



# ST. JOHN'S NORWAY

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## ANGLICAN CHURCH IN THE BEACHES



## Annual Vestry Report 2025

*Prepared for the February 22, 2026 Meeting of Vestry*

*Diocese of Toronto - Anglican Church of Canada*

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# Annual Vestry Meeting

## Sunday, February 22, 2026

The Vestry meeting will begin immediately following the 10:30am In-Person/Livestream service.

### *Clergy*

The Reverend Molly Finlay, Incumbent  
The Reverend Tay Moss, Honorary Associate  
The Reverend John Quaggin, Deacon  
The Reverend Canon John Read, Honorary Associate

### *Churchwardens*

Gordon Stock, Katya Park

### *Deputy Churchwardens, Treasurer*

Matthew Neugebauer, Janice Yorke, Vivian Clements

## AGENDA

10:30am In-Person/Livestream Worship

Opening Prayer – Rev. Molly Finlay

1. Motion to Appoint Vestry Clerk
2. Motion to Adopt Minutes of the Annual Vestry held February 23, 2025
3. Rector's Charge to Vestry
4. Motion to accept Rector's Report
5. Motion to accept Wardens' Report
6. Motion to accept 2025 Audited Financial Statements AND
7. Motion to appoint Auditors for 2026
8. Presentation of Church Operations Budget for 2026 AND
9. Motion to approve Church Operations Budget for 2026
10. Motion to accept additional Financial Reports
11. Motion to accept Cemetery Report
12. Presentation of Cemetery Budget for 2026 AND
13. Motion to approve Cemetery Budget for 2026
14. Motion to appoint those named in Nomination Committee's Report
15. Motion to accept Group Reports
16. Diocesan Social Justice Vestry Motion for 2026
17. Other Business
18. Motion to adjourn

Closing Prayer – The Grace

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

# Minutes of Annual Vestry Meeting Held on Sunday February 23, 2025

## Opening Prayer: Rev. Molly Finlay

### 1. Motion to appoint Jane Roberts as Vestry Clerk.

- a. Moved by Jonathan Slater, seconded Kathryn Kern; passed

### 2. Motion to Adopt minutes of 2023 vestry held Feb 25, 2024.

- a. Moved by Kathryn Kern, seconded by Tay Moss and passed

### 3. Rector's Report

- a. John Quaggin read Acts 2:43-47
- b. Rev. Molly presented Guiding scripture for the strategic plan for 2020-2025
- c. Shared attendance figures from Diocese from 2011-2023 and offertory givings
- d. Average gift/person ~\$1300/ year for St. Johns while Diocesan average is \$1700
- e. Q from the floor (Katy): How does a new parishioner know how much to gift?
- f. Molly answered: We have had the wardens speak on proportional giving last year and a grid was published. More education will be coming in 2025.
- g. A slide with a photograph of the ministry team was presented.  
This is where your giving goes.
- h. Revitalized Church Plan for 2025 slides were presented
- i. Rev. Tay Moss read Ephesians 4:11-13
- j. Rev. Molly prays on this for gifts of the laity.
- k. We are now becoming a program sized church where laity do more ministry work.  
The rector's job becomes more leading and empowering
- l. We will need to expand the ministry team as well.
- m. Katya Park (People's Warden) Expressed an acknowledgment of all of Rev. Molly's hard work.

### 4. Moved by Rev. Tay Moss and seconded by Rob Corrigan to accept the Rector's Report; passed.

### 5. Warden's Report presented. We are growing in more than just numbers.

- a. Highlights of our programs include:
- b. Small groups going strong
- c. Table service still going after funding grant finished
- d. The food pantry has become a vital part of our outreach
- e. Cara Halpin continues to grow our music program
- f. We have upgraded our AV equipment for the live-stream services.  
We get up to 73 people online.
- g. For 2<sup>nd</sup> year in a row a parishioner received the order of the Diocese
- h. St. Monica's parish moved to St. Matthews
- i. Gordon presented pie charts showing a breakdown of our income and expenses
- j. Reminder that we now have a QR code in the bulletin for people to donate funds via Canada Helps

- k. Rev. Molly thanked the Warden's team for all their efforts this year.
- l. Moved by Michael Charles and seconded by Maureen Gibson to accept the Wardens' Report; passed.

**6. John Quaggin presented the Deacon's Report**

- a. He thanked everyone for attending his ordination and for support for his continuing process of discernment.
- b. The food pantry now serves approximately 30 families per week
- c. There are more than 40 people currently enrolled in discipleship programs in our parish
- d. John invited us all to consider if pastoral ministry is something for us.
- e. Moved by Faith Walker and seconded by Mary Miller to accept the Deacon's report; passed
- f. From the floor: Kelly mentioned that she appreciated the prayer ministry

**7. Matthew Neugebauer and Gordon Stock presented the budget**

- a. Highlights and points of discussion:
- b. We will be losing our treasurer later this year
- c. Lots of discussion about how outreach shows in the budget
  - i. John's salary is in the clergy category and food and time donations do not show in the monetary budget
- d. Edward's hours were increased adding to our office cost
- e. The deficits of the last 2-3 years are seen as an investment
- f. The auditors just finished the previous Thursday; Grant Thornton auditors
- g. Matthew presented the narrative budget which maps our strategic plan
  - i. Our contribution of time and deepening of faith has no dollar value
- h. Shared expenses with the cemetery are audit and cleaning services
- i. Q from Rev. Tay Moss asking if there are any major repairs or other business expenses anticipated in the coming year. Gordon answered no.

8. It was moved by Maureen Louth and seconded by Brian Snider that Vestry accept the audited financial statements and appoint Grant Thornton to audit the statement in 2025; passed.

9. It was moved by David Molyneux and seconded by Jane Hegarty that Vestry approve the budget for 2025; passed.

**10. Motion that Vestry accept the additional financial reports from the Investment Board, Parish Rental and Envelope Secretary moved by Katy Molyneux and seconded by Harry Miller.**

**11. Cemetery Report**

- a. Amber presented the report and the budget for 2025
- b. There was a short Q & A about the cemetery budget
- c. Linn Baran moved and Rob Corrigan seconded to accept the Cemetery Report for 2024 and budget for 2025; passed.

**12. It was moved that Vestry appoint those named in the Nominating Committee's report**

a. Moved by Kathryn Kern and seconded by Diana Christie; passed

**13. Motion to confirm the signing authority for the corporation for 2025 as the Wardens' team.**

a. Moved by Michelle Monteith, seconded by Marion Cronsberry; passed

**14. Motion to accept the group reports**

a. Moved by David Molyneux, seconded by Stuart Hughes

**15. The social justice motion will be voted on at a later date.**

a. Motion to table the motion proposed by Terry Bracket and seconded by Michelle Monteith

**16. Other business: there was none**

a. However, many people spoke up to thank various groups and ministries such as Cara for the music; the greeters; the prayer team; and hospitality team.

**17. Moved by Harry Miller and seconded by Nick to adjourn the Vestry meeting; passed.**

**18. The Vestry closed with a prayer, saying the Grace collectively.**

Respectfully submitted,

*Jane Roberts*

## **Appending Minutes to Vestry Meeting Held Sunday, February 23, 2025**

**Forum held post service on May 4, 2025 regarding the Social Justice Vestry Motion 2025: Protecting and Expanding Harm Reduction in Ontario.**

Forum led by John Quaggin

Guest Speaker: Elin Goulden, Social Justice and Advocacy consultant for the Diocese

28 people attended

### **Motion**

We, the parish of St. John the Baptist, Norway in the Diocese of Toronto, urge the Province of Ontario to reverse the closures of safe consumption sites in Ontario, and to lift the ban on the creation of new sites, in order to expand life-saving harm reduction services to Ontarians.

