

THE CONVENING CIRCULAR
OF THE 146TH SYNOD OF THE DIOCESE OF NIAGARA



to be held on
Saturday November 7, 2020
via Zoom videoconference

Registration Begins at 8:00 am
Synod Proper Session Begins at 9:00am

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AGENDA FOR THE 146th SYNOD OF THE DIOCESE OF NIAGARA

“Seeing with the Eyes of our Hearts” ~ Ephesians 1:15-19

Saturday November 7, 2020		ONLINE via Zoom
videoconference		
8:00	Registration & Credentialling Begins	
9:00	Call to Order & Territorial Acknowledgement	
9:05	Organizing Synod <ul style="list-style-type: none"> ○ Welcome to New Members of Synod & Privileges of the House ○ Credentials Committee Report ○ Notices of Motion ○ Appointments to Diocesan Court 	Motion 1
9:15	Gathering Prayers with Bishop’s Charge to Synod	
10:00	Consent Agenda <ul style="list-style-type: none"> ○ Election of Honorary Clerical and Lay Secretaries of Synod ○ Approval of Minutes of the 145th Synod of Niagara ○ Approval of the Agenda ○ Reception of All Convening Circular Reports ○ Election of Trinity College Corporation ○ Affirmation of the Actions of Synod Council 	Motion 2
10:05	Missional Moment #1 – Pandemic Response Fund	
10:10	Break	
10:20	Report on the Diocesan Mission Action Plan with breakout groups	
10:50	Audit Matters <ul style="list-style-type: none"> ○ Reception of the Auditor’s Report & Audited Financial Statements ○ Appointment of Auditors for 2021 	Motion 3 Motion 4
11:00	Canon Changes <ul style="list-style-type: none"> ○ New: The Cathedral of the Diocese of Niagara ○ Amendment: Canon 1.9 (9) – Synod Council ○ Amendment: Canon 4.1 – Vestries and Churchwardens 	Motion 5 Motion 6 Motion 7
11:30	Missional Moment #2 – Migrant Farmworkers Ministry	
11:35	Break	
11:45	Presentation of the 2021 Diocesan Budget	Motion 8
12:25	Results of the Election of Delegates to Provincial Synod	
12:30	Election of Regional Representatives to Synod Council	Motion 9
12:35	Presentation on the Revision of the Diocesan Safe Church Policy	
12:40	Missional Moment #3 – Climate Justice Niagara	
12:45	Other Business	
12:50	Concluding Synod <ul style="list-style-type: none"> ○ The Bishop’s Assent of the Actions of Synod ○ Closing Prayers & Blessing ○ Adjournment 	

RESOLUTIONS OF THE 146TH SYNOD OF THE DIOCESE OF NIAGARA

**Notice has been received from members that they will move,
or cause to be moved, the following resolutions:**

1. Credentials Committee Report

MOTION: Mr. Greg Tweney / The Venerable Bill Mous

'that the report of the credentials committee be accepted.'

2. Approval of the Consent Agenda

MOTION: Ms. Amy Collard / The Venerable David Anderson

'that the items listed on the consent agenda be approved as circulated.'

A. Election of Synod Secretaries

'that Ms. Linda Lamarche be elected as the honorary lay secretary of synod and the Reverend Pam Guyatt be elected as the honorary clerical secretary of synod for the 146th synod of the diocese.'

B. Minutes of the 145th Synod

'that the minutes of the 145th synod of the diocese, as found on pages 8-18 of the convening circular, be approved.'

C. Adoption of the Agenda

'that the agenda as presented by the synod agenda committee be adopted.'

D. Reception of All Reports

'that all reports found in the convening circular be received.'

E. Trinity College Corporation

'that the representatives from the Diocese of Niagara to the Corporation of Trinity College be: the Reverend Fran Wallace and the Reverend Sue-Ann Ward (clergy) and Sister Heather Broadwell (lay); for a term of two years.'

(Please note: The Reverend Garfield Wu (clergy), Ms. Mary Churchill (lay) and Ms. Gillian Doucet Campbell are continuing members of the Corporation of Trinity College.)'

F. Synod Council Report

'that the synod council report, having been fully considered, be now finally approved, and that all the decisions, agreements and documents entered into and signed on synod's behalf since its last report, be hereby ratified and confirmed.'

3. 2019 Auditor's Report & Audited Financial Statements

MOTION: Mr. Andrew Clinkard / Mr. Jim Higginson

'that the Auditor's Report, as found on pages- 40-45 of the convening circular be received and the 2019 audited consolidated financial statements, as found on pages 46-64 of the convening circular, be received.'

4. Appointment of Auditors

MOTION: Ms. Brenda Lane / Canon Jody Beck

'that KPMG be appointed as auditors for the fiscal year 2020.'

5. New Canon: The Cathedral of the Diocese of Niagara

MOTION: The Venerable Bill Mous / Mr. Rob Jones

`that this synod approve the addition of a new canon, to read as follows:

Canon 2.10 – The Cathedral of the Diocese of Niagara

1. The Bishop of Niagara's cathedra shall be located at 252 James Street North in Hamilton, hereafter referred to as Cathedral Place, in the worship space of Christ's Church Cathedral.
2. The Cathedral congregation shall have all rights, responsibilities, and duties assigned to a duly established parish by Canon 4.1, with the exception of those fiduciary responsibilities related to the care and trusteeship of the buildings and property on which the Cathedral is situated, including its fixtures, fittings, and fabric, which shall be the responsibility of the diocese, save and except the maintenance, repair or improvement of the organ which shall remain the responsibility of the Cathedral congregation.
3. a) The Cathedral congregation shall be expected to make annual contributions to the diocese for:
 - i. the upkeep of the Cathedral Place property, drawing on designated funds held for the maintenance, repair or improvement of fixtures, fittings, or fabric located at Cathedral Place and any additional funds as may be necessary, and
 - ii. the mission and ministry of the diocese.b) The base amounts for these contributions shall be determined by a prescribed formula established by regulations approved by the synod council, in consultation with the corporation of the Cathedral.
4. a) There shall be a Cathedral Place Property Management Committee to oversee the care, maintenance, and management of the Cathedral Place property and buildings and to advise the officers of the synod and the synod council about related policy matters.
 - b) The specific terms of reference for the Committee shall be established by the synod council.
 - c) The membership of the Committee shall consist of:
 - i. the Executive Officer;
 - ii. the Rector of Christ's Church Cathedral;
 - iii. two members elected by the Cathedral vestry for a two-year term;
 - iv. two members elected by the synod council of the diocese for a two-year term; and
 - v. a chair who shall be appointed by and serve at the pleasure of the Bishop of Niagara.
 - d) An alternate member may be elected by both the vestry and synod council to attend and vote at committee meetings should the respective elected representatives be compelled to be absent.'

6. Amendment to Canon 1.9 (9) – Synod Council

MOTION: Mr. Greg Tweney / The Venerable Bill Mous

‘THAT section 9 of Canon 1.9 be amended to read as follows:

The Synod Council shall meet at least six (6) times between each annual session of the Diocesan Synod on such dates and at such places or by such means as the bishop shall determine, provided fourteen (14) days notice of any meeting being given. The Secretary of Synod may, upon the written requisition of at least ten (10) members of the Synod Council call a meeting of Synod Council, provided fourteen (14) days notice of any meeting being given. In extraordinary circumstances, the Bishop may call a meeting of Synod Council sooner than the aforementioned fourteen (14) day notice period.’

7. Amendment to Canon 4.1 – Vestries and Churchwardens

MOTION: Mr. Greg Tweney / The Venerable Bill Mous

‘THAT the following provision be added to Canon 4.1, as section 18:

Notwithstanding the provisions of this canon, the Bishop and Synod Council may enact regulations relating to the conduct of vestry meetings as may be necessary from time to time.’

8. 2020 Budget

MOTION: Canon Jody Beck / Mr. Gerry Anthony

‘that this synod approve the 2021 diocesan budget.’

9. Synod Council Election

MOTION: Ms. Wendy Newman / The Reverend Will Alakas

‘that this synod elect the regional members of synod council for the 2021/2022 term and alternate regional members for the 2021 term.’

ORGANIZATIONAL MATERIALS

Special Considerations for a Virtual Synod

Credentialing and Registration

- The first and last name of each member must be displayed at all times during the synod.
- The Zoom waiting room will be open as of 8:00am and members of synod are asked to join the videoconference no later than 8:45am.
- A synod support team will assist members to change their name, if necessary.

Consent Agenda

- A consent agenda allows for non-controversial resolutions to be considered collectively, by consent of the members, thus freeing up valuable time for consideration of matters which might require more rigorous discernment by synod.
- The six items listed on the consent agenda will be considered in one resolution.
- Any one member can write to the Secretary of Synod, no later than Friday, November 6 at 5pm, to request the removal of an item listed on the consent agenda. If this happens, that item will be removed from the consent agenda and voted on separately by members of synod.
- When the resolution to adopt the consent agenda is brought to the floor of synod, any member may speak to it or ask questions for clarification about any of the consent agenda items, through the chair, as is the case for any resolution.
- When the resolution is carried, all consent agenda items are deemed to have been approved.

Voting

- Voting will be primarily be via the polling feature embedded in Zoom.
- To vote in a poll, each member will need to be logged into Zoom on their own device (if devices are shared, only one vote can be cast).
- The chair will call the question on all synod resolutions after which the Secretary of synod will activate a poll for members to vote. After an appropriate amount of time, voting will end, and the results will be shared. The chair will declare whether the resolution has been carried or not.
- For matters requiring a vote by order, for instance canon changes, the chair will indicate which order is voting on the resolution, and then only those members will vote. Results will be shared. Subsequently the members from the other order will vote on the resolution. Results will be shared. Then, based on the results of both houses, the chair will declare whether the resolution has been carried or not.
- That chair may also, at their sole discretion, call for a vote by voice and invite all participants to unmute and indicate their vote when the asked if they are 'in favour' or 'opposed'.

Speaking to a Motion

- Members of synod wishing to speak to a resolution shall indicate their desire to do so using Zoom's chat feature, by typing "I wish to speak to the resolution".
- The bishop will call upon members wishing to speak to matters before synod, after which they will be invited to unmute themselves and if not already doing so, turn their video on, then state their name and parish, before speaking to the resolution.

SYNOD MINUTES

Minutes of the 145th Synod of the Diocese of Niagara

"Sing to the Lord a New Song" Psalm 96:1

Friday November 8 and Saturday November 9, 2019

The Lincoln Alexander Centre, Hamilton

FRIDAY, NOVEMBER 8, 2019

Gathering Worship

The synod began at 9:00am with a service of Eucharist which included the Bishop's charge. Bishop Susan Bell charged the people of the diocese "to commit to renewing and refreshing" their faith, as well as finding where their gifts could be used for ministry. "We have all been called to minister in and with our communities, transformed by an encounter with Jesus, in a new and missional way."

Retired Bishop Ralph Spence, Albion Herald Extraordinary, presented the grant of arms to Bishop Bell. The arms were designed by Bishop Spence and Bruce Patterson, Deputy Chief Herald of Canada, painted by Robert Grey with calligraphy by Yolande Lessard.

BREAK

Organizing Synod

Synod was called to order at 11:00 am with an acknowledgement that the land on which synod was gathering was the traditional territories of the Erie, Neutral, Huron-Wendat, Haudenosaunee and Mississaugas.

Credentials Committee Report

The chancellor advised synod that as of 9:55 am 80/92 members of the clergy, representing 87% of the order, and 140/176 members of the laity, representing 79% of the order, were present and that 80 parishes were represented, or 97%. Quorum was achieved.

MOTION: Mr. Greg Tweney / The Reverend Canon Bill Mous
'THAT the report of the credentials committee be accepted.'

CARRIED

Election of Honorary Secretaries

MOTION: Mr. Greg Tweney / The Reverend John Course
'THAT Ms. Carol Summers be elected as the honorary lay secretary of synod and the Reverend Pam Guyatt be elected as the honorary clerical secretary of synod for the 145th synod of the diocese.'

CARRIED

Welcome of Guests and Privileges of the House

Bishop Bell welcomed new members of synod and guests, inviting them to stand and be recognized. The Bishop then extended privileges of the house to the Right Reverend William Cliff, Bishop of Brandon; The Right Reverend Ralph Spence, Albion Herald Extraordinary; The Reverend Deacon Lorenzo Cromwell, Worship Committee; Rob Duncan, Lay Pastoral Associate of Holy Trinity Chippawa; Marlie Whittle and Martha Asselin, Consultants with M&M International; Renée Wetselaar, St. Matthew's House Executive Director; Tim Webb, Canterbury Hills Board Chair; Carloyn Vanderlip, Director of the

Canadian Anglican Partnership Program of the Primate's World Relief and Development Fund; Andrew Hyde, Ecumenical Chaplain at the University of Guelph; Rob Jones, warden, Christ's Church Cathedral, and Rob Miller, church planter.

Approval of the Minutes

MOTION: Ms. Carol Summers / The Reverend Michael Deed

'THAT the minutes of the 2nd session of the 144th synod of the diocese, as found on pages 12-19 of this convening circular, be now approved.'

CARRIED

Notices of Motion

Chancellor Greg Tweney spoke about the rules of order and advised members that since the agenda had been published no additional motions had been received. He indicated that any motions for consideration at this synod would need to be presented to the secretary of synod no later than 2:45pm on Friday.

Adoption of Agenda

MOTION: The Reverend Leslie Gerlofs / Ms. Sarah Bird

'THAT the agenda as presented by the synod agenda committee be adopted.'

CARRIED

Reception of Reports

MOTION: The Reverend Canon Bill Mous / Ms. Siobhan Bennett

'THAT all reports found in the convening circular and obtained at registration be received.'

CARRIED

Announcements

Mission Action Plan Presentation

With the Mission Action Plan (MAP) leadership team assembled on the stage, Bishop Susan Bell described a Missional Action Plan as a practical document in which we are actively seeking God and identifying God's vision for our diocese. The Bishop noted it's the making of a plan in order to work out mission priorities, and where we discern:

- a) what steps to take to achieve that vision
- b) who will be responsible at each step
- c) what resources will need to be directed to support that work.

Bishop Bell noted that a missional church is a church that is always becoming, intentionally turning itself outward toward the non-churched and the de-churched, always offering the gift of faith in Jesus Christ.

Ms. Martha Asselin outlined the process to date to develop a Mission Action Plan. Various stakeholders were engaged with interviews, town hall meetings, and online surveys. An environmental scan was also conducted and information from the broader community was gathered.

From this information, the draft vision statement, "Called to Life – Compelled to Love" was crafted and revealed to members of synod for feedback, along with its corresponding draft mission statement, "Ignited by the irresistible love of Jesus, we create opportunities to deepen faith, share stories and care for God's world."

Three primary objectives for the Mission Action Place were also identified:

- Create and implement opportunities to ignite and strengthen faith

- Reimagine and adapt the structures and culture of our shared life
- Prioritize social justice action with an emphasis on environmental justice.

MOTION: Canon Christyn Perkons / The Reverend Jeff Ward

'WHEREAS Synod Council began 2019 affirming the emerging sense of mission and renewal across the diocese over the first eight months of Bishop Bell's episcopacy;

AND WHEREAS Synod Council in April 2019 affirmed the Bishop's proposal to consult with the people of the Diocese of Niagara and articulate our shared discernment of God's mission for us over the next three to five years using the services of M&M International;

AND WHEREAS with support from M&M, we have completed a review of the diocese' history and direction; done an environmental scan, gathered stakeholder data from parishioners, clergy, dechurched and unchurched people; identified key areas of focus; and drafted vision and mission statements;

AND WHEREAS utilizing all of this information, the Mission Action Planning Leadership Committee has presented the early outline of the diocesan mission action plan to diocesan synod 2019.

