

Three principles of prayer:

1. Keep it honest. 2. Keep it simple. 3. Keep it up.

-- Nicky Gumbel, Retired Vicar of Holy Trinity
Brompton, England;
Creator of the Alpha Course



CEMETERY FALL CLEANUP - SATURDAY, SEPTEMBER 24, 2022

Tell your neighbours their teens earn volunteer hours on **Saturday September 24th; 9:00 am to 12:00 noon, helping clean up the cemetery on Yonge St.** Tasks are numerous and we need everyone's help: raking, removing vines, trimming trees, trimming corner stones and flat markers, sweeping grass cuttings and needles from flat stones, etc. etc. etc. For more information



telephone Enid at 905-889-7218. *Thank you Enid!*

MARK YOUR CALENDARS – GOOD THINGS HAPPENING HERE!

October

- October 2: Special Vestry: Envelope Secretary
October 9: Thanksgiving
October 17: Welcome back Jesús!
October 28 & 29: Footlights! Bring your friends!
October 30: Special Vestry: Endowment Fund



November

- November 19: Out of the Cold begins Friday nights (except November 25/26)
November 20: Founders Day
November 26: Poinsettia Tea

Launch of Operation Christmas
Child Shoebox Campaign



December

- December 7: Blue Christmas Service
December 24: Christmas Eve Services at 5:00pm and 8:00pm
December 25: Christmas Day Service at 10:00am

WELCOME LAURA PEETOOM

Welcome Laura Peetoom, the warm voice when you call Holy Trinity, and the smiling face when you enter the church office! Laura is our new Office Administrator, working with us Tuesday, Wednesday and Friday, 9:30am – 3:00pm. Call to introduce yourself to her (905.889.5931 x21) or drop in to say hello. She's amazing – already suggesting improvements to our service guide – and this newsletter! Hurrah!



WE ARE THE PARISH – THE PARISH IS US: JOIN THE WELCOME TEAM

There's nothing like a friendly hello when people arrive to the worship service. And you are that friendly face. Join the Welcome Team! Contribute 20 minutes of your time before the service begins and you'll learn people's names – they will learn your name – and you'll feel a part of the parish community. Talk with Peter Paterson @ 905.889.5532 or at the service. You'll love it!



HOLY TRINITY IN ACTION: RICHMOND HILL COMMUNITY FOOD BANK

As of September 15th, our incredible Peter Paterson had completed 27 deliveries of non-perishable food and personal-use items to the Community Food Bank. Plus, some of you provided financial assistance to the Food Bank; Director Lee Reynolds and Food Bank staff use your funds to purchase much-needed food for individuals and families in our community. THANK YOU! Peter is always available to provide more information @ 905.889.5532 or on Sunday mornings.



OUR CODE OF CONDUCT: PILOTING TO FEBRUARY 2023

Thank you to Robin Pacific and Leanda Kirwan for drafting our Code of Conduct. This was not an easy task, and they took it very seriously. The Advisory Board asks that we, the parish community, pilot the Code from now until our annual Vestry Meeting in February 2023. The Code is attached here, available in print in the church (both in the library area and in the mailboxes outside of the office) and on our website. Please read it and consider it. In February the Advisory Board will ask you how the Code is working for us as a parish, if changes are required, and specifics regarding those changes. The pilot will then be discussed at the Vestry Meeting, changes made as agreed-to, and adopted as part of our parish.

YOUR GROUP FEATURED HERE: SHINE YOUR LIGHT!

We are fortunate our parish is growing with new members. But many members don't know of the various groups within our parish and, as Holy Trinity Reimagined pointed out, our small groups are one of our strengths. Let's highlight our groups **here**. Send a description of your group. Your groups are doing fabulous work – let your light shine right here in Trinity Today (note the new name!)



A PHOTO IS WORTH 1000 WORDS: CHURCH SCHOOL & YOUTH GROUP

Thanks to Cassandra Culpepper, Hazel Ogilvie and Leanda Kirwan for contributing their time to inspire parish children and youth to know and love Christ. Volunteers are needed to work with the Faith Explorers, ages 4 – 9, in our wonderful Room B (come look at the giraffe painted on the wall; last week a child asked me why the giraffe has the devil's tail. Oh! Come and see it!). You'll meet our youngest parish members – some of whom walk to church school by themselves, and you'll learn so much. The curriculum is supplied and the smiles are endless. Here's Hazel with the Youth Group – hard at work!