Moved: Rob Corrigan

Seconded: John Tate

PASSED

**Special Vestry held post service on September 7, 2025 regarding adding an additional synod representative.**

Vestry led by Molly Finlay

50 + people attended 25 signed register

St. John's is in the position to have 3 delegates represent us at the Diocesan Synod being held in November 2025. Two were approved at the February 23, 2025 Vestry meeting. This special vestry is held to nominate and vote on a third delegate. Nominated: Michael Cheena

### **Motion**

**Be it resolved that Michael Cheena be nominated as a delegate to represent our parish at the Diocesan Synod in November of 2025.**

Moved: Rob Corrigan

Seconded: Michael Monahan

PASSED

Respectfully Submitted,

*Kathryn Kern*



## The College of Bishops Pastoral Letter to Vestries, 2026

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

**Diocese of Toronto**  
Anglican Church of Canada

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

Beloved Siblings in Christ,

*"So they cast [the net], and now they were not able to haul it in because of the quantity of fish." – John 21:6*

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

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

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

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

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

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

We are pleased to be moving ahead with our work on equity, decolonization, diversity and inclusion with the hiring of our new EDDI Advisor, Dilesha Stelmach. Dilesha brings a strong experiential and educational background in this ministry, centered around Ephesians 4: 4-6: “there is one body, one Spirit, one hope of your calling, one Lord, one faith, one baptism, one God and Father, Creator of all, who is above all and through all and in all.” With support from our HR department and the Bishop’s Committee on Intercultural Ministries, Dilesha is mindfully engaging, both practically and theologically, with our people – volunteers, staff, clergy – and with our infrastructure – policies, practices and the constitution and canons of the Diocese. She will be helping us to see the familiar in unfamiliar ways as we build up the ministry of every single beloved child of God in our Diocese.

To all our faithful people in so many vital ministries in our Church: thank you. To our hard-working churchwardens and treasurers, children and youth ministry workers, parish musicians, office administrators and envelope secretaries, altar guilds and custodians, ACW and outreach volunteers, and countless committee members: thank you. To our diocesan volunteers, members of Synod Council and participants on bishop’s committees: thank you. To the staff team at the Synod Office: thank you. Together we all make up the strong net of the Diocese of Toronto, and together, by following the ways of Jesus, we receive “more than we can ask or imagine” – so many blessings collected in our net that we are barely able to haul it in.

When the nightly news seems especially dire, when anxiety is pervasive and the future seems uncertain, God’s reign can feel far away. Yet our commitment to our baptismal covenant, our tenacious acts of faith, persistent resistance to the powers of evil, small but powerful acts of kindness towards our neighbours, and a deep, unshakable, unwavering belief that “the earth is the Lord’s and all that is in it” (Psalm 24) will carry us through troubled times. Please pray for us, as we pray daily for you.

Yours faithfully in Christ Jesus,

The Right Rev. Andrew J. Asbil  
Bishop of Toronto

The Right Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

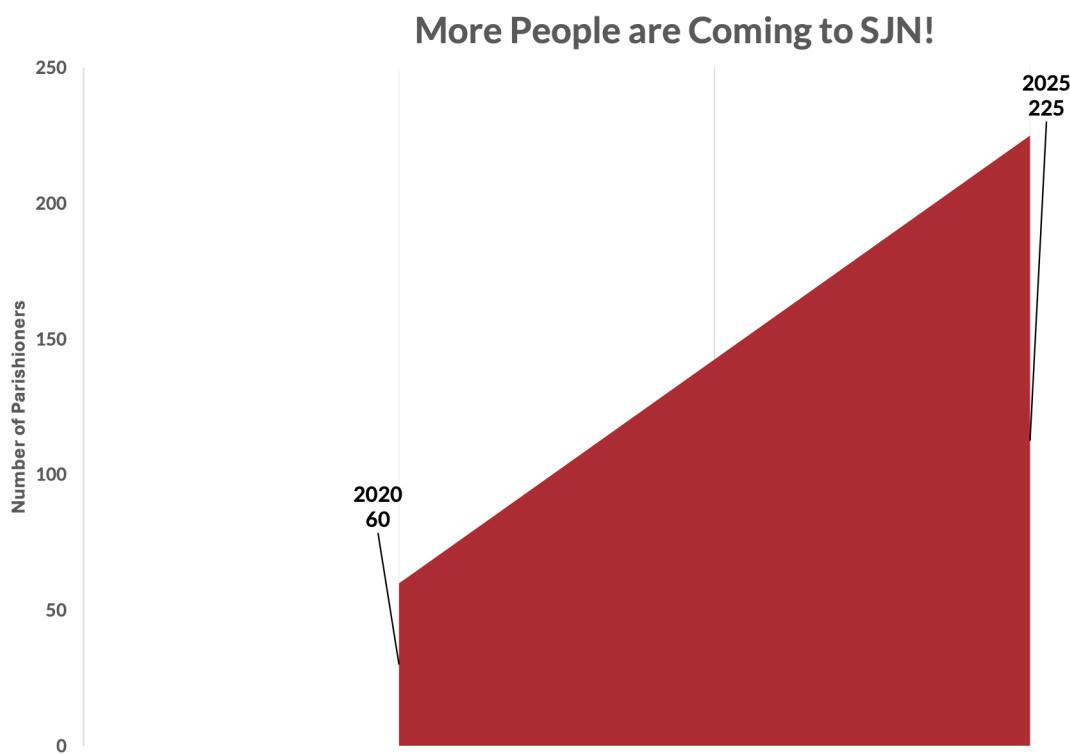
The Right Rev. Kevin Robertson  
Suffragan Bishop of Toronto

## Parish Statistics

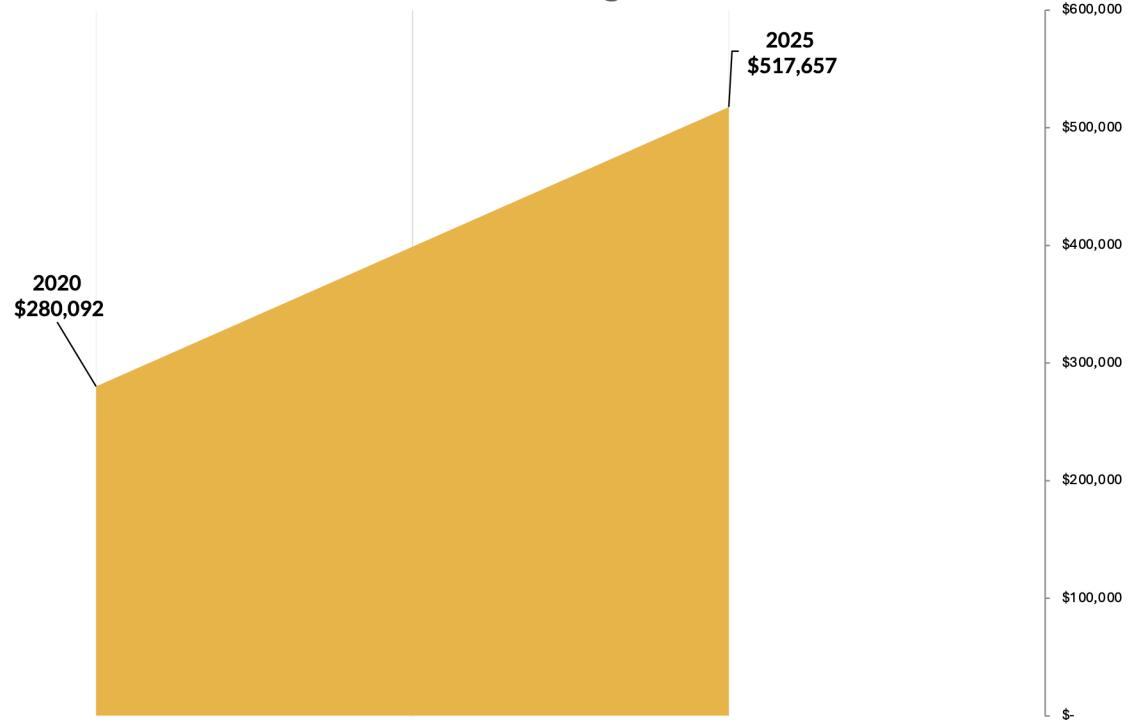
|                                                                                                                                                          | 2023 | 2024 | 2025 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|
| 9AM ZOOM Service (until Feb. 19, 2023)                                                                                                                   | 7    | N/A  | N/A  |
| 10:30AM Service In-Person / Livestream                                                                                                                   | 161  | 170  | 189  |
| Midweek Services (excluding funerals and weddings)                                                                                                       | 10   | 16   | 36   |
| The Table (from Feb. 26, 2023)                                                                                                                           | 17   | 18   | 22   |
| Average Weekly Attendance (excluding funerals and weddings);<br>Number combines 10:30AM Livestream, Special Services,<br>Easter and Christmas Feast Days | 187  | 214  | 247  |