BE IT RESOLVED THAT this synod:

- **commends the clergy and parishioners of the diocese for their contributions to the Mission Action Plan (MAP) consultation**
- **receives with gratitude the work to date of the Mission Action Plan leadership committee**
- **affirms the missional direction, Called to Life, Compelled to Love, outlined in their presentation;**
- **encourages the MAP committee to continue their work on the Mission Action Plan; and**
- **directs the MAP committee to engage synod council on the approval of the completed mission action plan and new diocesan mission statement.'**

There was discussion on this motion. Some members suggested that the final plan should be approved by synod, rather than synod council and proposed the following:

AMENDMENT: The Reverend Canon Susan Wilson / The Reverend Canon Susan Wells
'that the revised, final Mission Action Plan and Mission Statement come before a special session of synod by mid 2020.'

AMENDMENT DEFEATED

Debate resumed on the original Mission Action Plan motion and a vote was held.

CARRIED

The Reverend Canon Bill Mous explained that there would be two sittings for lunch; when not having lunch, members would be attending their regional caucus to nominate regional representatives for synod council.

The Reverend Judy Steers, newly ordained deacon, offered grace before our meal.

LUNCH

Canonical Changes

Chancellor Greg Tweney outlined the process for making changes to the canons and explained that there must be 2/3 majority in each order for such a motion to be carried.

Repeal of Canon 1.10, Regional Councils

MOTION: The Reverend Canon Bill Mous / The Venerable Michael Patterson
'THAT canon 1.10, relating to regional councils, be repealed.'

When debate commenced, there was one request for clarification that this change will not affect regional deans, the Secretary of Synod confirmed it would not.

**CARRIED IN THE ORDER OF LAITY
CARRIED IN THE ORDER OF CLERGY**

Amendments to the Canon 2.5, Concerning a Solicitor for the Synod

MOTION: Mr. Greg Tweney / The Reverend Canon Bill Mous
'THAT canon 2.5, concerning a solicitor for the Synod, be amended to read:

- 1. There shall be a Solicitor for The Synod of the Diocese of Niagara, who shall be appointed by the Synod Council and hold office during its pleasure, to provide legal advice and services in support of the corporate activities and ministries of the Diocese.**
- 2. The Bishop, the Synod Council, or the Secretary of Synod may, in their discretion, retain other legal counsel licensed to practice law in Ontario for particular matters.**

**CARRIED IN THE ORDER OF LAITY
CARRIED IN THE ORDER OF CLERGY**

Repeal of Canon 2.8, Diocesan Loan Funds

MOTION: Canon Jody Beck / Mr. Andrew Clinkard
'THAT canon 2.8, relating to diocesan loan funds, be repealed.'

**CARRIED IN THE ORDER OF LAITY
CARRIED IN THE ORDER OF CLERGY**

Ministry Moment: Chinese Anglican Ministry

The Reverend Jeff Ward, The Reverend Garfield Wu, and the Reverend Canon Dr. Alan Hayes highlighted aspects of this ministry in the Oakville community.

Address by Bishop William Cliff

The Right Reverend William Cliff, Bishop of Brandon, addressed the synod on the theme of "Tempest Tossed, ... or not?" The talk reflected on the contemporary mission of the church and included stories drawn from his episcopal ministry in Brandon. Bishop Cliff received a standing ovation after which he took questions from members of synod.

Bishop's Lenten Book for 2020

The Secretary of Synod announced that the Bishop's Lenten study book was "Inspired: Slaying Giants, Walking on Water and Loving the Bible Again" by Rachel Held Evans and that copies to purchase were available at the registration desk.

Ministry Moment: Migrant Farmworkers Ministry

The Reverend Antonio Illas spoke about the diocese's ministry with migrant farm workers in the fruit belt area of the Niagara Peninsula. Synod members were asked to consider making donations towards the ministry, with a goal of raising at least \$1500.

BREAK

Ministry Moment: Children, Youth & Family Ministry

Ms. Sarah Bird spoke about her ministry, how she seeks to support children, youth and family leaders, and highlighted some of the diocesan programs and initiatives that have taken place over the past year.

Cathedral Place Sustainability Update

Canon Terry Charters reported that the proposed Cathedral Place Revitalization Project will not be proceeding as there were too many difficulties placed in its path, including the price of purchasing the adjacent municipal parking lot and complications arising from the Cathedral's parking lot at one time being an active cemetery. Canon Charters noted that the Bishop's Advisory Committee on Property Renewal will be doing a comprehensive examination of current and future needs, and how the existing space at Cathedral Place can be reimagined with a focus on sustainability.

The Primate's World Relief and Development Fund

A video featuring volunteers speaking about what the Primate's World Relief and Development Fund (PWRDF) means to them was shown to members of synod

Then, Ms. Carolyn Vanderlip spoke about the five-year strategic plan for the Primate's World Relief and Development Fund (PWRDF), which was shaped by consultation with partners, both development partners overseas and Anglicans in Canada, who steadfastly support and share in the work of PWRDF as well as by the United Nations Sustainable Development Goals for 2015 to 2030.

Ms. Vanderlip also highlighted our diocesan involvement within the broader context of PWRDF, noting that donations from individuals and parishes in the diocese of Niagara totaled \$273,000 in 2018. The presentation concluded with a thank-you to members of synod for their continued support and partnership with PWRDF.

Members of synod then watched a video about the PWRDF's World of Gifts program.

Declaration of a Climate Emergency and Reduction of Single-Use Plastics

Program Consultant Deirdre Pike along with Greening Niagara Committee Members, Ms. Sue Carson and the Reverend Leslie Gerlofs, made a presentation to synod about the climate emergency and concerns about the use of single-use plastics and their accumulation in the Earth's oceans.

MOTION: The Reverend Leslie Gerlofs / Mrs. Sue Carson

'WHEREAS Bishop Susan Bell, along with the Anglican Church of Canada, has identified the climate crisis and environmental degradation to all that God has created as the most pressing moral issue of our time;

AND WHEREAS Christians have a sacred duty to steward the Earth's resources responsibly, identified clearly in our Baptismal covenant and the 5th Mark of Mission of the Anglican Communion;

AND WHEREAS all parishes and members of the Diocese of Niagara have been urged to advocate for strong and resolute political action to address the climate crisis as laid out in the Bishop's recent statement coinciding with the worldwide climate strike,
<https://niagaraanglican.ca/news/bishop-bells-responds-to-climate-action-week>;

BE IT RESOLVED that this Synod recognize there is a global climate emergency;

AND THAT this Synod declare a Climate Emergency, in solidarity with climate scientists and the global environmental movement calling for urgent action to significantly reduce our carbon emissions;

AND THAT this Synod urge the Bishop and diocesan leaders to advocate for sustainable environmentally-sound government policies to reduce greenhouse gas emissions and consumption levels;

AND THAT this Synod encourage parishes to commit to an intentional observance of the global and ecumenical Season of Creation, September 1st to October 4th;

AND THAT this Synod direct diocesan staff to phase-out the purchase and use of single-use plastics, including rigid foam, within the synod office and for diocesan services, meetings, and events by 2022.'

There was a debate over the timeline of this motion. Many felt this should take place in a shorter time, given the urgency of the situation.

PROCEDURAL MOTION: The Reverend Canon Margaret Murry / Andrew Clinkard
"To table the motion so that it could return, in a stronger form on Saturday."

PROCEDURAL MOTION DEFEATED

Debate resumed on the original motion and a vote was held .

CARRIED

Ministry Moment: Called by Name

The Reverend Dr. Dan Tatarnic introduced Mr. Rob Jones who spoke about the diocesan formation initiative, Called by Name, and of how supportive he had found it to be during his own journey of vocational discernment.

The Bishop dismissed members of synod for the day at 4:47 pm.

SATURDAY, NOVEMBER 9, 2019

Call to Order

Bishop Susan Bell called the meeting to order at 9:00 am for Gathering Worship.

Appointments to Diocesan Court

The following appointments to the diocesan court were announced: The Reverend Canon Stuart Pike, The Venerable Peter Scott, The Reverend Sheila Van Zandwyk, Mr. Neil Bell, Ms. Ann Cunningham, and Ms. Mary Donkin.

Election to Trinity College Corporation

MOTION: The Venerable Dr. David Anderson/ Ms. Kathleen Randle

'THAT the representatives from the Diocese of Niagara to the Corporation of Trinity College be The Reverend Garfield Wu (clergy), Ms. Mary Churchill (lay) and Ms. Gillian Doucet Campbell (lay); for a term of two years.'

CARRIED

Affirm the Actions of Synod Council

MOTION: The Reverend Canon Bill Mous / Mr. Greg Tweney

'THAT the synod council report, having been fully considered, be now finally approved, and that all the decisions, agreements and documents entered into and signed on synod's behalf since the last session of synod, be hereby ratified and confirmed.'

CARRIED

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Synod Council Election

MOTION: The Reverend Canon Bill Mous / Mr. Greg Tweney

'THAT this synod elect the regional members of synod council for the 2020/2021 term and alternate regional members for the 2020 term, as nominated at the regional caucuses held during this synod.

CARRIED

2020-2021 Term	Region
The Reverend Deacon Rod McDowell	Brock
Mr. Thomas Littlewood	Greater Wellington
The Reverend Canon Matthew Griffin	Hamilton-Haldimand
The Reverend Will Alakas	Lincoln
The Reverend Canon Rob Park	Trafalgar
Ms. Janice Whiteley	Trafalgar
Alternates for 2020	
The Reverend Terry Holub	Brock
The Reverend Ann Turner	Greater Wellington
Ms. Mary Donkin	Hamilton-Haldimand
Mr. Byron Nicholson	Lincoln
Ms. Claire Christoff	Trafalgar

Ministry Moment: Refugee Sponsorship

The Reverend Scott McLeod spoke about the important ministry of welcoming newcomers which our parishes and diocese does through our partnership with the Government of Canada through the Private Sponsorship of Refugees Program. He noted that such ministry does not just change the lives of refugees, it changes ours too. The Reverend Deacon Rod McDowell then spoke from the floor of synod about the work the refugee reception centre in Fort Erie does to support refugee claimants.

Canonical Changes: Canon 4.9, Diocesan Missions

Canon Christyn Perkons and Canon Bill Mous made a presentation about the proposed new canon on diocesan missions, noting that it creates a new tool in our governance toolbox for missional initiatives that are not yet ready to become established parishes.

MOTION: The Reverend Canon Bill Mous / Canon Christyn Perkons

'THAT this synod approve the addition of a new canon, to read as follows:

Canon 4.9 - Diocesan Missions

- 1. Where it appears that a particular geographical area or an area of special mission work or interest should be designated as a Diocesan Mission, as a result of:**
 - a) a request by a parish, an organization, or an unincorporated area of work or interest, either in the form of a resolution or a request in writing, or**
 - b) a recommendation by a Bishop's Commission, or**
 - c) a situation determined by the Synod or the Synod Council to require it,****the Bishop, with the approval of the Synod Council, may so designate.**
- 2. Upon the designation of a Diocesan Mission, the Bishop shall appoint:**
 - a) a cleric or lay person to serve as missioner, who shall be licensed by the Bishop to oversee the Diocesan Mission; and**

- b) a chair of the Board appointed under s. 3 of this Canon, who shall serve at the Bishop's pleasure.
3. Every Diocesan Mission shall be supported by an Advisory Board established to advise the missionary. The composition of the Board shall be determined by the Synod Council, which shall appoint a maximum of eight members, clergy and laity. In addition, the Bishop shall appoint an archdeacon to serve as a member of the Advisory Board. The Synod Council shall appoint signing officers for the Diocesan Mission which shall include the missionary. The Advisory Board shall provide a written report to the Synod Council on the activities of the Diocesan Mission at least once every two years.
 4. The Advisory Board of any newly designated Diocesan Mission shall work with the Bishop and the missionary to develop an inaugural mission action plan, establishing a missional mandate, ministry goals and benchmarks, and a budget. This plan shall be presented to the Synod Council for review within six months of the designation as a Diocesan Mission. Upon approval of the Bishop, the plan shall be implemented by the missionary.
 5. Every missionary, duly licensed, shall be a member of Synod, by virtue of Canon 1.1(1)(3). Diocesan Missions shall not be entitled to elect lay representatives to Synod.
 6. Diocesan Missions are encouraged to make a voluntary financial contribution towards the Diocese but shall not be subject to diocesan assessments.
 7. Where a Parish is disestablished, the Bishop may, with the approval of the Synod Council, designate the former parish's particular geographical area or area of special mission work or interest as a Diocesan Mission in accordance with the provisions of this Canon.
 8. Where a Diocesan Mission desires to be established as a parish, the missionary, with the support of the Advisory Board, shall make a request to the Bishop to that effect, in accordance with the provisions of Canon 4.5(3), and propose a mission action plan and budget.
 9. The designation of a Diocesan Mission may be revoked at any time by the Bishop. Upon revocation, the capital assets of the mission, of every nature or kind, shall be conveyed forthwith to and be in the control of the Synod as trustee.
 10. In the event of any conflict between this and any other Canon, the provisions of this Canon shall apply.'

Debate was opened and various questions were addressed by the Secretary of Synod.

AMENDMENT

The Reverend Canon Susan Wells / Mr. Mitch Banks

"THAT the Advisory Board shall provide a written report to the Synod on the activities of the Diocesan Mission annually."

AMENDMENT DEFEATED

Debate on the original motion resumed, and a vote was held by orders.

**CARRIED IN THE ORDER OF LAITY
CARRIED IN THE ORDER OF CLERGY**

2018 Audited Statements

MOTION: Canon Joanna Beck / Mr. Andrew Clinkard

'THAT the audited financial statements for 2018 as found on pages 37-58, be received.'

CARRIED

Auditor's Report

MOTION: Mr. Andrew Clinkard / Ms. Brenda Lane

'THAT the Auditor's Report, as found on pages 38-41 be received.'

CARRIED

Appointment of Auditors for 2019

MOTION: Mr. Andrew Clinkard / Ms. Brenda Lane

'THAT KPMG be appointed as auditors for the fiscal year 2019.'

CARRIED

Presentation by the Director of Stewardship and Development

Ms. Gillian Doucet Campbell introduced herself, walked members of synod through current trends in charitable giving and spoke about the importance stewardship in this time of the church, including the gifts of volunteering as well as financial contributions. Ms. Doucet Campbell noted that the average gift per identifiable giver in 2018 in our diocese was \$1,137, a significant amount of the \$2023 average amount claimed per tax filer in Ontario. The presentation concluded with an encouragement to members of synod to share widely the awesome things that we are doing in response to our call as disciples. In doing so, Ms. Doucet Campbell said that people will be more willing to commit their time, their talents and their treasure in support of God's mission.

One Thing Celebration

Ms. Wendy Newman and the Reverend Scott McLeod spoke to members of synod about the special One Thing initiative that invited Anglicans in Niagara to do one thing to renew their spirituality and grow their relationship with Jesus. A pennant made of all the intention/activity cards collected from across the diocese was spread across the entire theatre space in which synod was gathering. Members of synod were advised that cupcakes celebrating the impact of this initiative would be served at the break

Announcements

Secretary of Synod Bill Mous thanked the synod sponsors: Russell Investments, The Dunham Group, Prestige Electrical Services, and Ecclesiastical Insurance.

BREAK

2020 Budget Presentation & Consideration

Canon Pat Davis presented the proposed diocesan budget for 2020. The proposed budget continues to support the priorities of recent years, investing \$3.4 million to equip the diocese to respond to God's mission of love and plant the seeds of the Gospel. Canon Davis noted that there may be more significant shifts in the budget for 2021 as the Mission Action Plan shapes our priorities and leads our diocese in new directions, responding to the Spirit's leading.

After allocating our anticipated expenses against revenue contributions, the 2020 budget anticipates an initial deficit of \$50,000 which will be reduced by drawing \$25,000 from our disestablished parish rectory funds to offset some of our housing costs, and \$15,000 from the funds of closed parishes to offset some operation costs. The net result is a \$10,000 deficit.

MOTION: Canon Pat Davis / Mr. Andrew Clinkard

'THAT this synod approve the 2020 diocesan budget.'

