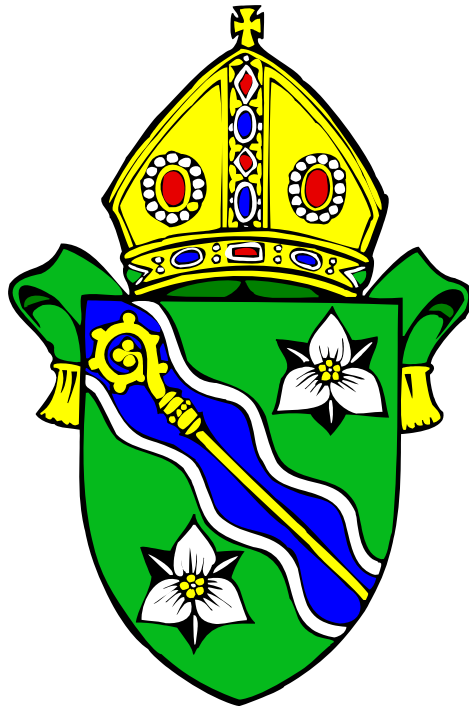


CONVENING CIRCULAR

for a meeting of

THE 136th SYNOD OF THE DIOCESE OF NIAGARA



Synod Eucharist and Bishop's Charge

FRIDAY EVENING

NOVEMBER 12, 2010, 7:00 pm

at Christ's Church Cathedral, Hamilton

Synod Session

SATURDAY, NOVEMBER 13, 2010

at the Hamilton Convention Centre

(Wentworth Hall, 1st floor)

Registration Begins at 8:00 am

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Welcome to Diocesan Synod 2010!

Start Here!

From Rick Jones, Secretary of Synod

Welcome to the 136th session of Synod! Thank you for offering your gifts to build up the Body of Christ in the Diocese of Niagara.

One Day Synod

This will be our third one-day Synod as we continue with our new cycle of alternating one and two-day sessions for Synod. The rationale for this new pattern was to ensure good stewardship of the time and talents of Synod members, while still providing for flexibility for future Synod Planning. This one-day session of Synod will focus on the core business of Synod and there will be no time available for presentations by groups and committees for information purposes.

Greening Niagara Guidelines for Meetings

Today you are receiving an agenda and your registration card. All other reports are available at this web address:

<http://www.niagara.anglican.ca/synod2010/index.cfm>

All motions will be presented on the overhead screen at Synod, as will the 2011 Proposed Budget, and other important information. There will be a few copies of the line item budget available at Synod. If you wish to print portions of the information provided on line, and you do not have a printer, please contact your parish and I am sure they would be able to assist you. **You will need your registration card, it is your entrance ticket. Bring it with you to exchange for your voting card at registration on Saturday morning.**

Worship and the Bishop's Charge

We will begin Synod with Eucharistic Worship at the Cathedral Friday, November 12th beginning at 7 p.m.

Location Change Saturday Morning

We will be meeting in **Wentworth Hall** of the Hamilton Convention Centre, which is located on the first floor to the left as you enter the building.

Registration will begin at 8 a.m. on Saturday in the Wentworth Concourse outside of the meeting room.

The quiet room for prayer and reflection is located on the second floor Room 201.

Core Business of Synod

The core business of this year's Synod will be to hear the Bishop's Charge, elect Synod Council, approve financial statements, discuss the budget, and receive reports. There will be an opportunity to discuss a new proposed Annual Appeal for the Diocese. There will be a presentation on the Vision Theme for 2010 "The Generous Culture of Stewardship". There will also be a brief report from our General Synod Delegation.

Short and Sweet

The timing of this year's Synod requires us to end our business at 4:30 p.m. The Hamilton Convention Centre requires us to leave the building before 5:00 p.m. or suffer a substantial penalty. We will need to govern ourselves accordingly. As with all Synods we welcome your evaluation. Please fill out an evaluation form and tell us what you think. This is your meeting and we are trying to make it work in the best possible way for you. In response to evaluations from delegates and exhibitors at the last one day Synod, there will not be an exhibitors room. We hope that this Synod will be a meaningful and important occasion in the governance life of our diocese.

Thank you! See you at Synod!

The Venerable Dr. Richard Jones, Secretary of Synod

FORMAT OF A MOTION

WHEREAS - reason for the motion

WHEREAS - another reason

etc.

It is therefore moved by _____

and seconded by _____

that _____

FORMAT OF A RESOLUTION

WHEREAS - reason for the resolution

WHEREAS - another reason

etc.

It is therefore resolved that _____

Move by _____

Seconded by _____

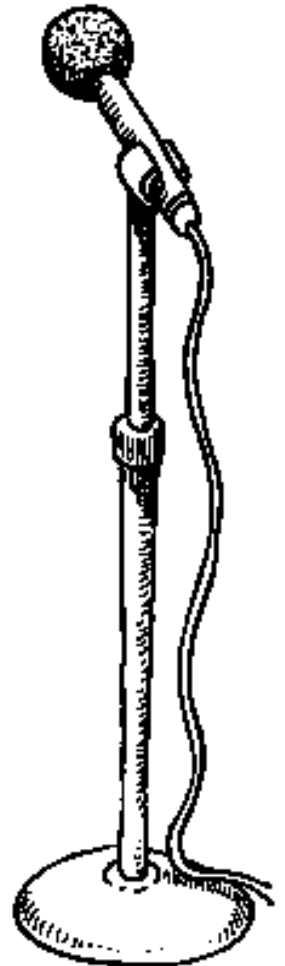
How to Speak to a Motion

Before you go to the microphone:

- 1) Put your thoughts on paper and try to say something that hasn't already been said before or at least say it with a new twist.
- 2) Continue listening to the debate.
- 3) Consult with your table mates about ideas and thoughts. (but not too loudly, be considerate of the speaker)

When you go to the microphone:

- 4) Wait to be acknowledged by the chair.
- 5) Say your name, parish, community.
- 6) State if you are in support or against this motion.
- 7) State your thoughts as clearly as possible supporting your argument with fact or thought.
- 8) Finish with a thank you and return to your seat.
- 9) You make speak only once to each motion.



BUILDING FIRE SAFETY PLAN HAMILTON CONVENTION CENTRE

PROCEDURE IN CASE OF FIRE ALL OCCUPANTS

1. If you discover **FIRE**, see smoke, or smell gas, operate the nearest manual fire alarm station and warn persons nearby in the same area.
2. Only if the fire is small, use a fire extinguisher if safe to do so. If smoke or fire threaten the safety of the operator, close door of the fire area to confine the spread of fire and smoke, and leave the building.
3. If you hear a **FIRE ALERT SIGNAL** prepare for evacuation (intermittent ringing bell or horn), await instructions over the P.A. system.
4. If you hear a **FIRE ALARM SIGNAL** in your area (continuous ringing bell or horn), walk smartly to the outside and clear of the building using the nearest safe mean of egress.
5. Move away from exterior doorways and move along sidewalks away from the building to allow progress of those following and to keep the area clear for Fire Department operations. Do not cross streets in heavy traffic.
6. Elevators shall not be used unless specifically authorized by the Fire Chief.
7. All physically disabled persons shall be assisted.
8. Do not attempt to remove any vehicles from any parking level.
9. Personnel of the Building Emergency Response Organization shall carry out their assigned duties.
10. If you cannot leave your room because of dense smoke, close, but do not lock the door. Seal all cracks around doors with towels or tape if available. Dial 911 and tell the Fire Department where you are. Crouch low to the floor if smoke enters the room.

**AGENDA FOR THE 136th SYNOD OF THE DIOCESE OF NIAGARA
FRIDAY, NOVEMBER 12 TO SATURDAY, NOVEMBER 13, 2010 IN HAMILTON**

Friday, November 12, 2010 – evening		Christ’s Church Cathedral, Hamilton
7:00	Synod Service, Eucharist, and Bishop’s Charge	
Saturday, November 13 2010		Hamilton Convention Centre Wentworth Hall 1st floor
8:00	Synod Member’s Registration	
9:00	Call to Order Gathering Worship	
9:15	Organizing Synod	
	- Credentials Committee Report	(Motion p. 3)
	- Welcome to New Members of Synod	
	- Welcome to Guests	
	- Privileges of the House	
	- Election of Synod Secretaries	(Motion p.3)
	- Approval of Minutes of the 135 th Synod Second Session (March 2010)	(Motion p.3)
	- Notices of Motion	
	- Agenda/Resolutions Committee Report	(Motion p.3)
	- Reception of All Reports	(Motion p.3)
	- Appointments to Diocesan Court	
	- Announcements	
	- Election of Trinity College Corporation	(Motion p.3)
	- Election of 2011 - 2012 Synod Council Members	(Motion p.3)
	- Affirm Actions of Synod Council	(Motion p.4)
9:30	Financial Advisory Committee	
	- 2009 Audited Statements	(Motion p.4)
	- Auditor’s Report	(Motion p.4)
	- Appointments of Auditors	(Motion p.4)
9:45	2011 Proposed Budget	(Motion p.4)
10:30	Break	
10:45	Annual Appeal	
11:15	Question & Answer	
12:00	Grace and Lunch (at tables)	
1:00	Question & Answer 2011 Proposed Budget	(Motion p.4)
2:00	Break	
2:15	Generous Culture of Stewardship	

Saturday, November 13, 2010		Hamilton Convention Centre Wentworth Hall 1st floor
3:00	Payroll Pre-Authorized Payment	(Motion p.4)
3:30	General Synod Presentation	
3:45	Other Business	
4:00	Bishop's Assent and Closing Remarks	
4:30	Bishop's Blessing	
	Adjournment	

BEFORE YOU LEAVE PLEASE DEPOSIT YOUR COMPLETED EVALUATION FORM AND NAME TAG IN ONE OF THE BOXES LOCATED AT THE REGISTRATION DESK.

2010 SYNOD RESOLUTIONS/NOTICES OF MOTION

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

1. Credentials Committee Report

MOTION: Canon Robert Welch/The Venerable Dr. Richard Jones
‘that the report of the Credentials Committee be accepted.’

2. Election of Synod Secretaries

MOTION: The Venerable Dr. Richard Jones/Canon Robert Welch
‘that the Reverend Sue Channen and Mrs. Carol Summers be the Honorary Secretaries of Synod at the sessions of this Synod.’

3. Minutes of the 2nd Session of the 2009 Synod

MOTION: Mrs. Carol Summers/The Reverend Sue Channen
‘that the minutes of the 2009 2nd session of the 135th Session of Synod, as found on pages 5 through 7 of this Convening Circular be now approved.’

4. Adoption of the Agenda

MOTION: The Reverend Canon Mark Tiller/The Venerable Dr. Richard Jones
‘that the agenda as presented by the Agenda Committee be adopted.’

5. Reception of All Reports

MOTION: The Reverend Canon Mark Tiller/The Venerable Dr. Richard Jones
‘that all reports found in the Convening Circular and obtained at registration be received.’

6. Trinity College Corporation

MOTION: The Venerable Michael Patterson/The Venerable Dr. Richard Jones
‘that the representatives from the Diocese of Niagara to the Corporation of Trinity College be the Reverend Aaron Orear (clergy); Ms. Elizabeth Wensley, Sister Heather Broadwell, Mr. Ross Gillett (lay) for a term of two years.’

(Please note: the Reverend Canon Darcey Lazerte (clergy), is a continuing member of the Corporation of Trinity College.)

7. Synod Council Election

MOTION: The Venerable Dr. Richard Jones/Canon Robert Welch
‘that this Synod elect the regional members of Synod Council and alternate regional members for the 2011-2012 term, as outlined on the nominations sheet, found on page 121 of this Convening Circular.’

2010 SYNOD RESOLUTIONS/NOTICES OF MOTION (continued)

8. Synod Council

MOTION: The Venerable Dr. Richard Jones/The Venerable Michael Patterson
'that the Synod Council Report, having been fully considered, be now finally approved, and that all the decisions, agreements and documents entered into and signed on Synod's behalf since the last session of Synod, be hereby ratified and confirmed.'

9. 2009 Audited Financial Statements

MOTION: Mrs. Judy Conning/Ms. Joanna Beck
'that the audited financial statements for 2009, as found on pages 44 through 59, be accepted.'

10. Auditor's Report

MOTION: Mrs. Judy Conning/Ms. Joanna Beck
'that the Auditor's Report, as found on page 45 be accepted.'

11. Appointment Of Auditors

MOTION: Mrs. Judy Conning/Ms. Joanna Beck
'that KPMG be appointed as auditors for fiscal year 2010.'

12. 2011 Budget

MOTION: Mrs. Judy Conning/Mr. David Eccles
'that this Synod approve the 2011 proposed budget.'

13. Payroll Pre-Authorized Payment

MOTION: Ms. Joanna Beck/The Venerable Dr. Richard Jones
'that effective January 1, 2012, payroll for all employees (clergy and lay) be by pre-authorized payment to the diocesan payroll service.'

**MINUTES OF THE 2nd SESSION OF THE
135th SYNOD OF THE DIOCESE OF NIAGARA
HELD SATURDAY, MARCH 13, 2010 IN HAMILTON**

SATURDAY, MARCH 13, 2010

CHRIST'S CHURCH CATHEDRAL, HAMILTON

Registration began at 8:00 a.m. Bishop Bird called Synod to order at 9:00 a.m. Seated at the head table were Bishop Michael Bird and Chancellor Robert Welch. The Bishop welcomed everyone to Synod.

REPORT OF THE CREDENTIALS COMMITTEE

Chancellor Robert Welch reported that, as of 9:00 a.m., March 13, 2010, 148 out of 235 eligible lay delegates had registered, representing 63% of all eligible delegates in the order of laity, and 80 out of 109 eligible clergy delegates had registered, representing 73% of all eligible delegates in the order of clergy.

**MOTION: Canon Robert Welch/The Venerable Dr. Richard Jones
THAT the report of the Credentials Committee be accepted.
CARRIED.**

PRIVILEGES OF THE HOUSE

No Privileges of the House were extended.

NEW MEMBERS OF SYNOD

The Bishop welcomed:

- The Reverend William Alakas, Holy Trinity, Welland
- The Reverend Javier Arias, St. Luke's & San Gabriel Congregation, Hamilton
- The Reverend Trevor Jones, Holy Trinity, Hamilton
- Canon Dr. Brian Ruttan, Interim Pastor, St. Thomas, St. Catharines

WELCOME TO THE DEACONS REPRESENTING THE COLLEGE OF DEACONS

- Ronald Pincoe, Jane Rokeby, Irene Walback

**APPROVAL OF THE MINUTES OF THE 135TH FIRST SESSION OF SYNOD
(NOVEMBER 2009)**

**MOTION: The Reverend Canon Ian Chadwick/Mrs. Carol Summers
THAT the minutes of the 2009 session of the 135th Session of
Synod, as found on pages 3 through 9 of the Convening
Circular, be now approved. CARRIED.**

NOTICES OF MOTION

No new motions received.

REPORT OF THE AGENDA AND RESOLUTIONS COMMITTEE

The Reverend Canon Mark Tiller, Chair of the Synod Planning Committee, gave his report and outlined procedures. Resolutions/notices of motions found on page 2 of the Convening Circular.

A mover and a seconder to a resolution or motion will be allowed a total of six minutes to speak. Speakers to a motion will be allowed two minutes each. A "warning" bell will be sounded when 20 seconds are remaining in the speaker's allotted time; and a bell will be sounded to indicate the end of the allotted time. New motions not included with the Convening Circular package or handed out at registration are to be delivered to the Secretary of Synod as soon as possible

and prior to 10:00 am. It will be determined when best to deal with new motions. Motions from the floor, which can be dealt with at the Synod session, will be presented on the screens.

ADOPTION OF THE AGENDA

**MOTION: The Reverend Canon Mark Tiller/
The Venerable Dr. Richard Jones
THAT the agenda as presented by the Agenda Committee be
adopted. CARRIED.**

RECEPTION OF ALL REPORTS

**MOTION: The Venerable Dr. Richard Jones/Canon Robert Welch
THAT all reports found in the Convening Circular and
obtained at registration be received. CARRIED.**

SYNOD COUNCIL ELECTION

**MOTION: Canon Robert Welch/The Venerable Dr. Richard Jones
THAT this Synod elect Mr. Jake Hildebrandt as the Lincoln
Regional Member of Synod Council for the 2010-2011 term.
CARRIED.**

ANNOUNCEMENTS

The Reverend Canon Mark Tiller made announcements.

WORSHIP

Synod morning worship began.

BISHOP'S CHARGE

Bishop Michael Bird addressed Synod and delivered the Bishop's Charge.

2010 PROPOSED BUDGET

Mrs. Judy Conning, Chair of the Financial Advisory Committee and Mr. David Eccles, Chair of the Finance Budget Sub-Committee of the Financial Advisory Committee, delivered the budget presentation on the Proposed 2010 Budget.

**MOTION: Mrs. Judy Conning/Mr. David Eccles
THAT this Synod approve the 2010 proposed budget.
CARRIED.**

VISION PETAL LEADERS PRESENTATION

The Vision Petal Leaders made a presentation. Members of the group are Ms. Christyn Perkons, Mr. Jim Newman, The Reverend Bill Mous, The Reverend Stephen Murray, The Reverend Thomas Vaughan and The Reverend Canon Dr. Margaret Murray.

Governance

Bishop Michael told Members of Synod that a Governance Working Group had been formed with the following mandate:

Mandate for the Governance Working Group

1. A review of how Synod and Synod Council meets and what are the responsibilities involved. This review would include reflecting on the frequency of meetings, agenda items and the agenda planning process, number of delegates or members, other matters pertaining to decision making in the Diocese.

2. A review and possible updating of the Diocesan Canons.
3. A review of the Regional Divisions within the Diocese and the state of Regional Councils and other forms of gathering and clustering in the regions.
4. A review of the role of Archdeacons and Regional Deans.
5. A review of the role and ministry of the Bishop, the Dean, the Executive Archdeacon and the Secretary of Synod.
6. A review of the current state of standing committees and divisions of ministry in the Diocese.
7. To make recommendations with regard to how, and to whom, these committees report on their work and to offer suggestions as to how that work can be better supported by Synod Council and Synod Office Staff.
8. To make recommendations about the process of helping parish members better understand their place in the life of the Diocese.

In all these discussion the overarching goal is to allow the leadership, the ministry, the structures and committees of the Diocese to support the work of articulating and living out our Diocesan Visio

Bishop's Financial Task Force

The Venerable Dr. Richard Jones, Chair of the Bishop's Financial Task Force, gave Members of Synod background on how the Task Force was formed and on the progress they have made to date. The Bishop's Financial Task Force reports to Synod Council. The group is looking at the following issues that the diocese is facing financially:

- Parish Receivables and Collections and cash flow issues for the Synod.
- Financial Services to Parishes such as Payroll and Insurance.
- Balance Sheet improvement and accounting, looking at all the assets and liabilities of the Synod including property assets.
- Budget Process and ability to resource the Diocesan vision over the longer term, this would include discussion of DM&M rates and multiyear budgeting strategies.
- Stewardship and Fundraising options for the Synod and Parishes.

Recommendations to Synod Council are being formulated in each of these areas.

PAYROLL PRE-AUTHORIZED PAYMENT

The Venerable Michael Patterson withdrew the Payroll Pre-Authorized Payment motion.

BISHOP'S ASSENT

Bishop Bird gave his assent to all actions of the Synod. He thanked everyone that helped in the organization of Synod.

Bishop Michael Bird closed the session with the Blessing and the 2nd Session of the 135th Synod of the Diocese of Niagara was prorogued at 11:45 a.m.

Respectfully submitted,

The Venerable Dr. Richard Jones, Secretary of Synod

Mrs. Karen Nowicki, Administrative Assistant to the Secretary of Synod

Mrs. Carol Summers, Honorary Lay Secretary

The Reverend Canon Ian Chadwick, Honorary Clerical Secretary

REPORT OF THE BISHOP'S ADVISORY COMMITTEE ON CHURCH BUILDINGS

As our inventory of church buildings grows older, the list of their needed repairs inevitably grows longer. At the same time, as money gets tighter, those repairs are costing more. The consequence is of an accumulating backlog of pending work.