REMINDER: ROOM SET-UP?

Our wonderful custodian Jesús is on family leave until October 17. Salta Grande Maintenance is cleaning our spaces during the evening, and while they will do the set-up for meeting rooms, we'll need a bit more lead time without Jesús. If you'll need a set-up for the room you are booking, please connect with info@holytrinity-thornhill.ca as soon as possible. We miss you Jesús!

Be well all. Send your notices and photos to rebecca@dysartjones.com for the next Trinity Today – what do you think of the new name?

HOLY TRINITY THORNHILL

OUR CODE OF CONDUCT IS BASED ON
CHRIST'S COMMAND "LOVE ONE ANOTHER
AS I HAVE LOVED YOU." JOHN 15:12

INTRODUCTION

This proposed Code of Conduct is being piloted from September 2022 through to February 2023 Vestry Meeting. At the meeting we will determine if the Code requires any changes, agree to and make those changes, and adopt the Code as part of our parish community.

In discerning and enacting a Code of Conduct for Holy Trinity Church, Thornhill, let us first be mindful of scripture:

"My command is this:

Love one another as I have loved you." John 15:12

We believe that all people are created in God's image. Hence, let us be guided always by the Christian virtues, the "fruit of the spirit" that Paul lists in his letter to the Galatian Church: love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.

We seek to create a Christian environment that is welcoming, respectful, and safe for each and every member of our community. Whether in worship, in ministry, in service, or as an employee, we are all protected by the human rights enshrined in the laws of this country, as well as by our shared sense of fairness and decency.

WE ARE A VIBRANT,
WELCOMING
CHRISTIAN
COMMUNITY
FLOURISHING IN GOD'S
LOVE THROUGH
FELLOWSHIP,
OUTREACH, WORSHIP
AND SPIRITUAL
GROWTH, IN AN
ATMOSPHERE OF
COMPASSION AND
MUTUAL RESPECT.

We must ask continuously if our words and actions reflect the love of God to our neighbours and amongst ourselves. We are committed to work through obstacles seek opportunities to heal and further grow and connect with our Christian community.

Differences of opinion and disagreements are human and inevitable. We must commit to being respectful and to listening to one another in love.

We must not make disparaging comments about others, whether direct or veiled, in their presence or with others.

Demeaning, discriminatory, or harassing behaviour and speech will not be tolerated. We each have a moral obligation to speak up if we hear or witness words or actions that are discriminatory, unkind, or disrespectful.

APPLICATION

This Code of Conduct applies to all staff, clergy, and congregation members at Holy Trinity Church, Thornhill. As members of the Holy Trinity community, we are expected to read, accept and abide by the provisions of the Code. As such, we uphold the following statements:

- I will treat others as I would like to be treated, while understanding that all individuals are unique and have different needs.
- I will listen actively and communicate (verbally and non-verbally) in a courteous, respectful, and/or professional manner.
- I will support a safe, positive, healthy and respectful community which is free of violence and all forms of harassment, bullying and discrimination.
- I will be nonjudgmental toward others and strive to behave in a manner that is free from bias, false assumptions and stereotypes.
- I understand that all work has value and will consider my colleagues and those I serve, and who serve me, as worthy of honesty and respect.

CONDUCT FOR ALL MEETINGS, SERVICES AND COMMUNICATIONS

Discussions should be focused on the meeting topic at hand. All participants must be able and welcome to participate equitably and effectively.

It is not a violation of this Code of Conduct to express an opinion, raise research or describe an experience that is at odds with the opinions of others (an “articulation”)—if it is part of an on-point discussion of the meeting topic at hand, and is offered in a manner that does not interfere with others’ reasonable ability and welcome to participate fully. That means expressing differing positions with respect and consideration for all, in a manner that reflects Christian values and is demonstrably mindful of minimizing, as reasonably possible, its potential adverse effect on others. (Offering an advance warning of the potential for impact on others is one way to demonstrate such respect and consideration for all.)