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The floor was opened for debate and several questions were asked of and answered by the Treasurer, who also thanked Canon Pat Davis and the budget sub-committee.

CARRIED

Indigenous Self-Determination & The Primate's Apology for Spiritual Harm

The Venerable Valerie Kerr, Archdeacon for Truth, Reconciliation and Indigenous Ministry, updated synod on the progress towards Indigenous self-determination.

A video of the Primate's Apology for Spiritual Harm, delivered at General Synod 2019, was then shown to members of synod.

The Venerable Valerie Kerr reflected on being a First Nations woman and being present at General Synod when Archbishop Fred Hiltz gave the apology for spiritual harm. She talked about this being an ongoing journey before members of synod were invited to share their reflections.

Announcements

Secretary of Synod Bill Mous indicated that during lunch, members were invited to participate in engagement opportunity related to the Mission Action Plan.

The Reverend Fran Wallace, newly ordained deacon, offered grace before our meal.

LUNCH

Ministry Moment: Revive

The Reverend Canon Dr. Dawn Davis, the Venerable Peter Scott, and Ms. Sandra Thomson spoke about their experience with Revive, a faith formation program.

Bishop Susan Bell thanked Canon Dawn Davis for her leadership with Revive and mentioned an upcoming conference 'Rechurch Revisited: Why Church? What's Next' to be held at St. James, Dundas on November 23 from 9:30-4:00 pm.

Report of the 42nd General Synod

Ms. Claire Christoff, Mr. Andrew Clinkard, and the Venerable Dr. David Anderson gave an account of the significant items and motions considered at General Synod in July, including the election of a new primate, Archbishop Linda Nicholls. The presenters also shared their personal thoughts on what they brought back to their ministries in Niagara.

The Bishop thanked Ms. Claire Christoff, Mr. Greg Tweney, Ms. Siobhan Bennett, Mr. Andrew Clinkard, Canon Pat Davis, the Venerable Valerie Kerr, the Reverend Canon Bill Mous, the Venerable Dr. David Anderson, and the Reverend Canon Martha Tatarnic for representing the diocese admirably at General Synod. Bishop Bell also noted that the diocese was also well served by the contributions of Canon Donna Bomberry, Ms. Susan Little, and our former Dean, the Very Reverend Peter Wall who served as both the deputy prolocutor and chair of the planning committee.

Comfy Couch Chat, with Bishop Bell & Bishop Cliff

The Reverend Michael Coren moderated a conversation about mission and future directions of the Church between the bishops. Members of synod were also invited to ask questions of the bishops from the floor.

Inclusive Marriage in Niagara

A video was shown to members of synod that was produced as the diocese's response to the consideration of changes to the marriage canon, highlighting the stories of couples and priests who had participated in such marriages.

Bishop Susan Bell then addressed members of synod with her reflections related to the defeated General Synod amendment to the marriage canon. The Bishop acknowledged the pain and hurt caused by the vote.

The Bishop noted that our practice of equal marriage will continue in Niagara and reported that a statement issued by the House of Bishops after the vote affirms the local options of dioceses to do so, and more than half of dioceses in the Canadian church have exercised this option.

The Venerable Dr. David Anderson and Canon Christyn Perkons spoke to the proposed motion on inclusive marriage, recalling the discernment journey of the diocese and explaining the five affirmations referenced in the motion.

MOTION: The Venerable Dr. David Anderson / Canon Christyn Perkons

'THAT this synod:

- a) **laud the faithful witness of LGBTQ2S+ Anglicans and allies from this diocese to the Anglican Communion and express steadfast solidarity with the local and global LGBTQ2S+ community;**
- b) **affirm the prophetic witness of Bishops Michael Bird and Susan Bell who have authorized in this diocese the solemnization of the marriage of all persons who are duly qualified by civil law to be married; and**
- c) **receive the five affirmations contained in the Council of General Synod document entitled A Word to the Church, namely:**
 1. **Indigenous Spiritual Self-determination**
 2. **Diverse Understandings of the Existing Canon**
 3. **Diverse Understandings and Teachings**
 4. **Our Commitment to Presume Good Faith**
 5. **Our Commitment to Stand Together.'**

The floor of synod was opened for discussion and questions.

CARRIED

Other Business

The Reverend Canon Bill Mous offered thanks to all involved in organizing synod, including members of the worship team, synod chaplains, and members of the agenda committee. Canon Mous also thanked Canon Rob Park for this technical support with the synod presentations and Sue Nicholls for her design of the altar and worship space.

The Bishop's Assent & Closing Remarks

The Bishop gave her assent to all the acts and resolutions of the 145th Synod of the Diocese of Niagara. Bishop Bell thanked the staff and the organizing committee for synod as well as Canon Bill Mous and Chancellor Greg Tweney. She also expressed her thanks to Bishop William Cliff, the synod's featured speaker, who was presented with a donation to Brandon's Indigenous youth ministry.

Closing worship included a homily by Bishop William Cliff.

Bishop Susan Bell gave her blessing and adjourned synod at 4:07pm

Respectfully submitted,

The Reverend Pamela Guyatt, Honourary Clerical Secretary of Synod
Ms. Carol Summers, Honourary Lay Secretary of Synod
The Reverend Canon Bill Mous, Secretary of Synod
Ms. Mary Anne Grant, Administrative Assistant

BACKGROUND DOCUMENTS

Information on Proposed Canon Changes

1) The Addition of a New Canon the Cathedral of the Diocese of Niagara

This new canon arises from a recommendation contained in a report prepared by Archbishop Colin Johnson to regularize the *de facto* situation which currently exists with respect to the administration of Cathedral Place by defining the special nature of the cathedral congregation's status and ministry context. The canon seeks to uphold and protect the rights, responsibilities, and duties assigned to a duly established parish by Canon 4.1 while providing flexibility for the relationship between the cathedral congregation and diocese to evolve as necessary. The canon also enshrines the basic tenets of the Cathedral Place Property Management Committee.

2) The Amendment of Canon 1.9 (9) - Synod Council

This amendment would grant the Bishop the authority to call a meeting of synod council, in extraordinary circumstances, sooner than the usual 14-day notice period, enhancing the nimbleness of our governance structures to respond in a timely manner. The amendment also includes a bit of housekeeping by adding the words "or by such means" recognizing that electronic meetings may well become a regular part of our governance.

For ease of reference, the changes are highlighted in red:

The Synod Council shall meet at least six (6) times between each annual session of the Diocesan Synod on such dates and at such places **or by such means** as the bishop shall determine, provided fourteen (14) days notice of any meeting being given. The Secretary of Synod may, upon the written requisition of at least ten (10) members of the Synod Council call a meeting of Synod Council, provided fourteen (14) days notice of any meeting being given. **In extraordinary circumstances, the Bishop may call a meeting of Synod Council sooner than the aforementioned fourteen (14) day notice period.**

3) The Amendment of Canon 4.1 – Vestries and Churchwardens

This amendment adds a clause to the canon which creates the jurisdiction for the Bishop and synod council to enact regulations related to the conduct of vestry meetings for situations which are not currently contemplated by the existing canons, such as virtual vestry meetings.

SYNOD COUNCIL

2020 Diocesan Synod Council

Regional Representatives

- Ms. Siobhan Bennett Brock
- The Reverend Deacon Rod McDowell Brock
- The Reverend Terry Holub (alternate) Brock
- The Reverend Naomi Kabugi Greater Wellington
- Mr. Thomas Littlewood Greater Wellington
- The Reverend Ann Turner (alternate) Greater Wellington
- The Reverend Canon Matthew Griffin Hamilton-Haldimand
- Mr. Ian Pratt Hamilton-Haldimand
- Mrs. Mary Donkin (alternate) Hamilton-Haldimand
- Ms. Cathy Lynn Hanson Lincoln
- The Reverend Will Alakas Lincoln
- Mr. Byron Nicholson (alternate) Lincoln
- The Reverend Canon Rob Park Trafalgar
- Ms. Janice Whiteley Trafalgar
- Ms. Claire Christoff (alternate) Trafalgar

Regional Archdeacons

- The Venerable Dr. John Course Brock
- The Venerable Peter Scott Greater Wellington
- The Venerable Dr. David Anderson Hamilton-Haldimand
- The Venerable Max Woolaver Lincoln
- The Venerable Michael Patterson Trafalgar

Financial Advisory Committee

- Mr. Andrew Clinkard

Canterbury Hills

- Ms. Susan Little

Episcopal Appointees

- Canon Terry Charters
- The Reverend Leslie Gerlofs
- Mr. Adam MacNeil

Directors

- The Reverend Canon Terry DeForest, Director of Human Resources
- Canon Christyn Perkons, Director of Congregational Support and Development
- Ms. Gillian Doucet Campbell, Director of Stewardship and Development

Officers

- The Right Reverend Susan Bell, Diocesan Bishop
- Mr. Greg Tweney, Chancellor
- Canon Joanna Beck, Treasurer & Director of Finance
- The Venerable Bill Mous, Executive Officer & Secretary of Synod

Report of the Diocesan Synod Council

This report summarizes the actions of synod council from December 2019 through October 2020. The requirement for at least six meetings to be held, as set out in Canon 1.9 (9). was met with twelve meetings duly convened.

Election and Appointments

- Appointed the following as signing officers, effective January 1, 2020: the Right Reverend Susan Bell, diocesan bishop; the Venerable William (Bill) Mous, secretary of synod; Canon Joanna Beck, treasurer and director of finance; Canon Alison D’Atri, assistant treasurer; and the Reverend Canon Terry DeForest, director of human resources; and directed that the signature of one of the following must appear on all cheques: the treasurer or the assistant treasurer.
- Elected the following members to the audit committee, for a two-year term: Mr. Ralph Malashevsky, Mr. Jim Higginson, and Mr. Paul Bates.
- Approved the election of the following directors to serve on the board of 2498317 Ontario Inc, the corporation established to oversee diocesan development projects for the calendar year 2020 or until their successors are duly elected: The Right Reverend Susan Bell, Canon Joanna Beck, The Reverend Canon William (Bill) Mous and Canon Terry Charters;; and authorized the bishop and secretary of synod to sign the authorizing resolution on behalf of the synod.
- Appointed the following as directors of the Anglican Church Ministries Foundation, Niagara: Mr. Andrew Bucknall, Mr. Tony Denning, Ms. Noreen Felker, Mr. Ian Smith, Mr. James Sweetlove, and Mr. Mark Volkov.
- Elected Mr. Jim Sweetlove as president of the Anglican Church Ministries Foundation, Niagara, for a one-year term; and Mr. Andrew Bucknall as vice-president of the Anglican Church Ministries Foundation, Niagara, for a one-year term.
- Appointed KPMG as the auditors of the Anglican Church Ministries Foundation, Niagara, for the fiscal year 2019.
- Elected the following members to serve as its coordinating team: Ms. Janice Whiteley, The Venerable Dr. David Anderson, Mr. Andrew Clinkard, The Reverend Canon Matthew Griffin, and Ms. Susan Little. The Secretary of Synod served as the chair.
- Extended the appointment of the Reverend Canon Bill Mous as the diocesan administrator for St. Peter’s, Hamilton until December 31, 2020.
- Appointed the Reverend Canon Matthew Griffin and Mr. Fraser Earle for a two-year term as the diocesan representatives on the Cathedral Place Property Management Committee.
- Appointed Mr. Gerry Anthony, Ms. Jan Southall, the Venerable Dr. David Anderson and the Venerable Peter Scott to serve on the Transformational Budget Working Group.
- Appointed Ms. Susan Little, the Reverend Will Alakas, and Ms. Siobhan Bennett for a one-year term as their appointees to the Nomination Committee.
- Appointed Mr. David van der Woerd as the diocesan solicitor for the Synod of the Diocese of Niagara, effective June 1, 2020 for a term of 5 years, thereafter to be renewed by mutual consent.

Policy Matters

- Approved the synod council *in camera* sessions policy, effective January 1, 2020.
- Approved the synod council electronic voting policy, effective December 10, 2019.

- Updated and approved the diocesan policy on rectories, effective January 11, 2020.
- Updated and approved the diocesan policy on rectory funds, effective January 1, 2020.
- Approved the diocesan Mission Action Plan (MAP) and requested the coordinating team to prioritize synod council agenda time each month for reports related to its implementation.
- Established the Synod Council Nominations Committee.
- Approved the revised terms of reference for the Cathedral Place Property Management Committee, effective March 10, 2020.
- Established the Transformational Budget Working Group for the 2021 budget planning cycle from March through November 2020.
- Approved the new terms of reference for the Climate Justice Niagara Committee (formerly the Greening Niagara Committee), effective April 28, 2020.
- Authorized the bishop to waive the requirement for vestry consideration, as set forth in the regulations pertaining to Canon 4.6, for all regulated building projects that are deemed necessary to proceed during the current pandemic, for as long as restrictions on in-person gatherings remain in place.
- Approved the procedure proposed by the Nominations Committee for the election of Synod Council regional representatives for elections conducted in 2020.
- Approved the procedure proposed by the Nominations Committee for the election of Provincial Synod delegates for elections conducted in 2020.

Parish Matters

- Authorized the parish of St. John's, Rockwood to hold its annual vestry meeting on March 8, 2020.
- Authorized the parish of St. David's, Welland, to hold its annual vestry meeting on March 15, 2020, and extended this authorization to October 18, 2020.
- Authorized the parish of St. John the Divine, Cayuga, to hold its annual vestry meeting not later than March 22, 2020 and extended this authorization to October 18, 2020.
- Affirmed the faithful witness to God's love expressed by the people of All Saints, Hagersville for more than 150 years in light of the parish's decision to voluntarily disestablish, acknowledging the sacrificial giving and the deep bonds of fellowship that have been hallmarks of the community of All Saints and celebrating the congregation's deep commitment to God's mission.

Property Matters

- Approved the narthex reconstruction project of Grace Church, Waterdown to be funded primarily through an ongoing appeal from its parishioners
- Approved the parish of St. Simon's, Oakville entering into an agreement for a permanent easement on its property in favour of the Region of Halton for the purposes of accommodating a sound attenuation wall.
- Approved the sale of a permanent easement at the parish of St. Luke's, Palermo to the Region of Halton, to be conveyed to Oakville Hydro, for the purposes of relocating hydro lines and related services due to the road widening.
- Authorized the sale of the property located at 28 Main Street North in Grand Valley (formerly St. Alban's Anglican Church).

- Authorized the sale of the property legally described as PT LT 11, PL 37 AS IN GV530; E LUTHER/GRAND VALLEY.
- Authorized the sale of the property located at 361 Grantham Avenue in St. Catharines (formerly Good Shepherd Anglican Church).

Financial Matters

- Approved up to \$60,000 from the internally restricted Walking on Water (WOW) fund be made available in 2020 for grants, as recommended by the diocesan treasurer.
- Approved the request of St. Paul's, Dunnville to shift to functional replacement insurance coverage.
- Approved in principle the addition of a representative of the Diocese of Brandon to the diocesan Investment Committee, in accordance with the terms of the proposed Investment Management Agreement between the Anglican Church Ministries Foundation, Niagara and the Diocese of Brandon.
- Directed the 2020 net cash receipts of \$358,475 from the sale of the Speedvale Avenue property in Guelph remain in the operating account to reduce the current diocesan line of credit and requested further recommendation on the disposition of additional sale proceeds at the time those funds are received.
- Approved the submission of an Anglican Foundation grant application by Grace Anglican Church, Waterdown, in the amount of \$15,000, for consideration this spring, expressing its strong support for the parish's innovative plans to add solar-power capacity to create a resilience hub as part of their narthex renovation project and lauding the parish's efforts to create community space and model environmental stewardship.
- Approved the COVID-19 Parish Financial Support Plan and pledge property assets to support the plan and increase the diocesan line of credit as necessary.
- Approved the application and review process for the diocesan COVID-19 Parish Support Fund.
- Approved the 2019 audited consolidated financial statements of The Synod of the Diocese of Niagara.
- Commended the 2021 diocesan budget for approval by synod.
- Approved the Minimum Stipend Scale for 2021.
- Directed the human resources for ministry committee to recommend a cost of living adjustment for the compensation (stipend and housing allowance or salary) of clergy, licensed lay workers, as well as non-licensed lay workers based on the two year period (August 2019-2021) in the fall of 2021.
- Recommended that salaries of all non-licensed lay employees and stipends for those clergy and licensed lay workers receiving above the minimum stipend be increased by not less 0.6% for year of service increases in 2021 (over 2020 figures).
- Approved a parish technology grant program.
- Approved a support process for parishes which may not be able to contribute the Diocesan Mission and Ministry in the amount approved at their annual vestry meeting
- Directed that proceeds from the sale of property in Guelph (Speedvale Ave) and Grand Valley (Main St.) be used for cash flow purposes to finance the anticipated 2021 deficit.