In order to address what might be becoming either an intolerable, embarrassing or dangerous situation for individual parishes, the BACCB exists to remind them that there is help available.

That help comes, most particularly, by remembering the value of priority planning and by accepting that cosmetic work is really no substitute for maintaining the foundation and the fabric. In the same way, so much more can be accomplished with every dollar if every piece of work is subject to strict description and specification and the calling of not less than three(3) competitive bids. Spending money is easy. Spending it wisely in order to get the most from it requires particular diligence and care: Not just in the planning and design but in the management processes and in the financing of every project.

Members of the Bishop's Advisory Committee on Church Buildings can help with that work; either to assist in the analysis of problems or to suggest the economic options to solve them. Members of the Committee are parishioners themselves who are familiar with the difficulties we all face. Their collected career experience was earned in the construction industries, in building services, as engineers and as architects. Their knowledge is available to every parish, at no charge, whether it's a simple matter of building maintenance or an issue of new investment.

Over the past year Committee members have provided advice to the parishes of St. Aidan's, Oakville, St. Luke's, Palermo, All Saints', Hamilton, St. John's, York, St. Paul's, Caledonia, St. David and St. Patrick, Guelph, the Church of the Transfiguration, St. Catharines, St. John the Divine, Cayuga, Christ's Church, Port Maitland and St. John's, South Cayuga. Generally, it has been well received!

There is a description of the resources offered by the Committee, and of the diocesan requirements around new construction projects, that can be viewed on the diocesan website under "Resources-Church Buildings Committee" or you can call the BACCB Secretary, Karen Nowicki at (905) 527-1316 x 380 for immediate service, or you can contact the Committee Chair, the Reverend Ian Chadwick at (905) 988-7873.

If, in your parish, you are anxious about some structural weakness in the church fabric, or some maintenance issue with the potential to cause trouble, call Karen, or Ian, and get yourself some expert advice: it could save you some sleepless nights and save the parish a bundle.

A particular thank you to the dedicated volunteers who are the Committee members. Those long drives to evening meetings at the other end of the Diocese may be a satisfaction, but we recognize and appreciate that they come at the personal price of time and effort. But what we maintain and build together is not just good stewardship, but a glory to God.

**REPORT OF THE BISHOP'S ADVISORY COMMITTEE ON CHURCH BUILDINGS
(continued)**

Committee members

Ms. Brenda Brownlee
The Reverend Ian Chadwick, Chair
Mr. Brian Culp
Mr. William Filer
Mr. Don Hicks
Mr. John Layfield
Mr. Ian Milroy

Mr. David Ricketts
Mr. Ken Schroeder
Mr. Steve Swing
Mr. Roy Shoalts
Mr. Christopher Walker (Chair of BDIC)
The Venerable Michael Patterson
The Right Reverend Michael Bird

Respectfully submitted,
The Reverend Canon Ian Chadwick, Chair

REPORT OF THE BISHOP'S DECENNIAL INSPECTION COMMITTEE

In the report for 2009 it was stated "that in 2010 the second cycle of Inspections will start". On reviewing the overall status of the Program, it was decided that we should delay the start of the second cycle of Inspections until 2011 and take the time in 2010 to ensure that every property in the Diocese had been inspected at least once. With this in mind, a list of seventeen parishes was developed for inspection in the current year with four approved Inspectors invited to bid. From this list at the time of writing nine Inspections have been completed, with a follow-up in one case by the BACCB where significant structural problems were identified.

In order to improve and simplify the sound management and maintenance of Parish properties and simplify the inspection process, parishes are being encouraged to make full use of the new Model Property Maintenance Program and the associated Property Maintenance Checklist. This is available on the Diocesan website under *Resources/Decennial Inspection*. At the same location is the Reference Document for Fire Alarm Systems 2009.

A major change in the way Inspection Reports are prepared and distributed has been initiated during the year to take advantage of the almost universal availability of electronic communication. Now, unless there are special circumstances that dictate that paper documents are more appropriate, the drafting, review and presentation of Inspection Reports is all documented electronically, with two CD copies being made, one for the parish and one for the archives.

My thanks and appreciation go to the committee for 2009-2010, Mr. David Ricketts and Mr. Bill Holman, ably and tirelessly supported by Mrs. Karen Nowicki at Cathedral Place.

Committee Members

Mr. Bill Holman

Mr. David Ricketts

Mr. Christopher Walker, Chair

The Venerable Michael Patterson, Ex-officio

Respectfully submitted,
Mr. Christopher Walker, Chair

REPORT OF THE BISHOP'S TASK FORCE FOR A SAFE CHURCH

Focus:

As a Christian faith community, the Anglican Diocese of Niagara is committed to creating and maintaining an atmosphere in which our members, volunteers, staff and those who use our buildings, can work and worship together in an atmosphere that is free from all forms of harassment, exploitation, intimidation or discrimination.

It is our work to develop policy and a body of knowledge that embody “best practice resources” within Niagara. As a body clergy and laity, some of us are trained in law, social work, ministry as well as in the investigation of situations where misconduct is alleged to have taken place.

Activities:

During this past year, we have continued to provide basic education to clergy and lay people in the creation of an environment of a Safe Church. This includes the prevention of individual misconduct, but goes beyond that to support individuals in the maintenance of healthy interpersonal boundaries. We are consult with congregations about the planning of physical plants, and work at creating a safe environment in which both individuals and the community can function.

Our primary activity this past year continues to be the provision of a basic orientation to our Diocesan publication: *Sexual Misconduct Policy, Sexual Harassment, exploitation and Assault*. Training extends beyond maintaining “the letter of the law”, and assists individuals in the identification of circumstances, behaviours and practises which create the potential for unwholesome interactions to occur.

We continue to work at the revision of this policy, and significant strides have taken place within the past year.

A major task this past year, has been that of working at bringing the Diocese of Niagara up to the civil code, with the introduction of Bill 168 on Workplace Violence and Harassment Prevention. A policy in that regard is slated to be presented to Synod Council in October of 2010.

As well, we exist to respond to and investigate situations where there is a concern that misconduct may have taken place. Wherever individuals have felt that the church is not a “safe place” for the, following protocol, an investigation can occur.

Members of the committee are also available for parishes, regions and Clericus groups to educate people around the nature of harassment, abuse and the misuse of power.

In addition to those who are members of this task force, we thank other individuals who are involved with the work of this committee, especially Canon Robert Welch, Diocesan Chancellor, Mr. David Ricketts, our Diocesan Insurance Agent, and Mrs. Alison D’Atri all of whom continue to give generously of their time in special projects of the Safe Church Task Force.

There is an intrinsic connection between the work of this task force and the work of the Volunteer Screening and Management group, which has functioned until this year under the guidance of Joyce Wilton. We wish Joyce well in her retirement, and are grateful that she has offered to continue to consult with this group.

REPORT OF THE BISHOP'S TASK FORCE FOR A SAFE CHURCH (continued)

Members during the past year were:

The Right Reverend Michael A. Bird

Mr. Graeme Leach

The Reverend Deacon Roderick McDowell

The Reverend Canon Marni Nancekivell (Chair)

The Venerable Jim Sandilands

Ms Joyce Wilton

Respectfully submitted,

The Reverend Canon Marni Nancekivell, Chair

2010 DIOCESAN SYNOD COUNCIL

Representatives from Regions

Mrs. Patricia Davis	Brock
The Reverend George Henry, Deacon	Brock
The Venerable Lynne Marchant	Brock
The Reverend Susan Wilson	Greater Wellington
Mr. Lloyd Hicks	Greater Wellington
The Venerable Peter Scott	Greater Wellington
The Reverend Canon Robert Fead	Lincoln
Mr. Jake Hildebrandt	Lincoln
The Venerable Bruce McPetrie	Lincoln
Mr. Jim Morgan	Mohawk
The Reverend Canon Scott McNaughton	Mohawk
The Venerable James Sandilands	Mohawk
The Reverend Canon Susan Wells	Trafalgar
Ms. Connie Price	Trafalgar
The Venerable Stephen Hopkins	Trafalgar
Mr. Paul Clifford	Undermount
Mr. Russell Kelk	Undermount
The Venerable Richard Jones	Undermount

Representatives of Divisions of Ministry

The Reverend Dianne Distler	Congregational Support
Ms. Sharon White	Ministry Support
The Reverend Jean Ruttan-Yates, Deacon	Outreach

Canterbury Hills Representative

Mrs. Nancy Miller (until September 2010)
Mrs. Carol Burnell (from October 2010)

Financial Advisory Committee Representative

Mrs. Judy Conning

Bishop's Appointees

Ms. Cindy Blades
Mrs. Beth Kerley
Mr. John Palmer (until March 2010)
Mr. Ian Pratt

Members by Office

The Right Reverend Michael Bird	Bishop
Canon Robert Welch	Chancellor
Mr. Terry Jackman (until February 2010)	Vice-Chancellor
The Venerable Michael Patterson	Executive Officer
The Very Reverend Peter Wall	Dean
The Venerable Dr. Richard Jones	Secretary of Synod
The Venerable Dr. Michael Thompson	Non-territorial Archdeacon
Ms. Jody Beck (from September 2010)	Treasurer

REPORT OF THE DIOCESAN SYNOD COUNCIL

This report summarizes the actions of the Synod Council from the November 2009 Synod to the Synod Council meeting of October 20, 2010 inclusive. Nine meetings were convened. Attendance averaged 83%.

Membership

- all changes in membership were in accordance with Canon 1.9 and the election of members and alternate members by Synod in November 2009

Election and Appointments

- ratified the appointment of Judy Conning, Mitch Banks, Rick Jones and Michael Thompson to the Bishop's Financial Task Force
- re-appointed the Regional Archdeacon of Brock as the Diocesan Administrator of All Saints Mission, Niagara Falls for 2010
- approved that the Diocesan Administrators, The Reverend Susan Wells, St. George's, Lowville; The Venerable Bruce McPetrie, Church of the Good Shepherd, St. Catharines; The Venerable Dr. Richard Jones, St. Peter's, Hamilton; The Reverend Sue-Ann Ward, St. Hilda's, Oakville; pursuant to Canon 4.5, Section 7, terms be extended until December 31, 2010, subject to review by the Bishop and Executive Officer
- elected Mr. Jim Sweetlove as President of the Anglican Church Ministries Foundation, Niagara, for a one-year term
- elected Mr. Andrew Bucknall as Vice-President of the Anglican Church Ministries Foundation, Niagara, for a one-year term
- elected members of the Anglican Church Ministries Foundation as follows: Mr. Gord Archbell (Jan. 2008 - Dec. 2010); Mr. Andrew Bucknall (Jan. 2009 - Dec. 2011); Mrs. Judy Conning (Jan. 2009 - Dec. 2010); The Venerable Lynne Marchant (Jan. 2008 - Dec. 2010); Archdeacon Bob Leckey (Bishop's Appointee 2010); Mr. James Sweetlove (Jan. 2009 - Dec. 2011); Mr. David Watson (Jan. 2009 - Dec. 2010)
- appointed KPMG auditors of the Anglican Church Ministries Foundation, Niagara for fiscal year 2009
- elected members of the Financial Advisory Committee for 2010 as follows: The Reverend Owen Ash, Mrs. Judy Conning, The Venerable Lynne Marchant, Mr. Stan Hatcher, Mr. Jim Higginson, Mr. Tom Poirier, Mr. Ian Pratt, Mr. Fred Roach
- elected members of the Audit Committee for 2010 as follows: Mr. Gord Archbell, Mr. Ed Crighton, The Reverend Dianne Distler, Mr. Jim Higginson, Mr. Gerald Jenkins, Mr. Jim Newman, Mr. David Page, Mr. Ian Smith, Mr. Peter Swire, Mr. Seymour Wigle
- authorized the following as signing officers: The Right Reverend Michael Bird, Diocesan Bishop; The Venerable Michael Patterson, Executive Officer; The Venerable Dr. Richard Jones, Secretary of Synod; The Very Reverend Peter Wall, Dean; Ms. Debbie Young, Assistant Treasurer
- required that the signature of one of the following must appear on cheques: the Treasurer, the Assistant Treasurer, or the Executive Officer
- elected the following to serve as the Synod Council Coordinating Team; Ian Pratt, Russell Kelk, The Very Reverend Peter Wall, Canon Susan Wells, Mr. John Palmer
- appointed The Reverend Trevor Jones as Diocesan Administrator of Holy Trinity Church, Hamilton effective January 31, 2010
- approved the addition of Tim Huxley, Mitch Banks and David Ricketts to the membership of the 2010 Financial Advisory Committee

REPORT OF THE DIOCESAN SYNOD COUNCIL (continued)

Election and Appointments (continued)

- reappointed Mr. Bob Tilbury, Canon David Pickett, Mr. Mitch Banks and Mr. Ian Pratt to the Cathedral Place Property Management Committee for a two year term effective March 1, 2010
- reappointed Mr. Paul Clifford to the Jamesville Day Care Board for a two year term effective April 15, 2010
- terminated the appointment of the Reverend Trevor Jones as the Diocesan Administrator of Holy Trinity, Hamilton effective April 13, 2010 and that the Administrator be recalled
- ratified the appointment of Ms. Joanna Beck as Diocesan Treasurer, effective September 1, 2010
- approved that Ms. Joanna Beck, Diocesan Treasurer, be added as a Diocesan-signing officer effective September 14, 2010

Policy Matters

- agreed to undertake a governance and leadership review in 2010
- that annual vestry meetings be held by February 28, 2010 under Canon 4.1.4
- received the Interim Ministry Report as presented
- directed the Secretary of Synod to review current policies on the disposition of proceeds from the sale of assets and, in consultation with the Chancellor, to present revised policies for consideration by Synod Council in October 2010
- approved that the current policy regarding the disbursement of proceeds from the sale of property be rescinded
- approved that Synod Council will decide on the future disbursement of funds coming from the sale of disestablished parish properties on a case by case basis.
- approve the policy Harassment and Workplace Violence as presented

Parish and Property Matters

- authorized the Bishop to endorse the application of the Community Justice Camp to the Anglican Foundation for a grant in the amount of \$5,000
- authorized the Bishop to endorse the application of the Community Justice Camp to The Ontario Provincial Synod for a grant in the amount of \$2,000
- approved an electronic poll be conducted to pursue the sale of All Saints, Niagara Falls
- approved the request from St. Paul's, Hamilton to borrow up to \$35,000 from its Rectory Fund for Capital expenditures
- approved the request from St. Paul's, Caledonia to borrow up to \$95,000 from its Rectory Fund for Capital expenditures
- supported the Bishop in developing a process to move ahead expeditiously in exploring new models of ministry which may include the merging of parishes or the creation of multi-point parishes
- approved the request from St. Paul's, Shelburne to borrow up to \$10,000 from its Rectory Fund to make improvements on the rectory
- approved the request from St. Alban the Martyr, Acton to borrow up to \$18,000 from its Rectory Fund to repair the roof of the narthex
- authorize the negotiation of the sale of St. Mark's, Louth
- approved an electronic poll be conducted to finalize the sale of St. Mark's, Louth
- approved the sale of the vacant property of the former Parish of St. Mark's, Louth 1689 3rd Avenue, St. Catharines for \$10,000 to Mr. Henry DeBoer
- approved the request from St. Aidan's, Oakville to borrow up to \$12,000 from its Rectory Fund to complete the installation of a new flat roof

REPORT OF THE DIOCESAN SYNOD COUNCIL (continued)

Parish and Property Matters (continued)

- approve the request from St. Paul's, Caledonia to borrow the current balance of the rectory fund remaining, up to \$7,000, to assist with the funding of the elevator and accessible washroom project

Financial Matters

- received the 2010 proposed budget
- requested that Gord Archbell, Interim Treasurer, continue to update Synod Council each month on the financial cash flow situation of the diocese
- adopted the recommendations from the Financial Advisory Committee
- directed the Financial Advisory Committee and Insurance Sub-Committee to review and compare our insurance policy to those of similar dioceses
- directed the Financial Advisory Committee and Insurance Sub-Committee to attempt to secure competitive quotes at least every three years
- approved that the Bishop develop a process to work intentionally with any parish that has been unable to meet its payroll commitment for a three month period that would engage the parish leadership with the Bishop, the Regional Archdeacon, the Generous Culture of Stewardship leadership team, and other diocesan resources to implement a plan of action
- in the interests of transparency and good communication, the Treasurer publish quarterly in the Niagara Anglican and elsewhere a list of receivables for both DM&M and payroll
- directed the Financial Advisory Committee and Budget Sub-Committee to begin work on a multi-year financial & human resource budget for presentation to Synod Council prior to the Fall Synod 2011
- authorized the following resolution be presented to Synod 2010: that effective January 1, 2012, payroll for all employees (clergy and lay) be by pre-authorized payment to the diocesan payroll service
- directed the Financial Advisory Committee and Treasurer to prepare proposals on charging service fees for use of the diocesan payroll service, including a definition of “outside groups”, and estimates on the costs to be recovered by charging fees for non-clergy and non-parish employees, and report back to Synod Council in October or November 2010
- approved that the Bishop and Synod Council liquidate diocesan assets to retire diocesan debt, improve cash flow, and fund ministry
- approved that the Investment Sub-Committee be asked to include provisions for Ethical Investing in the Terms of Reference and report back to Synod Council
- received the 2011 Proposed Budget as presented
- accepted the recommendation from the Compensation Sub-Committee to increase all pay grades on a minimum stipend scale established for parish clergy by 2.9% and on existing clergy housing allowances; and that a minimum 2.9% increase be recommended for all lay employees of the parish for 2011
- approve that the Diocese of Niagara, in partnership with the Anglican Appeal, and with support from the Philanthropy Department of General Synod, initiate an Annual Appeal (as yet to be named), whose revenue would be evenly divided among the parish, the diocese, and the Anglican Appeal.
- approved that the Appeal Sunday each year be the Seventh Sunday of Easter, anticipating the Feast of Pentecost

REPORT OF THE DIOCESAN SYNOD COUNCIL (continued)

Financial Matters (continued)

- approved that the Bishop, Executive Archdeacon and Dean be authorized to recruit a team to manage the diocesan responsibilities in the Appeal, and to receive and evaluate grant requests for support from the Diocesan share of the Appeal
- accepted the 2009 Audited Financial Statements for the Synod of the Diocese of Niagara as prepared by KPMG

Other

- approved the Secretary of Synod to conduct an electronic poll to ratify an arbitration document with the Anglican Network in Canada
- ratified the amended minutes of Settlement
- received the report of the Governance Task Force
- approved the Volunteer Ministry Job Description for the Vision Petal Chairs
- authorized the Generous Culture of Stewardship leadership team continue discussions with the General Synod to identify potential areas of partnership in stewardship and planned giving.
- requested the Generous Culture of Stewardship leadership team prepare a comprehensive plan and program for stewardship education and development that will help to create a generous culture of stewardship in all parishes
- requested that the comprehensive plan to be presented to Synod Council in September for consideration and possible presentation to Regional Meetings in the Fall and to Synod in November
- approved that developing a Generous Culture of Stewardship be a priority for the life of the Diocese for 2011 and that the Generous Culture of Stewardship leadership team provide guidance to the Bishop and Synod regarding education and development for this program
- received the Solar Energy Task Force Report as presented

Respectfully submitted,

The Venerable Dr. Richard Jones, Secretary of Synod

Mrs. Karen Nowicki, Administrative Assistant to the Secretary of Synod

REPORT OF THE GENEROUS CULTURE OF STEWARDSHIP COMMITTEE

The Generous Culture of Stewardship Committee (formerly the Stewardship and Financial Development Committee) encourages all forms of stewardship education that acknowledge that stewardship is not about keeping the church afloat, but about our relationship with God. That includes developing greater awareness that all we have is a gift from God, and that when we give, we're giving back to God what is God's in the first place. It follows that we are to ensure that all gifts and resources are well protected, well managed, and used for the furthering God's work.