|                                                             |     |     |     |
|-------------------------------------------------------------|-----|-----|-----|
| In-Person Average Sunday Attendance (10:30AM and The Table) | N/A | 97  | 121 |
| In-Person Average Weekly Attendance                         | N/A | 141 | 149 |

|                                                           |     |     |     |
|-----------------------------------------------------------|-----|-----|-----|
| Easter Attendance (all services, including Livestream)    | 565 | 723 | 885 |
| Christmas Attendance (all services, including Livestream) | 494 | 742 | 708 |
| Baptisms                                                  | 2   | 4   | 0   |
| Marriages                                                 | 0   | 0   | 1   |
| Funerals, Burials or Interment of ashes                   | 4   | 4   | 6   |



## Our Income is Growing!



### Confirmations in 2025

Diane Van Overdijk  
Maureen Louth  
Angela Rae  
Michael Cheena (re-affirmation)  
Sarah Simpson (re-affirmation)

### Received into the Anglican Church 2025

Rosemary Stortz  
Carolyn Kubbinga

### Marriages in 2025

Laura Hann & Nathan Mani

### Funerals, Burials or Interments of Ashes in 2025

Edna Reid  
Nadine Powell  
Anthony Grange  
Mary McComb  
Bernice Borsch  
Stephen Francis

*Rest eternal grant unto them O Lord,  
and let light perpetual shine upon them.*

## Rector's Report

My beloved in Christ,

What a year we have had! From worship & discipleship, children's ministry and outreach, music and fellowship, our community continued to flourish in 2025.

We kept a holy Lent and then participated in an engaging Triduum with our "Journey to the Cross" passports and fun parish t-shirts for those who participated in each day of the Triduum. Over 50 people took part in every service of the Triduum, and we had another fabulous Easter Sunday morning—this time with brass and timpani! Well done, Church!

Our small group ministry has continued to expand, with several small groups gathering throughout the year on Tuesday evenings to read, pray and to have fellowship. Thank you to our amazing lay leaders: Dr. Jonathan Slater, Matthew Neugebauer, Jenna DaSilva and Christine Lambert for your leadership.

I was honoured to preach at the Cathedral to kick off the Diocese's Season of Spiritual Renewal services in 2025. Thank you to this beloved community for getting on a bus and showing me such support in coming! I am grateful.

I served as a committee member on the Season of Spiritual Renewal Steering Committee and on the Finance Committee in 2025. The Steering Committee completed its work at the end of the year, and I stepped down from the Finance Committee after several years of service. At Synod in November, I was elected as a Synod Council member, so I will serve in that Diocesan capacity for the next 2 years. Also joining me from our parish is Matthew Neugebauer, who contributes his experience and love for the Church to the Council.

We were delighted to have Grace Rockett with us for a part of 2025 as she studied at Trinity College. Grace was an energetic and vibrant addition to our Ministry Team, and we hold her in our prayers as she prepares for ordination this coming spring, God willing.

Speaking of ordinations, our Lay Pastoral Associate Christine Lambert has been approved for ordination this spring also—thanks be to God! Christine has been such a wonderful part of our team this year and she is a treasured member of our parish community. Thank you, Christine, for all you do!

We offered multiple special events throughout our year—an ecumenical prayer service, parish parties, pumpkin carving, pancake eating, and all manner of fun! We share a lot of joy together—a hallmark of the Holy Spirit among us.

Our office is run so well by Edward, who is such a pleasure for me to work alongside each and every day. Edward prepares our bulletins, handles communications, rentals and a myriad of other key duties—and we are so blessed to have you Edward—thank you!!

The Rev'd John Quaggin is our incredibly gifted Deacon—who shares the work of Outreach with Joanne Hincks, but who also serves at the Altar so beautifully and whose preaching we are blessed with from time to time. John, it is such an honour to serve God in the beauty of holiness with you Sunday in and Sunday out!

A huge thank you to The Rev'd Tay Moss—for your inspiring preaching and for being such a gift to me in supporting our parish with celebrating when I'm away. Tay, Betsy and their 3 children are just such a precious part of our common life.

We were delighted at the end of 2025 to welcome The Rev'd Canon John Read as our newest Honorary Assistant. Canon John has a long and faithful history of growing flourishing parishes—and we were just so delighted when he and his wonderful wife Janet (an amazing artist and musician) decided to call SJN their Toronto parish home. Welcome Canon John and Janet—may you be richly blessed among us—as you bless us!

We said goodbye to Cara Halpin with so much gratitude when she left SJN after Easter for the Cathedral Church of St. James to start up the Community Children's Choir. Congratulations and thank you Cara!

With Cara's departure, we had the great joy of welcoming our new Director of Music Declan Tse. Declan has already brought great musical gifts to our community—and he is already dearly loved by us all! We are so grateful for his leadership of our amazing and growing choir.

We also welcomed our new Children's Minister Sara Fornoff this Fall. Sara joined us after the departure of Bridget Brain, who moved with her newly ordained husband to be closer to his new parish. Thank you Bridget for all your faithful years of service to us! Sara is a postulant for ordination in the Diocese, and is already blessing our growing children's ministry with her wonderful ideas and joyful energy. Welcome Sara!

Another important project in 2025 was the start of our Stewardship Ministry Committee. I want to thank all the committee members, and especially Brian Snider for all his wisdom in getting us going, and thank you to Peter Misiaszek from the Diocese of Toronto for his dedicated coaching of us.

I want to conclude this submission by offering my deepest thanks and gratitude to your wardens—Gord, Katya, Janice, Matthew and Clem. We thank Kathryn Kern and Rob Corrigan for years of faithful service as deputies and are grateful as they take up new ministries.

Our warden team is second to none—and this parish would not be where it is today without their skillful and faithful, Christ-centred leadership.

Most of all, I give thanks to God for calling me to serve alongside all of you 5 years ago—what a gift this parish is to me and my family! I love you all so dearly.

Respectfully Submitted,

Molly+  
The Rev'd Molly J. Finlay  
Rector

## Wardens' Report

The Wardens team was honoured to serve the Parish of St. John's Norway in its 175th year of supporting the Ministry of Christ in the Toronto Beach(es). In our daily lives, we read about and deal with numbers that dwarf 175, however, this period of time represents an era that started prior to Canada's Confederation and during which has seen the worship and support of generations of Parishioners. Many members of our congregation and administrators helped in the events and research, and we extend our thanks to them.

We are also thankful for the efforts of Janet Wood, who led the 175 celebrations and gifted the restoration of the lovely Isaiah frieze in the Sanctuary.

2025 was also the fifth anniversary of Rev. Molly Finlay joining our Parish (she started in November 2020) and we celebrated this with much joy, music and cake (!). It is hard to believe that Molly's first services at our church were held over Zoom, or viewed via Livestream, with her preaching to an empty church building due to the COVID restrictions. How far we have come! Molly, the Warden's team are very proud to work with you and support our wonderful community and Ministry.

During the past year, the Deputy Wardens, Janice Yorke and Matthew Neugebauer have made great contributions with Janice focusing on Risk Management and managing our meeting schedule, while Matthew has been supporting the Table service, and the Stewardship Committee and his work with Molly and a small team representing our Parish at Synod. As we reflected last year, Rob Corrigan and Kathryn Kern retired from the Warden's team in 2025 and we are thankful for their past contributions. Rob continues to provide great support to our choir and Kathryn has continued to provide meeting minutes documentation for the Wardens, along with Screening and other important Ministry roles.

