

**THE CONVENING CIRCULAR**  
**OF THE**  
**147<sup>th</sup> SYNOD**  
**OF THE**  
**DIOCESE OF NIAGARA**



**to be held on**  
**Saturday October 30, 2021**  
**via Zoom videoconference**

Registration Begins at 8:00 AM  
Synod Proper Session begins at 9:00 AM

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## AGENDA FOR THE 147th SYNOD OF THE DIOCESE OF NIAGARA

“Facing Forward: Called to Life, Compelled to Love” Philippians 4:4-9

<b>Saturday, October 30, 2021</b>		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"> <li>○ Welcome to New Members of Synod &amp; Privileges of the House</li> <li>○ Credentials Committee Report</li> <li>○ Notices of Motion</li> <li>○ Appointments to Diocesan Court</li> </ul>	Motion 1
9:15	Gathering Prayers with Bishop’s Charge to Synod	
10:00	Consent Agenda <ul style="list-style-type: none"> <li>○ Election of Honorary Clerical and Lay Secretaries of Synod</li> <li>○ Approval of Minutes of the 146<sup>th</sup> Synod of Niagara</li> <li>○ Approval of the Agenda</li> <li>○ Reception of All Convening Circular Reports</li> <li>○ Election of Trinity College Corporation</li> <li>○ Affirmation of the Actions of Synod Council</li> </ul>	Motion 2
10:05	Missional Moment #1 – The Niagara School for Missional Leadership	
10:10	<b>Break</b>	
10:25	Diocesan Safe Church Policy Presentation	Motion 3
10:40	Canon Changes <ul style="list-style-type: none"> <li>• Amendment to Canon 1.4 – Elections for General &amp; Provincial Synods</li> <li>• Amendment to Canon 2.1 (6) – Election of Bishops</li> <li>• Amendment to Canon 4.1 (16) – Vestries &amp; Churchwardens</li> </ul>	Motion 4 Motion 5 Motion 6
11:00	Anti-Racism Working Group Presentation	
11:30	Missional Moment #2 – Mission in Acts	
11:35	<b>Break</b>	
11:50	Climate Justice Niagara –Parish Greenhouse Gas Reduction Plans	Motion 7
12:05	Audit Matters <ul style="list-style-type: none"> <li>○ Auditor’s Report &amp; Audited Financial Statements</li> <li>○ Appointment of Auditors for 2021</li> </ul>	Motion 8
12:15	2022 Diocesan Budget Presentation	Motion 9
12:45	Report on the 10 <sup>th</sup> Sacred Circle	
12:55	Other Business <ul style="list-style-type: none"> <li>• Results of the Election of Delegates to General Synod</li> <li>• Election of Regional Representatives to Synod Council</li> </ul>	Motion 10
1:00	Concluding Synod <ul style="list-style-type: none"> <li>○ The Bishop’s Assent of the Actions of Synod</li> <li>○ Closing Prayers &amp; Blessing</li> <li>○ Adjournment</li> </ul>	

## RESOLUTIONS OF THE 147TH 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: The Reverend Garfield Wu / Ms. Amy Collard*

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

#### **A. Election of Synod Secretaries**

'that Ms. Sue Thibodeau 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 147<sup>th</sup> synod of the diocese.'

#### **B. Minutes of the 146<sup>th</sup> Synod**

'that the minutes of the 146<sup>th</sup> synod of the diocese, as found on pages 8-16 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, including the audited financial statements and auditor's report, be received.'

#### **E. Trinity College Corporation**

'that the representatives from the Diocese of Niagara to the Corporation of Trinity College be: the Reverend Garfield Wu (clergy), Ms. Mary Churchill and Ms. Mary Donkin (lay); for a term of two years.'

*[Please note: the Reverend Fran Wallace and the Reverend Sue-Ann Ward (clergy) and Sister Heather Broadwell (lay) 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. **Diocesan Safe Church Policy**

*MOTION: Mr. Greg Tweney / The Venerable Bill Mous*

THAT this synod fully endorse the new diocesan Safe Church Policy, as approved by Synod Council on June 22, 2021.

**4. Amendment to Canon 1.4 - Election of Delegates to General & Provincial Synods**

*MOTION: Mr. Greg Tweney / The Venerable Bill Mous*

‘that section 5(2) of Canon 1.4, as follows, be deleted:

*(2) Nothing in subsection (1) of this section shall be deemed to prohibit nominations from the floor of the Diocesan Synod, provided that any such nomination is moved and seconded and the nominee assents to being nominated.’*

**5. Amendment to Canon 2.1 (6) – Election of Bishops**

*MOTION: Mr. Greg Tweney / The Reverend Deacon Rod McDowell*

‘that Canon 2.1(6) be amended to read as follows:

*6. (a) Those entitled to vote at the election of a Bishop shall be those members of Synod duly elected or appointed according to the provisions of Canon 1.1.  
(b) Retired clergy and retired licensed lay workers of the diocese, and clergy from other dioceses presently serving in the diocese and holding a Bishop’s permission, may attend the Electoral Synod but are not permitted to vote in the episcopal election.’*

**6. Amendment to Canon 4.1(16) – Vestries and Churchwardens**

*MOTION: The Venerable Bill Mous / Mr. Greg Tweney*

‘that Canon 4.1(16) be amended to read as follows:

*It shall also be the duty of the Churchwardens to make financial provision for the costs of insurance coverage, as provided through the diocesan insurance policy and approved by the Synod Council.’*

**7. Climate Justice Niagara – Parish Greenhouse Gas Reduction Plans**

*MOTION: Ms. Sue Carson / Ms. Anne Young*

*Whereas the global climate emergency has been identified by Bishop Susan Bell, at previous Diocese of Niagara Synods, and the Anglican Church of Canada, as the most pressing moral issue of our time;*

*And whereas the Intergovernmental Panel on Climate Change released yet another dire warning for the planet this year;*

*And whereas the Archbishop of Canterbury, the Pope, and the Ecumenical Patriarch urged world leaders "to listen to the cry of the Earth" and address climate change;*

*And whereas our Baptismal Covenant and our Fifth Mark of Mission call us to strive to safeguard the integrity of creation and sustain and renew the life of the earth;*

*And whereas it is critical for the Diocese of Niagara to raise the level of environmental awareness and prompt intentional remedial action,*

‘that Synod mandate Climate Justice Niagara to assist and resource parishes to complete a walk-through Energy Audit of their church buildings by the end of 2022;

and that wardens and clergy use the audit to create a five-year parish plan to reach a greenhouse gas emissions reduction target of at least ten percent (10%) by 2024;

and that all parishes be encouraged to publicize their efforts as a Christian witness to the community at large and means of demonstrating our deep and abiding commitment addressing the climate crisis.’

**8. Appointment of Auditors**

*MOTION: Mr. Andrew Clinkard / The Reverend Canon Leslie Gerlofs*

‘that KPMG be appointed as auditors for the fiscal year 2021.’

**9. 2022 Budget**

*MOTION: Canon Jody Beck / The Venerable Peter Scott*

‘that this synod approve the 2022 diocesan budget.’

**10. Synod Council Election**

*MOTION: Ms. Sue Thibodeau / The Venerable Jeff Ward*

‘that this synod elect the regional members of synod council for the 2022/2023 term and alternate regional members for the 2022 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, October 29 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 146<sup>th</sup> SYNOD OF THE DIOCESE OF NIAGARA

Saturday November 7, 2020 via Zoom videoconference

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

### Call to Order & Territorial Acknowledgement

The Right Reverend Susan Bell called synod to order at 9:00 am.

Filed on the banks of the Grand River, on the traditional territory of the Haudenosaunee of the Six Nations, the Mississauga of the Credit, and the Neutrals, the Reverend Cheryl Barker acknowledged that the land on which the diocese is situated is treaty land, and home to many First Nations, Inuit, and Métis people. The Venerable Val Kerr offered a brief teaching about reconciliation, which emphasized the importance of listening, respect, understanding and relationship building between Indigenous and non-Indigenous people.

### Organizing Synod

#### Welcome to New Members of Synod & Privileges of the House

The Right Reverend Susan Bell welcomed new members of synod and guests, inviting them to wave and be recognized. The Bishop welcomed and extended privileges of the house to the Venerable Dr. Timothy Dobbin who has been appointed to serve as Rector of Christ’s Church Cathedral and Dean of Niagara beginning January 1, 2021.

#### Credentials Committee Report

Chancellor Greg Tweney advised synod that as of 8:55 am 74 members of the order of the clergy, representing 84%, and 130 members of the order of the laity, representing 79%, were present and that 77 parishes were represented, or 81%. Quorum was achieved.

#### **MOTION 1: Credentials Committee Report**

Mr. Greg Tweney / The Venerable Bill Mous

‘THAT the report of the credentials committee be accepted.’

**CARRIED**

#### Notices of Motion

The Chancellor spoke about the rules of order and advised members that since the convening circular had been published no additional motions had been received. Mr. Greg Tweney indicated that any motions for consideration at this synod would need to be presented in writing to Ms. Mary Anne Grant no later than 10:20 am. Any additional requests received would be noted under other business.

#### Appointments to Diocesan Court

The Bishop informed members of synod that she was appointing the following people to the diocesan court: The Reverend Canon Stuart Pike, The Venerable Peter Scott, The Reverend Sheila VanZandwyk, Mr. Neil Bell, Ms. Ann Cunningham, and Ms. Mary Donkin.



### Appointment of Honorary Canons

The Right Reverend Susan Bell announced that the Reverend Mike Deed, the Reverend Leslie Gerlofs and the Reverend Paul Walker had been appointed as honorary canons of Christ's Church Cathedral in Hamilton.

### **Gathering Prayers with the Bishop's Charge to Synod**

The synod's opening worship included a reading from the Letter to the Ephesians, chapter 1 verses 15-19. This passage inspired the synod's theme "Seeing with the Eyes of our Hearts" for this synod.

The Right Reverend Susan Bell delivered her charge to members of synod from the Cathedral.

"The first thing I want to say to you today – or rather the first thing I think Jesus wants me to say to you today is: it's going to be alright." These words of reassurance were followed by an acknowledgement that things will be different going forward. "This time will change us as a Church in good ways and less good ways,' observed the Bishop. "But this is God's Church and I know that God is leading us through COVID-19 to be something new and something shrunken and something beautifully different and yet at its core, the same. "

In addition, the Bishop lauded the faithfulness of Anglicans in Niagara through this time of pandemic, declaring that the old adage that the Church not being the building has been demonstrably true.

Bishop Bell also spoke about the generosity of those who have supported the diocesan Pandemic Response Fund and the wonderful ministry it has supported, the gift of being organized as a diocese, and the importance of being loving towards one another through this unprecedented time.

Highlighting the diocesan Mission Action Plan, the Bishop pointed toward the work that continued during the pandemic. She noted that great strides have been made on the development of a school for missional leadership, that the Climate Justice Niagara committee has been retooled to respond to the climate crisis, and that an anti-racism working group has been formed. The Bishop also announced that the Reverend Ian Mobsby, diocese of Southwark, would become canon theologian for mission.

The Bishop concluded her address to synod with words of gratitude, especially to members of synod. "My greatest thanks is to all of you: for your faithfulness to God, for your commitment to the Gospel of Jesus Christ, for your devotion to your parish families, for your love of our diocesan family and the good work we do together as the Body of Christ, and for your dedication in being the face and hands of Jesus in your communities."

### **Consent Agenda**

The following items were listed on the consent agenda for the synod:

#### 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 146<sup>th</sup> synod of the diocese.'

#### Minutes of the 145<sup>th</sup> Synod

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

#### Adoption of the Agenda

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

Reception of All Reports

‘that all reports found in the convening circular be received.’

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.’

Affirmation of the Actions of Synod Council

‘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.’

**MOTION# 2: Approval of the Consent Agenda**

Ms. Amy Collard / The Venerable David Anderson

‘THAT the items listed on the consent agenda be approved as circulated.’

**CARRIED**

**Missional Moment #1 – Pandemic Response Fund**

A five-minute video highlighted the ministry of the diocesan Pandemic Respond Fund and how during the COVID-19 pandemic the people of our diocese have been supporting each other and our neighbours in a variety of ways. The following parishes and ministries received support from the Pandemic Support Fund; Christ’s Church Cathedral Hamilton, Grace Church Waterdown, Holy Trinity Niagara Falls, Holy Trinity Welland, St. Alban’s Acton, St. Barnabas St. Catharines, the Migrant Farm Workers Project, The Primate’s World Relief and Development Fund (PWRDF), St. Christopher’s Burlington, St. James Fergus, St. John’s Thorold, St. Luke’s Burlington, St. Luke’s Palermo, St. Paul’s Caledonia, and The Church of the Apostles Guelph.

BREAK

**Report on the Diocesan Mission Action Plan (MAP)**

The Venerable Bill Mous stated that the plan to have breakout groups was not possible, due to technical limitations given the size of the virtual meeting.

Canon Christyn Perkons spoke to the MAP vision of being ‘Called to Life – Compelled to Love’ and how, based on feedback to Synod 2019, the mission statement was amended, and now included a trinitarian formulation as follows:

Amended: *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.*

Canon Perkons reported that synod council approved the final draft of the three- to five-year diocesan Mission Action Plan, which is being aligned to reflect the pandemic. For each of the three objectives, examples were given of how the diocesan MAP was being lived out.