What are the signs of a Generous Culture of Stewardship?

- *A broad consensus among diocesan leadership, clergy, and laity that generosity is a shared goal and a leading indicator of spirituality*
- *Ministries at all levels (parishes, Diocese, and the National Church) that are adequately and fairly resourced*
- *People living out their Baptismal covenant*
- *Governance, committees, and processes that embody and support our Vision*
- *Diocesan and parish budgets that realistically reflect anticipated revenue and support investment in resources consistent with living our Vision.*

The Committee works in close partnership with the Department of Philanthropy of the Anglican Church of Canada. We work extensively with individual parishes and lead workshops and seminars focusing on:

- Year Round Stewardship Education for parishes with a particular emphasis on telling each parish's story in narrative budgets
- Gift Planning Education for individuals in partnership with allied professionals
- Capital Campaigns for major parish projects
- Research and development of stewardship and gift planning tools
- Communications through the Diocesan web site, the Niagara Anglican, parish brochures and marketing materials, parish corporations and committees and Sunday morning preaching.

Popular workshops in 2010 included *Eliminate the Debt* and *Ten Simple Things to Improve Your Parish Income*. Topics under consideration for future workshops include *Effective Parish Advocacy*, *Visionary Narrative Budgets*, *How to talk about Wills and Planned Giving*, *A Theology of Abundance*, *Successful Capital Campaigns*, and *Creating a Magnetic Web Presence*.

In 2010 the Committee has been instrumental in the promotion of the Diocesan Vision, the campaign for Passion for Justice, the Bequest Identification Initiative, the Diocesan Grants Program, and working in close partnership with the Diocesan Budget Committee in preparing the Diocesan Narrative Budget and the Proposal for the Diocesan Annual Fund. The Diocesan web site pages for Stewardship and Gift Planning have been extensively revised and linked to resources of the National Church. We also retain close working relationships with the Stewardship staff of the Lutheran Church in Canada, and the Ontario Stewardship Network.

Core team members of the Generous Culture of Stewardship Committee are Reverend Dr. Derek Anderson, Reverend Jean Archbell, Mitch Banks, The Venerable Lynne Corfield, Jim Newman, Reverend Canon David Pickett and support staff person Karen Nowicki. Each consultation, seminar and workshop develops the Diocesan Team of hundreds of clergy and lay people who work to stimulate and bring to life a Generous Culture of Stewardship across the diocese through conversation, resource sharing, and consultation.

Respectfully submitted,
Jim Newman, Diocesan Stewardship Consultant

REPORT OF THE MISSION STRATEGY AND PLANNING COMMITTEE

Mission Strategy works to facilitate the mission of parishes and the regions by providing advice and support to parishes, the Bishop and Synod Council on issues of growth and development. In the last year we have worked on the following projects:

- Redevelopment of St. John, Burlington and St. John Wood
- Regional response to ministry in Welland and area exploring team ministry options
- St. John's, Stewarttown, evaluated the Rating and Ranking Exercise as a tool for ministry
- Mission Covenant Process, developed templates and discussed methodology
- All Saints, Hamilton, process of redevelopment
- Church of the Ascension, Hamilton, process of redevelopment
- St. Luke's, Palermo, process of redevelopment
- St. Aidan's, Oakville, process of redevelopment.
- Church of Our Saviour The Redeemer, Stoney Creek, ministry plan in response to Holy Conversations Process
- Parish Mission Assessment Tool
- Serving Together Expanding and Enhancing Anglican Ministry ("STEAM")

Recently we have been in conversations with the Outstanding Leadership for Ministry team to see what aspects of our work overlap with their mandate and the action plans they are developing to the support the Vision for the Diocese. This conversation continues.

I want to sincerely thank all the members of Mission Strategy for their dedicated service to mission and ministry of the parishes, regions and Synod of our Diocese.

The Reverend Owen Ash
Bishop Michael Bird
Mr. Bill Connor
The Reverend Dianne Distler
The Reverend Marc Germaine
The Venerable Dr. Steve Hopkins
Mr. Andy Kalbfleisch
The Venerable Dr. Rick Jones, Chair
The Reverend Canon Dr. Margaret Murray
The Reverend Canon Marni Nancekivell
The Venerable Michael Patterson
The Reverend John Ripley
The Reverend Canon Susan Wells
Ms. Jane Wyse, Scribe

Respectfully submitted,
The Venerable Dr. Rick Jones

REPORT OF THE FINANCIAL ADVISORY COMMITTEE (FAC)

The task of the Financial Advisory Committee (FAC) is to advise and report to Synod Council and the Bishop on the management and administration of funds and assets held by or under control of the Synod. In addition, the FAC provides advice and recommendations to Synod council and the Bishop on all financial matters that are to come before them for resolution. Various subcommittees of the FAC, a number of which have separate reports in this convening circular, provide information to the FAC in specific areas including investment, insurance and risk management, and finance/budget. FAC works closely with the Treasurer and finance staff.

This year has been a year of transition and we acknowledge the tremendous work of the interim treasurer Gord Archbell and the dedication and hard work of the finance department staff, Debbie Young, Kim Waltmann, and Ruth Anne Martin. We also recognize the work of Wendy Duncan, who left the diocese in May to pursue another opportunity. Without their dedication to their work, FAC could not have accomplished what we have this year. On September 1, 2010 Jody Beck assumed the position of Treasurer and we are pleased to welcome her and look forward to working with her in the future.

2010 has been a challenging year. FAC members have worked as part of a team with other financial task forces and diocesan committees to develop an understanding of our current financial situation. We have assisted in outcomes that address current financial concerns. Some of our members participated in Individual follow-ups with parishes that had outstanding payroll receivables. Several parishes committed to automatic withdrawals for their payroll expenses as a result. Meetings were held in conjunction with the Stewardship committee and a significant amount of long-term parish receivables were received prior to year end and early in 2010. FAC provided input into the 2011 budget and helped in the development of the materials to be presented at the regional pre-synod meetings to inform synod delegates about the budget, the changes and the reasons for those changes.

FAC members have focused on obtaining cash flow statements in addition to the monthly income and expenditure statements. The Executive have done an excellent job in controlling expenditures in many areas but cash flow continues to be a challenge for the diocese. Committee members met almost weekly in the spring and shared many email conversations as they struggled to get a better understanding of the cash flow situation faced by the diocese. The primary source of stress on the diocesan cash flow is the parish payroll. Payments are made to the clergy and staff of parishes on the 15th of each month despite the fact that many parishes do not remit funds to cover those payments until later in the month, and sometimes several months later. Procedures are being put in place to address this situation and to help parishes meet their payroll obligations in a timely manner.

Another focus of FAC this year has been to increase the overall communication with the Bishop, the Executive officer, the interim treasurer, and Synod Council. We have worked hard to make the diocesan finances more transparent, thereby contributing to a better understanding of our financial situation and the opportunity for those in leadership to use the financial reports to inform the decision-making processes of the diocese. As a result, the diocesan leadership responsible for making this diocese a success is better able to function as a team in the financial management of the diocese.

REPORT OF THE FINANCIAL ADVISORY COMMITTEE (FAC) (continued)

The knowledge and the commitment of the members of the FAC has been exceptional this year and I am grateful for the dedication that each member has given to the work that we have done. As we continue to bring the diocesan vision to life, I am confident that the skills and dedication of FAC members will play a key role in monitoring our financial health and working as a part of the diocesan team to enable the diocese to do the ministry that it is being called to do in this place at this time.

The members of FAC for 2010 are:

Mrs. Judy Conning, Chair

Dr. Stan Hatcher

Mr. Jim Higginson

Mr. Ian Pratt

Mr. David Ricketts

Mr. Fred Roach

Mr. Tim Huxley

Mr. Mitch Banks

Mr. David Eccles, Finance Budget representative

Ms. Jody Beck, Diocesan Treasurer

Mr. Gord Archbell, Interim Treasurer

The Venerable Michael Patterson, ex-officio

Ms. Ruth Anne Martin, Recorder

Respectfully submitted,
Judy Conning, Chair

REPORT OF THE FINANCE/BUDGET SUBCOMMITTEE

(This Subcommittee is responsible to the Financial Advisory Committee)

The Finance/Budget Subcommittee assists the Treasurer with the preparation of the diocesan budget and monitors diocesan financial operations, including parish loans, loan guarantees and repayment plans.

At regular meetings, the subcommittee reviewed the statements provided by the acting Treasurer and ensured that reasonable explanations were provided for both positive and negative variances to the budgeted amounts. Church extension loans, loans payable, and parish receivable for payroll and D M&M are also reviewed at each meeting. Due to the vacancy in the position of Treasurer for most of the year, the subcommittee took direct involvement in preparing the 2011 Budget in consultation with the Bishop, Senior Staff, Vision Petal Leaders and Synod Council input.

Once again it took a second Synod in March to pass the 2010 budget. The committee worked closely with the FAC, Bishop and staff to update the budget for 2010 that was ultimately approved at the special session of Synod.

This year's budget represents the start of a significant shift in the way the diocese will operate in the future. In response to the frequent requests from Parishes that the D M& M rate is too high, the D M&M rate has been reduced to 30% of assessable parish income and an allowance have been made for uncollected D M& M and Payroll.

As we begin to embrace the diocesan vision there will be a change of focus on the areas that are funded and the resources that are allocated to various ministries. As the result of the reduction in the D M&M rate it is not possible to directly fund certain areas such as outreach within the diocese and university chaplains at the diocesan level. Parishes, individuals and groups will be encouraged to find new and innovative ways to support these initiatives in the future.

We owe a great deal of thanks to Jim Newman for all the hard work he has put into the preparation of a narrative form of the budget for 2011. I'm sure you will find this useful in understanding how we plan to allocate our resources in the year ahead.

We thank our current members for their time and care for our ministry of finance in Niagara. We would like to express our profound gratitude to Acting Treasurer Gord Archbell and Finance Department staff. We welcome our new treasurer Jodie Beck and we look forward to working with her in the future.

Committee Members

Andrew Clinkard

David Eccles

Rob Fead

Jerry Jenkins

Michael Patterson (ex officio)

Maureen Peddle

John Saylor

Ian Smith

Respectfully submitted,
Mr. David Eccles, Chair

REPORT OF THE INSURANCE AND RISK MANAGEMENT SUBCOMMITTEE

(This subcommittee is responsible to the Financial Advisory Committee)

This subcommittee of the Financial Advisory Committee advises the Diocese of Niagara and its Parishes through the Financial Advisory Committee regarding Insurance and Risk Management.

The program of professional appraisals of the church owned properties is ongoing. During the past year, the insurance building inspection program has been continued by the Insurance Broker.

This is a special service done by our broker as most do not do this anymore. Churches and church properties at all of the church locations have been inspected over the last 10 years.

A manual on Church Insurance and Risk Management has been prepared by our broker and is available to each parish through the web in the password protected area accessible to Rectors, Wardens and Treasurers. We strongly urge that this essential document be made available to ALL new Wardens to help with their duties and responsibilities especially regarding their duties around Liability, Money Handling and Fiduciary issues. This past January, a summary of all the coverage's, limits and deductibles was sent to each parish to keep Corporations informed about what the Diocesan coverage's are. Especially important too, is the issue that has come to the fore recently with 2 claims for lightning striking a couple of our churches. Parishes from a risk management point of view should look into the installation of lightning rods to protect their buildings.

The subcommittee carried out its annual review of the Synod's policies, with our broker's assistance. All insurance companies are finding it difficult to assess risk; no more so than when there have been some very large losses. In this Diocese, because of the measures we have taken over the past 16 years. i.e. the program of church appraisals done by our independent appraiser, there has been some rate stability. This year we were able to lower the ratings on all parishes slightly. We are still faced with the continual challenges regarding insurance companies that will entertain our class of risk because of the Physical and Sexual Abuse coverage's. It does not help to have a couple of major property losses even over 10 years when we go seeking quotes from other companies, which our broker does on an annual basis. Losses over the past ten years have exceeded premiums. Often we think that only property claims are paid but claims under our liability coverage have increased also. In the last year this has been even more true. Even if a liability claim is not paid there are lawyer fees, etc which add to the overall cost and our loss ratio goes up.

The User Group Insurance program is going well for the various groups that rent space in parish properties. This is a mandatory program throughout parishes in the Diocese and further information is available on the Diocesan website. This program provides coverage for outside groups meeting on church premises and more and more parishes are getting on board.

Insurance is a very complex commodity and again, we want to thank our broker, David Ricketts. David keeps on top of changes in the market place and advises the FAC and the sub- committee and parishes. He is available to assist, at any time, any parish with their questions.

**REPORT OF THE INSURANCE AND
RISK MANAGEMENT SUBCOMMITTEE (continued)**

Our Insurance Administrator, Kim Waltmann, is the cheerful voice at the Diocesan Resource Centre to assist you on a daily basis as well.

Many thanks go to the members of the subcommittee for 2009:

Kathryn Anderson

Brent Davis

Linda Daniels-Smith

Neil Groombridge

Violet Whitehouse

Gord Archbell (Interim Treasurer)

Andrew Clinkard (Member Insurance
Task Force)

Kim Waltmann

(Administrator/Secretary)

Respectfully submitted,
Mrs. Judy Conning, Interim Chair

REPORT OF THE INVESTMENT SUBCOMMITTEE

(This subcommittee is responsible to the Financial Advisory Committee)

Our Investment Fund was restructured in June 1996 to the current participation unit format. It has been managed by Russell Investments Canada Limited, a wholly-owned subsidiary of Frank Russell Limited since July 1, 2002. Russell uses a multi-asset, multi-style, multi-manager approach to reduce risk and deliver consistent and superior returns. For our portfolio, they currently employ 27 managers in the following fund areas: Canadian Equity, Canadian Fixed Income, U.S. Equity, Overseas Equity and Global Equity.

Russell charges a fee of 52 bps plus GST per year (a basis point (bps) is 0.01%), paid quarterly. The Diocese charges an administrative fee of 50 bps per year, paid monthly. The current total fees are 1.02% per year.

The Synod of the Diocese of Niagara uses a system of participation units through which the Diocese and the participating Parishes share the risks and rewards associated with the investment of their funds. Parishes, who chose to receive a monthly payment, received a 5% cash payout each year up to December 31, 2000 except for 1998 when they received 7.2%. Since January 1, 2001, Parishes have been able to withdraw funds by redeeming units on a monthly basis and this has replaced the cash payout. Unit values were originally set at \$10.00 and they peaked at \$17.30 on June 2007. As of June, 2010 the unit value was \$15.62.

The returns on our participation units have fluctuated over a number of years similar with the stock markets. Following are the after expense results as of June each year: 2003 – (1.72%), 2004 – 13.56%, 2005 – 9.48%, 2006 – 7.14%, 2007 – 13.33, 2008 – (3.81%), 2009 – (12.77%) and 2010 – 6.73%. The funds invested with Russell Investments have returned 4.77% since inception in July 2002.

This year, we welcome Janina Vanderpost and Derek Wood as new members to the sub-committee. We thank all of the members who are currently serving on the committee for their many years of service to the Diocese through their involvement on the Investment Sub-committee.

Present members of the Investment Subcommittee are:

Ms. Joanna Beck (Diocesan Treasurer)

Mr. Andrew Bucknall

Reverend Canon Robert Fead

Mr. David Ricketts

Ms. Kim Waltmann (Secretary)

Mr. David Watson (Chair)

Respectfully Submitted,
Mr. David Watson, Chair

DIOCESE OF NIAGARA

2011 PROPOSED BUDGET NOTES

The Financial Advisory Committee and the Finance Budget subcommittee have spent considerable time this year understanding our current financial situation, reviewing in detail diocesan cash flow, previous years' statements, and monthly receipt and expenditure year to date data. Much thought has gone into the preparation of this budget. This budget has been informed by the vision, received input from the petal leaders, and reviewed and approved by the majority of FAC and Finance Budget members. It represents forward thinking and the direction that we believe we need to be moving so that we can be the church that God is calling us to be in this place.

RECEIPTS

In recent years, we have heard repeatedly that the D M&M rate is too high and needs to be reduced. We have listened and responded in this proposed budget. The D M&M rate has been reduced from 32.827% of assessable income to 30.00% of assessable income, a reduction of approximately 9%.

We have also heard repeatedly that the diocese does not collect all of the D M&M and payroll that it bills during a calendar year. In the past, we have budgeted as if we did receive everything that was billed. This budget sets up an allowance for deferred D M&M and payroll so that we do not continue to spend more than we can realistically expect to receive in a given year.

EXPENDITURES

The diocesan vision has helped to inform the direction of the budget. Dollars have been allocated to a new full-time position of Congregational and Justice Coordinator whose primary role will be to bring the vision to life in our parishes. In addition \$6,000 has been allocated to specific vision related expenditures suggested and supported by the vision petal leaders.

Work is already underway to determine the role of the diocese and the role of local parishes in many areas including outreach. Currently there is much outreach that goes on at the local level. In order to respond to parishes' requests to reduce D M&M, and to provide funding for vision related initiatives, a decision has been made to eliminate most diocesan funding of outreach projects from the diocesan budget. This is not a reflection of the importance of these initiatives and the diocese continues to believe that these outreach initiatives are vital. Parishes and individuals are being challenged to find new ways to fund and support outreach initiatives no longer supported by the diocese. Funding for university chaplaincies will continue till April 2011 to provide support for the academic year currently underway.

This budget continues to be a transitional budget directed by the vision to get us where we need to be going forward. It is challenging and it is not perfect but it meets the challenge that the Bishop set at our spring meeting of Synod "to be the church that God is calling us to be".