As we announced last year, our Treasurer, Alex Nicholson retired from his role, transitioning this important role to Vivian Clements (Clem) last summer—much thanks to Alex! Clem has been working diligently to learn about the role, including working with our bookkeepers, CharityaCcounts and (as of late) our Auditors. Clem brings strong data analysis skills into the role and we look forward to working with him in 2026. We were very happy that Iain Mann continued in his role on our Investment Board... he is in fact, the Investment Board, as Marty Halpin stepped down earlier this year when his wife Cara moved to her new role at the Cathedral.

A considerable focus of the Warden's team in 2025 were key cemetery activities, including numerous building and grounds improvements, and the transfer of the Cemetery Trust funds to a new investment firm (at the request of the Diocese who exited from this role). As of late January 2026, approximately 50% of the fund assets have been successfully transferred with the balance moving in February 2026. The change was complex, requiring due diligence, research and a degree of project management by the Wardens. A big thanks to our Cemetery Manager, Amber Viscount and her team for all their continued hard work and diligence. We received very positive feedback for our Cremation services from an important funeral home client which reflects the excellence in our team!

From a financial perspective, our Parish remains healthy, largely due to the generosity of our congregation. A "Stewardship Committee" was started in 2025 with several members of our congregation (Rev. Molly, David M., Brian S., Matthew N., Katya P., John M., Gordon S.) and a Diocesan representative. This group, and other parishioners, did a great job sharing their stories about financially contributing to a Parish and helping to educate our community about giving.

We noted a strong increase in “PAG” (pre-authorized) giving, and in general estimate givings increased by over 15% in 2025. We are thankful for everyone’s contributions, including “time, talent and treasure!” It is also important to recognize efforts made by members of this group in obtaining Ministry grants from the Diocese. Such efforts were rewarded and these help to further help our finances.

Wardens (and Parish Administrators!) also spend considerable time and focus on building / facility work. While our church building is not 175 years old, it is well over 100, and has its challenges. In 2025 a “refresh” of the basement washrooms was successfully completed, along with the adoption of a new pro-active approach to monitoring the drains. There is also regular work required on the heating plant, exterior trim and structures, the elevator to name a few. Edward plays a key role coordinating these efforts, along with his many other duties, with additional support from Amber Viscount—we are grateful for this.

Some key areas we wish to recognize and thanks:

- We are very proud of Molly and the Ministry team of Tay, John Quaggin and Christine; a great team! It is also important to note the broader team including Jonathan and Maureen Slater and Matthew Neugebauer who play active roles in the Table service.
- Declan Tse, who joined our Parish in the late summer to lead our choir and music programs; just when we think the music is great...it keeps getting better! Kudos to Declan and our wonderful choir.
- Edward Cockerton, our Parish Administrator, who works tirelessly to keep our core operations and facilities functioning; always with a smile! Much thanks Edward!
- Sara Fornoff, our new Children’s Ministry leader, who provides excellence and fun in Church school. We also want to recognize Jonathan and Maureen Slater, who lead the youth activities.
- Our broad ranks of volunteers who serve good cheer after our services, ensure our worship space and altar are up to the mark, ring the bells, run our Small Groups, coordinate our parking lot parties for St John’s fest and welcome Sunday, ensure the A/V and virtual services are running smoothly and so many other ministries... we are incredibly thankful!

**Joy and blessings for 2026!**

Respectfully submitted,



Gordon Stock  
Rector’s Warden



Katya Park  
People’s Warden

## Deacon's Report

As I reflect on 2025 as a momentous year of struggle in the world through which we have journeyed as followers in the Way of Jesus Christ, I give thanks for the stalwart leadership, guidance, and support offered to our beloved parish by our wardens, lay leaders, and ministry team. I give particular thanks for the blessing of our rector, Reverend Molly, whose loving and compassionate stewardship and pastoral devotion have tirelessly nurtured existing ministry and encouraged new vocations. Thanks be to God!

In times of political upheaval and uncertainty in our world, we are comforted by St. Paul's words to the Ephesians:

"We must no longer be children, tossed to and fro and blown about by every wind of doctrine... But speaking the truth in love, we must grow up in every way into him who is the head, into Christ..."

St. John's leadership chose this passage to name our mission as we take up the joyful work of nurturing the future growth of our community of faith. In furtherance of that mission, the sacrificial ministry of *diakonia* has found vibrant expression in our parish. While *diakonia* is the term applied today to describe service to the poor, the weak, the lonely, and the disadvantaged, its Greek root is translated literally as "dust-stirring."

How fitting, at Vestry, to celebrate the gracious, courageous, generous, and restorative ways the people of this parish have rolled up their sleeves and "stirred the dust," cultivating caring and healing ministry within the church and beyond its walls. It has been a profound joy for me to support that ministry as Deacon of St. John's.

Over the past year, my involvement has continued across several areas of parish life: supporting the St. John's Food Pantry as it serves increasing numbers of neighbours facing food insecurity; serving as Vice-Chair of the East End Refugee Committee as it accompanied our sponsorship family through the settlement process; collaborating with gifted lay leaders to facilitate discipleship programming and small groups; joining our dedicated team of lay healers and anointers in pastoral visiting; preaching on The Word every two months; and participating in weekly worship and liturgy in the beauty of holiness at St. John's.

Beyond the parish, I am discerning new calls to ministry in restorative justice and chaplaincy, mindful of Christ's instruction in Matthew 25: "Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me."

It has been a privilege and blessing this year to witness the beloved of this parish discovering vocation, enthusiastically "stirring the dust" to reveal new opportunities for growth in discipleship, worship and pastoral care as they model the words of St. Paul – "joined and knitted together by every ligament with which the church is equipped, promoting the body's growth in building itself up in love". God bless you and keep you all in the peace and light of Christ.

Respectfully submitted,

*The Reverend John Quaggin  
Deacon*

# ST JOHNS NORWAY CHURCH - OPERATIONS BUDGET

|                             |                       | ST JOHN'S NORWAY CHURCH - OPERATIONS BUDGET 2026 |                   |                   |
|-----------------------------|-----------------------|--------------------------------------------------|-------------------|-------------------|
| Operating                   | Income                | 2025                                             |                   | 2026              |
|                             |                       | Budget                                           | Actual            | Budget            |
| Operating                   | Givings               | 208,361.77                                       | 229,142.67        | 238,960.76        |
|                             | Rentals               | 161,717.64                                       | 188,987.81        | 188,400.00        |
|                             | Investments           | 61,341.44                                        | 54,187.30         | 53,000.00         |
|                             | Bequests              | 0                                                | 13,746.94         | 10,000.00         |
|                             | Grants                | 0                                                | 0                 | 21,000.00         |
|                             | Other                 | 0                                                | 31,592.58         | 6,000.00          |
|                             | <b>Total Income</b>   | <b>431,420.85</b>                                | <b>517,657.30</b> | <b>517,360.76</b> |
| Outgoing                    | Clergy                | 126,988.77                                       | 149,893.68        | 149,774.19        |
|                             | Church Building       | 56,568.95                                        | 64,542.10         | 54,699.96         |
|                             | Worship & Programs    | 118,204.00                                       | 119,572.95        | 174,450.00        |
|                             | Office                | 91,823.07                                        | 96,977.16         | 87,650.00         |
|                             | Outreach              | 3,500.00                                         | 2,028.24          | 6,000.00          |
|                             | Levies                | 66,010.00                                        | 66,009.72         | 70,464.00         |
|                             | <b>Total Outgoing</b> | <b>463,094.79</b>                                | <b>499,023.85</b> | <b>543,038.15</b> |
| <b>Operating Income</b>     |                       | <b>-31673.94</b>                                 | <b>18,633.45</b>  | <b>-25677.38</b>  |
| Non-operating               | Income                | Bequests                                         | 0                 | 0                 |
|                             |                       | DF Givings                                       | 3,598.75          | 17,302.75         |
|                             |                       | DF Grants                                        | 0                 | 0                 |
|                             |                       | <b>Total Income</b>                              | <b>3,598.75</b>   | <b>17,302.75</b>  |
| Outgoing                    | Depreciation          | 28,655.62                                        | 29,728.40         | 29,728.40         |
|                             | Capital Costs         | 0                                                | 0                 | 0                 |
|                             | <b>Total Outgoing</b> | <b>28,655.62</b>                                 | <b>29,728.40</b>  | <b>29,728.40</b>  |
| <b>Non-operating Income</b> |                       | <b>-25056.87</b>                                 | <b>-12425.65</b>  | <b>-18978.40</b>  |
| <b>Net Income/Shortfall</b> |                       | <b>-56730.81</b>                                 | <b>6207.80</b>    | <b>-44655.78</b>  |