*Objective #1: Create and Implement Opportunities to Ignite and Strengthen Faith*

- Offering an online Sunday morning diocesan worship service
- Continuing of Revive under the guidance of the Reverend Canon Leslie Gerlofs
- Creating of digital resources to support online services and faith formation opportunities

- Hiring a diocesan missionary, The Reverend Jeff Potter
- Hosting online junior & senior youth group & the Anglican Family Hub
- Renewing the diocesan relationship with Cursillo
- Authorizing a new rite – Affirming the Newly Named

*Objective #2: Reimagine Diocesan Culture and Adapt Our Structures to Enable Ministry*

- Creating an Anti-Racism Working Group
- Developing the Niagara School for Missional Leadership
- Establishing the Transformational Budget Working Group
- Making governance changes in policies, guidelines, and canons
- Retooling the diocesan website & launching a new visual identity

*Objective #3 Prioritize Social Justice Action with an Emphasis on Environmental Justice*

- Re-mandating the Greening Niagara committee to become Climate Justice Niagara
- Offering programs such as Creation Care That Counts and Niagara in Action
- Organizing Fiercely Loved, first diocesan pride service; adapted for online worship
- Establishing the Pandemic Response Fund
- Pivoting the Greater St. Catharines Social Justice Group to a volunteer model
- Initiating a Human Trafficking working group

Canon Perkins noted that there a variety of initiatives being planned for the coming year as the diocesan Mission Action Plan continues to be lived out; the following were highlighted:

- An easy-to-use new resource for parishes to develop their own mission action plan that aligns with the diocesan MAP in a way that fits local contexts
- New missional communities planted and church plants within established churches
- More differentiated curacies
- A Zoom workshop and conference with Sarah Bessey
- Incubator groups to discuss topics of interest
- Mapping the Ground We Stand On (Truth & Reconciliation initiative) regional events
- Invite Welcome Connect; a transformational ministry focusing on gospel-driven ministry around radical hospitality and sharing our gospel stories

The presentation concluded with members of synod reciting the diocesan Mission Action Plan prayer.

## **Audit Matters**

### Reception of the Auditor's Report & Audited Financial Statements

#### **MOTION #3: 2019 Auditor's Report & Audited Financial Statements**

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 audit consolidated financial statements, as found on pages 46-64 of the convening circular, be received.'

**CARRIED**

The Bishop thanked Canon Jody Beck for overseeing this extraordinary remote audit process and for her good and sound stewardship of our finances, capably supported by the diocesan staff and our Financial Advisory Committee and its subcommittees.

Appointment of Auditors for 2021

**MOTION #4: Appointment of Auditors**

Ms. Brenda Lane / Canon Jody Beck

‘THAT KPMG be appointed as auditors for the fiscal year 2020.’

**CARRIED**

**Canon Changes**

Chancellor Greg Tweney spoke to 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. The Venerable Bill Mous explained that there are 3 proposed canonical changes, including one entirely new canon.

New: The Cathedral of the Diocese of Niagara

The Venerable Bill Mous described the goal of the canon as being four-fold: 1) to define the special nature of the cathedral congregation’s status and ministry context, 2) to uphold and protect the rights, responsibilities, and duties assigned to a duly established parish by Canon 4.1, 3) to provide flexibility for the relationship between the cathedral congregation and diocese to evolve as necessary, and 4) to enshrine the basic tenets of the Cathedral Place Property Management Committee. Noting that the Cathedral corporation had been consulted as part of the development of the canon and was supportive of it, Archdeacon Mous proceeded to outline the provisions of the new canon.

**MOTION #5: New Canon: The Cathedral of the Diocese of Niagara**

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.'

The Very Reverend Peter Wall and Mr. Rob Jones spoke in favour of this motion.

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

Amendment: Canon 1.9 (9) – Synod Council

Chancellor Greg Tweney spoke to this motion, noting it arises from our experience during the pandemic whereby the governing body may need to meet sooner than the usual notice period.

**MOTION #5: Amendment: Canon 1.9 (9) – Synod Council**

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.'

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

Amendment: Canon 4.1 – Vestries and Churchwardens

Chancellor Greg Tweney spoke to this motion, which arises from the diocesan experience of the pandemic, noting the proposed canon adds flexibility to our governance structures with regards to the possibilities for conducting virtual vestry meetings not currently contemplated by the canons.

**MOTION: Amendment: Canon 4.1 – Vestries and Churchwardens**

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.'

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

## **Missional Moment #2 – Migrant Farmworkers Ministry**

The Reverend Antonio Illias, diocesan missionary, was featured in a video that showed how during the COVID-19 pandemic the Migrant Farmworkers project has moved from the church to the field. With the eyes of their hearts, each week teams of volunteers are delivering food and offering spiritual care directly to workers on farms. Food and other donations are being collected by the churches of St. Alban's, Beamsville, St. John's, Jordan and Christ Church, McNab.

BREAK

## **Presentation of the 2021 Diocesan Budget**

Mr. Gerry Anthony, chair of the Transformational Working Budget Group, spoke about the proposed budget for 2021, acknowledging that "this is a difficult and extraordinary time" given the pandemic's effects. The proposed budget represents a 3.6 million dollar investment in ministry. While the budget forecasts a deficit of \$473,000, it was noted that funds are in place to cover the deficit through the standard draw on investments and the sale of property in 2020.

Mr. Anthony noted the budget seeks to "balance fiscal responsibility with the need to carry on the essential work of the Church; to trim discretionary expenses and support parishes; and to live into our new vision for ministry while recognizing the evolving missional landscape."

The Venerable Bill Mous outlined several initiatives included in the budget to support parishes, including the provision of \$250,000 to support parishes who may not be able to meet their usual DM&M contributions, in spite of their best efforts to do so; \$30,000 for a parish technology grant program; and the elimination of interest on receivables to support parish cash flow needs.

Canon Jody Beck gave an overview of the significant changes to the 2021 budget from previous years. She noted that employment expenses will decline and that there will not be a cost of living increase included in the budget. Expenses have been reduced in many areas, given travel and in-person programs are expected to be significantly limited in 2021. A targeted stewardship campaign is also planned, as there are generous donors who want to help the diocese through this extraordinary time.

### **MOTION #8: 2020 Diocesan Budget**

Canon Jody Beck / Mr. Gerry Anthony

'THAT this synod approve the 2021 diocesan budget.'

**CARRIED**

## **Results of the Election of Delegates to Provincial Synod**

The Bishop indicated that the pre-synod electronic voting process had resulted in a tie for the fourth position of our clerical delegate. The Chancellor indicated that clergy members of synod would be asked to participate in a run-off vote conducted using the Zoom polling feature.

After the run-off vote was conducted, the Secretary of Synod announced the election results. In the order of clergy: The Venerable Dr. David Anderson, The Venerable Valerie Kerr, The Reverend Ann Turner, and The Reverend Deacon Rod McDowell were elected.

In the order of laity, Mr. Andrew Clinkard, Ms. Janice Whiteley, Ms. Jodey Porter and Ms. Donna Ellis were elected.

The Reverend Rob Towler and the Reverend Dan Bennett will serve as alternates for the clergy while Mr. Neil Bell and Mr. Rob Pawson will serve as alternates for the laity.

The Bishop expressed gratitude to all who let their name stand and congratulated those elected.

### **Election of Regional Representatives to Synod Council**

The Bishop invited the Secretary of Synod to display the slate of nominees selected or acclaimed by their respective regions for election by synod as representatives to synod council.

The slate of nominees included: Mr. Gary Pollard (Brock), Mr. Byran Elliston (Greater Wellington), Mr. David Eccles (Hamilton-Haldimand), and Mr. Byron Nicholson (Lincoln). Nominees to serve as alternates were: Ms. Siobhan Bennett (Brock), Mr. Ian Pratt (Hamilton-Haldimand), Ms. Cathy Lynn Hanson (Lincoln), and Mr. Rob Pawson (Trafalgar).

#### **MOTION #9: Synod Council Election**

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.’

**CARRIED**

### **Presentation on the Revision of the Diocesan Safe Church Policy**

The Venerable Bill Mous gave an update to synod about the work that is underway to overhaul existing policies with a more modern and robust Safe Church Policy. The revision will broaden diocesan policies to include conflict, harassment, and discrimination, with a view towards incorporating our beliefs and values as Anglicans as expressed in the new Anglican Communion Charter for the Safety of People, as well as current best practices and legislative requirements. The revised policy is expected to be brought forward for approval by synod council sometime next year.

### **Missional Moment #3 – Climate Justice Niagara**

A video featuring the evolution of the Greening Niagara committee to the newly mandated Climate Justice Niagara (CJN) committee was shown. During the video, a new logo was shared and an update to the motion passed at the previous synod to ban single use plastics by 2022 was provided. The goal of Climate Justice Niagara is to equip leaders and people of the diocese to be strong and advocate locally and globally for change through prayer, education, action and advocacy.

### **Other Business**

The Venerable Bill Mous, secretary of synod, offered thanks to all involved in organizing this first-time virtual synod including members of the worship team, the technical team, and members of the agenda committee. He added that delegates will receive an electronic evaluation survey to complete.

### **Concluding Synod**

#### The Bishop’s Assent of the Actions of Synod

The Right Reverend Susan Bell gave her assent to all the acts and resolutions during synod, reminding members of synod that “God is good.”

The Bishop thanked members of synod and recognized the diocesan staff and the organizing committee on our first virtual synod. The Bishop gave a special thank you to Chancellor Greg Tweney, The Venerable Bill Mous, and Canon Jody Beck.

#### Closing Prayers & Blessing

The synod concluded with closing prayers. Bishop Susan Bell offered a blessing which included the commission to live the diocesan vision of being called to life and compelled to love.

#### Adjournment

The 146<sup>th</sup> Synod of the Diocese of Niagara adjourned at 12:35 p.m.

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) Amendment to Canon 1.4 - Election of Delegates to General & Provincial Synods

In recent years, nominations from the floor have not been received during the course of synod. With new technology to permit electronic voting in advance of synod, nominations from the floor of synod are even less practical. It is proposed that this section of Canon 1.4 be removed to add greater flexibility in response to the changing needs of the synod and to clarify that any and all regulations related to the election of general and provincial synod delegates are for the approval of synod council, as per section 5(1) of the same canon.

**THAT section 5(2) of Canon 1.4, as follows, be deleted:**

*(2) Nothing in subsection (1) of this section shall be deemed to prohibit nominations from the floor of the Diocesan Synod, provided that any such nomination is moved and seconded and the nominee assents to being nominated.*

### 2) Amendment to Canon 2.1 (6) – Election of Bishops

On a strict reading of the canon, the following members of Synod are not entitled to vote at an episcopal election: the Bishop and any Suffragan or Coadjutor Bishop, the members of the College of Deacons who are members of Synod by virtue of Canon 1.1(4), and the lay representatives of Synod appointed by the Bishop pursuant to Canon 1.1(11). The proposed revision addresses these irregularities and simplifies the text of the canon. The revision also removes the description of orders for voting purposes since the composition of orders within Synod are easily determined and not otherwise defined for the purpose of non-electoral Synods.

#### **Current Text**

Those entitled to vote at the election of the Bishop shall be the priests, deacons and lay workers of the Diocese in active service and holding the Bishop's license; the Chancellor, Vice-Chancellor, Treasurer, Controller, Secretary of Synod, and Lay representatives duly elected as provided in Canon 4.1 as well as the lay representatives duly appointed according to the provisions of subsection 10 of section 1 of Canon 1.1. Retired clergy of the diocese and clergy from other dioceses present in the diocese and holding the Bishop's "permission to officiate" may attend the Electoral Synod but are not permitted to vote.

The holders of the offices of Chancellor, Vice-Chancellor, Treasurer, Controller, and Secretary of Synod (unless they be a priest or deacon of the diocese in active service and holding the Bishop's license, in which case they shall be a member of the order of clergy for voting purposes) and lay workers of the diocese in active service and holding the Bishop's license pursuant to Canon 3.2 shall be deemed a member of the order of laity for voting purposes.

#### **Proposed Revision**

6. (a) Those entitled to vote at the election of a Bishop shall be those members of Synod duly elected or appointed according to the provisions of Canon 1.1.

(b) Retired clergy and retired licensed lay workers of the diocese, and clergy from other dioceses presently serving in the diocese and holding a Bishop's permission, may attend the Electoral Synod but are not permitted to vote in the episcopal election.

### 3) Amendment of Canon 4.1 (16) – Vestries and Churchwardens

This revision reflects our current practice with regards to providing insurance coverage for parish ministries and the buildings and property entrusted to their care. It also adds some flexibility with regards to insurance coverage by giving authority to Synod Council to approve functional replacement and/or demolition only coverage in limited circumstances, in order to reflect the changing missional needs of particular communities.

#### ***Current Text***

16. It shall also be the duty of the Churchwardens of each Parish of the Diocese to insure Parish buildings and all other property of the Parish of every description for at least 90% of the replacement value of such buildings and property, and the Diocesan Treasurer shall report annually to the Chair of the Financial Advisory Committee as to the status of each Parish's insurance.

#### ***Proposed Revision***

16. It shall also be the duty of the Churchwardens to make financial provision for the costs of insurance coverage, as provided through the diocesan insurance policy and approved by the Synod Council.