Mr. David Eccles, Chair
Finance/Budget Sub-committee

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>RECEIPTS</u>			
Diocesan Mission & Ministries	3,095,803	3,122,000	2,855,000
Less: Diocesan Mission & Ministries Grants	(51,664)	(140,000)	0
Allowance for Deferred DMM	0	0	(75,000)
Allowance for Deferred Payroll	0	0	(50,000)
Interest on Trust Funds	10,091	10,000	15,000
Sundry	141,071	19,000	30,000
TOTAL RECEIPTS	<u>3,195,301</u>	<u>3,011,000</u>	<u>2,775,000</u>
<u>EXPENDITURES</u>			
<u>EPISCOPAL OFFICE:</u>			
Staff:			
Diocesan Bishop	105,272	105,276	105,272
Executive Officer	91,997	91,992	91,997
Secretary of Synod	10,737	10,740	10,737
Office Staff	97,707	97,974	97,707
Benefits/Pension	77,812	81,864	80,000
	<u>383,525</u>	<u>387,846</u>	<u>385,713</u>
Expenses:			
Episcopal Expenses/Discretionary	44,557	40,000	40,000
Synod Council Committees	(4,600)	5,000	0
	<u>39,957</u>	<u>45,000</u>	<u>40,000</u>
Lambeth:			
Core Budget	2,572	2,572	2,572
Funding Bursaries	2,571	2,572	2,571
Conference Fee	1,500	1,500	1,500
Travel Expenses	(6,854)	1,500	1,000
Additional Appeals	1,000	1,500	1,000
	<u>789</u>	<u>9,644</u>	<u>8,643</u>
Episcopal Office Total	<u>424,271</u>	<u>442,490</u>	<u>434,356</u>

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>PARISH MINISTRY SUPPORT</u>			
Congregational and Justice Coordinator	0	17,000	64,000
Benefits/Pension	0	4,250	16,000
	0	21,250	80,000
<u>Cemetery Consultant</u>			
Cemetery Consultant	7,399	12,000	12,000
Benefits/Pension	0	1,500	1,500
	7,399	13,500	13,500
<u>Finance Staff:</u>			
Treasurer	52,387	45,000	85,000
Office Staff	205,213	167,821	132,000
Benefits/Pension	63,935	60,744	43,750
	321,535	273,565	260,750
<u>Less: Service Fees</u>			
Investment Fund Administration Transfer	49,033	55,000	50,000
Insurance Fund Administration Transfer	25,000	25,000	25,000
Administrative Fee - ACMF, Niagara	10,000	10,000	10,000
	84,033	90,000	85,000
	237,502	183,565	175,750
<u>Program Department</u>			
Program Consultants	86,319	86,328	57,500
Office Staff	47,411	47,232	47,232
Benefits/Pension	38,787	39,900	26,000
	172,517	173,460	130,732
<u>Stewardship & Financial Development</u>			
Consultant	863	30,000	30,000
Less: Consultant Grant	0	(30,000)	(30,000)
Expenses	12,731	5,000	5,000
	13,594	5,000	5,000
<u>Youth Ministry</u>			
General Program Expenses	1,286	1,000	1,200
Serverfest	0	400	400
Niagara Youth Conference	15,947	18,000	16,000
Spirit Quest	166	1,100	500
Youth Leadership Training Program	3,248	3,850	3,500
Youth Synod	1,240	1,600	1,500
Youth Members of Diocesan Synod Orientation	334	350	350
Youth Ministry Training Initiatives	493	1,000	500
Regional Youth Ministry	1,580	2,500	1,550
Youth Ministry Resources	78	1,000	500
Youth Ministry Committee & Resources	662	350	500
	25,034	31,150	26,500

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>Children's Ministry:</u>			
Children's Ministry Advisory Committee	1,106	0	0
Children's Ministry Leadership Devel. & Res.	3,130	3,000	3,500
	<hr/> 4,236	<hr/> 3,000	<hr/> 3,500
<u>Nurturing Congregational Growth</u>			
Resources for Parish Planning & Development	60	0	0
Parish Ministry Support	0	150,000	125,000
Mission Strategy & Planning	1,319	2,500	500
Congregational Support Coord. Team	(17)	1,200	500
Training & Resources	185	0	0
	<hr/> 1,547	<hr/> 153,700	<hr/> 126,000
<u>Vision Initiatives</u>			
Vision Animation Expenses	0	0	2,500
Life Changing Worship Expenses	0	0	3,500
	<hr/> 0	<hr/> 0	<hr/> 6,000
Parish Ministry Support Total	<hr/> 461,829	<hr/> 584,625	<hr/> 566,982

CLERGY DEVELOPMENT AND SUPPORT

Divinity Students	12,424	10,000	5,000
Ordinations	1,218	5,000	2,000
Parish Priesthood 101 (Transitional Deacons)	300	4,000	2,000
Niagara Continuing Education	8,664	5,500	3,000
Employee Assistance Program	15,668	15,000	15,500
Clergy/Licensed Lay Workers Conference	11,324	10,000	0
Clergy Days	0	1,500	1,500
Mentoring	95	0	0
Committee Expenses	254	750	500
Regional Deans	2,750	3,000	3,000
	<hr/> 52,697	<hr/> 54,750	<hr/> 32,500
<u>Parish Leadership & Support</u>			
Interim Ministries	245	5,000	2,000
Vocational Diaconate	767	3,000	2,000
Archdeacons	6,875	9,000	9,000
	<hr/> 7,887	<hr/> 17,000	<hr/> 13,000
Clergy Development and Support Total	<hr/> 60,584	<hr/> 71,750	<hr/> 45,500

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>ADMINISTRATIVE SUPPORT</u>			
<u>Pension Commitments:</u>			
Pension Support - Retired Bishops	30,000	30,000	30,000
Louisa Parke Commitment	43,292	44,000	40,000
	<u>73,292</u>	<u>74,000</u>	<u>70,000</u>
Additional Payroll	9,123	5,000	5,000
Wage Adjustment Current Year	0	0	0
	<u>9,123</u>	<u>5,000</u>	<u>5,000</u>
<u>Diocesan Operations:</u>			
Archives	10,037	10,250	10,250
Conferences/Travel	3,859	8,000	4,000
Personnel Transition and Severance	701,944	315,000	300,000
Police Checks	164	1,200	500
Parish Interest/Other Expense	83,494	35,000	30,000
Parish Loan Reduction	0	115,010	115,010
Staff Expenses	22,677	12,000	12,000
Interest Bank Operating Loan	30,402	45,000	35,000
Recovery Interest on Parish Receivables	(36,490)	(43,000)	(20,000)
	<u>816,087</u>	<u>498,460</u>	<u>486,760</u>
<u>Administrative Expenses:</u>			
Telephone	20,040	12,000	15,000
Communications:			
Niagara Anglican News	30,287	30,000	30,000
Web Site Support	36,213	35,000	30,000
Mailing	10,396	13,000	12,000
Office Supplies	9,250	12,500	10,000
Payroll System	5,278	5,500	5,500
Cost Recovery from user Groups	0	0	-2,500
Equipment Rentals	2,539	2,000	2,500
Equipment Service/Contracts	9,048	8,000	9,000
Equipment/Furniture Purchases	4,270	5,000	5,000
Computer Systems Support	5,860	5,000	5,000
Printing	1,411	5,000	3,000
Resources	2,859	3,000	3,000
Audit	25,000	16,500	16,500
Legal	10,030	14,000	12,000
Other Expenses	6,410	5,000	7,000
Bank Charges	8,531	8,800	9,000
	<u>187,422</u>	<u>180,300</u>	<u>172,000</u>
<u>Cathedral Place Building:</u>			
Maintenance	45,403	55,000	50,000
Utilities	47,546	65,000	55,000
Insurance	47,545	49,000	49,000
Facility Rental Revenue	(12,520)	(5,000)	(12,000)
Day Care Facility Rental Revenue	(36,000)	(36,000)	(36,000)
Renovations/Major Repairs	23,671	40,000	25,000
Property/Cleaning/Reception	212,771	205,000	200,000
	<u>328,416</u>	<u>373,000</u>	<u>331,000</u>
HACCC Share (usage - 2010 & 2011)	50,000	50,000	50,000
Diocesan Share	278,416	323,000	281,000
HACCC Salary Assistance	0	0	0
Total Contribution	<u>278,416</u>	<u>323,000</u>	<u>281,000</u>
Administrative Support Total	<u>1,364,340</u>	<u>1,080,760</u>	<u>1,014,760</u>

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>INITIATIVES BEYOND OUR PARISHES</u>			
<u>Canterbury Hills Camp</u>			
Capital Costs	25,000	25,000	25,000
Summer Camp Program	95,000	60,000	30,000
	<u>120,000</u>	<u>85,000</u>	<u>55,000</u>
<u>University Chaplaincies</u>			
Chaplaincy Programs on University Campuses:			
Brock	15,121	15,121	7,561
Guelph	22,568	22,568	11,284
McMaster	12,187	12,187	6,094
	<u>49,876</u>	<u>49,876</u>	<u>24,938</u>
<u>Outreach Within The Diocese</u>			
The Homeless, The Hungry And Those In Need In Our Community:			
Missions to Seafarers	9,956	10,000	0
St. Matthew's House	27,275	27,475	0
Bethlehem Place	2,500	0	0
The Bridge Hamilton	5,000	5,000	0
Program Administration & Support	170	500	0
	<u>44,901</u>	<u>42,975</u>	<u>0</u>
Initiatives Beyond Our Parishes Total	<u>214,777</u>	<u>177,851</u>	<u>79,938</u>

2011 Proposed Diocesan Operating Budget

	ACTUAL <small>(Revised Sept 27 2010)</small> <u>DEC. 31/09</u>	Approved BUDGET <u>2010</u>	PROPOSED BUDGET <u>2011</u>
<u>MINISTRY OF THE ANGLICAN CHURCH BEYOND NIAGARA:</u>			
General Synod:			
Apportionment	674,000	600,000	600,000
Delegate Fees	0	12,420	0
	<u>674,000</u>	<u>612,420</u>	<u>600,000</u>
 Provincial Synod:			
Assessment	19,400	19,800	19,400
Delegate Fees	2,377	0	0
OPCOTE	13,400	10,000	10,000
	<u>35,177</u>	<u>29,800</u>	<u>29,400</u>
	<u>709,177</u>	<u>642,220</u>	<u>629,400</u>
 Outreach Outside The Diocese:			
Social Justice Advocacy:	394	500	500
Coordinating Outreach Ministries:			
Program Administration and Support	0	500	0
	<u>394</u>	<u>1,000</u>	<u>500</u>
 Partnerships In Gospel Justice With Anglicans Around The Globe:			
Partners in Mission	5,235	6,000	2,500
Refugee Working Group	577	3,000	500
	<u>5,812</u>	<u>9,000</u>	<u>3,000</u>
 Parish Training And Support:			
PWRDF and PIM	406	500	500
Outreach Symposium/Other Training	0	500	0
	<u>406</u>	<u>1,000</u>	<u>500</u>
 Sub-Total Outreach,Partnerships, Parish Training			
	<u>6,612</u>	<u>11,000</u>	<u>4,000</u>
 Ministry of the Anglican Church Beyond Niagara Total			
	<u>715,789</u>	<u>653,220</u>	<u>633,400</u>
 <u>TOTAL EXPENDITURES</u>			
	<u>3,241,590</u>	<u>3,010,696</u>	<u>2,774,936</u>
 <u>SURPLUS (DEFICIT)</u>			
	<u>(46,289)</u>	<u>304</u>	<u>64</u>

The Anglican Diocese of Niagara



TOWARD A VISION DRIVEN BUDGET Meeting the Challenge of Change

NARRATIVE BUDGET 2011

OUR MISSION:

To follow Christ passionately, pursue excellence, practice justice, and grow.

A NARRATIVE BUDGET FOR 2011

This narrative budget tells the story behind the numbers. It shows how the Diocese of Niagara will receive and invest resources for the next year and how your support will advance our mission and vision.

The budget is:

- Strategic and directed toward our Vision
- Focused on major Diocesan ministries and priorities
- Flexible enough to enable the Bishop and Synod Council to adjust to the dynamic nature of the Diocese

The budget is geared toward:

- Bringing the vision to life
- Leadership development
- Mission, evangelism, and ministry
- Life changing worship
- Social justice enabling and doing
- Innovation and effective resource management
- A generous culture of stewardship

THE BUDGET PROCESS

This document was created with the challenges and debate of Synod 2009 very much in mind. The financial management team has listened, and has worked diligently to the Bishop's challenge to get the financial situation in order. Much effort has been invested in many information gathering visits to parishes by Bishop Bird, and decisions about how to best equip ourselves for ministry

Teams representing each of the petals of the Diocesan Vision are working with parishes, developing internet and parish based resources and bringing life to the Vision across the diocese.

Needs, priorities, costs, and timelines have been reviewed by Synod Council, the Financial Advisory Committee, and the Budget Committee. The result is a shift away from the status quo. The refocused budget encourages priority funding, cooperation, and continuous improvement in building the Diocesan Vision.

We have taken as a given that the amount of DM&M that parishes contribute needs to be decreased. This has been a message we have heard from several quarters of the Diocese and we have tried to honour that plea.

OUR VISION



The vision:

- Defines and celebrates our values
- Invites participation
- Describes a team-based quality experience
- Integrates our behaviour
- Measures our success

LIVING OUR VISION

"It is about building and maintaining a fire that shines a light out into the darkness and confusion of our world and invites people to join us on our Christian journey. It is a fire that sparks a new sense of passion that generates inventive and inspired new ideas to engage with the people of a new generation, calling them back into community with each other and offering hope and healing to so many in need."

"I give thanks to God for the ways that the Epiphany light burns brightly in our parishes and in the ministries that we share in together as we respond to God's mission for our church, our lives and the lives of the people we are called to serve."

Bishop Michael Bird

BUDGETED DIOCESAN REVENUE FOR 2011

"The question is not how to get money. Rather the question is about our relationship with money." Henri J.M. Nouwen

The Diocese anticipates the following revenue for 2011: (comparative data is shown for 2009 and 2010):

	Actual Dec. 31, 2009	Approved Budget 2010	Proposed Budget 2011
RECEIPTS			
Diocesan Mission & Ministries	\$ 3,095,803	\$ 3,122,000	\$ 2,855,000
Less:			
Dioc. Mission & Ministries Grants	-\$ 51,664	-\$ 140,000	\$ -
Allowance for Deferred DMM	\$ -	\$ -	-\$ 75,000
Allowance for Deferred Payroll	\$ -	\$ -	-\$ 50,000
Interest on Trust Funds	\$ 10,091	\$ 10,000	\$ 15,000
Sundry	\$ 141,071	\$ 19,000	\$ 30,000
TOTAL RECEIPTS	\$ 3,195,301	\$ 3,011,000	\$ 2,775,000

- Nearly all of 2011 revenue comes from Diocesan Mission and Ministry (DMM). The DMM rate has been reduced to 30% of assessable parish income which accounts for the drop in anticipated revenue.
- DMM funds programs, staff and administration that benefit the parishes and clergy of Niagara and people in need.
- Not all parish receivables are collected in the current fiscal year; thus, allowances for uncollected DMM and payroll have been added. This provides a more realistic picture of expected revenue and discourages overspending.

"How we think about money is a major factor in determining our potential for spiritual growth." Canon Harold Percy

BUDGETED DIOCESAN EXPENDITURES FOR 2011

The Diocese anticipates total expenditures in 2011 of \$2,774,936 (comparative data is shown for 2009 and 2010).

	Actual	Approved Budget	Proposed Budget	%
	2009	2010	2011	2011
<u>TOTAL EXPENDITURES</u>	\$ 3,241,590	\$ 3,010,696	\$ 2,774,936	100.0%

SUMMARY

	Actual	Approved Budget	Proposed Budget	%
EXPENDITURES	2009	2010	2011	2011
Episcopal Office	\$ 424,271	\$442,490	\$434,356	15.7%
Parish Ministry Support	\$ 461,829	\$584,625	\$566,982	20.4%
Clergy Development & Support	\$ 60,584	\$71,750	\$45,500	1.6%
Administrative Support	\$ 1,364,340	\$1,080,760	\$1,014,760	36.6%
Initiatives Beyond our Parishes	\$ 214,777	\$177,851	\$79,938	2.9%
Ministry Beyond Niagara	\$ 715,789	\$653,220	\$633,400	22.8%
<u>TOTAL EXPENDITURES</u>	\$ 3,241,590	\$3,010,696	\$2,774,936	100.0%

The more we touch the intimate love of God which creates, sustains, and guides us, the more we recognize the multitude of fruits that come forth from that love. Henri J.M. Nouwen

EXPENDITURE DETAILS:

EPISCOPAL OFFICE

We are synodically governed and episcopally led. The Bishop's Office provides support and education to parishes, clergy, and divinity students, personnel management, administration, Synod Council support, preparation for Synod, regional and archdeacon meetings, ordinations and Order of Niagara services, and a variety of other ministries, such as The Bishop's Company, the Lambeth Conference, and liaison with the wider church. Support for our leadership is vital in reaching the Vision goals for ministry and mission in every parish.

	Actual	Budget	Budget	% of
	2009	2010	2011	Budget
Staff and Benefits	\$ 383,525	\$ 387,846	\$ 385,713	14.0%
Office Expenses	\$ 39,957	\$ 45,000	\$ 40,000	1.4%
Lambeth	\$ 789	\$ 9,644	\$ 8,643	0.3%
Total	\$ 424,271	\$ 442,490	\$ 434,356	15.7%

PARISH MINISTRY SUPPORT

Diocesan Resource Centre staff provides support and encouragement, leadership and guidance, and practical services which help enable parishes to follow the mission: to passionately follow Christ, to pursue excellence, practice justice, and grow. These ministries include support and services to parishes that include Leadership in Ministry and Justice, Outreach, Safe Church, Fresh Start, Stewardship and Planned Giving, Niagara Youth Conference, Spirit Quest, Youth Leadership Training Program, Youth Synod, Regional Youth Ministry, and Imagine Music and Word Conference.

PROGRAM DEPARTMENT

	Actual	Approved Budget	Proposed Budget	%
	2009	2010	2011	2011
Consultants, Staff, Benefits	\$ 172,517	\$ 173,460	\$ 130,732	4.7%

NEW POSITION

The Diocese of Niagara is committed to pursuing excellence in ministry as well as being a leader in advocacy and justice for all; a faith community that practices what it preaches and thus, with God, transforming lives. As a member of the Executive staff of the Diocese, the Coordinator for

Outstanding Leadership and Justice will:

- Provide advice, resources and support to develop people at all levels of the diocese for outstanding leadership in ministry
- Work in consultation with the Bishop and Executive Archdeacon in the development of parish covenants among the clergy, laity and Bishop's office that articulate clearly a direction and vision for parishes
- Seek to animate people and parishes to discern and prophetically respond to justice issues in their neighbourhood, communities and world.

COORDINATOR FOR OUTSTANDING LEADERSHIP AND JUSTICE	Actual 2009	Approved Budget 2010	Proposed Budget 2011	% 2011
	\$ -	\$ 21,250	\$ 80,000	2.9%

STEWARDSHIP

Asking people for money is giving them the opportunity to put their resources at the disposal of the Kingdom. Henri J.M. Nouwen

The Stewardship Consultant position is made possible in 2011 by a generous grant from the Anglican Church of Canada's Department of Philanthropy, which works in close partnership with the Diocese of Niagara on:

- Developing a broad consensus that generosity is a shared goal and a leading indicator of spirituality
- Helping ministries at all levels to be adequately and fairly resourced
- Encouraging people to live out their Baptismal covenant
- Ensuring that governance, committees, and processes embody and support our Vision
- Helping to develop Diocesan and parish budgets that realistically reflect anticipated revenue and support investment in resources consistent with living our Vision.

	Actual 2009	Approved Budget 2010	Proposed Budget 2011	% 2011
Stewardship Position	\$ 863	\$ 30,000	\$ 30,000	1.1%
Less: Consultant Grant	\$ -	-\$ 30,000	-\$ 30,000	-1.1%
Expenses	\$ 12,731	\$ 5,000	\$ 5,000	0.2%
STEWARDSHIP	\$ 13,594	\$ 5,000	\$ 5,000	0.2%

Funding of approximately \$30,000 for this part-time Stewardship position will need to be found in future budgets.

"Real Stewardship has nothing to do with a project or crisis, or with budgets or deficits. It's about our relationship with God!" The Most Reverend Douglas Hambidge

OTHER SUPPORT

Other support provides services to help parishes follow the Diocesan mission. These include finance staff (less service fees), cemetery consultant, youth and childrens' ministry, and vision initiatives, all vital to parishes across the Diocese.

	Actual 2009	Approved Budget 2010	Proposed Budget 2011	% 2011
Finance Staff & Benefits	\$ 321,535	\$ 273,565	\$ 260,750	9.4%
Less: Service Fees	\$ 84,033	\$ 90,000	\$ 85,000	3.1%
Cemetery Consultant & Ben.	\$ 7,399	\$ 13,500	\$ 13,500	0.5%
Youth Ministry	\$ 25,034	\$ 31,150	\$ 26,500	1.0%
Childrens' Ministry	\$ 4,236	\$ 3,000	\$ 3,500	0.1%
Congregational Growth	\$ 1,547	\$ 153,700	\$ 126,000	4.5%
Vision Initiatives	\$ -	\$ -	\$ 6,000	0.2%
Total Other Support	\$ 275,718	\$ 384,915	\$ 351,250	12.7%
Total Parish Ministry Support	\$ 461,829	\$ 584,625	\$ 566,982	20.4%

CLERGY DEVELOPMENT AND SUPPORT

This category includes support and costs related to Divinity Students, Ordinations, Transitional Deacons, Continuing Education, Employee Assistance program, Clergy Conference and Clergy Days, Regional Deans, Interim Ministries, Archdeacons and Vocational Diaconate

	Actual	Approved		Proposed	%
		2009	Budget		
Clergy Development	\$ 52,697	\$ 54,750	\$ 32,500		1.2%
Parish Development	\$ 7,887	\$ 17,000	\$ 13,000		0.5%
Total	\$ 60,584	\$ 71,750	\$ 45,500		1.6%

ADMINISTRATIVE SUPPORT

The items included here include diocesan operations, administrative expenses, anticipated payroll adjustments for 2011, and fixed expenses for the operation of Cathedral Place. Cathedral Place is the seat of the Bishop and the diocesan home for thousands of Anglicans in Niagara.