No one should make an articulation that is reasonably expected to cause offense gratuitously (i.e., unrelated or unnecessary for the work on that topic).

No one should make the articulation as a personal attack or put-down of an individual.

No one should dominate the discussion.

We all should demonstrate consideration for anyone who appears to be in distress by promptly stopping the meeting and demonstrating caring, and pursuing a more helpful way to share pertinent information.

■
■
■
■
■

IN PERSON,
VIRTUAL OR
BY PHONE

ETIQUETTE FOR ONLINE OR VIRTUAL WORSHIP AND MEETINGS

Mute your audio when you are not speaking during virtual meetings or services.

Minimize distractions and be present by turning off phones, paying attention to the topic being discussed and refraining from side bar conversations during services or meetings. Turn off your camera when eating, making noise, moving around, or changing location. Minimize background noise.

Raise your hand or use the “hand” signal to speak.

Do not disrupt the Service, meeting, or event (e.g., “zoom-bombing”) or engage in harm or threats of harm of any kind. Do not create or contribute to a safety threat or unsafe or exclusionary situation.

Use care in your language. Meaning and tone are often lost in translation during on line sessions, and capitals can mean yelling. Humour can easily be misinterpreted online. Make sure you’re not trying to veil offensive comments in humour.

Do not take or distribute pictures of, or copy, presentation materials unless explicit permission is granted.

When a meeting chair or participant is of the opinion that another participant’s behaviour violates these norms of behaviour, the participant is expected to change their behaviour to immediately comply with the established norms of behaviour.

PROCEDURES IN THE EVENT OF A BREACH OF THE CODE OF CONDUCT

*“If your brother or sister sins go and point out their fault,
just between the two of you.*

If they listen to you, you have won them over.

*But if they will not listen, take one or two others along, so that ‘every matter
may be established by the testimony of two or three witnesses.*

If they still refuse to listen, tell it to the church.”

Matthew 18: 15-17

A violation/breach consists of one or more of the following (See definition of terms below):

- Persistent uncharitable behaviour, nonverbal or otherwise
- Microaggression
- Verbal harassment
- Physical harassment (Note: in the case of assault, the police may be notified)

STEPS FOR RESOLUTION

Speak to the person directly if you feel comfortable, and say they are violating the code. You can bring a trusted friend with you and may ask them to take notes. The respondent may also bring a trusted friend or witness to the meeting, and this person may also be asked to take notes.

If there is no change, you may meet with the Wardens and present the offense in writing. At this stage the Priest can be involved at your discretion.

Next all involved parties (complainant, respondent, and support persons where applicable) meet with the Wardens and Priest for a full discussion.

Depending on the severity of the violation of the Code of Conduct, the Wardens and/or the Priest may resort to reporting to the Bishop and/or to the authorities. They may also recommend external counselling for either or both parties.

One month after the meeting, the Wardens will check in to see if the behaviour has changed or improved.

If unacceptable behaviour continues, further corrective action may be considered.

DEFINITION OF TERMS

THE ONTARIO HUMAN RIGHTS CODE:

- **Harassment** means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome
- **Discrimination** refers to an action or a decision that treats a person or a group unfairly on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

ADAPTED FROM THE UNITED CHURCH OF CANADA CODE OF CONDUCT:

Racial harassment can include name calling, racial slurs, racist jokes, ridicule, insults, or different treatment because of racial identity; degrading a person of a particular group; or negative comments made because of a person's race.

Systemic or institutional racism consists of patterns of behaviour, policies, and practices that are part of the social or administrative structures of an organization and that create or perpetuate a position of relative disadvantage for racialized people. These behaviours, policies, and practices often seem neutral but effectively exclude racialized individuals.

Microaggressions are the everyday putdowns and slights marginalized groups face every day from other people who sometimes do not know they're being offensive or patronizing. Microaggressions can be overt or subtle, and include discriminatory comments disguised as compliments.

June 1, 2022

Respectfully submitted by Robin Pacific and Leanda Kirwan (with contributions and feedback from Nancy Cutler, Eric Preston, John Carrington, and members of the Advisory Board)