## Budget Summary

From a financial perspective, our Parish remains healthy, and we remain focused on supporting the Ministry of Christ. Our 2025 budget had a \$58,000 \*Operations / Non-Operations deficit, reflective of our ongoing investment in our Ministry, **but we finished 2025 with a surplus of approximately \$6,000.** This good news reflected an increase in Givings and a successful bid for a ministry grant from the Diocese of Toronto.

Givings were a success story in 2025, and this reflected both a growing congregation, and many individuals who increased their ongoing contributions. The Stewardship Committee did a great job this year providing personal stories about the joy of giving to our wonderful Ministry, along with helping to educate on different ways people can give. Some key numbers:

- 2025 Pre-Authorized Giving (PAG) contributions increased 17% over 2024 levels. This was almost 12% higher than our original 2025 budget projection.
- Overall Givings for 2025 were 10% over the 2025 budget.

For 2026, our Church budget shows an Operating / Non-Operating Budget deficit of \$45,000, the Operations portion being a \$25,000 deficit. This is equivalent to the planned repair work to our organ this year. Our 2026 Givings budget is 5% higher than 2025 Actual Givings and 10% higher than what we budgeted for 2025.

We are grateful for your continued and growing support of the Ministry of Christ at St. John's Norway! Thanks to all!

**Note:** The Operations part of our budget reflects our day-to-day church income and expenditures. The non-operating part of the budget reflects giving and grants designated to specific items (e.g. the 2025 donation to pay for the restored frieze in the Sanctuary), and the annual depreciation of past capital expenditures.

Respectfully submitted,

*Gordon Stock  
Rector's Warden*

## Treasurer's Report

I stepped into the role of Treasurer in October 2025 and have spent the rest of the year getting familiar with the church and cemetery finances. This has included working closely with the team, reviewing past financial practices, and building a strong understanding of our financial structure, reports, and responsibilities. A key focus during this time has been streamlining and organizing the PAGs, as well as getting a clearer view of how funds move across church and cemetery operations. This groundwork has been important in helping set up more consistent and transparent financial management going forward.

With my background in data science and working closely with business teams, I am excited to bring a more analytical approach to our financial data. This includes supporting clearer reporting, better presentation of financial information, and helping leadership make more informed decisions. As part of this work, I am also actively supporting the development of the 2026 budget and exploring ways to improve financial tracking and reporting so that our financial picture is easier to understand and use for planning. Overall, the church's financial position has been stable and positive, which provides a good foundation as we plan. I look forward to continuing to strengthen our financial processes in support of the mission and long-term health of the church and cemetery.

Respectfully submitted,

*Vivian Clements*  
Treasurer

## Investment Board Report

The Investment Board was started in early 2024 with the intention of drafting a constitution in consultation with the Wardens for both Church and Cemetery by Q2 2025. The focus was the overviewing of the Investment and surplus funds and making appropriate recommendations to the Wardens to ensure sound control and maximisation of returns accruing therefrom.

This situation has not been achieved with the Diocesan requirement to switch Cemetery Investment funds to Investment Managers Foysten, Gordon and Payne (FGP) in line with all Ontario legal requirements.

As of Q4 2025, 80% of the Cemetery funds have been transferred to the control of FGP and in essence matters have been placed on hold for the time being pending the transfer of the remaining 20% Cemetery Funds takes place and has settled down. This is expected by Q1, 2026. The Wardens conducted their own due diligence test on FGP and were satisfied that they are established and experienced administrators with sound systems and assets in excess of six billion dollars Canadian under their management.

Marty Halpin resigned from the Board during the year following his wife's move to the Cathedral and in due course a replacement will be made.

The Board continues to review cash flows for the church and cemetery and any surplus funds that are not required for short term use are invested under the Wardens direction. Matters will recommence, hopefully by mid 2026 and the focus will then be on drawing up a constitution for the Church only, but recommendations for the investment of surplus cash will continue for both bodies.

Respectfully submitted,

*Iain Mann  
Investment Board*

## **Parish Rental Report**

Our 2025 Rental income was \$188987.81, a 15% increase in revenue from last year (CONFIRM INCREASE). Our tenants included: Kuma Karate, the 35<sup>th</sup>/37<sup>th</sup> Scouting Group, Silverbirch AA, Thursday Night Men's Group AA, telecom companies, and rental of the Rectory. Our parking space rentals have remained steady at 6 spots per year, clearing out on Sundays for worship. 2025 was a banner year for film company rentals which comprised of \$29,000 of our Rental income. We hope to continue to have lucrative partnerships and returning companies for 2026. Our washrooms were renovated in the Fall of 2025. This project was not only a refresh, but an opportunity to meet accessibility standards for our universal washroom.

Thank you to Rev. Molly Finlay, our wardens Gordon Stock and Katya Park, Rosalia Torres, Nicolas Castaneda, Gord Selkirk for his eavestrough and downspout repairs, Luc Myre for plumbing, JB Holden for electrical work, Hillcrest Construction for the renovation work, and St. John's Norway Cemetery for their guidance and support throughout this year.

Respectfully submitted,

*Edward Cockerton  
Parish Administrator*

# Cemetery Report

## Overview

2025 was a strong and productive year for the cemetery and crematorium. Despite a few operational challenges, the year was marked by financial stability, continued demand for our services, important infrastructure improvements, and progress toward long-term operational goals.

## Operations & Performance

The crematorium completed a total of 1,143 cremations in 2025. Cremation volumes were slightly lower than the previous year, reflecting normal fluctuations among cremation service providers.

The cemetery office continues to operate primarily by appointment, with the addition of two weekly open-door days (Tuesdays and Thursdays). This approach has been very effective, and sales activity remained strong throughout the year.

We continue to perform regular repairs and ongoing maintenance continued across the cemetery grounds, buildings, structures and machinery.

Film income was significantly higher than in recent years. This success is due in large part to Edward's work updating our location listings, the strong speedy communication between office, management and grounds staff and Kenny's considerable efforts coordinating and accommodating site visits.

## Completed Projects & Maintenance

Several important projects and maintenance initiatives were completed in 2025, including:

- Execution of an updated IT agreement to ensure modernized workstations, cybersecurity, and technical support
- Replacement of basement windows in the cemetery building
- Upgrades to locks and security doors
- Replacement and modernization of the cemetery phone system and fax line
- Internet service upgrades
- Ongoing efforts to strengthen relationships with our funeral home partners
- Routine maintenance of crematorium retorts and related machinery (hydraulic lift table)
- Repairs to the Cemetery Columbarium stairs, two staircases on the south side of the church.
- Response to and repair of a significant basement flood, including securing and protecting stored records
- A substantial amount of necessary tree work throughout the grounds

## **Capital Project in Progress: CemSites**

The cemetery continues work toward implementing CemSites, a modern cemetery management software system intended to replace our outdated platform.