	Actual	Approved		Proposed	%
		2009	Budget		
Pension Commitments	\$ 73,292	\$ 74,000	\$ 70,000		2.5%
Payroll Adjustments	\$ 9,123	\$ 5,000	\$ 5,000		0.2%
Diocesan Operations	\$ 816,087	\$ 498,460	\$ 486,760		17.5%
Administrative Expenses	\$ 187,422	\$ 180,300	\$ 172,000		6.2%
Cathedral Place Building	\$ 278,416	\$ 323,000	\$ 281,000		10.1%
	\$ 1,364,340	\$ 1,080,760	\$ 1,014,760		36.6%

INITIATIVES BEYOND OUR PARISHES WITHIN NIAGARA

The vast majority of the outreach work and initiatives that have been and continue to be supported and undertaken in the Diocese of Niagara happens at the local parish level. Our best option for increasing and allowing that work to flourish is to increase our support and to resource congregational justice and outreach initiatives and to allow more money to flow through the parish to seed and encourage this work. This will be accomplished with the work of the Coordinator we hope to hire for leadership and justice. Thus agencies such as St. Matthew's House, The Bridge and Mission to Seafarers will no longer receive direct Diocesan support in 2011 and beyond.

	Actual	Approved		Proposed	%
		2009	Budget		
Canterbury Capital Costs	\$ 25,000	\$ 25,000	\$ 25,000		0.9%
Canterbury Summer Camp	\$ 95,000	\$ 60,000	\$ 30,000		1.1%
University Chaplaincies	\$ 49,876	\$ 49,876	\$ 24,938		0.9%
Outreach within the Diocese	\$ 44,901	\$ 42,975	\$ -		0.0%
	\$ 214,777	\$ 177,851	\$ 79,938		2.9%

MINISTRY BEYOND NIAGARA

There are a number of other initiatives supported by the Diocesan budget that are not specific to any parish, but are important to our relationship with the wider church and to the way we serve the community. These include General and Provincial Synod, outreach outside the Diocese, and partnerships in gospel justice.

	Actual	Approved		Proposed	%
		2009	Budget		
General Synod:	\$ 674,000	\$ 612,420	\$ 600,000		21.6%
Provincial Synod:	\$ 35,177	\$ 29,800	\$ 29,400		1.1%
Social Justice Advocacy	\$ 394	\$ 1,000	\$ 500		0.0%
Partners in Miss'n/Refugees	\$ 5,812	\$ 9,000	\$ 3,000		0.1%
PWRDF, PIM, Symposium	\$ 406	\$ 1,000	\$ 500		0.0%
	\$ 715,789	\$ 653,220	\$ 633,400		22.8%

NATIONAL CHURCH APPORTIONMENT

Our 2011 budgeted apportionment to General Synod is \$600,000 or about 22% of our projected income. That is consistent with previous years but again this year our budget falls short of the requested amount (\$674,000). Over the past several years our accumulated shortfall to General Synod is well in excess of \$500,000.

Half of the funds sent to the national church support partnerships and grants to the Council of the North, a grouping of financially assisted dioceses which are supported through grants by General Synod. There are 9 dioceses, the Anglican Parishes of the Central Interior and the Archdeaconry of Labrador. They are in sparsely populated areas such as the Arctic, Yukon, Northern and Central Interior British Columbia, Alberta, northern Saskatchewan and Manitoba; northern Ontario, northern Quebec and Newfoundland and Labrador. In these parts of the country, costs, particularly of travel, are high but financial resources are scarce.

SUMMARY

	Actual	Approved Budget	Proposed Budget	%
	2009	2010	2011	2011
TOTAL RECEIPTS	\$ 3,195,301	\$ 3,011,000	\$ 2,775,000	100.0%
<u>TOTAL EXPENDITURES</u>	<u>\$ 3,241,590</u>	<u>\$ 3,010,696</u>	<u>\$ 2,774,936</u>	<u>100.0%</u>
SURPLUS DEFICIT	<u>-\$ 46,289</u>	<u>\$ 304</u>	<u>\$ 64</u>	<u>0.0%</u>

PLANNING FOR THE FUTURE

In light of the financial challenges we are facing there is a growing consensus that 2011 will be the year that we give special attention to the Generous Culture of Stewardship petal of our Vision and we are already working on some ambitious plans for making that happen.

Last year we began the challenging process of turning our financial picture around when, unlike other years, we finished 2009 with a negligible deficit. This year we are completely on track to achieve a break even position. We are making tremendous strides forward. Bishop Michael Bird

NOTES:

"Those who need money and those who can give money meet on the common ground of God's love." Henri J.M. Nouwen

**Diocese of Niagara
Benefits of the Coordinator for Outstanding Leadership
and Justice Position**

Leadership

Benefits for Parishes

- Assisting the Bishop in a time of transition in a parish by developing covenants to provide clarity of expectations when formulating a new partnership of ministry (see draft covenanting process template)
- Developing a handbook for Parochial Teams
- Developing (and updating) a hand book for Wardens
- Assists in developing parish profiles
- Develop and provide guidance for evaluations of parish priest and staff.

Benefits for the Diocese and Clergy Support

- Provide leadership and support for Candidates committee
- Provide support to the Bishop and Executive Officer with screening and initial meetings of prospects for ordination to orders
- Assisting with Covenanting process in settled parishes where invited. Provide support and training for Regional Deans and Archdeacons on matters relating to personnel issues.
- Developing and providing policies and procedures manual and resources
- Provide training and support for parish.

Justice

Benefits for Parishes

- Assists parish groups in discerning, mobilizing, and implementing appropriate advocacy strategies for issues of social justice at the local level.
- Researches and/or compiles information concerning current social trends and issues confronting the church for use by parish groups.
- Develops, supports and nurtures social justice coalitions across the diocese.

Benefits for Diocese and Clergy Support

- Supports and develops volunteers for the Prophetic Social Justice group
- Assists the Synod and/or Synod Council, and the Prophetic Social Justice group in formulating long term and annual goals for social justice and advocacy.
- Coordinates the implementation of social justice and advocacy initiatives approved by the Synod and/or Diocesan Council.

Benefits to Episcopal Office

- Makes recommendations to the Bishop for appropriate action on justice issues.
- Prepares correspondence for the Bishop to government or other institutions and assists in the preparation of press releases or attendance at press conferences as appropriate.

A COVENANT IN MINISTRY

between

The Reverend

and

The Parish of

A covenant in ministry has its basis in God=s love and God=s call for us to love him and our neighbour. Implicit within a covenant are the obligations and responsibilities of the covenanting parties to each other and the blessings that flow from being in relationship.

This covenant is affirmed by the Bishop of the Diocese. It is created with the Diocesan vision in mind and shaped with that thinking.

Outstanding Leadership in Ministry

- + *To provide leadership that encourages parishioners to fulfil their individual gifts in their Baptismal ministries.*
- + *To be attentive to the setting of annual goals for the parish to be reviewed annually.*
- + *To work collegially with the other corporation members.*
- + *To read modern resources in the area of outstanding leadership and share insights with parish leaders.*

Encourage movement toward a common vision and mission that incorporates parish diversity, is faithful to Anglican roots, and is mindful of the current internal and external realities of the parish and the Anglican Church of Canada.

Life Changing Worship

Ensure that worship is well planned, prepared and conducted with balanced appreciation for traditional and recently developed Anglican liturgies. This will involve a system of worship planning that is careful, collaborative, inclusive, and creative.

- + *To establish a worship committee where liturgy is discussed and shared with lay leaders in the parish.*

Prophetic Social Justice Making

- + *To get to know the neighbourhood that the church finds itself in.*
- + *To accomplish this by establishing meetings with the various community groups with the Rector and wardens to discuss how the church might respond to the needs present in the community.*

Culture of Innovation

- + *To experiment with alternate models of Parish Council where more people come together for thematic evenings that widen the conversation beyond council members.*

Generous Culture of Stewardship

- + *Undertaking a season of Stewardship in the parish.*
- + *By focusing on four weeks of Stewardship in scripture and in preaching the parish places the importance of being good stewards in the forefront of its ministry.*

The Parish covenants to support the Rector by:

1. Being open to trying new things and supporting the Rector’s exploration of new ideas and innovative approaches to ministry.
2. Supporting new liturgies with positive support and presence.
3. Ensure that necessary facilities and resources are available to carry out worship, education, mission and other agreed-upon programs.

The Bishop supports the covenant by:

1. Visits to the parish celebrating successes and encouragement to clergy and laity
2. Having an annual interview with the Rector of the parish to discuss the covenant.
3. To provide at times adequate resources for the meeting of covenantal goals.

Together we covenant to carry out our ministries in partnership with the Bishop and the whole church as the People of God in the parish of _____.

We commit ourselves to regular review of the covenant under the oversight of our Bishop through a person appointed by the Bishop.

Together, on behalf of the Parish Council and the parish family, we make this Covenant commitment on this _____ day of _____, (year).

Rector

Bishop Michael Bird

Parish Warden

Parish Warden

ANNUAL APPEAL

Resolutions adopted by Synod Council, October 20, 2010:

That the Diocese of Niagara, in partnership with the Anglican Appeal, and with support from the Philanthropy Department of General Synod, initiate an Annual Appeal (as yet to be named), whose revenue would be evenly divided among the parish, the diocese, and the Anglican Appeal.

That the Appeal Sunday each year be the Seventh Sunday of Easter, anticipating the Feast of Pentecost.

That the Bishop, Executive Archdeacon and Dean be authorized to recruit a team to manage the diocesan responsibilities in the Appeal, and to receive and evaluate grant requests for support from the Diocesan share of the Appeal.

Notes to illuminate the Resolutions:

1. Organization

The appeal would be jointly coordinated by a team from Church House and a team from the Diocese. Responsibilities would be divided as follows:

The Parishes of the Diocese will be responsible for:

- updating their parish lists with the *Niagara Anglican* (January or February preferably). It is vital to the success of the annual appeal that this information be as current and accurate as possible so that parish's will be assured to receive their full share of the appeal.
- prayerful discernment about possible justice and servant ministries in their communities and where and how to invest their funds – this could be a joint parish decision and discussed at annual vestry meeting.
- Recruiting a parish representative to serve as a communications conduit or advocate for the annual appeal – this could be an excellent piece of work for lay members of Synod.

The Diocese will be responsible for:

- Assembling a team (3 or 4 people) to work with the Department of Philanthropy on the appeal marketing and communications strategy.
- Driving public relations and generating “buzz” about the appeal using as many natural opportunities as possible– Clericus gatherings, clergy days, *Niagara Anglican*, Bishop's message on the web site, etc.
- Receiving from General Synod two-thirds of the revenue (net of expenses) and distributing one-third to parishes, each parish receiving one-third of the contributions (net of expenses) contributed by its members.
- Establishing a process to receive and evaluate grant applications from local ministries and agencies requesting financial support from the Appeal for Justice and Servant ministry initiatives

General Synod's Department of Philanthropy will be responsible for:

- Preparation of the appeal materials, facilitate business reply mail, provide database framework and staff support to personalize the appeal, track donations and issue receipts and coordinate donor recognition (all to be packaged with the Bishop's signature and Diocesan identification).
- Receiving contributions and distributing two-thirds of that revenue (net of expenses) to the Diocese.

2. The Case for Support

The focus of the Case (local, diocesan, and Anglican Appeal) will be on the development and support of "Justice and Servant Ministries". This integrating theme can help align local, diocesan and national elements of the case to present to the people of Niagara an opportunity for giving that is consistent with Niagara's ethos.

The Anglican Appeal case will focus on Justice and Servant Ministries, using the Marks of Mission as an interpretive framework for those ministries.

The Diocesan case will, in the first year, need to focus on *prospective* outcomes, since the granting process will take place at the end of the year. In the second and subsequent years, the case will include attention to those ministries funded in the first year.

The parish case could be a matter for Vestry to consider. And while Justice and Servant Ministries is the recommended focus, parishes would be free to focus their case in another direction.

3. Strategy

In order to make use of the opportunity to generate enthusiasm about the appeal at the upcoming Synod, it is important that the date of the Appeal Sunday be established, the name of the appeal be chosen, and the integrating theme of Justice and Servant Ministries be embraced by Synod Council. The second motion above recommends that the Appeal be associated with one of the moveable feasts, Pentecost. The date of Pentecost in 2011 – June 12 – may be problematic, but the feast of the empowering Spirit breathing courage and capacity into the apostles offers a powerful spiritual and theological focus for this work.

The appeal may or may not use direct mail. Direct mail is costly and often ineffective. Experience in other places suggests that, over the long haul, the building of a strong network of parish coordinators can be highly effective. It is important that the direct expenses of the appeal (not including staff and volunteer time in the three settings) not exceed 10%.

In light of that, we might anticipate a strategy that makes use of two streams:

- A parish based stream developing and equipping a network of parish coordinators to distribute campaign materials and a Business Reply Envelope, to encourage the development of the parish case, and to encourage parish support of the Appeal.
- A diocesan based stream that would make strategic use of the Niagara Anglican, both editorial content and inserts, including a Business Reply Envelope.

Financial Statements of

SYNOD OF THE DIOCESE OF NIAGARA

Year ended December 31, 2009



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AUDITORS' REPORT

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

We have audited the statement of financial position of the Synod of the Diocese of Niagara (the "Diocese") as at December 31, 2009 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Diocese's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many non-profit organizations, the Diocese reports revenue from donations, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of this revenue was limited to the amount recorded in the records of the Diocese and we were not able to determine whether any adjustments might be necessary to donation revenue, excess of revenue over expenditure, current assets and fund balances.

In our opinion, except for the effect of the adjustment, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of revenue from donations referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Diocese as at December 31, 2009 and the results of its operations and changes in cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Chartered Accountants, Licensed Public Accountants

Hamilton, Canada
July 15, 2010

SYNOD OF THE DIOCESE OF NIAGARA

Statement of Financial Position

December 31, 2009, with comparative figures for 2008

	Total	
	2009	2008
	(Restated – notes 2 and 16)	
Assets		
Current assets:		
Due from parishes (note 3)	\$ 418,410	\$ 1,334,667
Other receivables	289,709	362,342
Prepaid expenses	13,188	21,668
Loans receivable (note 4)	983,767	929,556
Investments (note 5)	825,999	936,670
	<u>2,531,073</u>	<u>3,584,903</u>
Long-term receivables (note 6)	1,452,910	-
Capital assets (note 7)	1,485,598	1,529,637
	<u>\$ 5,469,581</u>	<u>\$ 5,114,540</u>
Liabilities		
Current liabilities		
Bank indebtedness (note 8)	\$ 857,902	\$ 949,796
Due to parishes	373,407	363,577
Accounts payable and accrued liabilities	700,442	718,353
Bank loans – special purposes (note 9)	1,728,978	1,703,964
	<u>3,660,729</u>	<u>3,735,690</u>
Supplemental insurance benefits (note 10)	346,288	323,334
Fund Balances (Deficit)		
Invested in capital assets	1,485,598	1,529,637
Externally restricted (note 11)	1,151,354	1,155,054
Internally restricted	1,193,321	1,181,140
General	(2,367,709)	(2,810,315)
	<u>1,462,564</u>	<u>1,055,516</u>
Contingencies (note 12)		
	<u>\$ 5,469,581</u>	<u>\$ 5,114,540</u>

See accompanying notes to financial statements.

SYNOD OF THE DIOCESE OF NIAGARA

Statement of Operations

Year ended December 31, 2009 with comparative figures for 2008

	2009	Total 2008 (Restated – notes 2 and 16)
Revenues:		
Diocesan assessment	\$ 3,044,139	\$ 3,059,084
Insurance premiums from parishes	802,983	826,562
Gifts and bequests	408,885	971
Investment income (loss)	113,014	(122,780)
Interest Income	36,490	-
Admin fee income	84,033	92,082
Other	291,271	40,102
Parish wages (note 2)	10,635,145	10,474,149
	<u>15,415,960</u>	<u>14,370,170</u>
Expenses:		
General and Provincial Synod:		
Commitments	710,101	709,961
Programs:		
Outreach Division	131,676	158,572
Congregational Support Division	22,204	97,526
Ministry Support Division	130,118	248,255
Canterbury Hills	120,000	136,940
	<u>403,998</u>	<u>641,293</u>
Operations:		
Office, building and committees	626,875	626,085
Diocesan staff	874,470	708,719
	<u>1,501,345</u>	<u>1,334,804</u>
Other:		
Depreciation	99,516	124,626
Interest	30,402	45,854
Insurance	797,471	815,002
Bad debts	40,359	-
Network legal and other fees	-	395,895
Parish wages (note 2)	10,635,145	10,474,149
Other parish and clergy support	790,575	872,210
	<u>12,393,468</u>	<u>12,727,736</u>
Total expenses	<u>15,008,912</u>	<u>15,413,794</u>
Excess (deficiency) of revenues over expenses before the undernoted	407,048	(1,043,624)
Survive & Thrive Campaign (note 1)	-	(1,980)
Endowments transfer to Foundation	-	(528,560)
Excess of revenue over expenses (expenses over revenue) for the year	<u>\$ 407,048</u>	<u>\$ (1,574,164)</u>

See accompanying notes to financial statements.

SYNOD OF THE DIOCESE OF NIAGARA

Statement of Changes in Net Assets

Year ended December 31, 2009 with comparative figures for 2008

	Invested in Capital Assets	Externally Restricted	Internally Restricted	General Fund	2009	2008 (Restated - notes 2 and 16)
Fund balances (deficit), beginning of year, as previously reported	\$ 1,529,637	\$ 1,155,054	\$ 1,181,140	\$ (2,314,984)	\$ 1,550,847	\$ 2,953,014
Restatement relating to correction of an error (note 16)	-	-	-	-	-	(323,334)
Restatement relating to implementation of accounting policy changes (note 2)	-	-	-	(495,331)	(495,331)	-
As restated	1,529,637	1,155,054	1,181,140	(2,810,315)	1,055,516	2,629,680
Excess of revenue over expenses (expenses over revenue) for the year	(99,516)	-	-	506,564	407,048	(1,078,833)
Interfund transfers:						
Net changes in invested in capital assets	55,477	-	-	(55,477)	-	-
Other	-	(3,700)	12,181	(8,481)	-	-
Fund balances, end of year	\$ 1,485,598	\$ 1,151,354	\$ 1,193,321	\$ (2,367,709)	\$ 1,462,564	\$ 1,550,847

See accompanying notes to financial statements.

SYNOD OF THE DIOCESE OF NIAGARA

Statement of Cash Flows

Year ended December 31, 2009, with comparative figures for 2008

	2009	2008 (Restated – notes 2 and 16)
Operations:		
Excess of revenues (expenses) for the year	\$ 407,048	\$ (1,574,165)
Adjustments for non-cash items:		
Depreciation	99,516	124,626
Supplemental insurance benefits	22,955	-
	<u>529,519</u>	<u>(1,449,539)</u>
Changes to non-cash working capital:		
Due from parishes	916,257	(2,189)
Other receivables	72,633	56,187
Prepaid expenses	8,480	2,416
Due to parishes	9,830	(42,159)
Accounts payable	(17,911)	(19,453)
	<u>1,518,808</u>	<u>(1,454,737)</u>
Investing:		
Purchase of capital assets	(55,477)	(62,462)
Change in investments, net	110,671	701,983
Change in long-term receivables	(1,452,910)	-
Collection of loans receivable	290,881	425,402
Advances of loans receivable	(345,092)	(212,063)
	<u>(1,451,927)</u>	<u>852,860</u>
Financing:		
Repayment of bank loans – special purposes	(295,995)	(115,000)
Issuance of bank loans – special purposes	321,009	-
	<u>25,014</u>	<u>(115,000)</u>
Change in bank indebtedness	91,895	(716,877)
Bank indebtedness, beginning of year	(949,797)	(232,920)
Bank indebtedness, end of year	<u>\$ (857,902)</u>	<u>\$ (949,797)</u>
Bank indebtedness is comprised of:		
Cash	244,386	244,386
Bank indebtedness	(1,102,288)	(1,194,183)
Bank indebtedness, end of year	<u>\$ (857,902)</u>	<u>\$ (949,797)</u>
Supplemental cash flow information:		
	2009	2008
Cash paid during the year:		
Interest paid	\$ 28,479	\$ 59,108
Cash received during the year:		
Interest received	10,091	44,434

See accompanying notes to financial statements.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements

Year ended December 31, 2009

The Anglican Diocese of Niagara is a Christian community of faith that geographically encompasses the area of the Niagara Peninsula, Greater Hamilton, the Region of Halton and portions of Wellington and Dufferin Counties, and which includes approximately 100 Anglican parishes (congregations). The governance of the Diocese is done through the Synod of the Diocese of Niagara ("Diocese") 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 Synod and the Diocese.