# SYNOD COUNCIL

## 2021 Diocesan Synod Council

### Regional Representatives

- Mr. Gary Pollard Brock
- The Reverend Deacon Rod McDowell Brock
- Ms. Siobhan Bennett (alternate) Brock
- Mr. Bryan Elliston Greater Wellington
- Mr. Thomas Littlewood Greater Wellington
- The Reverend Naomi Kabugi (alternate) Greater Wellington
- The Reverend Canon Matthew Griffin Hamilton-Haldimand
- Mr. David Eccles Hamilton-Haldimand
- Mr. Ian Pratt (alternate) Hamilton-Haldimand
- Mr. Byron Nicolson Lincoln
- The Reverend Will Alakas Lincoln
- Ms. Sue Thibodeau (alternate) Lincoln
- The Reverend Canon Rob Park Trafalgar
- Ms. Janice Whiteley Trafalgar
- Mr. Rob Pawson (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 (*through January 28, 2021*)
- The Venerable Jeff Ward Trafalgar (*effective February 1, 2021*)

### Financial Advisory Committee

- Mr. Andrew Clinkard

### Canterbury Hills

- Ms. Susan Little

### Episcopal Appointees

- Canon Terry Charters
- Ms. Amy Collard
- Ms. Anna Tavakoli

### 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
- The Very Reverend Dr. Tim Dobbin, Rector of Christ's Church Cathedral & Dean of Niagara

## Report of the Diocesan Synod Council

This report summarizes the actions of synod council from November 2020 through October 2021. The requirement for at least six meetings to be held, as set out in Canon 1.9 (9). was met with ten meetings duly convened during this period.

### Election and Appointments

- Appointed the following as signing officers, effective January 1, 2021: the Right Reverend Susan Bell, diocesan bishop; the Venerable William (Bill) Mous, executive officer and secretary of synod; Canon Joanna Beck, treasurer and director of finance; and Canon Alison D'Atri, assistant treasurer.
- Elected the following members to the audit committee, for a two-year term: Kelly Roloson, Brenda Lane, Tony Denning, Greg Cook, and Leslie Gerlofs.
- 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 2021 or until their successors are duly elected: The Right Reverend Susan Bell, Canon Joanna Beck, The Venerable 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 for a three-year term: Ms. Elizabeth Wensley and Ms. Jodey Porter.
- Elected Mr. Andrew Bucknall as president of the Anglican Church Ministries Foundation, Niagara, for a one-year term; and Mr. Tony Denning 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 2020.
- Elected the following members to serve as its coordinating team: Ms. Susan Little, The Reverend Canon Matthew Griffin, The Reverend Deacon Rod McDowell, Ms. Amy Collard and Ms. Janice Whiteley. The Secretary of Synod served as the chair.
- Elected the following members to the financial advisory committee, for a two-year term: Mr. Gerry Anthony, Mr. Howard Davis, The Reverend Pamela Guyatt, Mr. Mark Young, Sister Heather Broadwell, The Reverend Eleanor Clitheroe, Mr. Marshall Horner and Mr. Jeff Ostic.
- Elected the following members to the missional budget planning committee, for a two-year term: Mr. Gerry Anthony, The Venerable Peter Scott, The Reverend Eleanor Clitheroe, and Ms. Janice Whiteley.
- Elected Mr. Tim Tiernay to the Human Resources for Ministry Committee, for a two-year term.
- Elected the following members to the synod council nominations committee for a one-year term: Ms. Susan Little, Mr. Gary Pollard, and The Venerable Jeff Ward.

### Policy Matters

- Approved the regulations for holding virtual vestry meetings in 2021.
- Approved approve the terms of reference for the Missional Budget Planning Committee, effective February 16, 2021.

- Approved the terms of reference for the nominations committee, effective March 9, 2021.
- Approved the Canon 2.10 regulations, as circulated, to establish the prescribed formula and base amounts for the annual contributions of the Cathedral congregation to the diocese, for the three-year period commencing January 1, 2021.
- Approved the policy on disestablished rectory funds; and directed the treasurer to apply the policy retroactively to the disestablished rectory funds currently held by the diocese, effective March 9, 2021.
- Approved the procedure proposed by the nominations committee for the election of General Synod delegates for elections conducted in 2021.
- Approved the procedure proposed by the nominations committee for the election of Synod Council regional representatives for all such elections, effective April 20, 2021.
- Updated and approved the Diocese of Niagara Safe Church Policy, effective October 1, 2021.

### **Parish Matters**

- Affirmed the many decades of faithful witness expressed by the people of the Church of St. Peter, Hamilton since 1890, including the founding of St. Peter's Hospital in Hamilton, while also lamenting the congregation's decision in 2008 to leave the Anglican Church of Canada; and approved the disestablishment of the Church of St. Peter, Hamilton, effective December 31, 2020.
- Authorized the parish of St. Aidan's Oakville to hold its annual vestry meeting not later than March 28, 2021.
- Authorized the parish of St. John the Evangelist, Hamilton to hold their annual vestry meetings not later than March 31, 2021.
- Authorized the parish of St. John the Divine, Cayuga, to hold its annual vestry meeting not later than May 30, 2021.

### **Property Matters**

- Authorized the sale of a portion of its property legally designated as Part of PIN # 38148(LT), Part of Warner Nelles Tract.
- Authorized the sale of the property located at 3 Nelles Street in the county of Haldimand (formerly St. John's Anglican Church).
- Authorized the Bishop and the Executive Officer & Secretary of Synod to enter into a time-limited Letter of Intent on behalf of the diocese, on terms and conditions satisfactory to the diocesan solicitor, for the purposes of negotiating a partnership agreement for the redevelopment of 238 Geneva Street, St. Catharines.
- Authorized the sale of the property located at 58 Main Street North, Hagersville, formerly All Saints Anglican Church.

### **Financial Matters**

- Directed the net proceeds from the sale of a permanent easement over at St. Luke's, Palermo (3114 Dundas Street West in Oakville) to the Regional Municipality of Halton be applied to the parish's long-term receivables and any remaining funds be applied to its outstanding Diocesan Mission and Ministry contributions from prior years

- Received the 2019 audited financial statements of The Anglican Church Ministries Foundation, Niagara.
- Approved up to \$60,000 from the internally restricted Walking on Water (WOW) fund be made available in 2021 for grants, as recommended by the diocesan treasurer.
- Directed the net proceeds of \$570,000 from the sale of the Grantham Avenue property in St. Catharines to establish a Church Planting Reserve Fund in the amount of \$100,000; to establish a Property Renewal Reserve Fund in the amount of \$100,000; and to hold the remaining funds as contingency to support unanticipated pandemic needs, subject to review by Synod Council.
- Approved an interest-free loan to Canterbury Hills Conference Centre in the amount of \$88,000 on the condition that repayments are made over a three-year term and begin in 2022; and authorized the Bishop to enter into an agreement to this effect, on behalf of the diocese.
- On the advice of the Investment Committee and as recommended by the Financial Advisory Committee, approve a change to the diocesan investment policy such that the target asset allocation for the diocesan portfolio is changed to 75% return seeking funds and 25% fixed income funds.
- Approved the board of St. Matthew House's request to combine the St. Matthew's House Trust Fund and the Mabel Rae Fund into a new fund called The St. Matthew's House Strategic Fund, restricting the original capital value of \$119,125 from encroachment, and limiting annual draws to no more than 10% of the fund's market value, unless exceptional permission is granted by Synod Council .
- Approved the 2020 audited consolidated financial statements of The Synod of the Diocese of Niagara.
- Approved the 2020 audited financial statements of The Anglican Church Ministries Foundation, Niagara.
- Approved the proposed Mission Action Plan pre-campaign study to be conducted by Steier Group and authorized an investment of as much as \$85,000 for this purpose.
- Authorized the renewal of the agreement between the Diocese of Niagara and Service Canada to maintain the registration of our Supplemental Unemployment Benefit (SUB) Plan for illness, training, and temporary stoppage of work.
- Commended the 2022 diocesan budget for approval by synod.
- Approved the Minimum Stipend Scale for 2022.
- Recommended a cost of living adjustment for all housing allowances of not less than 1.3% in 2022 (over 2021 figures).
- 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 than 1.9% (comprised of a cost of living adjustment of 1.3% and a year of service increase of 0.6% in 2022) in 2022 (over 2021 figures).

Respectfully submitted,

The Venerable Bill Mous, Executive Officer & Secretary of Synod  
 Ms. 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 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, Secretary of Synod, and Chair of the Transformational Budget Working Committee.

During the monthly FAC meetings (held via Zoom since March 2020), 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, and regular budget updates are provided. 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.

My time on FAC is drawing to a close after having served as Chair of FAC, and prior to that time as Chair of the Budget Subcommittee. As recently announced, Jody Beck, diocesan Treasurer is retiring the end of November. Throughout our many years working together I have always had the utmost respect for her abilities and dedication to our diocese, and I firmly believe our diocese's finances would not enjoy its current financial strength if not for Jody's financial stewardship. I am very grateful for the opportunities I have enjoyed to serve our diocese: developing friendships with staff, fellow committee members, visiting many churches in the old pre-Synod budget meetings, and working collaboratively as part of a team with Jody on diocesan budgets, and more recently as FAC Chair.

I wish to thank each FAC member for the time and talent they invest in this diocesan ministry: Gerry Anthony, Sister Heather Broadwell, The Reverend Eleanor Clitheroe, Howard Davis, The Reverend Pam Guyatt, Marshall Horner, Jeff Ostic, and Mark Young, and The Venerable Bill Mous, Executive Officer & Secretary of Synod, Canon Jody Beck, Diocesan Treasurer & Director of Finance, Gillian Doucet Campbell, Director of Stewardship, and Ms. Nancy Kapusin.

Lastly, the membership of FAC extends heartfelt thanks to Jody for her outstanding efforts as diocesan Treasurer, and wish her the very best in her well deserved retirement. Good curling!

Respectively submitted on behalf of the Financial Advisory Committee,  
Andrew Clinkard, Chair

## The Missional Budget Planning Committee

The Missional Budget Planning Committee (MBPC) is comprised of Bishop Susan Bell, Archdeacon Bill Mous, Gerry Anthony, Janice Whiteley, the Rev'd Eleanor Clitheroe, our treasurer, Canon Jody Beck and the chair, Archdeacon Peter Scott. The committee began meeting in the spring of this year and continued to meet through the summer as we move towards our 2021 Synod.

We have been all working with the added layer of the pandemic for the past 18 months which has made us think and work differently. I know that you join me in thanking Canon Jody Beck for her countless hours of work on this year's budget and the many budgets we have had during her tenure as Treasurer of the Diocese. There has been a lot of prayer for the leading of the Spirit, while not stopping and waiting to be the Church until we think the pandemic is over. Having said all of this, we are in a position to present to Synod a missional budget for our times. As you may know, Bishop Susan has chosen a scripture passage to guide our upcoming Synod discussions, Philippians 4:4-9. It begins with the words, Rejoice in the Lord always; again I will say, Rejoice. Our budget for 2022 speaks to the realities of the pandemic while looking ahead to a future that will be pastoral, missional, and creative as we continue to Rejoice in the Lord.

In this hope-filled vein, two over-riding principles guided our discussions concerning the 2022 budget: first, the continued support of parishes and second, moving ahead with the diocesan Mission Action Plan, known as "The MAP." The MBPC identified the following priorities which embody of diocesan vision statement, Called to Life, Compelled to Love: 1. Enhance our Employee & Family Assistance Plan, which provides counselling support for clergy and lay workers, to provide additional supports which may be necessary as we continue to respond to the impact of the pandemic. With this support we will be able to pastor the pastors. 2. Resource the Mission Action Plan This would include the following three initiatives: i) Incorporate the Niagara School for Missional Leadership into the 2022 budget; ii) Provide support for the parish MAP process, and, iii) Provide incentives for parishes as they emerge out of the pandemic to kick start mission-oriented initiatives. 3) Fund an initiative to support 'Differentiated Curacies', where parishes who have the resources to train new clergy, but do not have the financial means, are supported.

The budget we developed included support for all of these priorities, while at the same time continues to invest in our ongoing ministries which resource our parishes and ensure that we continue to uphold our commitment to the wider Church as members of the Body of Christ. There are ministries which, at the moment, do not require any program funding beyond diocesan staff and logistical support: The Bishop's Alpha Team and Climate Justice Niagara. Both will continue to play a very important role of our mission in the diocese. The continued work of the Anti-Racism Working Group will require \$20,000 towards creating a 'made in Niagara' training resource which we will make available to other dioceses.

As much as we all would want a balanced budget, these are unprecedented times. Despite the assistance from CEWS and the extraordinary generosity of our parishioners, many of our parishes no doubt have faced the reality of a deficit budget for this year and more than likely will do so again when their vestries meet in early 2022. At the moment we are projecting a \$165,000 shortfall in our Diocesan budget which will be confirmed by the October 12 meeting of Synod Council.



We will be able to leverage returns on diocesan investments and with the proceeds of the sale of the Hagersville church property. Our plan is to use \$250,000 towards reducing the budget deficit in the coming year and the other \$250,000 will be set aside to fund future diocesan missional priorities, especially those focussed on equipping and resourcing our emerging church leaders, which will pay dividends in the future.

The budget was shared at two pre-synod meetings in early October and later presented to Synod Council for its commendation at the October meeting. The Diocese of Niagara, through this budget, continues to move forward in the proclamation of the good news of Jesus Christ.