- **Project Status:** Implementation was temporarily paused due to competing priorities and early-stage challenges.
- **Next Steps:** Check-in meetings with management and the technology team to determine next steps toward implementation.
- **Purpose and Benefits:**
  - Streamlines office operations, including accounting, mapping, maintenance tracking, and document storage
  - Improves record accuracy and operational efficiency
  - Reduces administrative complexity
  - Enables staff to focus more time and attention on assisting families

## **Interments, Cremations & Sales**

Sales of casket graves, cremation plots and niches, memorial markers, and inscriptions remained strong throughout 2025. The introduction of new product offerings has expanded options available to families and continues to support long-term sustainability.

## **2025 Activity Summary**

- 1,143 cremations
- 116 cremation burials (in-ground and niches)
- 14 scatterings
- 27 casket burials
- 20 casket burial lot sales
- 25 niche sales
- 24 cremation burial lot sales

## **Acknowledgments**

I would like to express my sincere appreciation to the many individuals who contribute to the ongoing success of the cemetery, this includes the cemetery staff, church staff, our contractors, the cemetery board and many volunteers.

Respectfully submitted,

*Amber Viscount  
Cemetery Manager*

| St. John's Cemetery Norway<br>Comparative Operating Income Statement |                     | Actual<br>Year Ended<br>December 31, 2024 |                     | Budget<br>Year Ended<br>December 31, 2025 |  | Actual<br>Year Ended<br>December 31, 2025 |  | Budget<br>Year Ended<br>December 31, 2026 |  |
|----------------------------------------------------------------------|---------------------|-------------------------------------------|---------------------|-------------------------------------------|--|-------------------------------------------|--|-------------------------------------------|--|
| <b>REVENUE</b>                                                       |                     |                                           |                     |                                           |  |                                           |  |                                           |  |
| Cremations                                                           | \$ 706,661          | \$ 629,000                                | \$ 659,096          | \$ 660,000                                |  |                                           |  |                                           |  |
| Lots & Niches                                                        | \$ 203,400          | \$ 187,000                                | \$ 259,732          | \$ 200,906                                |  |                                           |  |                                           |  |
| Chapel Rentals                                                       | \$ 16,690           | \$ 16,500                                 | \$ 17,550           | \$ 16,000                                 |  |                                           |  |                                           |  |
| Interments                                                           | \$ 98,601           | \$ 99,500                                 | \$ 101,933          | \$ 101,500                                |  |                                           |  |                                           |  |
| Inscriptions & Markers                                               | \$ 123,102          | \$ 131,200                                | \$ 120,053          | \$ 115,500                                |  |                                           |  |                                           |  |
| Investment Income                                                    | \$ 258,483          | \$ 205,000                                | \$ 208,378          | \$ 210,000                                |  |                                           |  |                                           |  |
| Gardens/Wreaths/Trees                                                | \$ 1,496            | \$ 1,500                                  | \$ 1,779            | \$ 1,500                                  |  |                                           |  |                                           |  |
| Donations                                                            | \$ 200              | \$ 1,000                                  | \$ 600              | \$ 100                                    |  |                                           |  |                                           |  |
| Movie Income                                                         | \$ -                | \$ 7,000                                  | \$ 76,440           | \$ 40,000                                 |  |                                           |  |                                           |  |
| Miscellaneous Revenue                                                | \$ 1,946            | \$ -                                      | \$ 19,794           | \$ 105,000                                |  |                                           |  |                                           |  |
| <b>TOTAL REVENUE</b>                                                 | <b>\$ 1,410,578</b> | <b>\$ 1,277,700</b>                       | <b>\$ 1,465,355</b> | <b>\$ 1,450,506</b>                       |  |                                           |  |                                           |  |
| <b>EXPENSES</b>                                                      |                     |                                           |                     |                                           |  |                                           |  |                                           |  |
| Cost of Goods Sold                                                   | \$ 46,350           | \$ 49,600                                 | \$ 36,284           | \$ 35,500                                 |  |                                           |  |                                           |  |
| Payroll                                                              | \$ 690,379          | \$ 654,225                                | \$ 588,027          | \$ 573,366                                |  |                                           |  |                                           |  |
| Crematorium                                                          | \$ 89,025           | \$ 99,500                                 | \$ 86,664           | \$ 106,600                                |  |                                           |  |                                           |  |
| Grounds & Equipment                                                  | \$ 52,178           | \$ 73,200                                 | \$ 94,123           | \$ 112,300                                |  |                                           |  |                                           |  |
| General Administration                                               | \$ 332,971          | \$ 316,374                                | \$ 438,316          | \$ 509,914                                |  |                                           |  |                                           |  |
| Building Expense                                                     | \$ 37,956           | \$ 48,000                                 | \$ 31,326           | \$ 30,000                                 |  |                                           |  |                                           |  |
| <b>TOTAL EXPENSE</b>                                                 | <b>\$ 1,248,858</b> | <b>\$ 1,240,899</b>                       | <b>\$ 1,274,740</b> | <b>\$ 1,367,680</b>                       |  |                                           |  |                                           |  |
| <b>NET INCOME</b>                                                    | <b>\$ 161,721</b>   | <b>\$ 36,801</b>                          | <b>\$ 190,615</b>   | <b>\$ 82,826</b>                          |  |                                           |  |                                           |  |

## Nominating Committee Report

### Ministry Team & Paid Staff

|                              |                                                 |
|------------------------------|-------------------------------------------------|
| Incumbent                    | The Rev'd Molly Finlay                          |
| Honorary Associates          | The Rev'd Tay Moss<br>The Rev'd Canon John Read |
| Deacon                       | The Rev'd John Quaggin                          |
| Theologian-in-Residence      | Dr. Jonathan Slater                             |
| Organist & Director of Music | Declan Tse                                      |
| Children's Minister          | Sara Fornoff                                    |
| Parish Administrator         | Edward Cockerton                                |
| Sexton                       | Rosalia Torres                                  |
| Cemetery Manager             | Amber Viscount                                  |

### Parish Officers

|                                             |                                                                                                    |
|---------------------------------------------|----------------------------------------------------------------------------------------------------|
| Rector's Warden<br>(Appointed by Incumbent) | Gordon Stock                                                                                       |
| People's Warden<br>(Elected by Vestry)      | Katya Park                                                                                         |
| Deputy Wardens                              | Matthew Neugebauer, Janice Yorke                                                                   |
| Treasurer                                   | Vivian Clements                                                                                    |
| Envelope Secretary                          | Edward Cockerton                                                                                   |
| Auditors                                    | Grant Thornton                                                                                     |
| Synod Delegates                             | Michael Cheena, John Monahan,<br>Matthew Neugebauer                                                |
| Cemetery Board                              | Wardens, Incumbent, Treasurer                                                                      |
| Endowment Fund Board                        | Wardens, Treasurer, Iain Mann                                                                      |
| Investment Board                            | Iain Mann                                                                                          |
| Stewardship Committee                       | The Rev'd Molly Finlay, Wardens, David Molyneux,<br>John Monahan, Matthew Neugebauer, Brian Snider |

## Advisory Board

|       |                 |
|-------|-----------------|
| Chair | Andrew Matthews |
|-------|-----------------|

## Coordinators of Lay Ministries

|                        |                                                                   |                                                                                            |
|------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Welcome                | Greeting Team Coordinators                                        | Victor and Arlene Sarju                                                                    |
|                        | Hospitality Team Coordinator                                      | TBC                                                                                        |
|                        | Newcomer Coordinator / Welcome Ministry                           | TBC                                                                                        |
|                        | Social Media                                                      | Cathy Dawson-March, Eugene Park, Parish Administrator                                      |
| Worship & Discipleship | Chancel Guild Coordinator                                         | Marion Cronsberry                                                                          |
|                        | Liturgy Schedule: Chalice Bearers, Readers, Intercessors, Servers | Rector and Parish Administrator                                                            |
|                        | Screening Coordinator                                             | Kathryn Kern                                                                               |
|                        | Prayer Team                                                       | Bridget North                                                                              |
|                        | Technical Ministry Team                                           | Eugene Park and Associates                                                                 |
| Outreach               | East End Refugee Committee                                        | Joanne Hincks (Elected by EERC), Bridget North, Katya Park, The Rev'd John Quaggan         |
|                        | Food Pantry                                                       | Joanne Hincks                                                                              |
|                        | Outreach Committee                                                | Joanne Hincks, The Rev'd John Quaggan                                                      |
|                        | Archivist                                                         | Marion Cronsberry                                                                          |
|                        | Project Micah Committee                                           | Michael Cheena, The Rev'd Molly Finlay, Erinn Leckie, John Monahan, The Rev'd John Quaggan |

## Parish Reports

### Theologian-in-Residence & Youth Ministry Report

Dear Friends in Christ,

In the Letter to the Hebrews, we read: “And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching” (Hebrews 10:24–25). This passage came to mind as I reflected on my ministry at St. John’s over the past year. An important aspect of my role as theologian-in-residence is supporting Christian formation through my involvement with Tuesday evening discipleship groups. Week by week, we encourage one another as we gather to read Scripture together and to reflect on how our faith is being lived out in the ordinary circumstances of our lives. It has been a source of joy and encouragement to me to work with a committed group of lay leaders in facilitating these opportunities for faith formation.

