after months of pressure and with COVID case numbers soaring, the provincial government finally brought in a temporary provision for three paid sick days in certain circumstances. This provision not only does not provide enough days; it is only available for certain reasons related to COVID, requires the worker to apply for the benefit, and is set to expire in July 2022. Also, this measure entitles the employer to be reimbursed by the government for providing the benefit. In other words, public funds are being used to subsidize those employers unwilling to provide this benefit while those who already do so have been covering the cost themselves. This is not fair to the good employers.

While 10 sick days might be enough in ordinary times, during public health crises like the COVID pandemic, additional days are needed to allow workers to comply with testing and self-isolation requirements, which can quickly use up a worker's allotted sick days.

Fair Scheduling: Uncertainty over the number of hours of work and what one's schedule will be makes it difficult for workers to know how much money they will make, or to arrange childcare, never mind supplementary income-earning opportunities or additional education and training to help them find better jobs. This creates mental stress, jeopardizes the health of workers, and keeps them from being able to give their all to their work. Having to juggle more than one job because hours are uncertain at one workplace is one reason that COVID-19 was so easily spread in long-term care homes during the first wave, due to care

workers working in multiple facilities. Allowing workers to know the minimum hours number of hours they can expect from a particular job, and giving them reasonable advance notice of their schedules, would help them plan their childcare and other work or study arrangements, bringing greater stability into their lives.

Equal Pay for Equal Work: Allowing discrimination in pay and benefits between full-time workers and those who are part-time, temporary, or contract workers makes employers more likely to create precarious jobs. It can even create situations where workers earn less than minimum wage, because of what is taken off by the temp organization or subcontractor. Bill 148 abolished these distinctions, but that provision was repealed after the current government came to power. It's time to treat these workers equally for doing equal work.

In addition, migrant workers and others who do not have permanent residency status are at risk of deportation if they speak up about dangerous working conditions or unjust treatment. These are some of the most vulnerable workers in Ontario, and they must be able to enforce and exercise their rights as well.

The pandemic has taught us that when workers are protected, all of us are better protected. More importantly to us as Christians, we need to realize that when we advocate for justice and dignity for workers, we are re-aligning ourselves with God's desire for our life together.

For further information, you are invited to watch the video "*Justice for Workers – Decent Work for ALL*" (workshop with Pam Frache of the Workers' Action Centre, Diocesan Outreach Conference, Oct. 30, 2021)

[https://www.youtube.com/watch?v=6nb6e1vGCgU&list=PLSSTJWPM61BV05Q1\\_Ctm8a7Pvf6fsdXLO&index=4](https://www.youtube.com/watch?v=6nb6e1vGCgU&list=PLSSTJWPM61BV05Q1_Ctm8a7Pvf6fsdXLO&index=4)

*Our Parish Mission Statement*

*We strive to be a caring Christian community.*

*We seek to worship, know and serve God,  
loving and supporting others on their journey of faith.*