Respectfully submitted,  
The Venerable Peter Scott  
Chair, Missional Budget Planning Committee

## **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 premiums) for the period was 10.2% which is an excellent year for losses. The loss ratio for the last 5 years was 22%. The Diocese qualified for the Profit Sharing (return of premium) \$72,000 was returned to the parishes who qualified for the rebate with a pro-rated share. Unfortunately, the Profit Sharing has been discontinued. The additional premium required to retain this feature was determined not to be cost effective. Total premiums for the year net of the Profit Sharing and Broker Fees was \$894,221.

### **Policy Changes**

Total premiums increased 17% for the 2021/2022 period which in the current hard market for property insurance is a good result and 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

## 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 June 11, 2021 with the Treasurer, Canon Joanna Beck and Executive Officer & Secretary of Synod, Archdeacon Bill Mous, to review the 2020 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 impact the COVID-19 pandemic presented and continues to present with respect to the finances of the Diocese as a whole. It was noted that additional audit time was required due to COVID related subsidies, and in particular the Canada Emergency Wage Subsidy (CEWS). It was also noted that the application process for the CEWS is very time consuming and complex due to the way payroll is handled between the Diocese and the Parishes.
- We approved the 2020 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 2021 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.

Subsequent to our meeting, our Treasurer, Canon Joanna Beck, announced that she would be retiring at the end of November. I would like to take this opportunity, on behalf of the committee, to thank her for her years of dedicated service. It has been a pleasure to work with her, and we wish her all the best in retirement!

Respectfully submitted,  
Kelly Roloson, BAdmin, CPA, CGA  
Chair

## Investment Committee

On behalf of Synod Council of the Diocese of Niagara, the Investment 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 Diocese website.

In the past year, the following has encompassed the work of the subcommittee:

- At the direction of the subcommittee a comprehensive study was undertaken by the Russel Group in Q2 2021 to review the fixed asset portion of the fund investments to achieve improved returns. The reason for this was this historic low interest rates and the effect that has had on government bonds. Changes recommended by the Russel Group to move fixed assets to mortgage and corporate bond funds were adopted by the subcommittee and approved by Synod Council midyear 2021.
- Overall, the fund has done quite well during the pandemic as the strong growth in value investments was responsible for allowing the fund to grow by well over 15% per annum. This mitigated any shortfalls caused by bond fund payouts in the last 12 months.
- Currently the fund is invested to return approximately 4% annual return however 4.5% is being withdrawn by some of the invested groups annually out of their investment.
- In June the committee obtained and reviewed the Conflicts of Interest Statement from the Russell Group to ensure the funds were invested ethically in line with the Anglican Church of Canada.
- Currently the fund has \$50 million invested as of writing of this report (August 2021).

The Russell Group remains a trusted partner of the Diocese of Niagara and the funds are invested in a manner to minimize risk allowing for a reasonable return. Ensuring that balance of risk and return in ethical investments is the primary role of the subcommittee. It is important to note although the market favoured the funds' investments tremendously during last 12 months, there will be periods where that may not be the case. It is imperative that all invested groups in this fund monitor the value of their investment and review their withdrawals or savings growth at least annually as part of their yearly budgeting process and five-year planning process. This review is the best way to ensure the alignment of your investment with your objectives.

Personally, I would like to thank the diocese and the committee for allowing me to serve as chair for two years.

Respectfully submitted,  
Robert Radich, Chair

## 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. Work in this area is undertaken by the Committee, diocesan directors and staff as needed.

In the year 2020/2021 the following should be noted:

- We expressed our thanks to the outgoing members, Gordon Ross, David Montgomery and Cathy-Lynn Hanson for their contributions to our work.
- Following receipt of a report from our working group to conduct a review of Rectory and Housing Allowance policies, we submitted a recommendation to Synod Council that no changes to current practice were required at this time.
- The EI Supplemental Unemployment Benefit [EI SUB] plan agreement with Service Canada was renewed by Synod Council on an ongoing basis. The manner in which we administer the EI SUB Plan was revised in the summer of 2021, simplifying the administrative work involved and rationalizing the amounts advanced during a bridging period (while waiting for an EI claim to be accepted and EI benefits to be received).
- We will be making recommendations to Synod Council at its October meeting with respect to:
  - Cost of living adjustments to minimum stipends and housing allowances for clergy and licensed lay-workers or to salaries for non-licensed lay staff for 2022 [based on a two-year benchmark (August 2019 through August 2021)]; and,
  - Adoption of a 2022 minimum stipend grid; and,
  - Any 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.
- A flow-chart is being produced for parish Corporations concerning compliance with diocesan and parish vaccination policies.
- We continued to make presentations at the spring Clergy & Wardens and Treasurers workshop and are offering, again, an additional fall workshop dedicated to human resources issues.
- Pandemic restrictions have delayed the work we planned to undertake in providing orientation resources for newly appointed clergy and parochial committees. We look forward to mobilizing to take on this task shortly.
- We welcomed Tim Tiernay as a new member to our September 2021 meeting.

As ever, 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) are volunteers who dedicate their time and expertise in their related fields of engineering, architecture, construction management and regulated authorities that provide assistance on any capital projects for parishes with-in the Diocese of Niagara.

All parish capital 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.

#### **2020/2021 Activities**

This past year has been a challenge for all of us due to COVID-19. Churches were not being used for a large part of the last year. Some capital projects were delayed or not even started. With that said, we did manage to complete approximately \$1,283,000.00 worth of capital improvement projects throughout the diocese eg; barrier-free accessibility upgrades, electrical upgrades, paving of lots, roof repairs and video livestreaming and sound systems with many more items not listed. This is still an amazing amount of work done, and the BACCB congratulates all the parishes who completed their projects.

The BACCB also this past year provided a news story about how to listen to your church when it talks to you, inviting parishes to be in touch with the BACCB for support with ongoing upkeep. I received some positive feedback and hope that we continue to listen and provide the care that our buildings needed.

#### **Futures**

With hope and faith we will be able to fully use our churches again soon and continue to provide a safe place to worship and provide community support. With this in mind let's continue to renovate, rebuild, and upgrade our church buildings for 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,

Andre Gravelle CBCO, CRBO  
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. The BDIC committee reviews all Inspection Reports and Documents prepared by the inspection firms prior to their issuance to each Parish 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 term 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 2021, five (5) Decennial Inspections came due. One (1) was granted permission for 2021 ahead of their normal schedule. Three (3) past-due 2020 inspections were completed in 2021. At the request of the Parish one (1) inspection scheduled for 2021 was rescheduled for 2022. As a direct result of the COVID-19 pandemic, Parishes scheduled for 2021 could postpone their inspections to 2022 if requested. For 2022, one (1) inspection is due plus several approved postponements.

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

Respectfully submitted,

Steven Swing  
Committee Chair

## The Bishop's Advisory Committee on Property Renewal

Established in 2019, this committee advises the Bishop of Niagara on matters pertaining to strategic and missional renewal of designated properties. The committee may also be asked to oversee renewal of properties associated with existing parishes in the case of a proposed new church 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, heritage resource management, law and community engagement

In the past year, the Bishop's Advisory Committee on Property Renewal continued to meet by Zoom advancing the following initiatives:

- Review of proposals and recommendations for the key priority site;
- Advice regarding ongoing discussions for the disposition of 5 other sites; and
- Ongoing strategic evaluation of 4 additional sites.

In the coming year, we will continue to explore new opportunities, and hopefully provide suitable recommendations for the disposition of some of the more challenging properties.

Respectfully submitted,

Canon Terry Charters  
Chair



## 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 as rectory funds for a number of parishes.

The Foundation held investments of \$24,470,879 at December 31, 2020 (2019 \$22,618,347) and Rectory Loans of \$324,072 at December 31, 2020 (2019 \$364,072) 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, and to ensure their use in the promotion of its objects.

The Foundation plans to increase awareness of its work through new communication activities.

Andrew M. Bucknall, O.N.,  
President

## MISSION ACTION PLAN REPORT

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.**

Our kingdom work has continued to thrive despite the impacts of the lingering pandemic. While COVID-19 has wreaked havoc in our midst, we have coped with isolation, loneliness, emotional fatigue, grief, endless change and the roller coaster of diminishing and increasing infection rates...and we have coped through prayer, grace, compassion, and the support of our communities. Looking through the lens of our Mission Action Plan (MAP) reminds us that, as partners with God in the bringing about of the kingdom, we have done well with our priorities.

### **Create and Implement Opportunities to Ignite and Strengthen Faith**

- Revive groups continue at parishes with support from the Revive Coordinator, Canon Leslie Gerlofs who not only offered a weekly online group for new Revive leaders but also facilitated a weekly online peer support group called A Place to Dwell through which clergy could check in with one another, pray and rest in God's presence. A compact Revive for Lent program was used impactfully by several parishes this year. Contact Leslie if you want to share the Revive experience at your parish or if you'd be interested in an online diocesan group ([revive@niagaraanglican.ca](mailto:revive@niagaraanglican.ca)).
- A group of clergy and laity, facilitated by the Rev. Tom Vaughan and with the encouragement of the bishop, have responded to an interest in Alpha. They are beginning to run Alpha courses in regions across the diocese. Contact Tom if you are looking for a course ([revtvaughan37@yahoo.ca](mailto:revtvaughan37@yahoo.ca)).
- The Bishop offered two Books for Lent this year, The Seven Spiritual Gifts of Waiting and The Way of St. Benedict both of which resonated with folks across the diocese who read the book on their own or as part of parish groups. Given all the waiting we have been forced to do over the past nineteen months, finding the gifts in waiting and in Benedict's spiritual practices seemed to resonate deeply with readers. Stay tuned for the recommended Lent 2022 book!
- Our first digital confirmation preparation course **Why Believe?**, facilitated by Donna Ellis, Children, Youth Family and Young Adults Coordinator, St. John Ancaster and Sarah Bird Program Consultant – Children, Youth Family and Young Adults (CYFM), was successfully launched, and confirmands and their families are patiently waiting for pandemic protocols to allow us to gather for a diocesan confirmation service.
- **The Table**, an online gathering for young adults met throughout the year occasionally connecting with guests such as Bishop Susan who responded to questions about her ministry and her faith life.
- **Sparking Children's Faith** led by a diocesan team of Children's Ministry parish leaders has been running successfully via Zoom throughout the year. A grant application to the Anglican Foundation's *Say Yes to Kids* fund is in the works to provide technology to families to further the reach of digital faith formation as well as to provide technology and digital faith formation training to parish CYFM leaders.

- Faith Formation boxes, created by the diocesan Children's Ministry team, were delivered to registered families for Christmas vacation and during the summer to create an at-home Vacation Bible School faith experience for children.
- An evening with **Sarah Bessey** and a clergy retreat led by Sarah deeply engaged and fed many from across the diocese in June. Sarah's intimate relationship with and deep love for Jesus as well as her own faith story genuinely touched our hearts and spoke to our souls.
- We continue to plant faith communities this year; a new intentional community gathering at Christ's Church Cathedral called Cathedral Community of Prayer, and another soon to launch out of the new All Saints site in Hamilton. Last year's church plant, St. Luke's Common Prayer in Hamilton continues under the leadership of Rob Miller.
- Celebrated online our second annual Pride service which included a new liturgy for affirming the newly named.
- Mission in Acts (Chinese Anglican Ministry) continues to flourish under the guidance of the Rev. Garfield Wu in partnership with St. Luke's Palermo, and St. Simon's, St. Aidan's and St. Cuthbert's in Oakville with significant financial donations, grant funding, and new volunteers engaged in a burgeoning faith journey and new community initiatives.

### **Reimagine Diocesan Culture and Adapt Our Structures to Enable Ministry**

- Now grounded in newly discerned vision and mission statements, the Niagara School for Missional Leadership is officially launched:
  - *Our Vision: to create a coaching and praxis-based learning environment where participants are equipped to respond creatively and faithfully to God's mission*
  - *Our Mission: The Niagara School for Missional Leadership, a Gospel-focused learning community, trains effective missional leaders to respond to the needs of God's world*
- The Niagara School for Missional Leadership (NSML) piloted two courses in both the winter and spring with great success as practitioner-teachers Bishop Susan, John Bowen, Leanne Friesen and Canon Ian Mobsby engaged learners in missional preaching, a missional church primer, responding to God's invitation to be more than just the comfy church, and creating new monastic communities. The success of those courses led to the launch of the school this autumn with eight courses being offered:
  - Adaptive Leadership in Anxious Times: Called to Lead When You Don't Know Where You are Going with Archbishop Colin Johnson
  - Connecting with Indigenous Knowledge with Archdeacon Val Kerr and Janice Whiteley
  - Christian Foundations: From Abraham to Jesus with Pat Paulsen
  - Cultivating Missional Disciples: Christian Practice for Mission in Daily Life with Archdeacon David Anderson
  - Developing a Contemplative Prayer Life: A Twelve-Step Approach with Canon Ian Mobsby
  - Missional Preaching with Bishop Susan Bell
  - Reimagining Church with John Bowen
  - Stewardship: A Faithful Response to God's Mission with Gillian Doucet Campbell
- In addition, the NSML team, alongside the newly hired coordinator, Charles Meeks, oversaw the development of a new website [www.nsmll.ca](http://www.nsmll.ca) where you can find more

information about upcoming courses and the practitioner-instructors as well as the school. Charles' role encompasses coordinating administration and governance, managing course enrollment, supporting the practitioner-instructors, and administering the website and the new learning platform.