Another important part of my ministry has been involvement with The Table, where, together with other lay leaders, I serve as an officiant, preach occasionally, and assist with food preparation. I was particularly encouraged by the Table visioning process that took place in the fall, and I look forward to how this ministry continues to grow in the coming year. Other activities over the past year have included leading a group preparing for reception into the Anglican Church, assisting with a Parents-night-out event, and preaching at a Wednesday mid-day service.

Maureen and I have also been involved in youth ministry. We hosted several youth events, some of them jointly with the youth of St. Aidan’s in the Beach. In the fall, we attended the Bishop’s Youth Ministry Committee’s annual ReCharge retreat at Muskoka Woods with three youth from St. John’s.

I continue to be grateful for the opportunity to serve at St. John’s in this role and look forward to seeing how God will be at work among us in the coming year.

Respectfully submitted,

*Jonathan Slater*  
Theologian-in-Residence

### Children’s Ministry

It has been a joy to join the St. John’s, Norway community this past autumn, getting to know families, children, and the broader community. Thank you for the warm welcome and support as I have begun serving as the Children’s Minister!

This year has been one of significant transition for the Children’s Ministry. At the end of June, St. John’s said a fond farewell to our previous children’s minister, Bridget Brain, as her partner embarked on his curacy. We remain grateful for Bridget’s creativity and leadership. Formally stepping into this role on October 12, I found a ministry built on a beautiful foundation, sustained through the summer and early autumn by our capable and dedicated team of volunteers, supported by Pastoral Associate Christine Lambert.

## Curriculum

A second shift this year is that Catechesis of the Good Shepherd has been paused, as teaching that curriculum requires specific training and certification. In the meantime, all children are engaging with the Whirl curriculum. This lectionary-based program ensures our young people are "walking the same path" as the upstairs community. By exploring the same scriptures and connecting with the liturgical seasons, this builds a bridge for families to continue faith conversations at home. Since mid-October, mean attendance downstairs is 11 children, with a range of 7-17.

## Community and Celebration

Since October, children's ministry has been involved in a number of traditional St. John's events. We've shared many moments of laughter and wonder at:

- The Parish Pumpkin Party and Have a Nog, Make a Wreath Event
- Christmas Eve, where the presence of nativity animals and the Holy Chaos of our pop-up pageant brought the miracle of the incarnation to life in a tangible and beautiful way.
- New this year, our Advent Children's Day, *Waiting for the Light*, where children explored the quiet anticipation of the season.

## Play and Praise

This space is more than just a corner; it is a visible sign that children are not just the "future" of the church, but a vital part of its present. Children are a heritage from the Lord; our goal is to ensure that every family walking into St. John's feels that heritage celebrated from the moment they enter the pews. To that end, the Play and Praise area upstairs has been refreshed with a new floor and children's bulletins; in addition, we are curating some seasonal changes in the 'library.'

Children's ministry takes a team. I am deeply grateful for our committed volunteers who support this ministry each week. I also want to acknowledge our youth and teens, whether helping with slime at the Parish Pumpkin Party or quietly contributing insights alongside our younger community members on Sunday mornings. The energy and leadership of youth and adults alike is a gift to this ministry and to St. John's.

Thank you to everyone who has contributed to making this a season of growth and joy. I look forward to what the coming year holds for the children and families of St. John's!

Respectfully submitted,

*Sarah Fornoff*  
Children's Minister

## Music Ministry

It has been a true joy to join the Music Ministry at St. John's Norway since August 2025 and to begin serving alongside such a dedicated community of musicians. Music continues to be an essential part of our worship, enriching both our expression and our spiritual connection.

### Choir

Our choir remains at the heart of this ministry, offering faithful leadership week by week. I am deeply grateful for the commitment of all our singers and for the leadership of our section leads, Zion, Tarquin, and Daniel, whose musicianship and care have been invaluable. We are currently searching a new bass section leader to further strengthen the choir.

### Christmas Services

The Christmas season was a particular highlight of the year. Our Christmas Eve services and Festival of Lessons & Carols were beautiful and richly supported by a variety of instruments, including handchimes, flute, harp, and glockenspiel. These services welcomed many visitors and parishioners alike and offered a joyful and prayerful musical expression.

### Handchime Ensemble

The Handchimes Ensemble continues to be a distinctive and much-loved part of our musical life, especially during Advent and Christmas. Their presence adds both visual and sonic beauty to worship and provides an opportunity for additional musicians to participate in ministry.

### Contemporary Worship Music

Music at The Table services offers a contemporary style of worship, grounded in warmth and strong congregational participation. With Daniel on cajón, Edward on guitar, and me on the piano, supported by vocal leadership, these services continue to be a vibrant and important expression of worship at St. John's Norway.

### A New Mass Setting For St. John's Norway

Looking ahead, we are especially excited to have a successful grant application and commissioned Canadian composer Stephanie Martin to compose a Mass setting for St. John's Norway. Plans include a virtual meeting with the composer on February 8, a choir rehearsal visit on March 5, and a meet-and-greet later in the spring. This project offers a meaningful opportunity for musical collaboration and for creating sacred music that is tailored to our identity.

### With Gratitude

Finally, thank you to all who contributed to the musical life of this parish, including singers, instrumentalists, leaders, and supporters. Your faithfulness and dedication make this ministry possible, and I am grateful to be serving alongside you as we continue to offer music to the glory of God.

Respectfully submitted,

*Declan Tse  
Director of Music*

## Outreach

### East End Refugee Committee (EERC)

St John's Norway is a founding member of the EERC, established in 1995. Together with 4 other local churches, Anglican, United, Presbyterian and Baptist, we work under the umbrella of AURA (Anglican United Refugee Alliance) to provide financial and settlement support to newcomers through Canada's Private Sponsorship of Refugees program.

In 2025, the East End Refugee Committee (EERC) concluded the successful and challenging sponsorship of the family of five from Myanmar. With the support of the EERC volunteers, after one year in Canada, the father, mother, and one of the daughters are all employed full-time at a bakery. The eldest daughter will soon be applying to the nursing program at George Brown College. The middle child is finishing up her high school credentials and is considering Early Childhood Education for further study. And, the son, who is cancer-free after treatments at Sick Kids started Grade 6 at Westwood Middle School this fall.

In the Fall we hosted a Karaoke Fundraiser at EERC member church St Aidan. Attendees had a lot of fun and the event raised \$8,664.06. We look forward to putting this money towards the sponsorship of a new family in the near future.

On behalf of the EERC, thank you to the parish of St John's for your ongoing support of this ministry and our privilege to "welcome the stranger".

Respectfully submitted,

*Joanne Hincks  
Member, EERC*

### Food Pantry

St John's Food pantry began in January 2022 as a response to community need. The pantry, run by dedicated and caring St John's parishioners, is open Monday mornings and serves 25-30 visitors each week with the bulk of donations coming from your generosity. Through a very successful Advent gift card campaign we were able to give each pantry visitor (50 in total this year) two \$25 gift cards. We hope that this little extra helped to make the Christmas season brighter for our neighbours in need. Pantry patrons continually express their gratitude to St John's for the help this ministry provides. A huge thank you to the pantry volunteers and all of you who donate with food items or financially and help us to keep our tables full.