1. Significant accounting policies:

(a) Basis of presentation:

The financial statements have been prepared in accordance with Canadian generally accepted accounting principles. These 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.

(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 Fund reports resources contributed for which the use is restricted by the donors and do not form part of the Endowment Fund.

(c) Investments:

Pooled fund units are recorded at market value with gains and losses recognized through the statement of operations in the year.

Interest revenue on term deposits and investment certificates are recorded on the accrual basis.

(d) 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.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

1. Significant accounting policies (continued):

(e) Capital assets:

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

Capital assets are recorded at cost less accumulated depreciation. Depreciation is provided for over the estimated useful lives of the assets using the straight-line basis at the following rates:

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

(f) Contributed services:

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

(g) Supplemental insurance benefits:

The Diocese provides its active members and retirees with a life insurance benefit of \$10,000 for active employees 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 employees contribute to the fund at a rate of \$0.60 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 actuarial valuation was December 31, 2009.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

1. Significant accounting policies (continued):

(g) Supplemental insurance benefits (continued):

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 excess of the net accumulated actuarial gains (losses) over 10% of the accrued benefit obligation is amortized over the average remaining service period of active employees.

(h) Financial instruments:

Financial assets and liabilities classified as held-for-trading are measured at fair value with changes in fair value recorded in the statement of operations. Financial assets classified as held-to-maturity or loans and receivables and financial liabilities classified as other liabilities are subsequently measured at amortized cost using the effective interest method. Available-for-sale financial assets that have a quoted price in an active market are measured at fair value with changes in fair value recorded in changes in net assets. Such gains or losses are reclassified to the statement of operations when the related financial asset is disposed of or when the decline in value is considered to be other-than-temporary.

The Diocese has classified its financial instruments as follows:

- Cash or bank indebtedness and investments are classified as held-for-trading
- Due from parishes, other receivables, loans receivable and long-term receivables are classified as loans and receivables
- Due to parishes, accounts payable and accrued liabilities and bank loans – special purposes are classified as other liabilities

The Diocese has elected to not separately account for embedded derivatives.

The Diocese has elected to continue to disclose and present financial instruments under handbook section 3861, "Financial Instruments - Disclosures and Presentation" as the Canadian Institute of Chartered Accountants has permitted not-for-profit entities to defer the adoption of 3862, "Financial Instruments - Disclosures", and 3863, "Financial Instruments – Presentation".

(i) Use of estimates:

The preparation of financial statements in conformity with Canadian generally accepted accounting principles 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 financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

2. Change in accounting policies:

Effective January 1, 2009, the Diocese adopted Section 4470, "Disclosures of Allocated Expenses by Not-for-Profit Organizations". This standard requires certain disclosures when fundraising and general support expenses are allocated to other functions.

Effective January 1, 2009, the Diocese adopted the amendments to the 4400 Sections of the CICA Handbook. These amendments eliminate the requirement to show net assets invested in capital assets as a separate component of net assets, clarify the requirement for revenue and expenses to be presented on a gross basis when the not-for-profit organization is acting as principal and require a statement of cash flows. Adoption of these recommendations has resulted in the requirement to show payroll processed by the Diocese on behalf of the parishes at gross rather than net amounts. The resulting change to revenue and expenses on the statement of operations is an increase of \$10,635,145 in 2009 and \$10,474,149 in 2008.

Effective January 1, 2009 the Diocese adopted the amendments to section 1000 of the CICA Handbook. These amendments clarified the criteria for recognition of an asset or liability, removing the ability to recognize assets or liabilities solely on the basis of matching of revenue and expense items. The Diocese has retroactively adopted the recommendations, and therefore the 2008 comparative figures have been restated. The impact of the implementation of these standards on the Diocese's financial statements is described below:

Deferred expenses:

The Diocese's deferred expenses no longer meet the definition of an asset. This change has been applied retroactively and has decreased the previously reported opening balance of unrestricted net assets by \$495,331, increased expenses by \$495,331 and decreased deferred expenses by \$495,331.

3. Due from parishes:

	2009	2008
Payroll due from parishes	\$ 176,808	\$ 439,410
Diocesan Mission and Ministries	202,818	726,910
Other	38,784	168,347
	\$ 418,410	\$ 1,334,667

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

4. Loans receivable:

Loans receivable are comprised as follows:

(a) Employees:

Loans receivable from employees totalling \$148,315 (2008 - \$218,330) represent funds advanced to clergy and other employees of the Synod. The loans are for terms not exceeding 48 months. Interest is charged at the quarterly prescribed rate as set by Canada Revenue Agency.

(b) Church extension:

Church extension loans totalling \$835,452 (2008 - \$711,226) 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.

5. Investments:

	2009	2008
Mutual and pooled funds	\$ 761,305	\$ 846,314
Shares	576	576
Mortgage loans	64,118	89,780
	\$ 825,999	\$ 936,670

Investments include \$346,288 (2008 - \$323,334) set aside to fund the supplemental insurance benefits (note 10).

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

6. Long-term receivables:

Parish	2009
Church of the Incarnation, Oakville	\$ 133,102
St. Matthias, Guelph	62,261
St. Luke, Hamilton	113,990
St. Paul, Jarvis	101,118
All Saints, Ridgeway	69,003
St. Barnabas, St. Catharines	96,517
All Saints, Hamilton	86,218
Church of the Ascension, Hamilton	161,804
Cathedral Place, Hamilton	196,035
St. Luke, Palermo	85,215
Due from parishes	1,105,263
Mortgage receivable, secured by former Grace Church, Hamilton, bears interest at 5.0%, payable monthly at \$500 plus interest, due May 30, 2013	347,647
Total	\$ 1,452,910

The amounts due from parishes are unsecured with no fixed terms of repayment and bear interest at rates ranging between 0% and 5%.

7. Capital assets:

			2009	2008
	Cost	Accumulated depreciation	Net book value	Net book value
Land				
Palermo	\$ 961,609	\$ -	\$ 961,609	\$ 908,996
Canterbury Hills	35,749	-	35,749	35,749
Buildings				
Leasehold improvements	1,157,142	823,515	333,627	390,121
Canterbury Hills	207,268	207,268	-	311
Building improvements	309,007	169,245	139,762	163,188
Computer equipment and software	184,118	182,686	1,432	9,154
Furniture and fixtures	108,595	95,176	13,419	22,118
Other	15,370	15,370	-	-
	\$ 2,978,858	\$ 1,493,260	\$1,485,598	\$ 1,529,637

8. Bank indebtedness:

The Diocese has a line of credit to a maximum of \$1,500,000 (December 31, 2008, \$1,500,000) for operating purposes. The operating loan is due on demand and bears interest at prime.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

9. Bank loans – special purposes:

	2009	2008
Loans obtained on behalf of parishes, due on demand, bearing interest at prime plus 0.25%, maturing from 2010 to 2024, with minimum annual repayments of \$28,770	\$ 175,595	\$ 298,365
Loans obtained on behalf of parishes, due on demand, bearing interest at prime plus 0.25%, maturing from 2016 to 2023, with minimum annual blended repayments of \$66,816	606,777	347,996
Other special purpose loans for parish renovations and extensions, due on demand, bearing interest at prime plus 0.25%, minimum annual repayment of \$115,000	946,606	1,057,603
	<u>\$ 1,728,978</u>	<u>\$ 1,703,964</u>

Principal repayments over the next five years are as follows:

2010	\$ 196,012
2011	164,824
2012	156,921
2013	140,677
2014	141,605
Thereafter	928,939
	<u>\$ 1,728,978</u>

The bank loans are secured by parish properties, the values of which are not recorded in these financial statements.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

10. 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 estimated liability for 2009 is \$346,288 (2008 - \$323,334).

The Diocese measures its benefit obligation for accounting purposes based on the most recent actuarial valuation at December 31, 2009.

Information about the Diocese's supplemental insurance plan is as follows:

	2009	2008
Current service costs	\$ 8,549	\$ 8,700
Interest cost	20,139	18,029
Benefit expense	\$ 28,688	\$ 26,729

	2009	2008
Accrued benefit obligation:		
Balance, beginning of year	\$ (262,179)	\$ (312,605)
Current service costs	(8,549)	(8,700)
Interest cost	(20,139)	(18,029)
Less benefits paid	24,000	16,000
Experience gains (losses)	(78,069)	61,155
Balance, end of year	(344,936)	(262,179)
Unamortized net actuarial gains	(1,352)	(61,155)
Employee future benefits obligation	\$ (346,288)	\$ (323,334)

Included in current service costs is \$2,714 (2008 – \$nil) of amortized actuarial gains.

The significant actuarial assumptions adopted in estimating the Diocese's accrued benefit obligation for the supplemental insurance plan are as follows:

	2009	2008
Accrued benefit obligation (at end of year):		
Discount rate	6.10%	7.20%
Assumed retirement at age 60, for those active employees less than 60	20%	20%

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

11. Externally restricted fund balances:

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

	2009	2008
Episcopal support	\$ 347,333	\$ 347,333
Mission work	151,803	151,803
Other	222,520	222,520
Theological education	414,698	417,398
Youth and children's work	15,000	16,000
	<u>\$ 1,151,354</u>	<u>\$ 1,155,054</u>

12. Contingencies:

The Diocese has been named as a defendant in legal actions. Management believes that the Diocese has valid defences for these claims. In the event that claims are successful, management believes that such claims are not expected to have a material effect on the Diocese's financial position. No provision has been recorded in the financial statement with respect to these claims.

The Diocese may also benefit from the future recovery of legal costs that have been incurred as a result of a number of legal issues that have arisen during the past two years. All expenses incurred related to these claims have been expensed.

13. Financial instruments:

a) Fair value of financial assets and financial liabilities:

For certain of the Diocese's financial instruments, including cash and cash equivalents, and accounts payable and due from parishes the carrying values approximate the fair values due to their short term maturity. The fair values of investments are determined based on quoted market values.

b) Risk disclosure:

The Diocese is subject to market risk, foreign currency risk and interest rate risk with respect to the Diocese's investments. To manage these risks, the Diocese has established a target mix of investment types designed to achieve the optimal return with reasonable risk tolerances. The Diocese employs diversification of assets across various industries and markets including Canadian, U.S. and International to manage the risk.

SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements, (continued)

Year ended December 31, 2009

14. Parish funds:

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, 2009, the fair market value amount of parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to \$20,242,877 (2008 - \$18,509,025).

15. Related party transactions:

The Diocese is affiliated with the Anglican Church Ministries Foundation (the "Foundation") by virtue of their joint control by the 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, 2009, the Foundation held net assets in the amount of approximately \$12 million, the benefit of which will accrue to the Diocese in the future.

During the year, the Foundation donated \$400,000 (2008 - \$nil) to the Diocese and the amount has been recorded in the total gifts and bequests on the statement of operations.

16. Correction of an error:

The comparative figures for the year ended December 31, 2008 have been restated to account for the previously unrecorded supplemental insurance liability (see note 10). The Diocese is required to fund these supplemental insurance benefits and as a result, the opening restricted net assets have been reduced by the amount previously set aside in the externally restricted funds to fund these benefits. At the beginning of 2008, the amount was \$323,334. A corresponding long term liability has been recorded in the same amount. There was no impact on the 2008 statement of operations as a result of the correction.

**THE SYNOD OF THE DIOCESE OF NIAGARA
FUND BALANCES
AS AT DECEMBER 31, 2009**

EXTERNALLY RESTRICTED FUND - GL #500696

<u>Episcopal</u>	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
See House Trust	313,833		313,833	313,833

Episcopal Discretionary Funds

The Vera Marion Elwin Memorial Fund	0		0	0
The St. Mary's Hamilton Fund	20,000		20,000	20,000
Lucy Laidman Bequest	0		0	0
J. & A. Gerula Memorial Fund	10,200		10,200	10,200
Alice Wickett Bequest	3,300		3,300	3,300
	<u>33,500</u>	<u>0</u>	<u>33,500</u>	<u>33,500</u>

Total Episcopal Support	347,333	0	347,333	347,333
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Total Survive & Thrive Campaign	0		0	246,341
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Supplementary Pension And Other Benefits

	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
The Group Mutual Benefit Plan (Estate Benefits)	326,533	5,199	321,334	330,198
The L.M. Parke Estate Supplementary Pension Plan	0		0	0
M.J. Epps Bequest	1,000		1,000	1,000
M.C. Phillips Bequest	1,000		1,000	1,000

Total Supplementary Pension & Other Benefits	328,533	5,199	323,334	332,198
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Theological Education Funds

	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
William James Denham Turner Estate	385,500		385,500	385,500
The Arabelle Williams Bursary Fund	3,450	(2,700)	6,150	8,550
Clara Evelyn Elliot Estate	22,648		22,648	22,648
Harry Herbert Francis Bequest	1,100		1,100	1,100
Beatrice Alice Robinson Bequest	1,000		1,000	1,000
Marian Hemsworth Bequest	500		500	500
The Reverend P. Mayes Memorial Bursary	500		500	500

Total Theological Education	414,698	(2,700)	417,398	419,798
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<u>Mission Funds</u>	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
Isabelle Laidlaw Bequest	64,953		64,953	64,953
Minnie Maude Lenz Bequest	23,200		23,200	23,200
J.M. Wade Estate	19,500		19,500	19,500
Ethel Maude Sanders Estate	12,700		12,700	12,700
K. Leonard Bequest	10,000		10,000	10,000
Mary Lewella Jane Hannah Estate	3,900		3,900	3,900
M.G. Lowe Estate	3,200		3,200	3,200
E.M.G. Checkley Bequest	2,000		2,000	2,000
Alfred Reginal Fincher Timms Bequest	2,000		2,000	2,000
H. L. Simpson Bequest	1,100		1,100	1,100
A.O. Jose Bequest	1,000		1,000	1,000
A.G. Lorenzen	1,000		1,000	1,000
M.M. Woolverton Bequest	800		800	800
F.M. Spencer	0		0	0
The Mary McLaren Memorial Fund (J.Wade)	700		700	700
I.C. Morgan Bequest	500		500	500
E. Gunn Bequest	500		500	500
G.C. Counsell Bequest	500		500	500
E.C. Newson Bequest	500		500	500
E.E. Millman Bequest	500		500	500
Reverend F.C. Walling Bequest	500		500	500
E. Haskins Bequest	500		500	500
M.E. Wissler Bequest	500		500	500
M.N. Halson Bequest	500		500	500
S.E. Tanner Bequest	400		400	400
K.M. Lees Bequest	300		300	300
C.A. Gates Bequest	100		100	100
E.M. Junkinson Bequest	100		100	100
E.B. Moody Bequest	100		100	100
J.A.E. Williams Bequest	100		100	100
E.M.S. Baldwin Bequest	100		100	100
E.E. Allen Bequest	50		50	50

Total Mission Work

151,803	0	151,803	151,803
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Youth And Children Funds

<u>Youth And Children Funds</u>	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
William James McEvoy Bequest	12,000		12,000	12,000
Robert J. Higginson Bequest (camp)	1,000	(1,000)	2,000	2,000
The Girls Auxiliary Fund	1,000		1,000	1,000
The Junior Auxiliary Fund	1,000		1,000	1,000

Total Youth And Children Work

15,000	(1,000)	16,000	16,000
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Other Trusts And Bequest

<u>Other Trusts And Bequest</u>	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
Lillian May Shaw	137,000		137,000	137,000
Winnifred Gladys North Bequest	34,441		34,441	34,441
Canterbury Hills	40,881		40,881	40,881
Bishops Discretionary 270600	50		50	50
The David Russell Trust	6,915		6,915	6,915
Other	2,054		2,054	2,054
Joesph Rymal Penfold Bequest	1,179		1,179	1,179
Sarah Jane Riddell Bequest	0		0	0

Total Other Trusts And Bequest

222,520	0	222,520	222,520
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TOTAL EXTERNALLY RESTRICTED FUNDS

1,479,887	1,499	1,478,388	1,735,993
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TOTAL ENDOWMENTS**0****0****0****528,560****ENDOWMENT FUNDS TRANSFERRED TO AMCF-JANUARY 2008**

	<u>Restricted</u>	<u>Endowment</u>	<u>Total 2009</u>	<u>Total 2008</u>
Episcopal Support	347,333	0	347,333	347,333
Survive & Thrive	0		0	0
Supplementary Pension & Other Benefits	328,533		328,533	328,533
Theological Education	414,698	0	414,698	414,698
Missions Work	151,803	0	151,803	151,803
Church Extension & Development		0	0	0
Youth & Children Work	15,000	0	15,000	15,000
Other	222,520	0	222,520	222,520
Total	1,479,887	0	1,479,887	1,479,887

INTERNALLY RESTRICTED

	<u>2009</u>	<u>CHANGES</u>	<u>2008</u>	<u>2007</u>
Parish Sale Proceeds	806,026	5,700	800,326	1,249,840
The Church Insurance Fund	89,030	5,511	83,519	71,959
The Girls Friendly Society/Holiday House Fund	172,158		172,158	172,158
Minnie Easter Estate	44,056	971	43,085	42,114
Estate Benefits	0		0	13,009
Dorothy Elizabeth Roberts Estate	8,365		8,365	8,365
E. Ferres	7,115		7,115	7,115
Other	15,206		15,206	15,206
The William Aspel Legacy Fund	5,000		5,000	5,000
McComb	819		819	819
Anglican Business & Professional Women	500		500	500
Wright	100		100	100
<i>Canterbury Hills Camp</i>	0		-	0
Canada Trust Company	38,944		38,944	38,944
Estate of Paul Austin Moore	6,000		6,000	6000
TOTAL INTERNALLY RESTRICTED FUNDS	1,193,320	12,183	1,181,137	1,631,129

TOTAL FUNDS	<u>2009</u>	<u>CHANGES</u>	<u>2,008</u>	<u>2007</u>
<i>Total Externally Restricted Funds</i>	1,479,887	1,499	1,480,369	1,735,993
<i>Total Internally Restricted Funds</i>	1,193,320	12,183	1,181,136	1,631,129
<i>Total Restricted Funds</i>	2,673,207	13,682	2,661,505	3,367,122
<i>Total Endowment Funds</i>	-	-	-	528,560
Total Fund Balances	2,673,207	13,682	2,661,505	3,895,682

THE SYNOD OF THE DIOCESE OF NIAGARA
A/R Aged Trial Balance by Due Date (ARTBALS)
Age Transactions As Of [31/12/2009]
Cutoff by Year/Period [2009-12]
Print Transactions In [Summary]