- We were nurtured by constant and transparent guidance from the Bishop and Executive Officer & Secretary of Synod about the impact of COVID-19 public health policies on our shared communal life, liturgical and pastoral care practices with attentiveness to imagining new ways of connecting, sharing stories and being present to one another.
- The Executive Office & Secretary of Synod, the Chancellor and Synod Council continue to update policies, regulations and canons in order to simplify and clarify the governance and functioning of the diocese including a change to our investment policy, a change to Canon 2.10 establishing a formula for the annual contributions of Christ's Church Cathedral to the diocese, and a new diocesan safe church policy.
- The Anti-Racism Working Group spent the past year learning how to be together, to hear one another's stories with respect and patience, and to dwell in the Spirit until there is a sense of readiness to move. The group has heard the Spirit say "NOW" and will be presenting their plans for 2022 which include an anti-racism training program for clergy, a similar program for parishes, a training program for facilitators, and human resources policies that affirm diversity, equity and inclusion.
- The new Missional Budget Planning Committee has been hard at work developing a budget that reflects our diocesan Mission Action Plan. You'll see the results of their labours in the budget presented to Synod.
- Technology grants were provided to 35 parishes to enable them to create digital worship and faith formation experiences, both quite new experiences over the past 19 months as we have been dealing with the limitations necessitated by the pandemic. The value and benefits of offering these experiences online suggests that many parishes will continue to utilize these digital missional tools in the future.
- A Stewardship Network to support parish teams has more than 60 people from 20+ parishes participating in regional groups with the intention of deepening parishes' stewarding discipleship and their stewardship practices. They are reading of *Growing the Generous Church*, a book which Gillian Doucet Campbell, Director of Stewardship and Development recommends it to all.
- The Greater St. Catharines Animation Team offered a workshop on exploring the post-pandemic world through the lens of linking evangelism and digital platforms. A follow-up to this well received workshop with Jeremy Elliott will be offered in the coming months.

#### **Prioritize social justice action with an emphasis on environmental justice**

- The development of a team of volunteers guiding the diocese in responding to human trafficking with an inaugural advocacy training event involving 88 participants in March.
- Climate Justice Niagara explored with participants the intersection of poverty and the climate crisis; the impact of the climate crisis on people with the least resources in a June workshop, **Poverty and the Climate Crisis – No Vaccine!**
- Parishes and affiliated ministries utilized grants totalling around \$40,000 dollars from the Pandemic Response Fund to combat food insecurity and provide pandemic relief ministries to people in crisis in their neighbourhoods and broader communities.

- The month of September saw the diocese marking both Climate Action Month with Kairos resources and the Season of Creation, a Canadian ecumenical climate justice campaign offering liturgical, educational and advocacy resources.
- A faithful response to our baptismal covenant to “strive for justice and peace among all people, and respect the dignity of every human being” underscored **Niagara in Action** in September where a digital version of PWRDF’s **Mapping the Ground We Stand On** was offered to a capacity crowd (and will be offered regionally in the coming months). Niagara in Action also hosted **Creating 2SLGBTQ+ Positive Space**, facilitated by Deirdre Pike, Program Consultant, Justice and Outreach, and that training about becoming allies, advocates and accomplices will also be offered again.
- In an effort to deepen knowledge and connect with some of the pain associated with racism against indigenous peoples, parishes continued to host viewings and subsequent discussions of the Doctrine of Discovery video. This year as our Truth and Reconciliation work has deepened, we marked September 30 as a day for truth and healing with programs at parishes as well as with an Anglican Church of Canada video service of reflection and prayer, **Every Child Matters: Grace Will Lead Them Home** which invited Anglicans to walk with a group of Anglican Elders on a journey of grief and sorrow for the hurt and injustices of the past and present.

In addition to this work at the diocesan level, parishes continued to prioritize prayer and discipleship, transformation of parish culture and justice issues. Some parishes have completed parish mission action plans, others are beginning this work and still others are eagerly awaiting the Parish Mission Action Plan (MAP) guide which will be accessible to parishes shortly. It’s clear that the Anglican Christians in Niagara continue to follow boldly where God calls us to life and compels us to love; moving forward towards the kingdom.

Respectfully submitted,

Canon Christyn Perkons  
 Director of Congregational Support & Development

## OTHER REPORTS

### The Diocesan Archivist

Canon 2.6 governs 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, current or closed;
- some artifacts of our ministry;
- confirmation records; and
- some blueprints or drawings of past construction or additions

Plans for the appointment of a new archivist have been put on hold by the pandemic, as diocesan staff continue to work from home. In the interim, Lorna Shaw has faithfully attended to requests for records as best we are able given pandemic considerations. All archival inquiries should be directed to Lorna at [lorna.shaw@niagaraanglican.ca](mailto:lorna.shaw@niagaraanglican.ca).

Respectfully submitted,

The Venerable Bill Mous  
Executive Officer & Secretary of Synod

## Climate Justice Niagara

The Climate Justice Niagara (CJN) committee has met regularly by Zoom and accomplished many of our expectations while still leaving room for future goals to be achieved. We are continuing to work on our a 4-prong action approach pertaining to climate justice matters; namely: prayer, education, action, and advocacy.

Using the new medium of 'Zoom' CJN has been able to reach out to all corners of the diocese and engage interested Anglicans, and other Christians on two occasions.

Although parishes have not been open there has been continual dialogue with the climate justice facilitators. Emails, information and relevant articles and events have been communicated to the facilitators and other members of the diocese.

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

- Hearing that 32 parishes had passed the vestry motion on reducing plastics
- Ensuring that there was a monthly environmental article in the Niagara Anglican
- March Zoom event – “A Coffee House for Water”
- Registering with Faith and the Common Good’s “For the Love of Creation”
- 52 Facilitators are register with CJN in parishes around the diocese
- June webinar facilitated by Mike Balkwill of Wellington Water Watchers
- Lowell Bliss will be attending the COP26 event in Glasgow in November

Having submitted a motion to synod, future goals include helping parishes to reduce their carbon footprint. Advice and links to web sites will be given to help parishes achieve a walk-through green audit plan that fits their needs.

This coming year we will also continue to follow up with last year’s motion on reducing plastics. There are still questions many parishes are asking as to how to make this a reality and future training will be given to assist them.

Working within the Mission Action Plan we continue to explore other avenues of environmental issues where we feel we can make a difference within the diocese.

We welcomed a youth member, Emily Pfau, to the committee this year; she has already written an article and participated in an evening zoom event. She also applied to be a youth member to COP26.

To my loyal committee thank you for keeping me on track this difficult year: Lowell Bliss, The Rev. Canon Leslie Gerlofs, Norm Newbery, James Newman, Irene Pang, Emily Pfau, Deirdre Pike, David Savage, Jane Stephen, and Anne Young.

Respectfully submitted,

Sue Carson, Chair

## The Diocesan Refugee Sponsorship Initiative

As with so much of the ministry of the Diocese of Niagara, our refugee sponsorship for resettlement program has continued working away in the background. Although in reduced numbers, throughout the pandemic the diocese has continued to provide settlement needs for refugees that we sponsor to resettle to Canada through the Private Sponsorship of Refugees program, of our federal government.

In the year 2021:

- We have submitted paperwork for 17 cases equaling 28 people.
- We have welcomed 1 newcomer to Canada in 2021.
- We have seen the successful completion of 6 cases in the past year.

As the department of Immigration, Refugees and Citizenship has continued to navigate doing their work throughout the pandemic restrictions, so have the sponsoring groups of the Diocese and all of the other Sponsorship Agreement Holder organizations.

We have continued to respond as we are able, and continue to urge as many parishes as are able to consider taking part in this work and ministry of the diocese. Like all other ministries of the church, this work happens because of the 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.

As always, we remind you that this is work 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, Diocesan Refugee Sponsorship Initiative



## The Cathedral Place Property Management Committee

This committee is mandated 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 policies related to user groups and for long range planning of major repairs and renovations.

The committee is comprised of 2 appointees from the Cathedral parish, 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 continued to meet by Zoom and the following priority work has been completed;

- Upgrades to security system
- Plaster repairs and painting
- Installation of video streaming equipment in the Cathedral
- Boiler repairs
- Replacement of A/C equipment damaged by vandalism (insurance claim)

In the coming year, in addition to normal maintenance and repair activity, we will continue to refine a newly developed 10-year capital budget.

The committee would like to thank Derek Smith and his team for their continued care and diligence in maintaining the Cathedral Place property.

Respectfully submitted,

Canon Terry Charters  
Chair

## The Anti-Racism Working Group

The Team: Ann Thuraka Kannangra, Bishop Susan Bell, Canon Christyn Perkons(Staff Support), Deirdre Pike, Dumkele Aligwekwe, the Rev. Garfield Wu, the Rev. Jon Forbes, Mary Gordon, the Rev. Naomi Kabugi (Chair), Nicola Zhang, the Rev. Nirmal Mendis, the Ven. Peter Scott, the Rev. Randy Williams, Roger Beach, the Ven. Val Kerr (Chaplain), the Rev. Antonio Illas, and Sarah Bird.

At the invitation of Bishop Susan Bell, the Niagara Anti-Racism Working Group (ARWG) is charged with making recommendations that would make the diocese address racism; in our churches and diocesan cultures. That is to say, policies, behaviors, and beliefs perpetuate racist ideas and actions in our places of worship, and the running of the Church in general.

What are some of the things we've learned about racism and how can we, the faithful of this diocese, address them collaboratively?

- That racism, and its variants, e.g. skin color, language (fill in your blanks...) is a falsehood created by early European Christian settlers in North America, designed to categorize some groups as superior beings which has now become a system of life.
- Racialized trauma is what we all experience as we live in a racialized society, passed on from one generation to the other through our traumatized racialized bodies.
- A Made in Niagara Anti Racism Work will take a form of A Journey towards Healing and wholeness.

The following is the ARWG step toward moving forward towards a Journey of Healing and wholeness:

- Develop HR policies for clergy, parishes in transition, and clergy moving into the diocese as well as new ordinands around required AR training
- Develop a "made in Niagara" training/education program for parishes and individuals (clergy and lay) to be ready for Synod 2022...perhaps have run one pilot session pre-Synod
- Develop a "Train the Facilitators" program so training program facilitators are well equipped to facilitate regional and parish training
- Ensure that our Christian values and roots are woven into diocesan anti-racism resources as above and also including the healing of trauma, acts of reconciliation, and liturgies of reconciliation
- Provide parishes with stats around diversity in parish neighborhoods set against their faith community diversity and develop tools/tips/resources to support the broadening of their demographic.
- All ARWG members graduate from the Diocese of New Jersey anti-racism training by Synod 2022

Respectfully submitted,

The Rev. Naomi Kabugi  
Chair

## The Revive Report

The role of the Diocesan Revive Coordinator is to support parishes and clergy in deepening the faith and engagement of congregants through the use of Revive resources so that parishes have an abundance of active lay leaders who are able to clearly articulate their faith, share their stories of transformation, and lean boldly into Gospel living in their families, work, churches and neighbourhoods.

Considerable strides have been made in the last year, yet, there is still much to learn and grow into because, as we know, spiritual formation is a life-long process.

A few highlights of Revive coordination in the past year include:

- Guiding and supporting leaders to implement Revive through an on-line platform that offered a welcoming space of trust for relationships to deepen.
- Organization of a weekly support group for new leaders to become familiar with the content of the modules and to encourage the practice of spiritual formation activities that they then led throughout the program.
- Promotion of Revive through seasonal Niagara Anglican articles, direct email and phone contact with clergy, diocesan e-blast, clericus, Facebook. The Revive experience was promoted through two guest appearances with Dawn Davis on Pew & Beyond (a national church discussion on evangelism and discipleship) using the Facebook platform
- Ongoing Revive collaboration through regular connection with Dawn Davis (Assistant Professor of Contextual Theology/Director of Leadership for Ministry Programs, Huron College) and Neil Mancor (congregational development for the Diocese of Montreal) which resulted in: the adaptation of Revive to a Lenten program for use in the Diocese along with implementation, support, and training for leaders
- Participation in the group, 'Spiritual Formation for Discipleship: A Network for Canadian Anglicans' for promotion of spiritual formation, collaboration, and shared learning.
- Due to the ongoing effects of the pandemic on clergy, a weekly on-line support group was offered called 'A Place to Dwell' (a safe space for clergy to check-in, dwell in God's presence, and pray together)

The pandemic has had significant impact on many parishes offering Revive because of the difficulty for some in shifting to an on-line platform, not only for leaders, but also for participants. This resulted in many Revive programs being placed 'on-hold'. As small in-person gatherings continue to become a reality going forward, encouragement and support is being offered to parishes to pick up Revive where they left off and for others to move forward with plans to implement Revive in order to equip lay leaders to become confident spiritual leaders as part of their overall Mission Action Plan.

As an integral part of the Mission Action Plan, Revive will continue to be offered as a deeply relevant program for the spiritual formation and discipleship of participants. Moving forward, the creation of a diocesan working group to explore next steps for Revive is being formed.

Respectfully submitted,

The Rev. Canon Leslie Gerlofs  
Diocesan Revive Coordinator

**FINANCIAL INFORMATION**  
**2020 Audited Consolidated Financial Statements**

Consolidated Financial Statements of

**THE SYNOD OF THE  
DIOCESE OF NIAGARA**

And Independent Auditors' Report thereon

Year ended December 31, 2020



KPMG LLP  
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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, 2020
- 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, 2020, 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, 2020
- the fundraising revenues and excess of revenues over expenses reported in the statements of operations for the years ended December 31, 2020
- 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, 2020
- the excess of revenues over expenses reported in the statements of cash flows for the years ended December 31, 2020

Our opinion on the consolidated financial statements for the year ended December 31, 2020 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.