Respectfully submitted,
 The Venerable Bill Mous, Executive Officer & Secretary of Synod
 Mary Anne Grant O.N., Administrative Assistant

REPORTS OF SYNOD COUNCIL COMMITTEES

The Financial Advisory Committee

The Financial Advisory Committee's (FAC) mandate is to provide advice and recommendations to the Bishop and Synod Council on the management and administration of funds and assets held by, or under the control of the Synod of Niagara, and on financial matters that are to be presented at Synod Council.

FAC is comprised of both laity and clergy representing the various regions of the Diocese, along with the Diocesan Treasurer, Executive Officer, and Chair of the Transformational Budget Working Group (TBWG).

Meetings are generally held on a monthly basis except for July and August. Since late March of 2020, FAC has met via Zoom videoconference. This method of meeting has been well accepted as it has saved committee members travel time and money.

During the FAC meetings, FAC reviews the financial statements provided by the Treasurer, and ensures that reasonable explanations are provided for variances to the budgeted amounts. Church loans, loans payable, and parish receivables for payroll and DMM are reviewed at each meeting. TBWG regularly shares budget updates with FAC.

FAC members spend a considerable amount of time reviewing and reporting in accordance with Canon 4.6 on building and maintenance projects that exceed \$15,000. FAC seeks to provide an unbiased, objective financial resource on the respective project committees to assist the churches in ensuring their project remains within the financial plan presented to and approved by the Bishop, and to guide discussion and planning for the parish's sustainability into the future. Over the past year FAC members have been involved in a number of roofing projects, as well as numerous other projects including accessibility projects and interior refurbishments.

I wish to thank each FAC member for the time and talent they invest in this important ministry of the diocese:

Gerry Anthony, Howard Davis, Ken Edwards, The Reverend Pam Guyatt, The Reverend Jean Ruttan – Yates, Mark Young, Henry Zantingh.

Staff Representatives: The Venerable Bill Mous, Executive Officer, Ms. Jody Beck, Diocesan Treasurer, Gillian Doucet Campbell, Director of Stewardship and Development, and Ms. Nancy Kapusin, Recorder.

Respectively submitted on behalf of the Financial Advisory Committee,

Andrew Clinkard, Chair

The Transformational Budget Working Group

The primary work of the Transformations Budget Working Group (TBWG) is to create and transform the 2021 diocesan budget to align with the vision and objectives of the diocesan Mission Action Plan (MAP) and the recommendations arising from the Johnson Report: Cathedral Place 2020.

Members of the TBWG are: Bishop Susan Bell, Archdeacon Bill Mous, Canon Jody Beck, Archdeacon Peter Scott, Archdeacon David Anderson, Jan Southall, Gerry Anthony

In the past year, a few highlights of our ministry have been:

- To examine the 3 MAP Priorities some of which will require budgets. This examination also examined where “the money will come from.”
- The three MAP priorities are:
 - a. Intentionally create opportunities to strengthen faith
 - b. Re-imagine Diocesan Culture to enable Missional Ministry
 - c. Prioritize Social Justice issues with an environmental focus
- The Johnson Report Executive Summary was given to committee members to review. It was decided that Cathedral Place management would be transferred to the Diocese. The Cathedral Place Property Management Committee was restructured and asked to come up with recommendations for the property for the 2021 Budget as well as an annual and long-term capital plan.

As can be appreciated the work of the TBWG is centered around examining the effects of COVID-19 on our financial situation. We continue to explore accessing various government support programs as well as our own internal financial resources. These efforts will hopefully permit us to present a budget to meet our \$3.6 million investment in ministry.

Respectfully submitted,

Gerry Anthony
Chair, Transformational Budget Working Group

The Insurance/Risk Management Subcommittee

The Insurance Broker continues to be The Gallagher Insurance Group and the insurance carrier remains Ecclesiastical Insurance Office PLC.

Claims History

The Loss Ratio (total claims divided by total premium) for the period was 16% which is an excellent year for losses. The loss ratio for the last five years was 29%. The Diocese qualified for the Profit Sharing (return of premium). \$34,328 was returned to the Parishes who qualified for the rebate with a pro-rated share. Total premiums for the year net of the Profit Sharing was \$877,049.

Policy Changes

Total Premiums increased 5.9% for the 2020/2021 period, which in the current hard market for property insurance is a very good result and is reflective of the excellent claims record and long relationship with both the broker and the insurer.

Deductibles and Coverage Limits remain unchanged.

The subcommittee continues to work to ensure coverage meets our diocese and parish needs and is cost effective.

Robert Taylor
Chair

The Audit Committee

The purpose of this committee is to review the annual audited consolidated financial statements of The Synod of the Diocese of Niagara and discuss concerns or irregularities (if any) with the auditors and management, and to recommend to management appropriate changes thereto.

These financial statements are the responsibility of management. However, should the audit committee make a recommendation to management which is not implemented, the Chair shall report same to the Bishop first, and subsequently may report same to Synod Council.

In the past year, the Audit Committee has undertaken the following responsibilities:

- We met via Zoom on October 14, 2020 with the Treasurer, Joanna Beck, Executive Officer and Secretary of Synod, The Venerable Bill Mous, and the auditors (KPMG) to review the 2019 consolidated financial statements and the auditors' report;
- The committee reviewed the Audit Findings Report and had no questions or concerns;
- We had a broad discussion regarding the challenges the COVID-19 pandemic presents and presented with respect to the audit of the 2019 financial statements, working remotely and cyber-security, as well as how it has impacted and may continue to impact the finances of the Diocese as a whole.
- We approved the 2019 audited consolidated financial statements for presentation to Synod Council and the Bishop and Members of The Synod of the Diocese of Niagara;
- We recommended the appointment of KPMG as auditors for the 2020 year.

We would like to commend the Treasurer and her staff for the significant amount of time and effort involved in preparing the statements and thank them for the assistance they provided to us during the audit. We especially want to recognize the enormous amount of additional effort required to carry this out during the first months of the COVID-19 lockdown.

Respectfully submitted,

Kelly Roloson, BAdmin, CPA, CGA
Chair

The Investment Sub-Committee

On behalf of Synod Council of the Diocese of Niagara, the Investment Sub-Committee monitors the investment funds of The Synod of the Diocese of Niagara and the Anglican Church Ministries Foundation (ACMF), Niagara Investment Fund. The Investment policy can be found on the diocesan website.

A system of participation units is employed (a system similar to individually purchasing units in a mutual fund). Monies that the Diocese or parishes invest are used to purchase participation units. The Investment Funds totalled \$44,601,862 as of July 30, 2020. These funds are made up of funds deposited by the ACMF, the Synod, Parishes and other associated organizations. The Investment Funds are invested by Russell Investments, the Investment Manager since 2002.

The monies are invested in the following segments:

- Russell Investment Canadian Fixed Income Fund – 35%
- Russell Investment Canadian Equity Pool – 20%
- Russell Investment ESG Global Equity Pool – 45%

This year the Investments were impacted by the COVID pandemic and the volatility that it has created on the financial market:

- In March 2020 the investments quickly dropped by over -11% but prudent management and market normalization brought the rolling one-year return to +5.9% by the end of July 2020
- In March the committee acted to pass a motion, in response to a recommendation by Russell Investments to suspend automatic segment rebalance for 90 days such that investments were not sold at low positions due to the extreme market volatility. This allowed time for markets to sufficiently recover and automatic segment rebalance was reinstated in late June 2020.
- The value stock investing approach has proven to be resilient to the much of the market volatility caused by the pandemic.
- The investments performance long term (as of July) is:
 - Five year rolling return - 5.95%
 - Four year rolling return - 6.6%
 - Three year rolling return - 6.7%
 - Two year rolling return - 5.2%
 - One year rolling return - 5.9%
 - Quarterly rolling return - 6.18%

The Investment Sub-Committee continues to monitor the investments closely on a monthly basis during this period of uncertainty in consultation with Russell Investments.

Respectfully submitted,

Robert J Radich
Chair, Investment Sub-Committee

The Human Resources for Ministry Committee

The Human Resources for Ministry Committee advises the Bishop and Synod Council with respect to policy and best practices pertaining to a wide range of human resources matters referred to them. In the past year (2019/20) the Committee, diocesan directors and staff in this area have accomplished the following:

- Welcomed Cathy-Lynn Hanson and Vanessa Rottaris as new members.
- Recommended to Synod Council:
 - No cost of living adjustment to minimum stipends and housing allowances for clergy and licensed lay-workers or to salaries for non-licensed lay staff for 2021,
 - The use of a two year benchmark (August 2019 through August 2021) when considering a cost of living adjustment in the fall of 2021; and,
 - Adoption of a minimum stipend grid which (while incorporating a 0% cost of living adjustment in 2021) continues to provide for annual year of experience increases for clergy and licensed lay-workers;
 - A commensurate year of experience increase of 0.6% to:
 - stipends for those clergy and licensed lay-workers receiving compensation in excess of minimum stipends; and,
 - salaries for all (non-licensed) lay employees.
- Referred to a working group a review of our Rectory and Housing Allowance policies with a view to identifying and harmonizing incongruities between them, asking that a report be brought to the Committee by year end.
- Produced a number of new and updated resources for parish Corporations for considering possible temporary lay-offs and other human resources issues related to COVID-19 pandemic lockdown, return to work, etc..
- Presented at Clergy & Wardens and Treasurers workshops, updating templates for offers of employment and employment guidelines, responding to a number of issues: severability, maintenance of insurability, temporary lay-offs, and legal precedents concerning the wording of termination clauses.
- Offering a Clergy & Wardens workshop (late in October 2020) dedicated to human resources issues.

As ever, especially since we have operated this year with a reduction in the time allotted to the Director of Human Resources role, the Committee is indebted to the ongoing support of the Reverend Canon Terry DeForest, Director of Human Resources, and to Ms. Mary Anne Grant, Administrative Assistant, who, in partnership with many other staff, attend to various human resources needs of our diocesan family.

Respectfully submitted,
Sharon L.C. White, Chair

REPORTS OF THE BISHOP'S COMMITTEES

The Bishop's Advisory Committee on Church Buildings

Preamble

Members of the Bishop's Advisory Committee on Church Buildings (BACCB) consider themselves privileged to volunteer their time and share their professional experience to support parishes with the upkeep, or minor alteration, of their existing buildings.

All parish building projects within the Diocese of Niagara are governed by Canon 4.6 and its associated regulations.

Parishes are encouraged to contact the Secretary to Synod as soon as a project idea takes shape in order to avoid any issues that might impede its success.

2019/2020 Activities

The Committee normally meets quarterly to review and discuss parish projects in progress, but the 2020 Spring and Summer meetings were necessarily by substitute phone-in and the Fall 2020 meeting was by ZOOM videoconference.

In the last year Committee members have been involved in the re-roofing of various churches in Burlington, Hamilton, Oakville, Guelph and Niagara Falls; in one case involving the environmentally positive re-use of polymer plastic. They have attended at more than a score of other churches in the diocese to provide advice and encouragement on such matters as parking lot improvement, interior refurbishment, upgraded washrooms, the structural integrity of church basements and the prevention of water damage.

It appears that COVID-19 may have caused the deferral of some parish initiatives and there may be concern that the delays will risk extra deterioration.

Futures

We protect and celebrate our churches because they are the crucibles in which faith is refined, in which hope is restored and where the call can be heard. They are the past generations' investment in the people of the present and the children of the future.

They are an ever-present symbol of accessibility to Christ. They are a sign of welcome to persons who feel either stranded, alone, anxious or angry. They are the on-the-street face of Anglicanism for they reflect the care and love they have been given, to all who come near.

Respectfully submitted,
Ian Chadwick, Chair

The Bishop's Decennial Inspection Committee

The BDIC mandate is to ensure that all Anglican Church properties within the Diocese are inspected on a rotating ten (10) year cycle. To accomplish this task we maintain Terms of Reference Inspection Requirements, schedule, monitor, assist to facilitate and track these inspections. All building physical structures, building fabric, building systems, building components grounds and cemeteries (if applicable) are reviewed.

The Committee also reviews and maintains a list of competent Professional Inspection firms that are deemed qualified to undertake the required inspection work to meet our Terms of Reference. We also review all Inspection Reports and Documents prepared by the inspection firms to ensure they meet the requirements of our Terms of Reference. We remain available to assist parishes (when requested) to develop their action plans for the completion of critical and longer terms items noted on their inspection reports.

Committee members are equipped to perform reviews of existing vacant diocesan buildings related to structural and other building system conditions and can provide advice on other building related items.

In 2020, six (6) Decennial Inspections came due. One (1) has been put on hold. Three (3) past-due inspections were scheduled for 2020. At the request of the parish one (1) inspection scheduled for 2021 was undertaken and completed in 2020. As a direct result of the COVID-19 pandemic, letters were sent to all of the 2020 scheduled parishes permitting their inspections to be postponed until 2021. For 2021, eight (8) inspections are due.

I would like to thank the following members of our committee for their ongoing efforts and service to this important ministry in the diocese:

The Reverend Canon Kathy Morgan
The Reverend Canon Ian Chadwick
Canon David Ricketts
Terry Charters
Brian Culp
Phil Hartog
Christopher Walker

Respectfully submitted,
Steven Swing, Chair

The Bishop's Advisory Committee on Property Renewal

This committee was established in 2019 to advise the Bishop of Niagara on matters pertaining to strategic and missional renewal of designated properties. Designated properties are normally those associated with disestablished parishes, however, the committee may also be asked to oversee the renewal of properties associated with existing parishes, particularly in the case of a proposed new church building or major modification of an existing church building.

The committee is comprised of volunteers with specific expertise and knowledge in the areas of real estate, municipal planning, appraising, architecture, banking, project management, law and community engagement.

This year, The Bishop's Advisory Committee on Property Renewal met mostly on ZOOM and has been working towards solutions to some very challenging properties.

Our activities in 2020 include;

- Development of a Revenue Generation Strategy document to identify options to generate cash for diocesan operations during the disruption and recovery from the COVID-19 health crisis
- Strategic assessments of 5 diocesan properties
- Recommendations resulting in the sale of 3 diocesan properties
- Advice regarding ongoing discussions for the disposition of 4 other sites
- Investigating the functional requirements and new concepts for the continued use of the Cathedral Place building

In the coming year, we will continue to explore new opportunities for the available properties with the goals of the diocesan mission action plan in the forefront.

Respectfully submitted,
Canon Terry Charters, Chair

MISSION ACTION PLAN REPORT

The Mission Action Plan was approved by Synod Council in January 2020 integrating feedback from the diocesan synod in November 2019. The key elements are:

Vision: **Called to Life – Compelled to Love**
Mission Statement: **Ignited by the irresistible love of Jesus and renewed by the Holy Spirit, we partner with God to deepen faith, share stories and care for God's world.**

In the past year, despite the limitations of COVID-19, much has been accomplished under our three priorities.