Customer No.	Customer Name	Dec-09 Current	Nov-09 1 to 30 Days	Oct-09 31 to 60 Days	Sep-09 61 to 90 Days	Aug-09 & Prior Over 90 Days	Total	Ref.
Account Set: LTERM								
HAALS1	ALL SAINTS, HAMILTON	1,872	1,884	1,893	1,895	78,674	86,218	
HAASN1	CHURCH OF THE ASCENSION	5,208	5,105	5,105	5,105	141,282	161,804	
HACCC1	Cathedral Place	4,660	4,648	4,649	4,626	177,450	196,034	
PASLK1	ST. LUKE, PALERMO	2,340	3,142	3,136	3,157	73,440	85,216	
Account Set Total (LTERM):		529,271	-	-	-	-	529,271	C
Account Set: LTINT								
GUSMS1	ST. MATTHIAS, GUELPH	168	-	-	-	62,093	62,261	
HASLK1	ST. LUKE, HAMILTON	1,667	1,956	1,924	1,955	106,489	113,991	
JASPA1	ST. PAUL, JARVIS	1,534	1,557	1,549	4,260	92,218	101,118	
RGALS1	ALL SAINTS, RIDGEWAY	185	185	184	184	68,265	69,003	
SCSBB1	ST. BARNABAS, ST. CATHARINES	2,998	3,283	2,982	2,974	84,279	96,516	
Account Set Total (LTINT):		442,889	-	-	-	-	442,889	C
Account Set: NIAG								
A009	AFFORDABLE BURIAL AND CREMATION	- 170	-	43	-	-	128	
A012	AM ROOFING SYSTEMS INC.	-	149	-	-	-	149	
A178	Appleby College A178	-	-	150	-	-	150	
ACSAB	ST. ALBAN'S, ACTON	-	-	-	36	82	118	
ANCHS	CANTERBURY HILLS	-	113	-	-	-	113	
ANCMP	CANTERBURY HILLS CAMP	-	-	-	-	37,144	37,144	
ARGRC	GRACE CHURCH, ARTHUR	86	947	947	-	31,662	33,643	
B026	BROTT MUSIC FESTIVAL	-	-	-	-	750	750	
B035	INDIVIDUAL	-	-	-	-	161	161	
B038	BISHOPSGATE	- 40,359	-	-	-	40,839	480	
BMSAB	ST. ALBAN, BEAMSVILLE	12	1,430	1,430	-	4,289	7,160	
BUSJO	ST. JOHN, BURLINGTON	-	254	- 254	-	-	0	
BUSLK	ST. LUKE, BURLINGTON	-	-	- 0	-	-	0	
C002	MOUNT CARMEL SPIRITUAL CENTRE	-	-	-	-	413	413	
C011	INDIVIDUAL	-	-	-	35	-	35	
CGSJO	ST. JOHN THE DIVINE, CAYUGA	-	-	525	-	-	525	
CRA	Canada Revenue Agency	5,193	3,485	-	-	-	8,678	
DVDPA	DUNN PARISH, DUNNVILLE	-	0	-	-	0	0	
DVSPA	ST. PAUL, DUNNVILLE	-	0	-	-	-	0	
ELSJO	ST. JOHN, ELORA	7,335	5,831	750	-	-	13,916	
ERALS	ALL SAINTS, ERIN	-	0	-	-	-	0	
FLCTC	CHRIST CHURCH, FLAMBOROUGH	13	-	13	13	4,816	4,855	
G002	INDIVIDUAL	-	-	-	-	75	75	
GESGE	ST. GEORGE, GEORGETOWN	-	0	-	11	-	11	
GFSPA	ST. PAUL, GLANFORD	-	-	-	-	189	189	
GNSAB	ST. ALBAN'S, GRAND VALLEY	4,207	751	322	22	8,984	14,285	
GRSPH	ST. PHILIP, GRIMSBY	-	913	-	-	751	1,664	

THE SYNOD OF THE DIOCESE OF NIAGARA
A/R Aged Trial Balance by Due Date (ARTBALS)
Age Transactions As Of [31/12/2009]
Cutoff by Year/Period [2009-12]
Print Transactions In [Summary]

Customer No.	Customer Name	Dec-09	Nov-09	Oct-09	Sep-09	Aug-09 & Prior	Total	Ref.
		Current	1 to 30 Days	31 to 60 Days	61 to 90 Days	Over 90 Days		
GUSGE	ST. GEORGE, GUELPH	-	13,282	-	-	-	13,282	
GUSJA	ST. JAMES THE APOSTLE, GUELPH	137	5,074	5,074	-	50,735	61,020	
H019	HOLY CROSS	-	-	-	-	50	50	
HAALS	ALL SAINTS, HAMILTON	- 85,968	1,622	1,884	272	92,228	10,037	
HACCD	JAMESVILLE DAY CARE CENTRE	35	8	-	-	-	28	
HAHTR	HOLY TRINITY CHURCH, HAMILTON	-	-	0	47	-	47	
HANSC	THE MISSION TO SEAFARERS	1,500	1,500	1,500	-	-	4,500	
HARRP	HAMILTON ASSOC. FOR RECREATIONAL &	-	90	-	-	-	90	
HASJO	ST. JOHN THE EVANGELIST	-	-	600	-	-	600	
HASMR	THE CHURCH OF THE NATIVITY	-	0	-	-	-	0	
HASPE	ST. PETER, HAMILTON	-	-	-	-	70	70	
HASST	ST. STEPHEN ON THE MOUNT	8,499	8,499	9,114	2,575	1,884	30,572	
JDSJO	ST. JOHN, JORDAN	-	-	300	-	-	300	
K080	INDIVIDUAL	-	120	174	174	206	674	
LVSGE	ST. GEORGE, LOWVILLE	-	661	300	-	-	961	
M010	MAGNUS ECHELON PRODUCTIONS INC.	-	-	-	-	300	300	
M011	INDIVIDUAL	-	41	43	47	-	130	
M090	Master Paints (M090)	-	38	-	-	-	38	
MCCTC	CHRIST CHURCH, MCNAB	2,885	2,904	234	-	-	6,023	
MIGRC	GRACE CHURCH, MILTON	31	44	9,193	-	-	9,179	
MTSPA	ST. PAUL, MOUNT FOREST	-	1,074	1,074	-	-	2,149	
NACTC	CHRIST CHURCH, NANTICOKE	-	-	-	-	9,269	9,269	
NESJO	ST. JOHN, NASSAGAWEYA	-	1,821	300	-	-	1,521	
NFHTR	HOLY TRINITY, NIAGARA FALLS	-	1,030	-	-	-	1,030	
NFSJO	ST. JOHN THE EVANGELIST, N.F.	- 1,233	-	-	-	-	1,233	
NLSMK	ST. MARK, NIAGARA-ON-THE-LAKE	11,338	5,406	300	-	1	17,045	
OKEPY	CHURCH OF THE EPIPHANY	- 49	-	450	-	-	401	
OKINC	CHURCH OF THE INCARNATION	10,058	3,350	2,959	-	-	16,366	
OKSAD	ST. AIDAN, OAKVILLE	- 49	-	-	-	-	49	
OKSCB	ST. CUTHBERT'S, OAKVILLE	- 49	-	-	-	-	49	
OKSJD	ST. JUDE, OAKVILLE	- 49	-	-	-	-	49	
OKSSI	ST. SIMON, OAKVILLE	16,960	17,454	-	-	-	34,414	
P044	INDIVIDUAL	-	-	287	-	-	287	
P047	INDIVIDUAL	-	-	-	-	21	21	
QUSSV	ST. SAVIOUR, QUEENSTON	-	-	-	-	973	973	
RKSJO	ST. JOHN, ROCKWOOD	4,137	5,901	6,252	4,275	21,457	42,022	
S026	ST. PETER'S HOSPITAL	-	-	150	-	-	150	
SCGRC	GRACE CHURCH, ST. CATHARINES	72	517	-	-	736	147	
SCSJA	ST. JAMES, ST. CATH. (MERRITON)	-	2,000	600	-	0	2,601	
SCSTM	ST. THOMAS, ST. CATHARINES	-	0	-	-	-	0	
SCTRF	CHURCH OF THE TRANSFIGURATION	-	-	600	-	-	600	
SHSPA	ST. PAUL, SHELBURNE	-	0	450	20	-	470	
SMSLK	ST. LUKE, SMITHVILLE	10	707	707	-	3,537	4,961	
STSJO	ST. JOHN, STEWARTTOWN	- 0	-	-	-	4	4	
THSJO	ST. JOHN, THOROLD	53	2,828	2,880	62	19,549	25,371	
W073	WYCLIFFE COLLEGE	-	-	75	-	-	75	

THE SYNOD OF THE DIOCESE OF NIAGARA
A/R Aged Trial Balance by Due Date (ARTBALS)
Age Transactions As Of [31/12/2009]
Cutoff by Year/Period [2009-12]
Print Transactions In [Summary]

Customer No.	Customer Name	Dec-09 Current	Nov-09 1 to 30 Days	Oct-09 31 to 60 Days	Sep-09 61 to 90 Days	Aug-09 & Prior Over 90 Days	Total	Ref.
WDGRC	GRACE CHURCH, WATERDOWN	- 390	-	-	-	-	- 390	
WEHTR	HOLY TRINITY, WELLAND	-	0	33	33	28	94	
WESDV	ST. DAVID, WELLAND	-	0	-	-	-	0	
WHCTC	CHRIST CHURCH, WHITFIELD	-	- 287	336	-	3,316	3,365	
YKSJO	ST. JOHN, YORK	0	-	-	-	-	0	
Sub-Total	Account Set Total (NIAG):	- 55,752	83,750	49,792	7,621	332,998	418,410	A
Account Set:	Other Receivables							
LT Debt OKINC	Church of the Incarnation, Oakville					133,103	133,103	C
	A/R Breakaway Parishes					243,884	243,884	B
	Other Receivables	45,825					45,825	B
	Mortgage Receivable - CCSC (HAGRC)					347,647	347,647	C
Sub-Total		45,825	-	-	-	724,634	770,459	
Report Total:		962,233	83,750	49,792	7,621	1,057,632	2,161,029	
		45%	4%	2%	0%	49%	100%	

Balance per Audited Financial Statements:

Due from Parishes	418,410	A
Other Receivables	289,709	B
Long Term Parish Receivables	1,452,910	C
Total Per Audited Statements	2,161,029	

**Diocese of Niagara
AR Aging
Sept 30, 2010**

<u>Customer Name</u>	<u>Current</u>	<u>1 to 30 Days</u>	<u>31 to 60 Days</u>	<u>61 to 90 Days</u>	<u>Over 90 Days</u>	<u>Total</u>	<u>Payroll</u>	<u>Insurance</u>	<u>DMM</u>	<u>Other</u>	<u>Total</u>	
AFFORDABLE BURIAL AND CREMATION	-	170	-	-	-	43	-	-	-	128	-	128
ARMENTO INC.	-	-	2,288	-	-	-	-	-	-	2,288	-	2,288
Anglican Church of Canada	-	-	-	-	-	-	-	-	-	2,500	-	2,500
ST. ALBAN'S, ACTON	-	-	1,925	1,879	1,900	9,396	-	-	15,034	66	-	15,100
CANTERBURY HILLS	-	-	55	352	55	841	-	-	-	1,304	-	1,304
CANTERBURY HILLS CAMP	-	-	203	39,550	30,689	402	-	-	-	70,845	-	70,845
GRACE CHURCH, ARTHUR	-	-	1,116	889	889	40,205	70,845	-	9,920	32,953	227	43,099
INDIVIDUAL	-	-	-	-	-	161	-	-	-	161	-	161
ST. ALBAN, BEAMSVILLE	6,101	-	1,469	1,407	1,407	10,942	6,104	2,500	12,663	59	-	21,327
MOUNT CARMEL SPIRITUAL	-	-	-	-	-	413	-	-	-	413	-	413
INDIVIDUAL	-	-	-	-	-	35	-	-	-	35	-	35
INDIVIDUAL	-	-	43	-	-	-	-	-	-	43	-	43
ST. PAUL, CALEDONIA	-	-	36	2,641	2,641	10,564	-	-	15,846	36	-	15,882
CITY OF HAMILTON	-	-	250	-	-	-	-	-	-	250	-	250
INDIVIDUAL	-	-	-	-	-	100	-	-	-	100	-	100
ST JAMES DUNDAS	-	5,000	-	-	-	-	-	-	5,000	-	-	5,000
DUNN PARISH, DUNNVILLE	-	53	-	-	-	-	-	-	-	53	-	53
ST. PAUL, DUNNVILLE	-	-	2,519	-	-	-	-	-	2,519	-	-	2,519
ESSENTIALS NIAGARA	-	-	38	-	35	35	-	-	-	109	-	109
ST. JOHN, ELORA	-	91	-	-	-	300	-	-	-	209	-	209
ALL SAINTS, ERIN	-	-	2,080	-	-	-	-	-	2,080	-	-	2,080
CHRIST CHURCH, FLAMBOROUGH	-	7	25	-	-	4,657	-	-	-	4,675	-	4,675
INDIVIDUAL	-	-	-	-	-	75	-	-	-	75	-	75
ST. GEORGE, GEORGETOWN	-	-	-	4,344	-	-	-	-	4,344	-	-	4,344
ST. PAUL, GLANFORD	-	-	1,503	-	-	189	-	-	1,503	189	-	1,692
ST. ALBAN'S, GRAND VALLEY	2,005	-	2,894	806	2,877	18,757	6,014	-	16,924	4,400	-	27,338
ST. ANDREW, GRIMSBY	-	-	23	28	-	1,323	-	-	-	1,374	-	1,374
ST. PHILIP, GRIMSBY	-	328	-	-	-	-	-	-	-	328	-	328
ST. JAMES THE APOSTLE, GUELPH	-	4,661	5,378	5,378	5,378	57,635	-	-	68,768	339	-	69,107
ST. MATTHIAS, GUELPH	-	-	-	-	-	2,383	-	-	2,383	-	-	2,383
HOLY CROSS	-	-	-	-	-	50	-	-	-	50	-	50
ALL SAINTS, HAGERSVILLE	-	112	1,333	-	22	7,526	-	-	9,063	295	-	8,768
ALL SAINTS, HAMILTON	-	-	20,173	1,622	1,622	3,058	-	5,763	14,595	-	-	20,358
CHURCH OF THE ASCENSION	-	4	16,249	5,840	5,840	31,135	-	6,500	52,560	-	-	59,060
CHRISTS' CHURCH CATHEDRAL	-	-	122	-	-	756	-	-	-	879	-	879
TAPAWINGO DAY CARE	-	104	80	-	130	-	-	-	-	154	-	154
HOLY TRINITY CHURCH, HAMILTON	-	640	3,183	2,482	2,482	12,411	-	-	19,857	60	-	19,917
MCMASTER UNIV. CHAPLAINCY	-	-	4	-	-	817	-	-	-	821	-	821
THE MISSION TO SEAFARERS	-	1,500	1,528	1,500	1,500	7,500	-	-	-	13,528	-	13,528
CHURCH OF THE RESURRECTION	-	4,630	-	-	-	-	-	4,630	-	-	-	4,630
HAMILTON ASSOC. FOR	12,284	-	-	-	-	-	12,284	-	-	-	-	12,284
INDIVIDUAL	-	-	-	-	-	175	-	-	-	175	-	175
ST. LUKE, HAMILTON	-	-	1,325	-	-	5,613	-	-	6,908	30	-	6,938
THE CHURCH OF THE NATIVITY	-	-	3,142	3,098	3,098	8,098	-	5,000	12,393	44	-	17,437
ST. MATTHEW'S HOUSE	-	-	5	-	-	-	-	-	-	5	-	5
ST MICHAEL HAMILTON	-	3,753	-	-	-	-	-	-	3,753	-	-	3,753
ST. PAUL, HAMILTON	-	5,000	-	-	-	-	-	-	5,000	-	-	5,000
ST. PETER, HAMILTON	-	-	-	-	-	70	-	-	-	70	-	70
ST. STEPHEN ON THE MOUNT	12,242	-	12,213	10,272	8,705	10,729	40,248	-	8,523	5,390	-	54,160
ST. PAUL, JARVIS	-	1,696	10,674	844	844	3,982	3,392	-	6,684	-	-	10,076
ST. JOHN, JORDAN	-	2	-	-	-	-	-	-	-	2	-	2
INDIVIDUAL	-	-	-	-	118	1,084	-	-	-	1,202	-	1,202
INDIVIDUAL	-	-	-	-	-	225	-	-	-	225	-	225
INDIVIDUAL	-	6	-	-	-	-	-	-	-	6	-	6
INDIVIDUAL	-	-	-	-	-	300	-	-	-	300	-	300
INDIVIDUAL	-	-	-	-	43	343	-	-	-	385	-	385

Diocese of Niagara

AR Aging

Sept 30, 2010

<u>Customer Name</u>	<u>Current</u>	<u>1 to 30 Days</u>	<u>31 to 60 Days</u>	<u>61 to 90 Days</u>	<u>Over 90 Days</u>	<u>Total</u>	<u>Payroll</u>	<u>Insurance</u>	<u>DMM</u>	<u>Other</u>	<u>Total</u>	
Master Paints (M090)	-	43	-	-	-	43				43	43	
GRACE CHURCH, MILTON	-	5,000	-	-	10,867	15,867			6,445	9,422	15,867	
ST. PAUL, MOUNT FOREST	-	1,025	1,025	-	-	2,050			2,050		2,050	
CHRIST CHURCH, NANTICOKE	-	-	-	50	9,269	9,320			9,269	50	9,320	
ST. JOHN THE EVANGELIST, N.F.	3,444	3,433	18	-	1,943	8,837			8,809	28	8,837	
ST. MARK, NIAGARA-ON-THE-LAKE	-	155	5,862	-	12,360	18,377		6,498	11,724	155	18,377	
ST. PAUL, NORVAL	-	1,059	-	-	-	1,059			1,059	-	1,059	
CHURCH OF THE EPIPHANY	-	144	-	-	10,327	10,470			10,327	144	10,470	
CHURCH OF THE INCARNATION	-	11	5,157	-	-	5,146	5,157		-	408	397	
ST. AIDAN, OAKVILLE	6,053	-	-	-	34	6,087	7,086		-	1,121	122	
ST. CUTHBERT'S, OAKVILLE	88	88	-	-	-	176					176	
ST. JUDE, OAKVILLE	88	-	-	-	-	88					88	
ST. SIMON, OAKVILLE	12,763	17,675	17,800	17,829	112	66,180	70,980		-	5,000	200	
ST MARK, ORANGEVILLE	-	5,000	-	-	-	5,000			-	5,000	-	
INDIVIDUAL	-	-	-	-	593	593					593	
ST. LUKE, PALERMO	-	780	710	710	5,255	6,606			6,393	212	6,606	
PARISH OF ST. JAMES & ST. BRENDAN, PORT COLBORNE	10,248	14,380	14,480	2,791	15,041	56,939	35,624		20,037	1,277	56,938	
ST. PAUL, PORT ROBINSON	-	-	-	-	1,713	1,713		1,670		43	1,713	
ST. SAVIOUR, QUEENSTON	-	5	-	-	973	978			973	5	978	
ST. JOHN, RIDGEMOUNT	-	-	-	0	-	0					-	
ST. JOHN, ROCKWOOD	536	5,442	5,111	2,242	67,871	81,202	52,577		24,758	3,867	81,202	
GRACE CHURCH, ST. CATHARINES	338	-	-	-	442	780				780	780	
ST. BARNABAS, ST. CATHARINES	-	12,178	2,822	3,329	481	18,810		2,342	14,757	1,710	18,810	
ST THOMAS, ST CATHARINES	-	262	-	-	-	262				-	262	
CHURCH OF THE TRANSFIGURATION	-	21	-	-	-	21				21	21	
ST. PAUL, SHELBURNE	-	1,074	1,043	1,066	6,490	9,673			9,383	290	9,673	
INDIVIDUAL	-	-	-	-	140	140				140	140	
ST. LUKE, SMITHVILLE	719	706	706	706	706	3,543			3,530	13	3,543	
INDIVIDUAL	-	2	51	-	-	49				49	49	
ST. JOHN, STEWARTTOWN	1,376	-	-	-	-	1,376	1,407			31	1,376	
ST. JOHN, THOROLD	-	3,249	3,037	3,249	40,620	50,155			49,050	1,105	50,155	
GRACE CHURCH, WATERDOWN	-	-	1,606	-	-	1,606				-	1,606	
HOLY TRINITY, WELLAND	-	0	38	-	28	6,952			6,853	165	7,018	
ST. DAVID, WELLAND	-	3,356	3,259	3,259	6,517	16,391			16,294	97	16,391	
CHRIST CHURCH, WHITFIELD	-	-	-	-	3,365	3,365			2,688	677	3,365	
ST. JOHN, YORK	1,020	-	-	15	275	1,310			275	1,035	1,310	
YMCA of Greater Hamilton, Burlington,	-	50	-	-	-	50				50	50	
	41,190	168,056	137,199	105,550	440,593	892,588	A	311,719	40,193	478,243	62,430	892,584
	5%	19%	15%	12%	49%	100.00%		35%	5%	54%	7%	100%

Diocese of Niagara
AR Aging
Sept 30, 2010

<u>Customer Name</u>	<u>Current</u>	<u>1 to 30 Days</u>	<u>31 to 60 Days</u>	<u>61 to 90 Days</u>	<u>Over 90 Days</u>	<u>Total</u>	<u>Payroll</u>	<u>Insurance</u>	<u>DMM</u>	<u>Other</u>	<u>Total</u>
ALL SAINTS, HAMILTON					66,666	66,666					
CHURCH OF THE ASCENSION Cathedral Place					151,395	151,395					
ST. LUKE, PALERMO					195,784	195,784					
	-	-	-	-	85,215	85,215					
	-	-	-	-	499,060	499,060					C
ST. MATTHIAS, GUELPH					59,710	59,710					
ST. LUKE, HAMILTON					112,665	112,665					
ST. PAUL, JARVIS					92,985	92,985					
ALL SAINTS, RIDGEWAY					68,003	68,003					
ST. BARNABAS, ST. CATHARINES					87,162	87,162					
	-	-	-	-	420,524	420,524					C
Church of the Incarnation, Oakville					142,865	142,865					C
Grace Church, Hamilton					148,256	148,256					C
A/R Breakaway Parishes					301,173	301,173					C
Other Receivables					56,732	56,732					B
	-	-	-	-	649,026	649,026					
											892,588 A
											56,732 B
											1,511,878 C
											<u><u>2,461,198</u></u>

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT

Our Mission is to provide support the strong, vital, committed faith communities of the Diocese of Niagara, and to nurture the leadership required to create and sustain them.