### ***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

June 22, 2021



# THE SYNOD OF THE DIOCESE OF NIAGARA

## Consolidated Statement of Financial Position

December 31, 2020, with comparative information for 2019

	2020	2019
<b>Assets</b>		
Current assets:		
Cash (note 2)	\$ 1,762,008	\$ -
Short-term investments	16,441	16,150
Restricted cash (note 3)	83,566	51,365
Amounts receivable (note 4)	494,139	744,516
Other receivables	425,542	201,846
Prepaid expenses	63,075	89,899
Loans receivable (note 5)	469,083	351,713
	<u>3,313,854</u>	<u>1,455,489</u>
Investments (note 6)	5,294,360	4,887,798
Long-term receivables (note 7)	3,517,779	1,209,342
Capital assets (note 8)	2,315,448	2,477,325
	<u>\$ 14,441,441</u>	<u>\$ 10,029,954</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Bank indebtedness (note 2)	\$ -	\$ 174,192
Deferred revenue	25,431	-
Due to parishes	27,483	27,289
Accounts payable and accrued liabilities (note 9)	1,345,916	945,295
Bank loans - special purposes (note 10)	398,552	511,713
	<u>1,797,382</u>	<u>1,658,489</u>
Supplemental insurance reserve (note 11)	756,875	699,467
Long-term liabilities (note 12)	246,281	313,694
	<u>2,800,538</u>	<u>2,671,650</u>
Net assets:		
Invested in capital assets	2,315,448	2,477,325
Externally restricted (note 13(a))	2,136,777	2,089,397
Internally restricted (note 13(b))	3,931,262	3,904,507
General	3,257,416	(1,112,925)
	<u>11,640,903</u>	<u>7,358,304</u>
Contingencies (note 18)		
Subsequent event (note 19)		
	<u>\$ 14,441,441</u>	<u>\$ 10,029,954</u>

# THE SYNOD OF THE DIOCESE OF NIAGARA

## Consolidated Statement of Operations

Year ended December 31, 2020, with comparative information for 2019

	2020	2019
Revenue:		
Diocesan assessment	\$ 2,569,605	\$ 3,075,826
Administrative fees and rental income	474,931	423,352
Government grants (note 19)	531,760	-
Bishop's Company	51,365	64,568
Canterbury Hills (note 14)	233,920	635,749
Programs	750	28,804
Sundry	156,508	55,512
Interest income	6,355	29,252
Investment income (loss)	340,662	518,097
Insurance premiums from parishes	986,238	942,129
Parish payroll	8,936,009	8,915,026
	14,288,103	14,688,315
Expenses:		
General and Provincial Synod	677,757	689,538
Programs:		
Congregational support and development	50,546	34,115
Ministry support	35,412	76,555
Outreach support	26,952	4,272
Operations:		
Diocesan staff	1,582,945	1,519,056
Office administration, communication, and committees	340,622	413,356
Diocesan managed properties	405,918	450,301
Disestablished parish properties	199,647	42,991
Property staff	210,070	234,833
Other:		
Parish subsidies	221,084	314,318
Depreciation	215,606	219,391
Bad debts (recovery)	46,060	(1,987)
Interest	237	1,526
Grants issued	104,668	89,369
Insurance	1,004,881	954,931
Parish payroll	8,936,009	8,915,026
Bishop's Company expenses	39,001	73,511
Canterbury Hills (note 14)	169,981	471,641
Total expenses	14,267,396	14,502,743
Excess of revenue over expenses before the undernoted	20,707	185,572
Gross proceeds on sale of properties (note 15)	4,194,593	-
Restricted gifts and bequests (note 16)	129,335	44,544
Excess of revenues over expenses	\$ 4,344,635	\$ 230,116

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, 2020, with comparative information for 2019

	Invested in capital assets	Externally restricted	Internally restricted	General fund	Total 2020
Fund balance (deficit), beginning of year	\$ 2,477,325	\$ 2,089,397	\$ 3,904,507	\$ (1,112,925)	\$ 7,358,304
Excess of (expenses over revenue) revenue over expense	(215,606)	58,686	37,031	4,464,524	4,344,635
Inter-fund transfers:					
Net change in invested in capital assets	53,729	-	-	(53,729)	-
Transfers between funds	-	(11,306)	-	11,306	-
Insurance fund	-	-	(10,276)	10,276	-
Employee future benefits (note 11)	-	-	-	(62,036)	(62,036)
<b>Fund balance, end of year</b>	<b>\$ 2,315,448</b>	<b>\$ 2,136,777</b>	<b>\$ 3,931,262</b>	<b>\$ 3,257,416</b>	<b>\$ 11,640,903</b>

	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)
<b>Fund balance (deficit), end of year</b>	<b>\$ 2,477,325</b>	<b>\$ 2,089,397</b>	<b>\$ 3,904,507</b>	<b>\$ (1,112,925)</b>	<b>\$ 7,358,304</b>

See accompanying notes to consolidated financial statements.

# THE SYNOD OF THE DIOCESE OF NIAGARA

## Consolidated Statement of Cash Flows

Year ended December 31, 2020, with comparative information for 2019

	2020	2019
Cash provided by (used in):		
Operations:		
Excess of revenues over expenses for the year	\$ 4,344,635	\$ 230,116
Items not involving cash:		
Change in supplemental insurance liability	57,408	87,081
Actuarial gain on supplemental insurance liability	(62,036)	(74,956)
Depreciation	187,876	188,330
Depreciation - Canterbury Hills	27,730	31,061
Increase in fair value of investments	(395,638)	(642,345)
Change in non-cash operating working capital:		
Deferred revenue	25,431	-
Restricted cash	(32,201)	11,486
Amounts receivable	250,377	147,625
Other receivables	(223,696)	(36,599)
Prepaid expenses	26,824	(46,566)
Due to parishes	194	(58,808)
Accounts payable and accrued liabilities	400,621	107,137
	4,607,525	(56,438)
Financing:		
Changes in long-term liabilities	(67,413)	(27,238)
Repayment of bank loans - special purposes	(113,161)	(82,654)
	(180,574)	(109,892)
Investing:		
Purchase of capital assets	(44,985)	(23,746)
Purchase of capital assets, Canterbury Hills	(8,744)	(89,197)
Investment contributions	(124,336)	(21,556)
Investment withdrawals	104,668	153,578
Realized gain on investments, Canterbury Hills	8,744	
Decrease in short-term investments	(291)	84,339
Increase in long-term receivables	(2,308,437)	(179,100)
(Advances) collection of loans receivable	(117,370)	13,540
	(2,490,751)	(62,142)
Increase (decrease) in cash	1,936,200	(228,472)
Cash, beginning of year	(174,192)	54,281
Cash, end of year	\$ 1,762,008	\$ (174,192)

See accompanying notes to consolidated financial statements.

# THE SYNOD OF THE DIOCESE OF NIAGARA

## Notes to Consolidated Financial Statements

Year ended December 31, 2020

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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 Haldimand County and which includes approximately 80 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, 2020

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## 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. If at the outset of the arrangement, the Diocese determines that collectability is not probable, the Diocese defers the revenue and recognizes the revenue when payment is received.

### (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

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# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

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## 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, 2020

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## 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, 2020

## 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, 2020 is \$nil (2019 - \$676,085). The limit on the line of credit was \$2,250,000 as at December 31, 2020. Cash and bank indebtedness included in the cash flow statement comprise the following balance sheet amounts:

	2020	2019
Cash on hand and balances with banks	\$ 1,762,008	\$ 501,893
Non-revolving demand line of credit	-	(676,085)
	<u>\$ 1,762,008</u>	<u>\$ (174,192)</u>

## 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:

	2020	2019
Diocesan Mission and Ministries due from parishes	\$ 599,035	\$ 692,278
Insurance	16,647	40,843
Payroll due from parishes	7,935	64,905
Other	422	76,390
Provision for doubtful accounts	(129,900)	(129,900)
	<u>\$ 494,139</u>	<u>\$ 744,516</u>

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

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## 5. Loans receivable:

Loans receivable are comprised as follows:

### (a) Emergency Loans:

Emergency loans totaling \$150,531 (2019 - \$nil) represent funds loaned to parishes for COVID-19 related expenses. Each parish can apply for a loan up to \$10,000. Sixteen parishes have utilized this loan.

### (b) Church extension:

Church extension loans totaling \$308,552 (2019 - \$351,713) 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:

	2020	2019
Mutual and pooled funds	\$ 5,294,380	\$ 4,887,798

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Investments include \$756,875 (2019 - \$699,467) set aside to fund the supplemental insurance benefits (see note 11).

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

## 7. Long-term receivables:

Parish	2020	2019
Parish operating debt:		
St. Luke, Hamilton	\$ 177,515	\$ 200,515
Cathedral Place, Hamilton	196,039	196,039
All Saints, Hamilton	45,511	112,298
St. John's Rockwood	87,941	87,941
Holy Trinity, Fonthill	67,196	71,196
St. Paul, Caledonia	73,220	51,267
St. John the Evangelist, Niagara Falls	70,691	49,407
Holy Trinity, Hamilton	29,191	46,191
Grace Church, Arthur	36,808	36,808
All Saints, Welland	29,567	16,055
St. Alban's, Grand Valley	3,076	3,076
Various disestablished parishes	24,905	80,009
	841,660	950,802
Parish mortgages and loans:		
St. Luke's Palermo	144,899	150,583
Church of the Incarnation, Oakville	81,220	102,957
Grace Church, St. Catharines	-	5,000
	226,119	258,540
Vendor take back mortgages:		
2601265 Ontario Inc.	1,700,000	-
2706703 Ontario Inc.	750,000	-
	2,450,000	-
<b>Total</b>	<b>\$ 3,517,779</b>	<b>\$ 1,209,342</b>

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.

2601265 Ontario Inc. is a mortgage that bears interest at a 3% fixed rate with no repayments until the maturity date of January 17, 2022.

2706703 Ontario Inc. is a mortgage that bears interest at a 3% fixed rate with interest only monthly repayments of \$1,875 until June 20, 2022. Thereafter, the loan will bear interest at a 4% fixed rate with interest only monthly repayments of \$2,500 until the maturity date of November 20, 2025.

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

## 8. Capital assets:

	2020		
	Cost	Accumulated amortization	Net book value
Land			
Canterbury Hills	\$ 35,749	\$ -	\$ 35,749
Buildings			
Palermo	2,496,163	498,064	1,998,099
Leasehold improvements	1,160,452	1,155,614	4,838
Canterbury Hills	561,186	451,261	109,925
Building improvements	703,561	545,208	158,353
Computer equipment	273,582	269,300	4,282
Furniture and fixtures	126,406	122,204	4,202
Vehicles	15,370	15,370	-
	<b>\$ 5,372,469</b>	<b>\$ 3,057,021</b>	<b>\$ 2,315,448</b>
			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	-
	<b>\$ 5,318,740</b>	<b>\$ 2,841,415</b>	<b>\$ 2,477,325</b>

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 2020 (2019 - \$ nil).

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

## 10. Bank loans - special purposes:

	2020	2019
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	\$ 157,052	\$ 180,000
Loan obtained on behalf of parish, due on demand, bearing interest at prime plus 0.25%, maturing 2031, annual repayments of \$25,296	151,500	171,713
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	90,000	160,000
	\$ 398,552	\$ 511,713

Principal repayments over the next five years are as follows:

2021	\$ 120,227
2022	70,227
2023	50,227
2024	50,227
Thereafter	107,644
	\$ 398,552

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

## 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, 2018. The obligation estimate is reviewed annually, and a full actuarial valuation is completed every three years.

	2020	2019
Change in benefit obligation:		
Benefit obligation, beginning of year	\$ 699,466	\$ 612,386
Actuarial loss (gain)	62,036	74,956
Interest costs	27,373	28,125
Benefit payments	(32,000)	(16,000)
Benefit obligation, end of year	\$ 756,875	\$ 699,467

## 12. Long-term liabilities:

Included in long-term liability is \$172,966 (2019 - \$240,379) 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, 2020

## 13. Restricted fund balances:

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

	2020	2019
Theological education	\$ 409,298	\$ 409,298
Episcopal support	347,333	347,333
Other	373,439	373,439
Mission work	151,803	151,803
Youth and children's work	15,000	15,000
Canterbury Hills	839,904	792,524
	<b>\$ 2,136,777</b>	<b>\$ 2,089,397</b>

These fund balances represent the value of funds received less drawings over time.

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

	2020	2019
New church development from parish proceeds	\$ 2,166,936	\$ 2,171,190
Parish sale proceeds	748,472	748,472
Residential schools fund	199,268	266,681
Closed parishes	258,556	246,885
Girls' Friendly Society / Holiday House fund	172,158	172,158
Church insurance fund	125,483	135,760
Minnie Easter estate	41,356	41,356
Investment review fund	38,744	38,744
Stephen Hopkins leadership fund	117,299	33,635
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	7,000	6,000
William Aspel legacy fund	5,000	5,000
Canterbury Hills	520	520
Bishop's Company	12,364	-
	<b>\$ 3,931,262</b>	<b>\$ 3,904,507</b>

The use of these funds is governed by the restrictions set by the donee, as applicable.