Create and implement opportunities to ignite and strengthen faith

- Bishop began a five-week Lenten Study at Church of the Incarnation which was interrupted by the COVID-19 shutdown...to be continued!
- Following the resignation of the Faith Formation Coordinator, the Reverend Leslie Gerlofs was appointed the Revive Coordinator with a mandate to support existing Revive groups and help clergy initiate new Revive groups in their parishes and regions. While COVID-19 has slowed the spread of Revive groups, some of the early adopters continue to host Revive and three new parishes are adding Revive groups.
- In response to parish closures in March 2020, the diocese implemented a digital diocesan Sunday service that deepened people's connection to one another and to the diocese and bishop as well as strengthened people's faith in a time of national crisis.
- Supports were developed to help parishes offer their own digital worship and faith formation opportunities including resources, training and funding for equipment
- The diocese engaged a diocesan missionary, the Reverend Jeff Potter, whose mandate is to increase the capacity and passion for missional opportunities and within the Diocese of Niagara, to support and equip faith community planters and leaders, and to help reshape the culture and structures of the diocese to reflect a spiritually-renewed missional orientation. Jeff has begun by dialoguing with clergy around the diocese both individually and at clericus meetings as well as connecting with church planters and ecumenical church leaders outside of the Anglican tradition. In addition, he has taken on a communications role that allows him further scope to work with our diocesan team to articulate our missional outlook.
- A diocesan confirmation retreat is in the planning stages for Spring 2021 thanks to Sarah Bird, consultant in Children, Youth, Young Adult and Family Ministry, and Donna Ellis, Licensed Lay Worker and Director of Children and Youth Ministry at St. John's Ancaster.
- Youth Alpha led by Sarah Bird is beginning shortly for the first time in Niagara.
- A theological reflection and discernment process, the result of which was spiritual communion as we continued to fast from a physical communion through the lock down.
- In conversations about how to proceed with two cancelled 2020 gatherings; a Clergy/Licensed Lay Workers conference with Sarah Bessey augmented by an evening with Sarah for the whole diocese, and a training event with Mary Foster Parmer on the Invite Welcome Connect missional approach to being community.

Reimagine diocesan culture and adapt our structures to enable ministry

- A working group is meeting regularly with the bishop to develop a strategic plan for the launch of the Niagara School for Missional Leadership including the search for an engaging name!
- The Secretary of Synod and Synod Council continue to work on governance changes that make us more nimble in response to our context; to wit, the temporary waiving of a Canon 4.6 regulation

while parishes are unable to gather in vestry, the consideration of a canon delineating the relationship between the Cathedral and the diocese, and guidelines on virtual vestry meetings.

- The Johnson Report continues to impact an evolving relationship between Christ's Church Cathedral and the Synod Office bringing clarity and transparency to the staff and parishioners especially during the parochial process and a search which brought us a new dean gifted with a collaborative, missional outlook humbly rooted in gospel living.
- Creation of the Transformational Budget Working Group whose one-year mandate is to reshape the budget to align with the Mission Action Plan.
- In response to the COVID-19 lockdown, we created a diocesan Parish Support Plan designed to alleviate financial burdens on parishes in a shared initiative that included a suspension of DM&M invoicing, interest-free loans of up to \$10,000, interest waivers on past due accounts and/or historic debt for 2020, and a Parish Support Fund for parishes in severe hardship. This nimble response was followed by a diocesan commitment to apply for and disperse the Canada Emergency Wage Subsidy for all parishes and Camp Canterbury Hills as well as the Synod office.
- The establishment of a diocesan Anti-Racism Working Group with a mandate to examine racism as it pervades our church and parish culture and to generate a strategic plan to redress these issues through a faith lens.

Prioritize social justice action with an emphasis on environmental justice

- First diocesan Pride service (changed from an in-person event due to COVID-19) was a successful digital worship experience on zoom with Bishop Bell preaching and all the ancillary roles filled by people from the LGBTQ2+ community.
- The bishop sent a letter in support of basic income to members of parliament and joined with 40 ACC and ELCIC bishops in signing an open letter to the Prime Minister, Deputy prime minister and Minister of Finance calling for a Guaranteed Basic Income.
- Synod Council approved new terms of reference for the newly renamed Climate Justice Niagara (formerly the Greening Niagara Committee).
- The Greater St. Catharines Social Justice Team has developed a weekly online prayer practice aimed at social justice concerns that is sent to all those parishes weekly.
- The creation of a Pandemic Response Fund to support parish ministries oriented towards pandemic relief in their neighbourhoods. This initiative was generously funded from across the diocese, and supported more than a dozen parish ministries as well as PWRDF.
- Creation Care That Counts: a digital workshop with Dianne Saxe focused on faith leaders addressing our pollution contributions as a moral issue on October 4, 2020.
- Niagara in Action gathering with a focus on our Synod 2019 commitment to purge single use plastic by 2022 offered a session with Ashley Willis, Plastics Program Manager from Environmental Defence, and a session with the Reverend Canon Dr. Dawn Davis and her daughter, Johanna Harris demonstrating how they have eliminated single use plastic in their home.
- Postponed May 3rd Mapping the Ground We Stand On, a Truth & Reconciliation initiative.

The Spirit has clearly continued to flow through the diocese with a refreshing and compelling song. We are steeping ourselves in our tradition's faith stories, sharing our own experiences of the Good News in Jesus Christ in the midst of a pandemic, and taking bold steps as we co-create the kingdom hand-in-hand with God who calls us to life and compels us to love.

Respectfully submitted,
Canon Christyn Perkons
Director of Congregational Support & Development

SEPARATELY INCORPORATED BODIES

The Anglican Church Ministries Foundation, Niagara

The Anglican Church Ministries Foundation, Niagara is an incorporated entity whose objects are as follows:

To receive and maintain a fund or funds and to apply all or part of the principal and income therefrom, from time to time, for charitable purposes, and in particular to assist The Synod of the Diocese of Niagara, in the Anglican Church of Canada, its Bishop and Archbishop:

- (i) to preach, promote and advance the spiritual teaching of the Christian family, and
- (ii) to support and maintain churches and the mission of the Church in order to propagate and express the Christian faith.

Accordingly, the Foundation maintains and monitors investments in a number of endowed funds, including:

Education and Training for Leadership in the Church Fund

Outreach in the Name of Christ Fund

The Bishop's Company Endowment

Synod Endowment Fund

McMaster Campus Ministries Endowment Fund

Cathedral Place Endowment Fund

In addition, the Foundation holds endowed funds for a number of parishes, as well rectory funds for a number of parishes.

The Foundation held investments of \$22,618,347 at December 31, 2019 (2018 \$20,142,253) and Rectory Loans of \$364,072 at December 31, 2019 (2018 \$893,52) as shown on the financial statements included in the synod circular documents.

The Foundation is committed to continuing to protect and grow the funds in its mandate.

Respectfully submitted,

James Sweetlove, President

OTHER REPORTS

The Diocesan Archivist

Canon 2.6 governs much of our work related to the care and upkeep of the diocesan archives.

Since 1975, McMaster University has overseen the storage of non-current diocesan records dating back to 1875, parish registers, service books, minute books and other material from more than 100 congregations. The records are on deposit only and remain the property of the diocese.

The diocesan archives kept at Cathedral Place include:

- All synod journals from 1875 to present
- All copies of Niagara Anglican from 1975 to present
- All clergy files of deceased or retired clergy
- All parish files now current or closed or amalgamated contain much history for a parish history
- Some blueprints or drawings of past construction or additions

At the end of 2019, Archdeacon John Rathbone, who has diligently served as our diocesan archivist for more than a quarter of a century, retired from this role. An ordained priest for 60 years, John was appointed to the position shortly after his first retirement in 1993. We give thanks for John's faithful witness to Jesus' Way, and his passion for the safe keeping of our history.

Plans for the appointment of a new archivist were derailed by the pandemic. In the interim, Lorna Shaw has faithfully attended to requests for records as best we are able, given McMaster's archives were only taking emergency requests for a significant part of the year. All archival inquiries should be directed to Lorna at lorna.shaw@niagaraanglican.ca.

Respectfully submitted,

The Venerable Bill Mous
Executive Officer & Secretary of Synod

Climate Justice Niagara Committee

Even before the COVID-19 pandemic the Greening Niagara committee was making plans to meet electronically to cut back on greenhouse gas emissions. The pandemic meant a fast transition to monthly meetings by 'zoom'. Deirdre Pike was able to train us in this new medium and meetings have been meaningful and productive.

The committee, working within the Mission Action Plan realized that our image needed to be updated. What followed were months of discussion and a reworking of our name and mandate. Our new mandate focuses on a 4-prong approach pertaining to climate justice matters; these 4 areas are: prayer, education, action, and advocacy.

In the past year, the main highlights of our committee have been:

- * New name, new mandate, new logo, and updated website
- * Motion at synod November 2019 – “the diocese declares that there is a climate emergency.”
- * Introduction at synod of a parish Vestry motion on reducing single-use plastics by 2022
- * Education and resources made available for the Season of Creation
- * Education and resources made available for reduction of single-use plastics
- * Climate Justice Facilitators inaugural zoom meeting – August 26th – 2 dozen participants
- * Niagara in Action zoom event on plastics - September 26th – over 50 Participants
- * Hosting a talk by Dr. Dianne Saxe – *Creation Care that Counts* – October 14th

The committee is working to create stronger links with the Climate Justice Facilitators in every parish so that individuals feel more connected. Our inaugural Facilitators meeting was well received and will be repeated a few times each year to provide resources for climate events such as Earth Sunday and Season of Creation. Our mandate proposals of prayer, education, action, and advocacy will be the central focus for these sessions and for our meetings and discussions. We will focus on extending the plastic vestry motion this coming year and building on information and resources that result from our event with Dr. Dianne Saxe.

This year we welcomed Lowell Bliss and Irene Pang to the committee and regretfully said farewell to Michael Edwards. Michael has served on Greening Niagara since its initiation and will be greatly missed. Ongoing thanks to the committee that has been so energized, innovative, and supportive during this unusual year.

So much has been achieved – well done all of you: Lowell Bliss, Rev. Leslie Gerlofs, Norm Newbery, James Newman, Irene Pang, Deirdre Pike, David Savage, Jane Stephen, and Anne Young.

Respectfully submitted,

Sue Carson, Chair

The Niagara Anglican Publication Board

The purpose of the Niagara Anglican Publication Board (NAPB) is to ensure that our diocesan newspaper, the Niagara Anglican, is published in line with the vision, mission, goals and aspirations of the Anglican Diocese of Niagara. Our mandate focuses on Niagara Anglican policy, planning and content. The Board also provides oversight and advice on the newspaper's advertisers, advertising rates and financial position, as well as on the diocesan communications strategy pertaining to print material, social media and other web-based media.

The work of the board was severely curtailed this year because of the COVID-19 pandemic. In addition, we have lost members to retirement or resignation. Fortunately, early direction for the Niagara Anglican was set before the onset of the pandemic, with a major focus on stories from parishes and parishioners around the diocese, in keeping with our Diocesan Mission Statement.

As well, in October 2019 we welcomed The Reverend Rob Towler as Interim Editor and The Reverend John Ripley as Proof-reader for the paper. Their work, in conjunction with Art Director Craig Fairley, in producing ten editions of the paper from November 2019 through October 2020 has ensured that our diocesan communications strategy of balanced reporting, reflection and perspective on the life of the church in Niagara has remained strong.

Building upon the Diocesan Action Plan for a missional church, the Board recognizes and supports the current opportunity for further reflection, decision and action to enhance and improve the effectiveness of our communications strategies, mechanisms and practices in Niagara.

Respectfully submitted,

Richard B. Bradley, Chair

The Diocesan Refugee Sponsorship Initiative

As part of the work and ministry of the Diocese of Niagara, our refugee sponsorship for resettlement program is always working away in the background. As one of approximately 120 Sponsorship Agreement Holder organizations in Canada, parishes of our Diocese as well as interested community groups that we work with continue to provide settlement needs for refugees that we sponsor to resettle to Canada through the Private Sponsorship of Refugees program, of our federal government.

As with everyone and everything, 2020 has been different, but I am pleased to report

- We have submitted paperwork for 17 cases equaling 19 people and are working on submissions of 5 more cases equaling 29 people before the end of the year 2020.
- We have welcomed 15 newcomers to Canada in 2020 representing 3 cases.
- We have seen the successful completion of 14 cases in the past year

As COVID 19 has drastically affected the world, one thing is certain - those who were vulnerable before, are now, due to COVID-19 even more vulnerable. With borders closed, and flights canceled there has been a massive slow down in sponsorship activities. Submissions, processing, and arrivals.

Where it has been safe, and where Canadian Immigration has been able to do so, they have been slowly continuing to bring those people whose cases have already been approved. There are of course quarantine protocols, and all of the necessary safety work done, to ensure a safe arrival for them, and the sponsoring parishes and groups.

While maintaining a workable balance of cases, we have actually modestly increased our caseload this year. We continue to respond as we are able and urge as many parishes that are able to consider taking part in this work and ministry of the diocese. This resettlement work undertaken would not be possible without the work of people in our parishes, and in our community. It is due to their generous and inspired compassion, their dedication, commitment, time, talent, and treasure that makes this ministry possible.

We continue to urge all parishes of the Diocese of Niagara to consider participating and supporting this ministry of refugee resettlement as a worthy ministry and outreach. As always, we remind you that it is a situation of both and – supporting the refugee ministry alongside our work to rebuild relationship with First Nations, racial, social and economic justice and outreach work, along with every other aspect of ministry. We are called to serve, and compelled to love, in Christ's name.

Respectfully submitted,

The Reverend Scott McLeod, Coordinator

The Cathedral Place Property Management Committee

The Cathedral Place Property Management Committee was reconfigured this year after receiving new terms of reference. The membership has been reduced from 12 to 7. Our mandate is to develop, monitor and oversee the annual capital, maintenance, and repair budget for 252 James Street North, Hamilton. We will also be responsible for developing policy related to user groups and for long range planning of major repairs and renovations.

The committee is comprised of 2 appointees from the Cathedral, 2 appointees from Synod Council, the rector of Christ's Church Cathedral, the diocesan Executive Officer, and a chairperson appointed by the Bishop of Niagara.

This year, the Cathedral Place Property Management Committee met via Zoom videoconference and activity has been reduced as a result of the closure of the building due to the pandemic.

However, the following priority work has been completed;

- Repairs and upgrades to the boiler system
- Roof repairs
- Plaster repairs
- Remediation and painting in the Niagara Room
- Installation of a new lift to ensure reliable accessibility into the Cathedral

In the coming year, in addition to normal maintenance and repair activity, we will begin mapping out a 5-year capital budget.

The committee would like to express our appreciation for the care and diligence that our property manager Derek Smith continues to provide in dealing with the many issues that arise at Cathedral Place.

Respectfully submitted,

Canon Terry Charters, Chair

FINANCIAL INFORMATION
2019 Audited Consolidated Financial Statements

Consolidated Financial Statements of

**THE SYNOD OF THE
DIOCESE OF NIAGARA**

And Independent Auditors' Report thereon

Year ended December 31, 2019



KPMG LLP
Commerce Place
21 King Street West Suite 700
Hamilton, ON L8P 4W7
Canada
Tel 905 523-8200
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INDEPENDENT AUDITORS' REPORT

To the Bishop and the Members of The Synod of the Diocese of Niagara

Qualified Opinion

We have audited the consolidated financial statements of The Synod of the Diocese of Niagara (the "Diocese"), which comprise:

- the consolidated statement of financial position as at end of December 31, 2019
- the consolidated statement of operations for the year then ended
- the consolidated statement of changes net assets for the year then ended
- the consolidated statement of cash flows for the year then ended
- and notes to the consolidated financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, except for the possible effects of the matter described in the "*Basis for Qualified Opinion*" section of our auditors' report the accompanying financial statements, present fairly, in all material respects, the consolidated financial position of the Diocese as at end of December 31, 2018, and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Canadian Accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many not-for-profit organizations, the Diocese derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of Diocese. Therefore, we were not able to determine whether any adjustments might be necessary to:



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- the current assets reported in the statements of financial position as at end of December 31, 2019
- the fundraising revenues and excess of revenues over expenses reported in the statements of operations for the years ended December 31, 2019
- the unrestricted net assets, at the beginning and end of the year, reported in the statements of changes in net assets for the years ended December 31, 2019
- the excess of revenues over expenses reported in the statements of cash flows for the years ended December 31, 2019

Our opinion on the consolidated financial statements for the year ended December 31, 2019 was qualified accordingly because of the possible effects of this limitation in scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "Auditors' Responsibilities for the Audit of the Consolidated Financial Statements" section of our auditors' report.