Respectfully submitted,

*Joanne Hincks  
Outreach Co-Ordinator*

## Synod Report

We had an extraordinary presence at Diocesan Synod this year! Our lay delegation grew to three members with the inclusion of John Monahan and Michael Cheena, Deacon John joined the clergy contingent, and it was the first Synod that Rev. Tay was able to attend as part of our clergy team.. Christine Lambert took part as one of the timekeepers alongside her fellow postulants. In just a few years, we've grown from one priest and a single lay delegate to an entire "St. John's table"!

All three lay delegates made impactful interventions at the Pre-Synod meeting on Zoom in October, and delegates made multiple statements at the Synod Session in November. To mention a few examples of the proceedings, Synod extended a Reconciliation Land Tithe on the proceeds of property sales, debated the possibility of a capital campaign, and heard from the new Primate, Archbishop Shane Parker. St. John's will continue to have a strong presence in diocesan governance: both Rev. Molly and Matthew were elected to Synod Council, a smaller group that meets monthly to carry on the business of Synod between its biennial sessions. The next Regular Session of Synod is scheduled for November, 2027.

Respectfully submitted,

*Matthew Neugebauer  
Synod Delegate*

## **Social Justice Vestry Motion 2026: Recommitting to “protect, sustain, and renew the life of the earth.”**

**We, the parish of St. John’s Norway in the Diocese of Toronto,**

- **Pledge to honour our baptismal commitment to “safeguard the integrity of God’s creation” and**
- **urge the Government of Canada to honour its commitments to the Paris Accord, 2015: to reduce greenhouse gas (GHG) emissions by 40-45% below 2005 levels by 2030 and to achieve net-zero emissions by 2050.**

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**In our baptismal covenant, we pledge to “safeguard the integrity of God’s creation and respect, sustain, and renew the life of the earth.”** This is part of our duty of care for our neighbour, particularly those who are most vulnerable to the ravages of climate change, and for whom Christ had a preferential bias.

Over 88,000 peer-reviewed scientific studies on the damage caused by CO<sub>2</sub> point in the same direction: that the planet is warming at a rate that poses significant threats to Creation.<sup>1</sup>

The consequences of the warming include:

1. More frequent and more severe weather events (hurricanes, floods, fires, tornadoes)
2. Increased desertification of land and acidification of the oceans
3. Reduced food production capability from the land
4. Rising sea levels from glacial melt
5. Loss of freshwater resources
6. Loss of habitat and sustainability for plants, animals, and other organisms.

Secondary consequences of global warming are already massive.

1. Wars over resources
2. Increased numbers of people displaced by climate impacts
3. Diminished biodiversity
4. Increased numbers of invasive species of plants and insects due to the changing climate zones
5. Increased economic inequality (the most vulnerable nations and people will suffer the most.)
6. Increased health issues from heat, smoke, and water scarcity.

Our lived experience of 2025 offers independent confirmation of the science. It was the hottest summer on record (following the previous hottest summer of 2024)<sup>2</sup> It was the second most destructive forest fire season in Canada, with attendant smoke hazards for much of the country.<sup>3</sup> While harder to quantify, we have also experienced many significant floods following torrential rains.<sup>4</sup>

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<sup>1</sup> <https://news.cornell.edu/stories/2021/10/more-999-studies-agree-humans-caused-climate-change>

<sup>2</sup> <https://www.cbc.ca/news/science/risky-heat-climate-central-1.7636309>

<sup>3</sup> <https://www.cbc.ca/news/climate/wildfire-season-2025-1.7606371>

<sup>4</sup> <https://www.theweathernetwork.com/en>

Despite these growing impacts, and the overwhelming scientific evidence, the amount of CO<sub>2</sub> has increased every year.<sup>5</sup> Scientific data alone has failed to persuade governments and industry to protect the most vulnerable and future generations by ensuring a livable planet. As Christians, we must embody our faith commitment with actions that show our care for those whom we may not know, but who will be most susceptible to the climate emergency.

Our faith informs the way we act. We proceed in hope – not fantasy, not wishful thinking – but Christian hope, which means living ‘as though’ we already dwell in the kingdom of God. Consistent with living this way, we celebrate all of creation, and protect woodlands and animals, birds and sea creatures, oceans watersheds, clean air and the rains, thanking God for their variety and working to ensure their vitality.

If we live this way, we will plant more forests, not chop them down<sup>6</sup>. We will use less energy, particularly in transportation, industry and agriculture. We will not consume more than our basic needs. We will recycle and repurpose, sharing more with our neighbours who have less.

We will also advocate for governments to honour their climate commitments. In 2015, 196 countries adopted the landmark Paris Agreement, a legally binding international treaty on climate change. The goal of the Paris Agreement is to limit global warming to well below 2 degrees Celsius, preferably to 1.5 degrees Celsius, relative to pre-industrial levels. According to the Intergovernmental Panel on Climate Change, to achieve this goal and a net-zero-emission world by 2050, countries must significantly reduce their greenhouse gas emissions without delay. **Yet, current global commitments fall far short of this, leading to projections of warming by 3 degrees Celsius by 2100.<sup>3</sup>**

Since 1990, the Government of Canada has made many domestic and international commitments to address climate change, including commitments to reduce its greenhouse gas emissions and reach net-zero emissions by 2050.<sup>7</sup>. Yet Canada’s greenhouse gas emissions have decreased by only 8.5% in the 19 years since then.<sup>8</sup> Oil production from the tar sands generates as many CO<sub>2</sub> emissions as all Canada’s other human-generated sources combined.<sup>9</sup> Canada is the worst performing of the G-7 countries in terms of meeting its targets.<sup>10</sup>

In June 2025, the General Synod of the Anglican Church of Canada passed Resolution A200 endorsing the Fossil Fuel Non-Proliferation Treaty, and urging the federal government to:

- **End expansion of any new coal, oil or gas production** in line with the best available science as outlined by the Intergovernmental Panel on Climate Change (IPCC) and the United Nations Environment Programme;
- **Phase-out existing production of fossil fuels in a manner that is fair and equitable**, taking into account the respective dependency of countries on fossil fuels and their capacity to transition; and
- **Ensure a global just transition to 100% renewable energy globally**, support dependent economies to diversify away from fossil fuels, and enable all people and communities, not least the Global South, to flourish.<sup>11</sup>

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<sup>5</sup> <https://ourworldindata.org/co2-emissions>

<sup>6</sup> <https://www.toronto.anglican.ca/diocesan-life/social-justice-advocacy/creation-care/communion-forest-movement/>

<sup>7</sup> <https://www.canada.ca/en/services/environment/weather/climatechange/climate-plan/climate-plan-overview/healthy-environment-healthy-economy.html#toc14>

<sup>8</sup> <https://www.canada.ca/en/environment-climate-change/services/environmental-indicators/greenhouse-gas-emissions.html>

<sup>9</sup> Nature Briefing, January, 2024

<sup>10</sup> [https://www.oag-bvg.gc.ca/internet/English/att\\_e\\_43947.html](https://www.oag-bvg.gc.ca/internet/English/att_e_43947.html)

<sup>11</sup> <https://fossilfueltreaty.org/faith-letter#faith-letter laying out a binding global plan to:>

This vestry motion, which urges the government of Canada to honour its commitments to the 2015 Paris Accord, aligns with General Synod's Motion. Moreover, it aligns with our Diocesan Cast the Net Call #8 "Intensify advocacy and action in response to the climate crisis," and our own baptismal commitments.

There are many ways in which we can bring action and advocacy to bear on the climate crisis. To learn more, please refer to the additional resources in support of this motion, which will be made available on the Diocesan website at [www.toronto.anglican.ca/vestrymotion](http://www.toronto.anglican.ca/vestrymotion).