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

## 14. Canterbury Hills:

	2020	2019
Revenues:		
Canterbury Hills (unrestricted)	\$ 175,234	\$ 534,395
Canterbury Hills (externally restricted)	58,686	101,354
	<u>\$ 233,920</u>	<u>\$ 635,749</u>
Expenses:		
Canterbury Hills (unrestricted)	\$ 169,981	\$ 471,641
Canterbury Hills (externally restricted)	-	-
	<u>\$ 169,981</u>	<u>\$ 471,641</u>

## 15. Gross proceeds on sale of properties:

Gross proceeds on the sale of properties in 2020 includes proceeds from the sale of Speedvale Avenue East, Guelph, Main Street North, Grand Valley - Parking Lot, Main Street North, Grand Valley – Parish, Grantham Avenue, St. Catharines as well as the Dundas Street West, Oakville - Road Allowance (2019- no sales).

	2020	2019
Speedvale Avenue East, Guelph	\$ 2,200,143	\$ -
Main Street North, Grand Valley - Parking Lot	75,000	-
Main Street North, Grand Valley – Parish	375,000	-
Grantham Avenue, St. Catharines	1,500,000	-
Dundas Street West, Oakville -Road Allowance	44,450	-
	<u>\$ 4,194,593</u>	<u>\$ -</u>

## 16. Restricted gifts and bequests:

Restricted gifts in 2020 totaled \$129,355 (2019 - \$44,544) which consists of donation of \$84,665 and unrealized investment income of \$44,670. 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, 2020

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## 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, 2020, the fair market value of the parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to \$47,321,828 (2019 - \$44,501,026).
- 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, 2020, the Foundation held net assets in the amount of approximately \$24.7 million (2019 - \$22.4 million), the benefit of which will accrue to the Diocese and some of its affiliates in the future.

Investment administration fees of \$25,000 (2019 - \$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 2019.

- (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 2019.

- (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 2019.

# THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2020

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## 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 2019.

### (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 2019.

## 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 (2019 - \$51,697).

## 19. COVID-19:

On March 11, 2020 COVID-19 was declared a pandemic which 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 experienced a reduction of revenues as a result COVID-19 by making the Diocesan assessment from April 2020 through to September 2020 a voluntary payment. The line of credit was increased by \$750,000 through to December 2020 and the Diocese sold some vacant properties for additional funding. The Government of Canada has introduced measures to support organizations experiencing financial challenges resulting from the COVID-19 pandemic and to support employment and rent. As at December 31, 2020, the Diocese assessed its eligibility related to the Canada Emergency Wage Subsidy ("CEWS") and recorded the expected recoverable amount as income. The Diocese recognized \$531,760 from CEWS.

## 2022 Proposed Budget

### THE SYNOD OF THE DIOCESE OF NIAGARA STATEMENT OF OPERATIONS - SUMMARY 12 Months Ended December 31, 2021

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments	
<b>REVENUES:</b>					
DIOCESAN MISSION & MINISTRIES	2,573,608	3,100,000	3,100,000	Estimate - Actual based on 2018 - 2020 parish Financial results	
DIOCESAN MISSION & MINISTRIES - REBATES / PARISH MISSION INCENTIVES	(4,000)	(250,000)	(100,000)		
INTEREST ON TRUST FUNDS	10,110	8,000	10,000		
INVESTMENT GAIN (LOSS)	330,552	0	0	Not Budgeted, Non cash	
INVESTMENT FUND ADMINISTRATION TRANSFER	106,840	90,000	90,000		
INSURANCE FUND ADMINISTRATION TRANSFER	25,000	27,500	27,500		
ADMINISTRATION FEE ACMF NIAGARA	25,000	27,500	27,500		
RESTRICTED GIFTS & BEQUESTS, <b>PROPERTY SALES</b>	4,194,593	0	500,000	Confirmed Property Sale - Hagersville	
SPECIAL APPEALS	36,643	0	0		
SUNDRY	40,203	150,000	150,000	Non Capital Campaign donations	
VOLUNTEER MILEAGE RECEIPTS ISSUED	0	0	0	Non Cash receipt	
<b>TOTAL REVENUES</b>	<b>7,338,548</b>	<b>3,153,000</b>	<b>3,805,000</b>		
<b>EXPENDITURES:</b>					
MISSION EXPENSES - Schedule 1	1,161,555	1,274,447	1,192,939		
MISSION SUPPORT EXPENSES - Schedule 2	779,779	1,261,932	1,362,972		
MINISTRY EXPENSES - Congregational Support & Development (CSD) - Schedule 3	628,806	746,938	920,805		
MINISTRY EXPENSES - Youth & Family - Schedule 4	59,558	81,686	98,468		
MINISTRY EXPENSES - Education - Schedule 5 A	45,670	104,000	146,200		
Niagara School for Missional Leadership - Schedule 5 B	0	17,538	0		
MINISTRY EXPENSES - Outreach & Social Justice - Schedule 6	73,683	99,292	132,217		
DIOCESAN HELD PROPERTIES - Schedule 7	195,343	60,000	43,100		
<b>TOTAL EXPENDITURES</b>	<b>2,944,394</b>	<b>3,645,833</b>	<b>3,896,700</b>		
<b>OPERATING SURPLUS / (DEFICIT) BEFORE DEPRECIATION</b>	<b>4,394,154</b>	<b>(492,833)</b>	<b>(91,700)</b>		
DEPRECIATION (NON-CASH)	187,877	0	0	Recorded at Year End	
<b>OPERATING SURPLUS / (DEFICIT)</b>	<b>4,206,277</b>	<b>(492,833)</b>	<b>(91,700)</b>		
<b>Draws from Investments:</b>					
S/T Outreach ACMF 6000012	25,000	35,000	0	Used to cover expenses flowing through Balance Sheet	
S/T Leadership ACMF 6000011	19,594	85,000	0		
Synod Recovered Properties Fund 5006961 Re WOW Grants	53,995	60,000	0		
General Admin / Housing ACMF 5006993	33,000	20,000	40,000		
General Admin / General ACMF 5006962		50,000	50,000		
Truth & Recon Synod		Funds rec'd netted against exp above		22,770	Equals cost incurred
Church Planters Fund Synod 5006966	0	0	65,000		Equals cost incurred
<b>Capital Expenses:</b>					
Office	(8,558)	(3,500)	(5,000)	IT Upgrades	
Cathedral Place	(36,425)	(25,900)	(51,000)	Capital repairs	
Property Funds held for future Leadership Programs	0	0	(200,000)		
<b>Operating Surplus / Deficit after applying use of Investments and Capital purchases</b>	<b>4,292,883</b>	<b>(272,233)</b>	<b>(169,930)</b>		