We are independent of the Diocese in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Diocese's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Diocese or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Diocese's financial reporting process.



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Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Diocese's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Diocese to cease to continue as a going concern.



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- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants, Licensed Public Accountants

Hamilton, Canada

October 20, 2020

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Financial Position

December 31, 2019, with comparative information for 2018

	2019	2018
Assets		
Current assets:		
Cash (note 2)	\$ -	\$ 54,281
Short-term investments	16,150	100,489
Restricted cash (note 3)	51,365	62,851
Amounts receivable (note 4)	744,516	892,141
Other receivables	201,846	165,247
Prepaid expenses	89,899	43,333
Loans receivable (note 5)	351,713	365,253
	<u>1,455,489</u>	<u>1,683,595</u>
Investments (note 6)	4,887,798	4,377,475
Long-term receivables (note 7)	1,209,342	1,030,242
Capital assets (note 8)	2,477,325	2,583,773
	<u>\$ 10,029,954</u>	<u>\$ 9,675,085</u>

Liabilities and Net Assets

Current liabilities:		
Bank indebtedness (note 2)	\$ 174,192	\$ -
Due to parishes	27,289	86,097
Accounts payable and accrued liabilities (note 9)	945,295	838,159
Bank loans - special purposes (note 10)	511,713	594,367
	<u>1,658,489</u>	<u>1,518,623</u>
Supplemental insurance reserve (note 11)	699,467	612,386
Long-term liabilities (note 12)	313,694	340,932
	<u>2,671,650</u>	<u>2,471,941</u>
Net assets:		
Invested in capital assets	2,477,325	2,583,773
Externally restricted (note 13(a))	2,089,397	1,970,507
Internally restricted (note 13(b))	3,904,507	4,013,865
General	(1,112,925)	(1,365,001)
	<u>7,358,304</u>	<u>7,203,144</u>
Contingencies (note 18)		
Subsequent event (note 19)		
	<u>\$ 10,029,954</u>	<u>\$ 9,675,085</u>

See accompanying notes to consolidated financial statements.

On behalf of the Board:

Director

Director

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Operations

Year ended December 31, 2019, with comparative information for 2018

	2019	2018
Revenue:		
Diocesan assessment	\$ 3,075,826	\$ 3,010,180
Administrative fees and rental income	423,352	330,612
Bishop's Company	64,568	64,480
Canterbury Hills (note 14)	635,749	487,612
Programs	28,804	10,254
Sundry	55,512	151,878
Interest income	29,252	36,223
Investment income (loss)	518,097	(72,697)
Insurance premiums from parishes	942,129	927,439
Parish payroll	8,915,026	8,974,510
	14,688,315	13,920,491
Expenses:		
General and Provincial Synod	689,538	684,184
Programs:		
Congregational support and development	34,115	26,903
Ministry support	76,555	75,651
Outreach support	4,272	1,487
Operations:		
Diocesan staff	1,519,056	1,510,514
Office administration, communication, and committees	413,356	399,022
Diocesan managed properties	450,301	275,874
Disestablished parish properties	42,991	374,599
Property staff	234,833	221,854
Other:		
Parish subsidies	314,318	436,277
Depreciation	219,391	209,265
Bad debts (recovery)	(1,987)	7,506
Interest	1,526	1,727
Grants and other expenses	89,369	31,382
Insurance	954,931	927,256
Parish payroll	8,915,026	8,974,510
Bishop's Company expenses	73,511	63,837
Canterbury Hills (note 14)	471,641	489,459
Total expenses	14,502,743	14,711,307
Excess (deficiency) of revenue over expenses before the undernoted	185,572	(790,816)
Restricted gifts and bequests (note 15)	44,544	26,180
Excess of revenues over expenses (expenses over revenues)	\$ 230,116	\$ (764,636)

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Changes in Net Assets

Year ended December 31, 2019, with comparative information for 2018

	Invested in capital assets	Externally restricted	Internally restricted	General fund	Total 2019
Fund balance (deficit), beginning of year	\$ 2,583,773	\$ 1,970,507	\$ 4,013,865	\$ (1,365,001)	\$ 7,203,144
Excess of (expenses over revenue) revenue over expense	(219,391)	101,354	(44,825)	392,978	230,116
Inter-fund transfers:					
Net change in invested in capital assets	112,943	-	-	(112,943)	-
Transfers between funds	-	17,536	(59,716)	42,180	-
Insurance fund	-	-	(4,817)	4,817	-
Employee future benefits (note 11)	-	-	-	(74,956)	(74,956)
Fund balance (deficit), end of year	\$ 2,477,325	\$ 2,089,397	\$ 3,904,507	\$ (1,112,925)	\$ 7,358,304

	Invested in capital assets	Externally restricted	Internally restricted	General fund	Total 2018
Fund balance (deficit), beginning of year	\$ 2,608,383	\$ 1,970,281	\$ 4,081,295	\$ (803,378)	\$ 7,856,581
Excess of expenses over revenue	(209,265)	(369)	(35,922)	(519,080)	(764,636)
Inter-fund transfers:					
Net change in invested in capital assets	184,655	-	-	(184,655)	-
Transfers between funds	-	595	(39,526)	38,931	-
Insurance fund	-	-	8,018	(8,018)	-
Employee future benefits (note 11)	-	-	-	111,199	111,199
Fund balance (deficit), end of year	\$ 2,583,773	\$ 1,970,507	\$ 4,013,865	\$ (1,365,001)	\$ 7,203,144

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Cash Flows

Year ended December 31, 2019, with comparative information for 2018

	2019	2018
Cash provided by (used in):		
Operations:		
Excess of expenses over revenues for the year	\$ 230,116	\$ (764,636)
Items not involving cash:		
Change in supplemental insurance liability	87,081	(81,180)
Actuarial (gain) loss on supplemental insurance liability	(74,956)	111,199
Depreciation	188,330	190,160
Depreciation - Canterbury Hills	31,061	19,105
(Increase) decrease in fair value of investments	(642,345)	96,290
Change in non-cash operating working capital:		
Restricted cash	11,486	(9,352)
Amounts receivable	147,625	32,879
Other receivables	(36,599)	8,324
Prepaid expenses	(46,566)	(4,086)
Due to parishes	(58,808)	(31,320)
Accounts payable and accrued liabilities	107,137	(470,362)
	(56,438)	(902,979)
Financing:		
Changes in long-term liabilities	(27,238)	(39,859)
(Repayment) advance of bank loans - special purposes	(82,654)	67,010
	(109,892)	27,151
Investing:		
Purchase of capital assets	(23,746)	(166,763)
Purchase of capital assets, Canterbury Hills	(89,197)	(17,892)
Investment contributions	(21,556)	(6,963)
Investment withdrawals	153,578	522,170
Decrease in short-term investments	84,339	102,959
Increase in long-term receivables	(179,100)	(98,386)
Collection (advances) of loans receivable	13,540	(129,191)
	(62,142)	205,934
Decrease in cash	(228,472)	(669,894)
Cash, beginning of year	54,281	724,175
Cash, end of year	\$ (174,192)	\$ 54,281

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements

Year ended December 31, 2019

The Synod of the Diocese of Niagara (the "Diocese") is a Christian community of faith that geographically encompasses the area of the Niagara Peninsula, Greater Hamilton, the Region of Halton and portions of Wellington and Dufferin Counties, and which includes approximately 90 Anglican parishes (congregations). The governance of the Diocese is done through The Synod of the Diocese of Niagara which was incorporated by an act of the Provincial Government of Ontario, assented to on February 10, 1876 and is a registered charity under the Income Tax Act. The Synod is comprised of the Bishop, clergy and designated representatives from each parish. The Bishop is the Chief Officer of the Diocese and, as such, provides oversight for the clergy and parishes who comprise the Diocese.

1. Significant accounting policies:

(a) Basis of presentation:

These consolidated financial statements have been prepared by management in accordance with Canadian Accounting Standards for Not-For-Profit entities in Part III of the CPA Canada Handbook. These consolidated financial statements do not include the operations nor the assets and liabilities of the individual parishes.

From time to time, the Diocese assumes the management of the Church properties from parishes or congregations (former parish properties). This can occur when a church is closed; when a parish or congregation is disestablished or amalgamated with another parish or congregation; or, when the Diocesan Council deems such action necessary. If church properties are disposed of, the Diocese is responsible for any such resulting gain or loss.

These consolidated financial statements include the operations of Canterbury Hills. Canterbury Hills operates a summer camp during the summer months and provides conference services during the remainder of the year. The Camp and Conference Centre are located on Diocesan land and administrative and financial services are provided to Canterbury Hills by the Diocese.

(b) Fund accounting:

The Diocese follows the restricted fund method of accounting for contributions.

The General Fund reports revenues and expenses related to program delivery and administrative activities. All investment income is recorded in the General Fund.

The Restricted Funds report resources contributed for which the use is restricted by the donors or management.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

1. Significant accounting policies (continued):

(c) Revenue recognition:

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(d) Capital assets:

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Repairs and maintenance costs are charged to expense. Betterments which extend the estimated life of an asset are capitalized. When a capital asset no longer contributes to the Diocese's ability to provide services, its carrying amount is written down to its residual value.

Land and buildings (churches, rectories, etc.), which are under the administration of the parishes, are not included in these financial statements.

Capital assets are amortized over the estimated useful lives of the assets on the straight-line basis at the following rates:

Asset	Basis
Buildings	10 to 40 years
Building improvements	5 to 10 years
Computer equipment	2 to 3 years
Furniture and fixtures	3 to 5 years
Vehicles	5 years

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

1. Significant accounting policies (continued):

(e) Supplemental insurance benefits:

The Diocese provides its active members and retirees with a life insurance benefit of \$10,000 for active members and \$8,000 for retirees. The Diocese maintains funds within their investments to fund the obligation. These funds are held by the Diocese and not as a segregated trust. As a result, these funds and the related investment income are not included in the actuarial valuation and subsequent extrapolations. Active clergy employees contribute at a rate of \$6.67 and lay staff contribute at a rate of \$2.50 to the fund per employee per pay cycle.

The Diocese accrues its obligation using the accrued benefit method. The measurement date of the obligation coincides with the year end of the Diocese. The most recent full actuarial valuation was December 31, 2018.

Actuarial gains (losses) on the accrued benefit obligation arise from differences between actual and expected experience and from changes in the actuarial assumptions used to determine the accrued benefit obligation. The accrued benefit obligation and current service costs for these plans are recognized using the accrued benefit method pro-rated on service, and income is charged with the cost of the benefits in the years in which the employees render the service which gives them the right to receive such benefits. Remeasurement and other items are recognized as a direct increase (decrease) in net assets and are not reclassified to the statement of operations in subsequent periods.

(f) Contributed services:

Because of the difficulty in determining their fair value, contributed services are not recognized in these consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

1. Significant accounting policies (continued):

(g) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Diocese has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Diocese determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Diocese expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(h) Use of estimates:

The preparation of the consolidated financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the year. Significant items subject to such estimates and assumptions include the carrying amounts due from parishes, loans receivables, long-term receivables and obligations related to supplemental insurance benefits. Actual results could differ from those estimates.

(i) Cash, bank overdraft and short-term investments:

Cash and cash equivalents consist of cash, bank overdrafts and short-term investments in money market or other short term instruments with maturity of less than 90 days.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

2. Cash and bank indebtedness:

The Diocese considers deposits in banks and certificates of deposit as cash. The bank indebtedness is a non-revolving demand line of credit with interest calculated at the Prime Rate less 0.25% per annum. Interest on this loan is payable monthly. The bank indebtedness balance as at December 31, 2019 is \$676,085 (2018 - \$317,177). The limit on the line of credit was \$1,500,000 as at December 31, 2019 and subsequently increased by an additional \$750,000 in May 2020. See note 19 for further details. Cash and bank indebtedness included in the cash flow statement comprise the following balance sheet amounts:

	2019	2018
Cash on hand and balances with banks	\$ 501,893	\$ 371,457
Non-revolving demand line of credit	(676,085)	(317,176)
	\$ (174,192)	\$ 54,281

3. Restricted cash:

Restricted cash consists of funds received on behalf of parishes and funds received for the direct benevolent work of the Bishop.

4. Amounts receivable:

Amounts receivable from parishes consist of:

	2019	2018
Diocesan Mission and Ministries due from parishes	\$ 692,278	\$ 794,097
Insurance	40,843	146,321
Payroll due from parishes	64,905	46,004
Other	76,390	35,619
Provision for doubtful accounts	(129,900)	(129,900)
	\$ 744,516	\$ 892,141

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

5. Loans receivable:

Loans receivable are comprised as follows:

(a) Employees:

Loans receivable from employees totaling \$nil (2018 - \$886) represent funds advanced to clergy and other employees at the Diocese. The loans are for terms not exceeding 48 months. Interest is charged at the quarterly prescribed rate as set by Canada Revenue Agency.

(b) Church extension:

Church extension loans totaling \$351,713 (2018 - \$364,367) represent funds loaned to parishes for land, buildings and additions. The Diocese has borrowed money that has been re-loaned to the parishes to finance these church extension projects.

6. Investments:

Investments are comprised as follows:

	2019	2018
Mutual and pooled funds	\$ 4,887,798	\$ 4,376,899
Shares	-	576
	<u>\$ 4,887,798</u>	<u>\$ 4,377,475</u>

Investments include \$699,467 (2018 - \$612,386) set aside to fund the supplemental insurance benefits (see note 10).

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

7. Long-term receivables:

Parish	2019	2018
Parish operating debt:		
St. Luke, Hamilton	\$ 200,515	\$ 200,515
Cathedral Place, Hamilton	196,039	196,039
All Saints, Hamilton	112,298	112,298
St. John's Rockwood	87,941	91,923
Holy Trinity, Fonthill	71,196	-
St. Paul, Caledonia	51,267	26,062
St. John the Evangelist, Niagara Falls	49,407	49,407
Holy Trinity, Hamilton	46,191	-
Grace Church, Arthur	36,808	-
All Saints, Welland	16,055	-
St. Alban's, Grand Valley	3,076	8,256
All Saints, Ridgeway	-	10,500
St. Paul, Jarvis	-	7,964
Various disestablished parishes	80,009	58,413
	950,802	761,377
Parish mortgages and loans:		
St. Luke's Palermo	150,583	156,053
Church of the Incarnation, Oakville	102,957	102,812
Grace Church, St. Catharines	5,000	10,000
	258,540	268,865
Total	\$ 1,209,342	\$ 1,030,242

The amounts due from parishes are unsecured with no fixed terms of repayment and do not bear any interest with the exception of St. Luke's Palermo and Church of the Incarnation. St. Luke's Palermo is unsecured and bears interest at a 4% fixed rate with repayments of \$967 per month due April 1, 2028. Church of the Incarnation is unsecured, has no fixed terms of repayment and bears interest at prime plus 0.25% charged monthly. Grace Church is unsecured, has no fixed terms of repayment and does not bear any interest.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

10. Bank loans - special purposes:

	2019	2018
Loans obtained on behalf of parishes, due on demand, bearing interest at prime plus 0.25%, maturing from 2016 to 2028, with minimum annual repayments of \$24,931	\$ 180,000	\$ 174,978
Loan obtained on behalf of parish, due on demand, bearing interest at prime plus 0.25%, maturing 2031, annual repayments of \$25,296	171,713	189,389
Other special purpose loans for parish renovations and extensions, due on demand, bearing interest at prime plus 0.25%, with a minimum annual repayment of \$70,000	160,000	230,000
	<u>\$ 511,713</u>	<u>\$ 594,367</u>

Principal repayments over the next five years are as follows:

2020	\$ 140,727
2021	119,727
2022	50,227
2023	50,227
Thereafter	150,805
	<u>\$ 511,713</u>

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

8. Capital assets:

	2019		
	Cost	Accumulated amortization	Net book value
Land			
Canterbury Hills	\$ 35,749	\$ -	\$ 35,749
Buildings			
Palermo	2,496,163	373,256	2,122,907
Leasehold improvements	1,160,452	1,154,941	5,511
Canterbury Hills	552,440	423,531	128,909
Building improvements	667,136	504,906	162,230
Computer equipment	265,024	251,854	13,170
Furniture and fixtures	126,406	117,557	8,849
Vehicles	15,370	15,370	-
	\$ 5,318,740	\$ 2,841,415	\$ 2,477,325
	2018		
	Cost	Accumulated amortization	Net book value
Land			
Canterbury Hills	\$ 35,749	\$ -	\$ 35,749
Buildings			
Palermo	2,496,163	248,447	2,247,716
Leasehold improvements	1,160,452	1,150,825	9,627
Canterbury Hills	463,243	392,471	70,772
Building improvements	666,538	462,905	203,633
Computer equipment	245,274	238,985	6,289
Furniture and fixtures	123,008	113,021	9,987
Vehicles	15,370	15,370	-
	\$ 5,205,797	\$ 2,622,024	\$ 2,583,773

Included in Palermo is a cost recovery of \$257,858 relating to construction costs incurred by the Diocese on behalf of and repaid by the long-term care centre on the premises, a contribution by the parish to the construction costs and hydro permit refunds.

9. Accounts payable and accrued liabilities:

There are no government remittances payable included in accounts payable and accrued liabilities, including payroll related taxes, for 2019 (2018 - \$nil).

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

11. Supplemental insurance benefits:

The Diocese self-insures certain life insurance benefits for current and retired employees. Current employees are entitled to \$10,000 if actively employed at the time of death and retirees are entitled to \$8,000 upon death. If a current employee leaves the Diocese before retirement their benefit is forfeited.

The Diocese measures its benefit obligation for accounting purposes based on the most recent actuarial valuation at December 31, 2019.

	2019	2018
Change in benefit obligation:		
Benefit obligation, beginning of year	\$ 612,386	\$ 693,566
Actuarial loss (gain)	74,956	(111,199)
Interest costs	28,125	30,019
Benefit payments	(16,000)	-
Benefit obligation, end of year	\$ 699,467	\$ 612,386

12. Long-term liabilities:

Included in long-term liability is \$240,379 (2018 - \$299,146) relating to the Residential Schools Healing Fund. In consultation with the Anglican Church of Canada, the Diocese has renewed its commitment to the work of truth, reconciliation and indigenous ministries. These funds are held in a Diocesan investment fund designated for this purpose.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

14. Canterbury Hills:

	2019	2018
Revenues:		
Canterbury Hills (unrestricted)	\$ 534,395	\$ 482,575
Canterbury Hills (externally restricted)	101,354	5,037
	<u>\$ 635,749</u>	<u>\$ 487,612</u>
Expenses:		
Canterbury Hills (unrestricted)	\$ 471,641	\$ 484,053
Canterbury Hills (externally restricted)	-	5,406
	<u>\$ 471,641</u>	<u>\$ 489,459</u>

15. Restricted gifts and bequests:

Restricted gifts in 2019 totaled \$44,544 (2018 – \$26,180) which consists of donation of 6,155 and unrealized investment income of \$38,389. These relate to gifts to the Canon D. Ricketts Bursary fund and the Stephen Hopkins Leadership fund. The funds are held within the Diocesan investments.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

13. Restricted fund balances:

a) Major categories of fund balances with externally imposed restrictions are as follows:

	2019	2018
Theological education	\$ 409,298	\$ 409,298
Episcopal support	347,333	347,333
Other	373,439	373,438
Mission work	151,803	151,803
Youth and children's work	15,000	15,000
Bishop's Company	20,092	20,092
Canterbury Hills	772,432	653,543
	\$ 2,089,397	\$ 1,970,507

b) Major categories of fund balances with internally imposed restrictions are as follows:

	2019	2018
New church development from parish proceeds	\$ 2,171,190	\$ 2,235,560
Parish sale proceeds	748,472	748,472
Residential schools fund	266,681	288,007
Closed parishes	246,885	271,885
Girls' Friendly Society / Holiday House fund	172,158	172,158
Church insurance fund	135,760	140,577
Minnie Easter estate	41,356	41,356
Investment review fund	38,744	38,744
Stephen Hopkins leadership fund	33,635	28,480
Other	16,626	16,626
Dorothy Elizabeth Roberts' estate	8,365	8,365
E. Ferres	7,115	7,115
Paul Austin Moore estate	6,000	6,000
Canon D. Ricketts bursary fund	6,000	5,000
William Aspel legacy fund	5,000	5,000
Canterbury Hills	520	520
	\$ 3,904,507	\$ 4,013,865

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

14. Canterbury Hills:

	2019	2018
Revenues:		
Canterbury Hills (unrestricted)	\$ 534,395	\$ 482,575
Canterbury Hills (externally restricted)	101,354	5,037
	<u>\$ 635,749</u>	<u>\$ 487,612</u>
Expenses:		
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	<u>\$ 471,641</u>	<u>\$ 489,459</u>

15. Restricted gifts and bequests:

Restricted gifts in 2019 totaled \$44,544 (2018 – \$26,180) which consists of donation of 6,155 and unrealized investment income of \$38,389. These relate to gifts to the Canon D. Ricketts Bursary fund and the Stephen Hopkins Leadership fund. The funds are held within the Diocesan investments.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

16. Parish funds:

- a) From time to time, parishes deposit funds through the Diocese for investment purposes. The funds are not reflected in the financial statements of the Diocese. The capital and income earned thereon remain the property of the contributing parish. At December 31, 2019, the fair market value of the parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to \$44,501,026 (2018 - \$39,406,907).
- b) The Diocese is affiliated with the Anglican Church Ministries Foundation (the "Foundation") by virtue of their joint control by Synod Council. The Foundation was established to raise funds for the use of the Diocese and its Bishop in their mission work. The Foundation is incorporated by an act of the Provincial Government of Ontario, assented to on January 1, 1999 and is a registered charity under the Income Tax Act. At December 31, 2019, the Foundation held net assets in the amount of approximately \$22.4 million (2018 - \$20.1 million), the benefit of which will accrue to the Diocese and some of its affiliates in the future.

Investment administration fees of \$25,000 (2018 - \$25,000) were charged by the Diocese to the Foundation and have been included in Administrative fees and rental income on the Statement of Operations.

17. Financial instruments:

(a) Currency risk:

The Diocese is exposed to financial risks as a result of exchange rate fluctuations and the volatility of these rates. In the normal course of business, the Diocese purchases investments denominated in foreign currencies. There has been no change to the risk exposure from 2018.

(b) Liquidity risk:

Liquidity risk is the risk that the Diocese will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Diocese manages its liquidity risk by monitoring its operating requirements. The Diocese prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposure from 2018.

(c) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Diocese is exposed to credit risk with respect to the amounts due from parishes, loans receivable, and long-term receivables. The Diocese assesses, on a continuous basis, these balances and provides for any amounts that are not collectible in the allowance for doubtful accounts. There has been no change to the risk exposure from 2018.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2019

17. Financial instruments (continued):

(d) Interest rate risk:

The Diocese's long-term debt has a variable interest rate based on prime. As a result, the Diocese is exposed to interest rate risk due to fluctuations in the prime rate. There has been no change to the risk exposure from 2018.

(e) Market risk:

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate as a result of market factors. Market factors include three types of risk: currency risk, interest rate risk and equity risk.

The Diocese's investment activities involve investments in mutual funds which are monitored by an investment committee as well as management. There has been no change to the risk exposure from 2018.

18. Contingencies:

The Diocese issues letters of guarantee through its financial institution to provide guarantees to certain parishes. Outstanding letters of guarantee amount to \$51,697 (2018 - \$51,697).

19. Subsequent event:

Subsequent to December 31, 2019 the COVID-19 outbreak was declared a pandemic by the World Health Organization on March 11, 2020. This has resulted in governments worldwide, including the Canadian and Ontario governments, enacting emergency measures to combat the spread of the virus. These measures have caused material disruption to businesses globally and in Ontario resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize economic conditions however the success of these interventions is not currently determinable. The current challenging economic climate may lead to adverse changes in cash flows, working capital levels and/or debt balances, which may also have a direct impact on the Diocese's operating results and financial position in the future. Specific to the Diocese, there is a risk pertaining to defaults on Parish loans and permanent and adverse effects of the stock market negatively impacting the fair value of the investments. The situation is dynamic and the ultimate duration and magnitude of the impact on the economy and our business are not known at this time. At the auditors report date, investment values have returned to pre-COVID-19 levels. The Diocese incurred loss of revenues as a result COVID-19 by being unable to bill for the Diocesan assessment from April 2020 through to September 2020, as result the line of credit was increased to \$750,000 through to December 2020 and the Diocese is looking to sell vacant properties for additional funding.

2021 Proposed Budget

THE SYNOD OF THE DIOCESE OF NIAGARA STATEMENT OF OPERATIONS - SUMMARY

2018, 2019 Actual, 2020 Budget, 2021 Forecast

Benefits 30%, COLA for 2021 0.0%,
Stipend / Salary experience factor 0.6%

	Actual	DRAFT Actual	2020 Full Year	2021 Full Year	
	2018	2019	Budget	Forecast	Comments
REVENUES:					
DIOCESAN MISSION & MINISTRIES	3,014,380	3,079,826	3,150,000	3,100,000	
DIOCESAN MISSION & MINISTRIES SUPPORT	(4,200)	(4,000)	0	(250,000)	Anticipated DMM support
INTEREST ON TRUST FUNDS	8,969	9,579	3,500	8,000	
INVESTMENT GAIN (LOSS)	(81,666)	508,519	0	0	\$ remain invested in Synod funds
INVESTMENT FUND ADMINISTRATION TRANSFER	98,559	103,082	100,000	90,000	Calculated monthly based on portfolio value
INSURANCE FUND ADMINISTRATION TRANSFER	25,000	25,000	25,000	27,500	
ADMINISTRATION FEE ACMF NIAGARA	25,000	0	25,000	27,500	
RESTRICTED GIFTS & BEQUESTS, PROPERTY SALES	30	25,000	0	0	
SUNDRY	151,722	44,544	50,000	150,000	Targeted Stewardship Campaign
VOLUNTEER MILEAGE RECEIPTS ISSUED	155	55,512	0	0	
TOTAL REVENUES	3,237,949	3,847,061	3,353,500	3,153,000	
EXPENDITURES:					
					<u>Change: 2021 Vs. 2019</u>
MISSION EXPENSES - Schedule 1	1,238,517	1,237,055	1,172,171	1,274,448	\$37,393
MISSION SUPPORT EXPENSES - Schedule 2	1,099,582	1,362,465	1,192,839	1,261,932	-\$100,533
MINISTRY EXPENSES - Congregational Support &	774,878	720,483	730,385	746,939	\$26,457
MINISTRY EXPENSES - Youth & Family - Schedule 4	54,409	64,934	76,884	81,686	\$16,752
MINISTRY EXPENSES - Education - Schedule 5	65,096	66,589	97,200	104,000	\$37,411
MINISTRY EXPENSES - Outreach & Social Justice - Schedule	92,490	54,813	60,073	99,291	\$44,478
PROPERTIES IN DISCERNMENT - Schedule 7	361,939	126,115	82,500	58,000	-\$68,115
TOTAL EXPENDITURES	3,686,911	3,632,453	3,412,053	3,626,296	-\$6,157
OPERATING SURPLUS / (DEFICIT) BEFORE DEP'N	(448,961)	214,608	(58,553)	(473,296)	
DEPRECIATION	190,160	188,330	0	0	Non-Cash expense
OPERATING SURPLUS / (DEFICIT)	(639,121)	26,278	(58,553)	(473,296)	
Balance Sheet activity					
Draws from funds					
Draw from Disestablished Parish Rectory funds for Housing	0	0	25,000	20,000	2021 Draws will be based on Nov 2020 market Values
Draw from closed parishes General Funds for operations	0	25,000	15,000	15,000	2020 Draws deferred until Nov / Dec 2020
New Church Dev Fund draws	62,102	64,370	75,000	50,000	Estimated based on fund values as at August 31, 2020
S & T Leadership		63,146	80,000	85,000	
S & T Outreach		23,481	60,313	35,000	
Prior Year Property Sales - Receipt of Buyer Mortgages				50,000	
Speedvale (Sold Jan 2020, proceeds follow in 2021 / 2022)				50,000	
Fixed Asset spending	(137,013)	(600)		(25,900)	Major Repairs
Fixed Asset spending	(6,371)	(19,750)		(3,500)	Computers & Office Eqpt replacements
ADJUSTED OPERATING SURPLUS / (DEFICIT)	(720,402)	181,925	196,760	(247,696)	

Values not included in 2020 Budget as draws and expense flow through balance sheet

THE SYNOD OF THE DIOCESE OF NIAGARA
MISSION EXPENSES - Schedule 1
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
BEYOND NIAGARA					
GENERAL SYNOD APPORTIONMENT	625,000	625,000	625,000	625,000	
GENERAL SYNOD DELEGATE FEES	0	19,638	0	0	
PROVINCIAL SYNOD ASSESSMENT	20,800	23,900	20,800	25,000	Charged by Provincial Synod annually
PROVINCIAL SYNOD DELEGATES	12,241	0	15,000	15,000	2020 is \$0, Moved to 2021: every 3 years
LAMBETH - CORE BUDGET	2,571	0	2,572	0	Lambeth postponed for 2 years; new accrual will start 2023
LAMBETH - FUNDING BURSARIES	2,571	0	2,571	0	
LAMBETH - CONFERENCE FEE	1,000	1,000	1,500	0	
LAMBETH - TRAVEL EXPENSES	1,500	1,500	1,000	0	
LAMBETH - ADDITIONAL APPEALS	1,000	1,000	1,000	0	
SUB-TOTAL BEYOND NIAGARA	666,684	672,038	669,443	665,000	
NIAGARA					
TOTAL EPISCOPAL STAFF	467,951	505,242	447,728	530,448	Bishop, Executive Officer, Admin, Archdeacon for Leadership (2021 only), Secretary of Synod (2019 & Prior)
MISSION STRATEGY & PLANNING		164	0	0	
EPISCOPAL EXPENSES	46,455	34,756	37,000	30,000	
EPISCOPAL ELECTIONS	29,627	4,383	0	0	
CONFERENCE / TRAVEL	969	2,052	8,000	5,000	Bishop, Dean & Senior Staff
SYNOD COUNCIL COMMITTEES	26,014	14,291	6,500	4,000	
STEWARDSHIP HOSPITALITY				5,000	New Line
VOCATIONS EVENTS / ORDINATIONS	2,291	3,320	3,500	5,000	
NIAGARA CORE MISSION EXPENSES	105,356	58,966	55,000	49,000	
EMERGENT MINISTRY PRIORITIES					
LIFE CHANGING WORSHIP	170	0			
OUTSTANDING LEADERSHIP	840	0			
JOURNEY'S IN FAITH	-2,483	809			
TECHNOLOGY UPGRADES	0	0	0	30,000	Parish grants
EMERGENT MINISTRY PRIORITIES SUB-TOTAL	-1,474	809	0	30,000	
TOTAL MISSION EXPENSES	1,238,517	1,237,055	1,169,171	1,274,448	