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MISSION EXPENSES - Schedule 1**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
<b>BEYOND NIAGARA</b>				
GENERAL SYNOD APPORTIONMENT	625,000	625,000	625,000	
GENERAL SYNOD DELEGATE FEES	10,257		20,000	
PROVINCIAL SYNOD ASSESSMENT	25,000	25,000	25,000	Paid Quarterly - Mar, Jun, Sep, Dec
PROVINCIAL SYNOD DELEGATES	0	15,000	0	
LAMBETH - CORE BUDGET	0	0	0	Lambeth set for 2022; funds already accrued. Accruals will begin again 2023.
LAMBETH - FUNDING BURSARIES	0	0	0	
LAMBETH - CONFERENCE FEE	0	0	0	
LAMBETH - TRAVEL EXPENSES	0	0	0	
LAMBETH - ADDITIONAL APPEALS	0	0	0	
<b>SUB-TOTAL BEYOND NIAGARA</b>	<b>660,257</b>	<b>665,000</b>	<b>670,000</b>	
<b>NIAGARA</b>				
EPISCOPAL STAFF				
<b>TOTAL EPISCOPAL STAFF</b>	<b>465,958</b>	<b>530,447</b>	<b>473,939</b>	
EPISCOPAL EXPENSES	23,981	30,000	30,000	
EPISCOPAL ELECTIONS	0	0	0	
CONFERENCE / TRAVEL	2,687	5,000	5,000	
SYNOD COUNCIL & SUB-COMMITTEES	6,186	4,000	4,000	
STEWARDSHIP HOSPITALITY	4,161	5,000	5,000	
VOCATION EVENTS	(10)	5,000	5,000	
<b>NIAGARA CORE MISSION EXPENSES</b>	<b>37,005</b>	<b>49,000</b>	<b>49,000</b>	
<b>EMERGENT MINISTRY PRIORITIES</b>				
PARISH TECHNOLOGY UPGRADES	0	30,000	0	2021 Grant
JOURNEY'S IN FAITH	(1,665)	0	0	Program concluded
<b>EMERGENT MINISTRY PRIORITIES SUB-TOTAL</b>	<b>(1,665)</b>	<b>30,000</b>	<b>0</b>	
<b>TOTAL MISSION EXPENSES</b>	<b>1,161,555</b>	<b>1,274,447</b>	<b>1,192,939</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MISSION SUPPORT EXPENSES - Schedule 2**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	
<b>STAFF</b>				
<b>TOTAL MISSION SUPPORT STAFF</b>	492,598	498,615	489,178	
ADDITIONAL PAYROLL	0	5,000	5,000	
WAGE ADJUSTMENTS PRIOR YEARS	6,141	0	0	
WAGE ADJUSTMENTS CURRENT YEAR	(531,760)	(3,000)	0	2020 Cr is CEWS for all DIO staff
WAGE ADJUSTMENTS CEWS	10,644	0	0	
<b>TOTAL MISSION SUPPORT STAFF &amp; MISC. PAYROLL</b>	<b>(22,377)</b>	<b>500,615</b>	<b>494,178</b>	
<b>ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES</b>				
PAYROLL AND BENEFITS TIMING DIFFERENCES	(0)	0	0	
EMPLOYEE / FAMILY ASSISTANCE PLAN	8,456	10,000	10,000	
EMPLOYEE / RETIREE LIFE INSURANCE COSTS	88,011	0	0	Expense is calculated at Dec 2021 - No cash effect
PAYROLL SYSTEM	1,968	750	1,500	
PENSION SUPPORT - RETIRED BISHOPS	3,611	4,662	4,000	Declining \$
LOUISA PARKE COMMITMENT (PENS. SUP. RET. CLERGY)	18,866	20,953	20,000	Charge comes from ACC Pension office
COMPUTER SYSTEMS SUPPORT	27,236	58,000	47,500	AccPac & Raisers Edge Licensing, Database Mgmt.
EQUIPMENT RENTAL	14,612	14,000	14,000	Xerox, Postage etc.
EQUIPMENT SERVICE / CONTRACTS	2,306	6,500	4,000	
OFFICE SUPPLIES	239	11,000	12,000	
RESOURCES / SUBSCRIPTIONS / MEMBERSHIPS	10,041	8,000	3,500	
SCREENING - SAFE CHURCH CONSULTING	3,360	30,000	25,000	
SCREENING - SAFE CHURCH TRAINING	2,043	2,000	5,000	New policy / screening review
SCREENING - POLICE & REFERENCE CHECKS	324	2,000	2,000	
STAFF EXPENSES	17,600	22,000	22,000	
TELEPHONE	16,844	17,000	18,500	Increased cell phone usage
AUDIT EXPENSES	68,826	37,000	40,000	
LEGAL & PROF. EXPENSES	54,740	50,000	50,000	
INSURANCE - NET RECOVERY IN RESERVE	9,739	0	5,000	
BANK CHARGES / SUNDRY	11,988	5,000	15,000	
RECOVERY INTEREST ON PARISH RECEIVABLES	(7,481)	0	0	
PARISH INTEREST / OTHER EXPENSES	4,151	10,000	4,500	
BANK INTEREST	237	10,000	1,000	
RESTRICTED FUNDS EXPENDITURES	0	0	0	
CONTINGENCY / NON-BUDGETED	0	10,000	10,000	
OTHER EXPENSES	46,679	0	0	
BAD DEBTS & RECEIVABLE W/O's	0	5,000	5,000	
<b>ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES</b>	<b>404,395</b>	<b>333,865</b>	<b>319,500</b>	
<b>CATHEDRAL PLACE</b>				
PROPERTY / RECEPTION / CLEANING	210,070	216,263	183,849	Includes reception at 2021 config
MAINTENANCE	57,288	85,300	55,300	
MAJOR REPAIRS - NOT CAPITALIZED	6,376	0	100,000	
SERVICING	1,795	0	10,400	
UTILITIES	64,473	80,000	80,000	Hydro rate increases offset by Day Care leaving
INSURANCE	71,887	70,000	92,305	2021 actual rate + 7%
FACILITY RENTAL REVENUE	0	(5,000)	(20,000)	
HAMILTON CHOIR RENTAL	(4,680)	(6,242)	(3,000)	HCC moving out 2021
DAYCARE RENTAL	(41,008)	(45,000)	0	Day Care moving out in 2021
HACCC RECOVERY COST	(64,000)	(64,000)	(70,560)	Per Synod Council motion
CATHEDRAL PLACE FACILITY RENEWAL	0	0	0	
<b>CATHEDRAL PLACE</b>	<b>302,202</b>	<b>331,321</b>	<b>428,293</b>	
<b>COMMUNICATION</b>				
<b>TOTAL COMMUNICATION STAFF</b>	<b>4,452</b>	<b>33,131</b>	<b>51,001</b>	
PRINTING	114	1,000	1,000	
MAILING	6,489	9,000	9,000	
NIAGARA ANGLICAN NEWS	14,380	15,000	15,000	
DIGITAL MINISTRY	5,459	3,000	5,000	
WEBSITE SUPPORT	33,594	25,000	25,000	
PROF CONSULTING	31,070	10,000	15,000	Was MAP prework in 2020.
<b>COMMUNICATION</b>	<b>91,107</b>	<b>63,000</b>	<b>70,000</b>	
<b>TOTAL MISSION SUPPORT EXPENSES</b>	<b>779,779</b>	<b>1,261,932</b>	<b>1,362,972</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MINISTRY EXPENSES - Congregational Support & Development (CSD) - Schedule 3**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
<b>CSD STAFF</b>				
<b>TOTAL CSD - STAFF</b>	389,490	458,638	547,505	
RESOURCES FOR PARISH DEVELOPMENT	0	0	0	
GENERAL MINISTRY EXPENSES	211	1,000	1,000	
CSD RESOURCES	1,501	2,300	2,300	
MIGRANT FARM WORKERS - Net of Income and Expenses	0	0	0	
REVIVE PROGRAM RESOURCES	99	500	500	
DIOCESAN MISSIONER PROGRAM RESOURCES	0	1,500	1,500	
CHINESE ANGLICAN MNISTRY PROGRAMS - Net Income and Expenses	0	0	0	
GSC ANIMATION TEAM	(119)	0	0	
DONOR & SPONSORSHIP DEVELOPMENT	1,128	7,000	7,000	
PARISH SUBSIDIES	188,061	115,000	125,000	Support committed
PARISH SUBSIDIES -PASLK	6,821	0	0	Program Concluded
PARISH SUBSIDIES -COVID	10,000	0	0	Assume COVID Funding ended
CLERGY MOVING EXPENSES	380	5,000	5,000	
SABBATICAL SUPPORT	0	6,000	6,000	
DIFFERENTIATED CURACY	0	0	100,000	
PERSONNEL TRANSITION & SEVERANCE	31,234	150,000	125,000	
<b>TOTAL MINISTRY EXPENSES - CONGREGATIONAL SUPPORT &amp; DEVELOPMENT</b>	<b>628,806</b>	<b>746,938</b>	<b>920,805</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MINISTRY EXPENSES - Youth & Family - Schedule 4**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
<b>YOUTH &amp; FAMILY STAFF</b>				
<b>TOTAL Y &amp; F - STAFF</b>	55,244	75,386	74,318	
<b>YOUTH &amp; FAMILY MINISTRIES</b>				Live events are expected to return in 2022
TRAINING / RESOURCES - CHILDREN'S MINISTRY LEADERS	(81)	800	800	
NIAGARA YOUTH CONFERENCE	2,840	0	15,000	
AWAY.....	300	0	300	
YOUTH LEADERSHIP TRAINING MINISTRY	(368)	3,000	3,000	
YOUTH SYNOD	0	0	500	
REGIONAL YOUTH MINISTRY	51	0	750	
YOUTH MEMBERS OF DIOCESAN SYNOD ORIENTATION	0	0	150	
YOUTH MINISTRY TRAINING INITIATIVES	243	0	1,600	
YOUTH MINISTRY SUNDAY	0	0	150	
YOUTH MINISTRY COMMITTEE	679	0	900	
YOUNG ADULT MINISTRY	198	1,000	1,000	
<b>YOUTH &amp; FAMILY MINISTRIES</b>	<b>59,108</b>	<b>80,186</b>	<b>98,468</b>	
<b>COMMUNITY ENGAGEMENT</b>				
DIOCESAN MENTOR	0	0	0	
CONFERENCE	0	0	0	
CAMP COYOTE	0	0	0	
PASTORAL CARE TRAINING	450	1,500	0	
COMMUNITY ENGAGEMENT WORKSHOPS	0	0	0	
<b>COMMUNITY ENGAGEMENT</b>	<b>450</b>	<b>1,500</b>	<b>0</b>	
<b>TOTAL MINISTRY EXPENSES - YOUTH &amp; FAMILY</b>	<b>59,558</b>	<b>81,686</b>	<b>98,468</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MINISTRY EXPENSES - Education - Schedule 5 A**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
PROVINCIAL SYNOD OPCOTE (A)	17,500	17,500	17,500	Get Budget from Province
DIVINITY STUDENTS	4,800	10,000	10,000	
SERVERS FESTIVAL	202	0	0	
VOCATIONAL DIACONATE	432	500	500	
STARTING WELL	739	2,500	2,500	
TRANSITIONING WELL	0	2,500	2,500	
COACHING / MENTORING	1,379	10,000	10,000	
CLERGY / LAYWORKERS CONFERENCE	1,600	35,000	56,200	New Venue in 2022 update costing
CLERGY DAYS	7,056	6,000	6,000	
DIOCESAN DIGNITARIES (Archdeacons, Reg. Deans, Dio. Liturgical/Ecumenical Officers)	12,308	19,000	20,000	
ADULT TRAINING & RESOURCES	(346)	1,000	21,000	Anti-Racism Training (20k)
<b>TOTAL MINISTRY EXPENSES - EDUCATION</b>	<b>45,670</b>	<b>104,000</b>	<b>146,200</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MINISTRY EXPENSES - Niagara School for Missional Leadership - Schedule 5 B**  
**3 Months Ended March 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
INCOME - Fees, Draws	0	(27,260)	(110,000)	
ADMINISTRATIVE SUPPORT	0	18,958	46,000	
COURSE HONORARIA	0	20,340	50,000	
EDUCATIONAL PLATFORM	0	1,000	2,000	
TEACHING MATERIALS AND SUPPORT	0	500	2,000	
COMMUNICATION AND MARKETING	0	1,500	3,500	
WEBSITE	0	2,000	3,000	
TRAVEL	0	0	2,500	
MISCELLANEOUS	0	500	1,000	
<b>MINISTRY EXPENSES - Niagara School for Missional Leadership</b>	<b>0</b>	<b>17,538</b>	<b>0</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**MINISTRY EXPENSES - Outreach & Social Justice - Schedule 6**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
<b>OUTREACH STAFF</b>				
<b>TOTAL OUTREACH STAFF</b>	<b>48,173</b>	<b>90,042</b>	<b>100,196</b>	
<b>GLOBAL PARTNERSHIPS</b>				
COMPANION DIOCESES / PIM	0	0	5,000	New partnership expected
<b>SUB-TOTAL GLOBAL PARTNERSHIPS</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>SOCIAL JUSTICE MINISTRY</b>				
ST CATHARINES: SOCIAL JUSTICE CO-ORDINATOR	(3,811)	0	0	Program concluded
ADVOCACY & COALITION SUPPORT	2,458	2,500	2,500	
JUSTICE WORKING GROUPS	559	2,000	2,000	
CLIMATE JUSTICE NIAGARA	0	1,000	1,000	
INDIGENOUS MINISTRIES	(152)	0	22,770	Costs covered by T & R Fund
MINISTRY RESOURCES & SUPPORT	1,695	3,750	3,750	
SPECIAL APPEAL DISBURSEMENTS	24,760	0	0	
<b>SUB-TOTAL SOCIAL JUSTICE MINISTRY</b>	<b>25,509</b>	<b>9,250</b>	<b>32,020</b>	
<b>TOTAL MINISTRY EXPENSES - OUTREACH &amp; SOCIAL JUSTICE</b>	<b>73,683</b>	<b>99,292</b>	<b>132,217</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA  
DIOCESAN HELD PROPERTIES  
ST PETER HAMILTON PROPERTY - Schedule 7 A  
12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(52,875)	(12,000)	0	(4,406)
TELEPHONE	731	0	0	
BANK CHARGES	0	0	0	
MAINTENANCE / PEST CONTROL	1,254	0	0	
MAINTENANCE / REPAIRS	13,113	0	0	
MAINTENANCE / SNOW PLOW / GRASS CUT	5,773	0	0	
MAINTENANCE / SUPPLIES	316	0	0	
SECURITY MONITORING	0	0	0	
INSURANCE	19,855	0	0	
HEAT / OIL	6,027	0	0	
HYDRO	1,925	0	0	
WATER	947	0	0	
MISCELLANEOUS	0	0	0	49,940
<b>NET ST PETER HAMILTON PROPERTY COSTS</b>	<b>(2,935)</b>	<b>(12,000)</b>	<b>0</b>	Goal is to Breakeven

**THE SYNOD OF THE DIOCESE OF NIAGARA  
GRACE ST CATHARINES PROPERTY - Schedule 7 B (1)  
12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(65,825)	15,000	0	As of April 1, 2019 the Diocese took over the management of the former Grace St Catharines property.
TELEPHONE	2,430	0	0	
LEGAL & PROFESSIONAL	0	0	0	
BANK CHARGES	0	0	0	
MAINTENANCE / PEST CONTROL	0	0	0	
MAINTENANCE / REPAIRS	2,749	0	0	
MAINTENANCE / SNOW PLOW / GRASS CUT	10,450	0	0	
MAINTENANCE / SUPPLIES	92	0	0	
SECURITY MONITORING	3,607	0	0	
INSURANCE	18,333	0	0	
HEAT / OIL	8,739	0	0	
HYDRO	2,229	0	0	
WATER	872	0	0	
MISCELLANEOUS	10,520	0	0	
<b>NET GRACE ST CATHARINES PROPERTY COSTS</b>	<b>(5,804)</b>	<b>15,000</b>	<b>0</b>	Goal is to Breakeven

**THE SYNOD OF THE DIOCESE OF NIAGARA  
ST LUKE'S HAMILTON PROPERTY - Schedule 7 B (2)  
12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(18,000)	20,000	(18,000)	
TELEPHONE	1,834	0	0	
BANK CHARGES	0	0	0	
PROFESSIONAL FEES	0	0	0	
MAINTENANCE / PEST CONTROL	1,247	0	1,000	
MAINTENANCE / REPAIRS	6,111	0	7,500	
MAINTENANCE / SNOW PLOW / GRASS CUT	0	0	0	
MAINTENANCE / SUPPLIES	18	0	0	
SECURITY MONITORING	768	0	850	
INSURANCE	14,286	0	10,000	Hall to be torn down in 2021
HEAT / OIL	4,940	0	5,000	
HYDRO	6,623	0	6,000	
WATER	1,476	0	1,600	
MISCELLANEOUS	5,093	0	6,050	
<b>NET ST LUKE'S HAMILTON PROPERTY COSTS</b>	<b>24,396</b>	<b>20,000</b>	<b>20,000</b>	



**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**HOLY TRINITY HAMILTON PROPERTY - Schedule 7 B (3)**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(47,530)	(10,000)	(50,000)	
TELEPHONE	0	0	0	
BANK CHARGES	0	0	0	
PROFESSIONAL FEES	0	0	0	
MAINTENANCE / PEST CONTROL	985	0	1,000	
MAINTENANCE / REPAIRS	11,957	0	5,000	
MAINTENANCE / SNOW PLOW / GRASS CUT	10,383	0	11,500	
MAINTENANCE / SUPPLIES	681	0	750	
SECURITY MONITORING	0	0	0	
INSURANCE	7,716	0	8,300	
HEAT / OIL	4,510	0	5,000	
HYDRO	4,995	0	5,500	
WATER	0	0	0	
MISCELLANEOUS	7,000	0	0	
<b>NET HOLY TRINITY HAMILTON PROPERTY COSTS</b>	<b>697</b>	<b>(10,000)</b>	<b>(12,950)</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**ALL SAINTS HAGERSVILLE PROPERTY - Schedule 7 B (4)**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(7,038)	0	0	Add Rental Income and Expenses
TELEPHONE	70	0	0	
BANK CHARGES	0	0	0	
PROFESSIONAL FEES	0	0	0	
MAINTENANCE / PEST CONTROL	0	0	0	
MAINTENANCE / REPAIRS	332	0	0	
MAINTENANCE / SNOW PLOW / GRASS CUT	1,325	0	0	
MAINTENANCE / SUPPLIES	0	0	0	
SECURITY MONITORING	0	0	0	
INSURANCE	(256)	0	0	
HEAT / OIL	1,349	0	0	
HYDRO	465	0	0	
WATER	230	0	0	
MISCELLANEOUS	0	0	0	
<b>NET HOLY TRINITY HAMILTON PROPERTY COSTS</b>	<b>(3,524)</b>	<b>0</b>	<b>0</b>	

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**VACANT PROPERTIES - Schedule 7 C**  
**12 Months Ended December 31, 2021**

	2020 Full Year Actual	2021 Full Year Budget	2022 Full Year Budget	Comments
RENTAL INCOME	(17,134)	35,000	0	Properties include NFALS, Shelburne Rectory
TELEPHONE	1,773	0	0	
BANK CHARGES	0	0	0	
MAINTENANCE / PEST CONTROL	0	0	0	
MAINTENANCE / REPAIRS	14,739	0	5,000	Snow/ lawn care, security, repairs.
MAINTENANCE / SNOW PLOW / GRASS CUT	4,296	0	0	
MAINTENANCE / SUPPLIES	0	0	0	
SECURITY MONITORING	843	0	850	
INSURANCE	21,275	0	23,000	NFALS, Shelburne Rectory
HEAT / OIL	5,076	0	5,100	
HYDRO	2,089	0	2,100	
WATER	501	0	0	
MISCELLANEOUS	149,055	0	0	
<b>NET VACANT PROPERTIES COSTS</b>	<b>182,513</b>	<b>35,000</b>	<b>36,050</b>	

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The 147<sup>th</sup> Synod of the Diocese of Niagara

October 30, 2021

(# Indicates No Vote)

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