THE SYNOD OF THE DIOCESE OF NIAGARA
MISSION SUPPORT EXPENSES - Schedule 2
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	
TOTAL MISSION SUPPORT STAFF	528,604	526,544	530,592	498,616	Dir Finance, Dir HR, Finance, Prop Con.
ADDITIONAL PAYROLL	0	0	5,000	5,000	
OVERTIME	0	0	0	0	
WAGE ADJUSTMENTS PRIOR YEARS	(5,408)	(2,743)	0	0	
WAGE ADJUSTMENTS CURRENT YEAR	(21,168)	(44,915)	(12,000)	(3,000)	2019-2020 St Peter Day Care charges for bookkeeping. Billings to St Peter's Day Care ends June 2021
TOTAL MISSION SUPPORT STAFF & MISC. PAYROLL	502,028	478,887	523,592	500,616	
ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES					
EMPLOYEE / FAMILY ASSISTANCE PLAN	9,023	8,757	10,000	10,000	
EMPLOYEE / RETIREE LIFE INSURANCE COSTS	(73,123)	90,986	0	0	Expense is calculated at Dec annually -
PAYROLL SYSTEM	680	986	750	750	
PENSION SUPPORT - RETIRED BISHOPS	13,343	12,317	12,320	4,662	
LOUISA PARKE COMMITMENT (PENS. SUP. RET. CLERGY)	26,037	21,459	21,700	20,953	
COMPUTER SYSTEMS SUPPORT	14,468	26,342	15,000	58,000	Cloud move 2021 / AccPac upgrade / Donor Database
EQUIPMENT RENTAL	14,401	14,303	14,000	14,000	
EQUIPMENT SERVICE / CONTRACTS	8,009	6,203	5,500	6,500	
OFFICE SUPPLIES	10,848	0	11,000	11,000	
RESOURCES / SUBSCRIPTIONS	5,368	8,372	2,000	8,000	
SAFE CHURCH CONSULTING	0	3,157	35,000	30,000	
SCREENING - SAFE CHURCH TRAINING	4,950	9,722	2,000	2,000	
SCREENING - POLICE & REFERENCE CHECKS	1,955	1,469	2,000	2,000	
STAFF EXPENSES	10,391	19,879	22,100	22,000	
TELEPHONE	13,604	14,314	15,000	17,000	Updated cell phone contributions
AUDIT EXPENSES	25,614	35,910	36,000	37,000	
LEGAL & PROF. EXPENSES	87,582	76,832	35,000	50,000	General Corporate + Extra \$10k for HR, Over / under of Diocese insurance rebills
INSURANCE - NET RECOVERY IN RESERVE	(8,018)	4,817	0	0	
BANK CHARGES / SUNDRY	6,651	13,187	5,000	5,000	
RECOVERY INTEREST ON PARISH RECEIVABLES	(36,239)	(29,252)	(30,000)	0	
PARISH INTEREST / OTHER EXPENSES	10,687	8,283	10,000	10,000	
BANK INTEREST	1,727	1,526	5,000	10,000	
RESTRICTED FUNDS EXPENDITURES	31,382	89,370	0	0	WOW Grants - \$ drawn from Investment
CONTINGENCY / NON-BUDGETED	0	0	0	10,000	
OTHER EXPENSES AND AR WRITE-OFFS	216	1,249	0	0	
BAD DEBTS	7,886	(2,020)	5,000	5,000	
ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES	187,444	438,167	234,370	333,865	
CATHEDRAL PLACE					
PROPERTY / RECEPTION / CLEANING	221,854	234,833	237,800	216,263	No evening front desk staff in 2021
MAINTENANCE	88,493	87,310	95,000	85,300	
UTILITIES	75,211	70,755	80,000	80,000	
INSURANCE	62,905	69,153	65,000	70,000	
FACILITY RENTAL REVENUE	(9,085)	(16,630)	(15,000)	(5,000)	
HAMILTON CHOIR RENTAL	(6,120)	(6,120)	(6,120)	(6,242)	Lease TBD
DAYCARE RENTAL	(43,000)	(43,860)	(33,553)	(45,000)	New license agreement through 2021
HACCC RECOVERY COST	(60,000)	(63,000)	(64,000)	(64,000)	2021 amount TBD
CATHEDRAL PLACE	330,257	332,441	359,127	331,320	
COMMUNICATION					
TOTAL COMMUNICATION STAFF	0	0	0	33,131	1/3rd time position
PRINTING	1,577	568	1,000	1,000	
MAILING	8,362	9,595	9,000	9,000	
NIAGARA ANGLICAN NEWS.	35,207	40,351	35,000	15,000	For 2021 Editor cost above in Staff -
DIGITAL MINISTRY	646	391	750	3,000	
WEBSITE SUPPORT	25,955	24,843	25,000	25,000	
PROF CONSULTING	8,107	37,223	5,000	10,000	
COMMUNICATION	79,853	112,971	75,750	63,000	
TOTAL MISSION SUPPORT EXPENSES	1,099,582	1,362,465	1,195,839	1,261,932	

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Congregational Support & Development (CSD) - Schedule 3
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual	DRAFT Actual	2020 Full Year	2021 Full Year	Comments
	2018	2019	Budget	Forecast	
TOTAL CSD - STAFF	341,581	400,230	485,709	458,639	Dir CSD, Dir Stewardship, CSD Admin, Revive, CAM, Missioner, Cemetery, Archives (up to 2019)
GENERAL MINISTRY EXPENSES	1,686	181	1,000	1,000	
CSD RESOURCES	2,270	1,820	2,300	2,300	
MIGRANT FARM WORKER RESOURCES		(98)		0	
REVIVE PROGRAM	0	224	1,000	500	
DIOCESAN MISSIONER RESOURCES	0	0	0	1,500	
DONOR & SPONSORSHIP DEVELOPMENT	2,869	2,204	5,400	7,000	
PARISH SUBSIDIES	176,677	129,755	113,155	115,000	
PARISH SUBSIDIES-PASLK	58,465	36,822	6,821	0	
CLERGY MOVING EXPENSES	6,513	6,161	5,000	5,000	
SABBATICAL SUPPORT	1,000	1,300	10,000	6,000	
PERSONNEL TRANSITION & SEVERANCE	183,817	141,884	100,000	150,000	
TOTAL MINISTRY EXPENSES -	774,878	720,483	730,385	746,939	

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Youth & Family - Schedule 4
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual	DRAFT Actual	2020 Full Year	2021 Full Year	Comments
	2018	2019	Budget	Forecast	2022 returns to attended events and budget as applicable
TOTAL Y & F - STAFF	29,570	46,684	49,034	75,386	
YOUTH & FAMILY MINISTRIES					
TRAINING / RESOURCES - CHILDREN'S MINISTRY	1,184	418	800	800	
NIAGARA YOUTH CONFERENCE	14,465	10,033	15,000	0	
AWAY.....	551	300	0	0	
YOUTH LEADERSHIP TRAINING MINISTRY	4,515	5,660	0	3,000	
YOUTH SYNOD	(355)	(874)	500	0	
REGIONAL YOUTH MINISTRY	417	526	750	0	
YOUTH MEMBERS OF DIOCESAN SYNOD ORIENTATION	6	0	150	0	
YOUTH MINISTRY TRAINING INITIATIVES	970	983	1,600	0	
YOUTH MINISTRY SUNDAY	0	0	150	0	
YOUTH MINISTRY COMMITTEE	465	622	900	0	
YOUNG ADULT MINISTRY	250	445	500	1,000	
YOUTH & FAMILY MINISTRIES	52,039	64,796	69,384	80,186	
COMMUNITY ENGAGEMENT					
CONFERENCE	2,370	(312)	3,500	0	
CAMP COYOTE	0	0	2,000	0	
PASTORAL CARE TRAINING	0	450	1,500	1,500	
COMMUNITY ENGAGEMENT WORKSHOPS	0	0	500	0	
COMMUNITY ENGAGEMENT	2,370	138	7,500	1,500	
TOTAL MINISTRY EXPENSES - YOUTH & FAMILY	54,409	64,934	76,884	81,686	

**THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Education - Schedule 5
2018, 2019 Actual, 2020 Budget, 2021 Forecast**

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
DIVINITY STUDENTS	3,934	2,026	7,500	10,000	
PROVINCIAL SYNOD - OPCOTE	17,500	17,500	17,200	17,500	
STARTING WELL	240	0	2,500	2,500	
CLERGY / LAYWORKERS CONFERENCE	10,684	28,136	35,000	35,000	
CLERGY DAYS	5,212	2,875	6,000	6,000	
COACHING / MENTORING	10,288	372	7,500	10,000	
TRANSITIONING WELL	0	370	2,500	2,500	
DIOCESAN DIGNITARIES	14,775	13,773	17,500	19,000	(Archdeacons, Regional Deans, Liturgical Officer)
VOCATIONAL DIACONATE	510	342	500	500	
ADULT TRAINING & RESOURCES	1,951	1,195	1,000	1,000	
TOTAL MINISTRY EXPENSES - EDUCATION	65,096	66,589	97,200	104,000	

**THE SYNOD OF THE DIOCESE OF NIAGARA MINISTRY
EXPENSES - Outreach & Social Justice - Schedule 6
2018, 2019 Actual, 2020 Budget, 2021 Forecast**

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
TOTAL OUTREACH STAFF	91,003	50,444	45,823	90,041	Soc Just, MFWM @ 50% of cost
GLOBAL PARTNERSHIPS					
COMPANION DIOCESES / PIM	0	0	5,000	0	
SUB-TOTAL GLOBAL PARTNERSHIPS	0	0	5,000	0	
SOCIAL JUSTICE MINISTRY					
ST CATHARINES: SOCIAL JUSTICE	(3,288)	0	0	0	Concluded March 2020
ADVOCACY & COALITION SUPPORT	1,525	976	2,500	2,500	
JUSTICE WORKING GROUPS	498	119	2,000	2,000	
CLIMATE JUSTICE NIAGARA	0	0	1,000	1,000	
INDIGENOUS MINISTRIES	40	(49)	0	0	Funds taken from Truth & Rec Fund
MISSION TO SEAFARERS	150	0	0	0	
MINISTRY RESOURCES & SUPPORT	2,561	3,323	3,750	3,750	
SUB-TOTAL SOCIAL JUSTICE MINISTRY	1,487	4,370	9,250	9,250	
TOTAL MINISTRY EXPENSES - OUTREACH & SOCIAL	92,490	54,813	60,073	99,291	

THE SYNOD OF THE DIOCESE OF NIAGARA
DIOCESAN HELD PROPERTIES - Schedule 7
ST PETER BUILDING - Schedule 7 A
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
RENTAL INCOME	(47,211)	(62,700)	(65,000)		
TELEPHONE	667	333	500	0	
BANK CHARGES	0	0	0	0	
MAINTENANCE / PEST CONTROL	1,221	2,027	2,200	0	
MAINTENANCE / REPAIRS	16,630	17,359	5,400	0	
MAINTENANCE / SNOWPLOW / GRASS CUT		1,654	1,750		
MAINTENANCE / SUPPLIES	182	677	750	0	
SECURITY MONITORING	0	0	0	0	
INSURANCE	18,064		24,000	0	
HEAT / OIL	7,727	18,433	8,000	0	
HYDRO	3,357	7,571	3,400	0	
WATER	1,418	3,138	1,500	0	
MISCELLANEOUS	0	1,263	0	(12,000)	
NET ST PETER BUILDING RENTAL	2,054	(10,245)	(17,500)	(12,000)	

THE SYNOD OF THE DIOCESE OF NIAGARA
Grace St Catharines - Schedule 7 B (1)
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
RENTAL INCOME	0	(37,954)	(38,000)	0	
TELEPHONE	0	1,849	1,900	0	
LEGAL & PROFESSIONAL	0	0	0	0	
BANK CHARGES	0	0	0	0	
MAINTENANCE / PEST CONTROL	0	0	0	0	
MAINTENANCE / REPAIRS	0	2,716	5,000	0	
MAINTENANCE / SNOWPLOW / GRASS CUT	0	9,742	10,000		
MAINTENANCE / SUPPLIES	0	241	500	0	
SECURITY MONITORING	0	5,525	5,750	0	
INSURANCE	0	15,338	21,000	0	
HEAT / OIL	0	5,114	5,500	0	
HYDRO	0	2,035	2,200	0	
WATER	0	677	1,000	0	
MISCELLANEOUS	0	2,840	5,150	15,000	
NET GRACE ST. CATHARINES BUILDING COSTS	0	8,123	20,000	15,000	

THE SYNOD OF THE DIOCESE OF NIAGARA

St Luke's Hamilton - Schedule 7 B (2)
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	Comments
RENTAL INCOME	0	(6,135)	(18,000)	0	
TELEPHONE	0	1,768	1,500	0	
BANK CHARGES	0	0	0	0	
PROFESSIONAL FEES	0	700	0	0	
MAINTENANCE / PEST CONTROL	0	1,247	1,500	0	
MAINTENANCE / REPAIRS	0	37,504	3,750	0	
MAINTENANCE / SNOWPLOW / GRASS CUT	0	0	0	0	
MAINTENANCE / SUPPLIES	0	312	500	0	
SECURITY MONITORING	0	659	750	0	
INSURANCE	0	14,692	13,000	0	
HEAT / OIL	0	9,162	9,500	0	
HYDRO	0	6,894	7,000	0	
WATER	0	336	500	0	
MISCELLANEOUS	0	42	0	20,000	
NET ST. LUKE'S BUILDING COSTS	0	67,180	20,000	20,000	

THE SYNOD OF THE DIOCESE OF NIAGARA
HOLY TRINITY HAMILTON PROPERTY - Schedule 7 B (3)
2018, 2019 Actual, 2020 Budget, 2021 Forecast

	Actual 2018	DRAFT Actual 2019	2020 Full Year Budget	2021 Full Year Forecast	
RENTAL INCOME	0	(32,621)	(33,000)		
TELEPHONE	0	68	100		
BANK CHARGES	0	0	0		
PROFESSIONAL FEES	0	0	0		
MAINTENANCE / PEST CONTROL	0	978	1,000		
MAINTENANCE / REPAIRS	0	2,004	2,000		
MAINTENANCE / SNOWPLOW / GRASS CUT	0	3,400	3,500		
MAINTENANCE / SUPPLIES	0	0	500		
SECURITY MONITORING	0	0	0		
INSURANCE	0	7,801	9,500		
HEAT / OIL	0	4,000	4,000		
HYDRO	0	4,181	4,200		
WATER	0	0	0		
MISCELLANEOUS	0	15,000	8,200	(10,000)	
NET HOLY TRINITY HAMILTON PROPERTY COSTS	0	4,810	0	(10,000)	

THE SYNOD OF THE DIOCESE OF NIAGARA
BUILDING RENTAL - Schedule 7 C
2018, 2019 Actual, 2020 Budget, 2021 Forecast

Vacant includes Shelburne Rectory, SCGRC (2018 only),
NFALS, SCGDS, GVSAB (2018-2020),

	2018	DRAFT Actual 2019	2020 Actual Budget	2021 Full Year Forecast	Comments Full Year
RENTAL INCOME	(16,637)	(1,250)	(825)		
TELEPHONE	2,774	1,596	1,700		
BANK CHARGES	1,924	0	0		
PROFESSIONAL FEES		0	0		
MAINTENANCE / PEST CONTROL	1,247	0	16,000		
MAINTENANCE / REPAIRS	310,875	15,572	7,000		Homer (2018 only)
MAINTENANCE / SNOWPLOW / GRASS CUT		6,744	0		
MAINTENANCE / SUPPLIES	0	0	0		
SECURITY MONITORING	746	324	500		
INSURANCE	31,523	23,211	25,200		
HEAT / OIL	16,405	5,839	6,000		
HYDRO	10,028	3,815	4,000		
WATER	1,988	273	300		
MISCELLANEOUS	(987)	122	125	35,000	Reduction vs 2019: Grand Valley & Good Shepherd removed
NET VACANT BUILDING COSTS	359,886	56,247	60,000	35,000	

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The 146th Synod of the Diocese of Niagara (# Indicates No Vote)

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