Through programs, events, training days and parish consultations, Congregational Support and Development continues to support the diocesan vision of **Life Changing Worship**, **Outstanding Leadership for Ministry**, **Prophetic Social Justice**, **Generous Culture of Stewardship** and **Continuous Culture of Innovation** so that we may follow Christ passionately, pursuing excellence and continuing to grow.

Staff of the Division are:

Christyn Perkons, Consultant, Children, Youth & Family Ministries, & Congregational Support, Ext. 460, christyn.perkons@niagara.anglican.ca

Jane Wyse, Diocesan Administrative Assistant, Ext. 420, jane.wyse@niagara.anglican.ca

Michael Patterson, Executive Officer & Supervisor of CSD, Ext. 257,

michael.patterson@niagara.anglican.ca

½ time position currently not filled

Joyce Wilton retired from Congregational Support & Development in July 2010 and will be missed after 25 years of passionate ministry to and for the youth of Niagara as well as serving the Diocese in Women's Ministry, Adult Education, Volunteer Screening & Management, and as a member of the Safe Church Committee and the Safe Church Investigative Team. Her ministry was celebrated at a special service at Christ's Church Cathedral on June 27 with laudatory appreciation offered by the Bishop, parish priests, parents, alumni and young people currently in programs.

Congregation Support

Christyn does congregational support and development work with parishes using tools such as Open Space, Asset Mapping, Appreciative Inquiry & Holy Conversations/ Strategic Planning, staff performance evaluations based on an Alban Institute model; maintains a CSD resource library; serves on Candidates Committee and the Vision Planning Team, and chairs the **Life Changing Worship** petal of the diocesan vision.

Currently working with St. James, Dundas, St. Alban's, Beamsville, St. Philip's by the Lake, Grimsby, and St. John's, York.

Congregational Support & Development Resources

Emerging Church/Alternate Worship – books, videos, DVDs.

Change Management – books and 'how to' manuals.

Adult Education – programs; Via Media, Living the Questions (1 & 2) Saving Jesus, Eclipsing Empire, The Fit Life.

Parish Guide for Same Gender Blessings Discussion.

New Resources:

- *Uppity Women of the Bible* (4-6 week sessions on Song of Songs, Esther, Judith & Ruth);
- *Mission-Shaped Youth; rethinking young people and church;*
- *Bread for the Journey: resources for worship* (Ruth Duck);
- *Eggs and ashes; Practical & liturgical resources for Lent and Holy Week* (Ruth Burgess – Iona);
- *Creating Change; the arts as catalyst for spiritual transformation* (Keri Wehlander, editor);

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

- *Welcome to the Wisdom of the World and its meaning for you* (Joan Chittister);
- *Space for Grace* (Giles Goddard);
- *Exploring the Worship Spectrum: 6 views*;
- *A primer of Christian worship: where we've been, where we are, where we can go*;
- *Kicking Habits; welcome relief for addicted churches* (Thomas Bandy);
- *Prayers for an Inclusive Church; Collects for Years A,B & C, for Festivals and Seasonal Prayers*;
- *Showing Our True Colours: A Fun, Easy Guide for Understanding and Appreciating Yourself and Others*;
- *40 Day Journey with Madeleine L'Engle*;
- *40 Day Journey with Kathleen Norris*;
- *Six Theories of Justice*;
- *Justice in an Unjust World*;
- *What Can One Person Do?: Faith to Heal a Broken World*;
- *Rural Evangelism: Catching the Vision*;
- *Rural Ministry: The Shape of Renewal to Come*; and
- *Discovering Hope: Building Vitality in Rural Congregations*.

Children and Family Ministries

Consultant: Christyn Perkons on part-time basis.

- Works to enhance the ability of the Niagara Anglican Community to nurture the spiritual growth of children and their inclusion in faith communities.
- Provides resources and leadership training for Sunday morning programming, junior youth ministry and family ministry to parishes and parish clusters by request.
- Visits parishes by invitation to get to know volunteers and staff involved in children and family ministry; to get a sense of what's happening in parishes across the diocese, and to offer resources.

Family Ministry

- Resources particular to family needs are available through the lending library and include books in the areas of parenting, family spirituality, family activities, special needs children, sexuality and family milestones as well as games, music and videos/CDs.
- Parishes wanting to enhance ministry to families are encouraged to contact Christyn for ideas and resources.

Puppet Ministry

- Eighteen puppets along with puppet skits, instruction guides, and training manuals are available for loan to parishes to use in Sunday morning children's programming, children's talks, worship, Bible storytelling, and church announcements. Mini training workshops can be provided to parishes by the consultant, and training days by a professional at a puppet training school are offered as interest dictates.

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

Children's Festivals

- The consultant provides support to the regional Children's Festivals through advertising, administration, and button design/creation. Over 400 children enjoy this event annually which typically occurs on the last Saturday in April. Planning for the 2011 Children's Festivals in Undermount/Mohawk, Lincoln/Brock, Greater Wellington, and Trafalgar began on November 1st.

Lending Library

A wide variety of books, activities, games, music, videos and CDs are available for three week loans through the Program Consultant's office. New resources include:

- *Green Church: Caretakers of God's Creation* (a six week study for children)
- *Veggie Tales Silly Little Thing Called Love* DVD
- *The Singing Bowl: 26 Children's Sermons with Activities*
- *Formational Children's Ministry: shaping children using story, ritual and relationship*
- *Core Skills for Children's Work: Developing and extending key skills for children's ministry*
- *Great Tween Getaways: 8 Retreats for Tweens*
- *Advent Angels: a host of stories, crafts, puzzles and things to do for the days of Advent*

Resources

The consultant can provide:

- Resource packages for All Saints Day, Ash Wednesday and Pentecost.
- Baptism, First Communion and Confirmation materials.
- Retreat planning resources.
- Innovative worship resources including instructed Eucharists.
- Response to particular needs such as: specific types of crafts, crafts related to a particular observance such as Good Friday, games for teaching servers, developing a junior youth ministry, working with special needs children, and summer activities related to church and faith experiences to name but a few.
- Information handouts including articles on Prayers for Children, Hosting an All Saints Party, Working with Behavioural Challenges, Christmas Pageants, What's Available in Church School Curriculum, Teaching Tips 101, Co-operative Games, Puppet Ministry in the Parish, and Young Teens Ministry Toolbox.

Youth Ministry

Program Consultants: Joyce Wilton and Christyn Perkons job-shared this 4/5 time portfolio until Joyce's retirement in June 2010. The 2011 plan for youth ministry ensures that the current level of programming can be sustained by Christyn thanks to a one year commitment of substantial time by key volunteers.

- Work to enhance the ability of the Niagara Anglican Community to nurture the spiritual growth of youth and young adults and their inclusion in faith communities.
- Develop and train a strong and committed group of lay and clergy leaders to staff our programs and to share this leadership and their abilities with the larger diocesan community.
- Provide resources and leadership training for junior/senior youth ministry and young adult initiatives to parishes and parish clusters by request.

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

- Visit parishes on request to get to know volunteers and staff involved in youth ministry, to get a sense of what's happening in parishes across the diocese and to offer support and resources.

Diocesan Youth Ministry Committee (DYMC)

Representatives meet monthly to support and offer direction to the Program Consultants, to define and execute the direction, vision and plans around diocesan-wide programming and training needs to reflect the diocesan vision, and to offer feedback about resources.

My experiences with youth ministry in Niagara have fundamentally shaped who I am today. Niagara youth programs have given me deep spiritual guidance, and so much more. They have informed my analysis of oppression, encouraged me to be a peacemaker in this world, and taught me to respect and rejoice in God's creation. I would have turned away from the Anglican Church (and possibly even God) years ago if I hadn't been exposed to a side of it that could relate to my spiritual contradictions and guide me forward.

Youth Synod taught me how to organize around important issues, and how use our agency as a collective. YLTP taught me to be not just a leader, but an accompanier - in solidarity with others. SpiritQuest helped me deepen my relationship with God and others. NYC, well, words don't describe NYC. My activism largely revolves around the principle of community - being pro-community in the face of state and corporate power. Niagara youth ministries provided me with a support network at such a crucial period in my life. I understand community through these youth programs.

Samantha Ponting

The Annual Calendar of Events includes:

Diocesan Synod Youth Members Residence & Orientation

- A residential program that includes an orientation to synod procedures for Youth Members of Diocesan Synod during the annual Synod meeting in November.
- The residence and orientation will take place on Friday, November 12 to Saturday, November 13, 2010 at Christ's Church Cathedral, for youth member ages 16-25.
- This **Outstanding Leadership for Ministry** event provides an opportunity to create relationships amongst the youth and young adult community attending Diocesan Synod, and offers support and education about procedures and meeting content for Synod so that youth are able to take a leadership role.

SpiritQuest

- An intimate spiritual retreat for youth aged 14-24 highlighting **Life Changing Worship** and a **Continuous Culture of Innovation**.
- SpiritQuest was held at Crieff Hills Retreat Centre in Puslinch, with 10 participants and three leaders, January 29-31, 2010.
- The program has expanded recently to include a young adult component with particular emphasis on making transitions and the spiritual journey.
- The 2011 event will take place January 28-30 at the Crieff Hills Retreat Centre.

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

Youth Leadership Training Program (YLTP)

- A three-year leadership training program (now in its third decade) held during March Break to develop youth leaders who can offer **Outstanding Leadership for Ministry**. In addition to an emphasis on developing leadership skills, participants experience and create **Life Changing Worship** and focus on a **Generous Culture of Stewardship**. It took place at Canterbury Hills, this year from March 14-17, 2010 with 31 youth participants, ages 13-16, including seven adult leaders.
- A Commissioning Service for the 3rd year participants, their families and supporters was held at St. John the Evangelist, Niagara Falls on September 18, 2010. Thanks to Lynne Corfield and Beth Kerley for their three years of leadership to this 2010 graduating group.
- The 2011 event will take place Sunday, March 13 to Wednesday, March 16.
- *Applications for first year participants are available now and will be accepted until the end of January 2011.*

Youth Synod

- The largest youth ministry program in Niagara with a dual focus on **Prophetic Social Justice Making** and **Outstanding Leadership for Ministry**, the 22nd annual Youth Synod was hosted by St. James, Dundas, April 30 to May 2, 2010.
- Offers youth delegates ages 13-21 the opportunity to debate and strategize about issues important to their faith and their communities as well as providing opportunities to experience **Life Changing Worship**.
- Over 85 delegates, 15 adult observers, and over 50 adult volunteer staff were in attendance representing over 40 parishes. The minutes are available on the Youth Ministry website: www.zipsqueal.com. Many thanks to our host parish St. James for their enthusiasm and gracious hospitality!

“The issues debated at Youth Synod not only shattered my black and white understanding of the world, but also inspired me to consider how my faith is lived through acts of justice.

Reverend Bill Mous

- Youth Synod 2011, hosted by St. George’s, St. Catharines will take place April 29 to May 1. *Apologies for the wrong location on the 2011 poster!*

Youth Synod Council

- This body drafts motions for the upcoming Youth Synod, follows up on motions post-Synod, and functions as the voice of youth in the Diocese of Niagara between Youth Synods.
- Involves seven youth representatives representing the regions along with the Chair of Youth Synod who meet monthly from October to May developing **Outstanding Leadership for Ministry** skills and broadening their understanding of **Prophetic Social Justice Making** and **Generous Culture of Stewardship**.
- Thanks to Reverend Matthew Griffin for facilitating the Council’s work in 2010 and welcome to Carrie Charters who assumed this role as of October 2010.

Youth Ministry Sunday

- A variety of resources (bulletin covers, theme ideas, and liturgical material) are offered to parishes to help them celebrate Youth Ministry in their congregation on the date of their choosing. This contextual liturgy material is developed within a

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

Continuous Culture of Innovation framework and is intended to help youth and the parish families that support them celebrate their ministry through **Life Changing Worship**.

- Resource material and bulletin covers were mailed to all parishes prior to the June event (our target celebration date; parishes can use the material at their own convenience) and also available on the website at www.zipsqueal.com. Check out this site to view the 2010 resources and the resources from previous years. The new material is posted in early May.

Niagara Youth Conference (NYC)

- The cornerstone event in youth ministry in Niagara with a multiple focus on **Life Changing Worship**, a **Continuous Culture of Innovation**, a **Generous Culture of Stewardship**, and **Prophetic Social Justice Making** - this year was the 64th Anniversary of the first NYC (formerly NLC).
- The purpose of this five day residential event is to establish a caring, spiritual, participatory, learning community that encourages inclusivity and personal sharing (mitigated, of course, by fun and frivolity).
- NYC took place from August 29-September 3, 2010 at Canterbury Hills. The program is staffed by 18 volunteers who give nine months to the planning and execution of this conference; pictures of which can be viewed at www.zipsqueal.com.

Youth ministry has been instrumental in me finding my place spiritually. The breadth of programming gave me an opportunity for experiential learning as a leader (YLTP), confidence in my beliefs and concern for the greater community (Youth Synod), and spiritual growth in life changing worship and community (NYC). As a teenager it provided me with true God Moments, genuine community, confidence in my own gifts, and life-long friendships - Youth Ministry events are among the few places I have ever experienced acceptance without judgment. It is because of Youth Ministry that I discovered my connection to God through music – it is my access point to life changing worship – I can't imagine my life without that.

Phil Jones

Regional Youth Ministry

Hamilton Regional Youth Worship – The Gathering

- This event, reflecting the vision in a **Continuous Culture of Innovation**, **Life Changing Worship**, a **Generous Culture of Stewardship** and **Outstanding Leadership for Ministry** and now completing its fourth year, offers worship quarterly with a live band and liturgy written and delivered by youth and young adult participants.
- A group of committed youth leaders and adult supporters meet along with diocesan youth ministry staff to plan this worship in the Hamilton area.

Regional Youth Worship – The Gathering North

- Our goal in 2009 was to extend this ministry to the Greater Wellington area. This goal was reached with one event held at St. George's, Guelph on April 5th and another at St. Matthias on October 18th.
- We are currently seeking a location and young people to host this ministry in 2011.

REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

Lending Resource Library

- Includes resources for program planning, current youth ministry theory and theology as well as worship and music resources all supporting the diocesan vision in **Life Changing Worship**, **Outstanding Leadership for Ministry**, **Prophetic Social Justice**, **Continuous Culture of Innovation**, and **Generous Culture of Stewardship**. Resources are available to borrow by individuals and parishes. They are located in the Program Department offices at Cathedral Place.
- To check out the many resources available, an online catalogue can be found on the youth ministry website: www.zipsqueal.com.

Children, Youth and Family Ministry Consultations and Training

- Christyn is involved with a number of parishes on a consultation basis.
- Consultations can be as simple as telephone support and resource sharing electronically or as complex as a multi-event response created for your parish.
- Consultations are designed to meet the needs of the individual parish. The focus of the consultation may include visioning for ministry in the specific parish or area, development of a youth ministry program, specific training for children, youth and family ministry staff and volunteers as well as advice on hiring children, youth and family ministry personnel.

The Youth Ministry community has strengthened me in ways no other community has been able to do; I am now a stronger leader and a stronger team player. I have grown in my spirituality and understanding; I have learned to accept, relax and be at peace. Throughout my Youth Ministry involvement I have learned to know myself and this has greatly impacted the person I am. The community is outstanding; the compassion from everyone is phenomenal! From being involved with Youth Ministry, I feel that I am the most "real" that I have been in ages.

Emma Smith

Adult Education - Bishop's Diploma Course (BDC)

- This program provides instruction related to faith issues for over 50 lay people through two eight-week terms (fall and winter) and is offered in as many as six parish centres. Course themes include Old Testament, New Testament, ethics, liturgy, history, spirituality, world religions and Anglicanism.
- Diploma requirements are completion of six course and attendance at a retreat.
- Retreats and graduations are planned biennially. The next retreat and graduation will be held in 2011/2012.
- Thank you to BDC leaders, Venerable Bruce McPetrie, Canon Barry Randle, Reverend John Ripley, Reverend Paul Whitehouse, Reverend Jonathan Massimi, for their ongoing leadership and dedication to the program.
- Jane Wyse provides staff support for BDC and may be contacted for information.

Thanks to our Volunteers!

Thank you to the dozens of volunteers who have supported our work in the past year. Without you, these ministries would not be transforming the lives of children, youth and adults across the Diocese. Thanks especially to those volunteers who have agreed to gift the diocese with an extraordinary donation of time to maintain youth ministry programming in 2011 as the Diocese creates a long range plan for this ministry.

**REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION
HELD MAY 1, 2010 AT ST. JAMES, DUNDAS**

Introduction of:

Chair	The Reverend Bill Mous
Chancellor	The Venerable Dr. Stephen Hopkins
MCs	Stuart Armstrong and Kate Smyth
Diocesan Program Consultants	Christyn Perkons and Joyce Wilton
Secretary/Tech Crew	Jamie Barnes and Brandon Prodger
Youth Synod Coordinator	Mary Gordon
Youth Synod Council Coordinator	The Reverend Matthew Griffin
Youth Local Planning Coordinators	Courtney Evers

Voting Delegates:

Isaiah Antoine	Deirdre Henry	Jammal Pusey
Alicia Archbell	Rosie Hopkins**	Al Rathbone
Stephen Arkell	Peter Howard	Taylor Rathie
Stuart Armstrong	Charlotte Irwin-James	Isabelle Reid
Dani Atkinson	Janine Jackson	Nathalie Reid
Maddy Bentham	Emily Johnson**	Katrice Rennie
Peter Beottcher	Alan Jones	Tom Rolfe
Steff Browning	Emma Keefe	Kohdy Rusk
Tiffany Burns	Breanna Kehoe	Vanessa Sarjeant
Erin Buttrum	Danielle Kelly	Eric Shelton
Henry Byrnes	Jeremy Kennedy	Ashley Smith**
Rachel Carrick	Barbara Jean Lick	Emma Smith
Lauren Clark	Mike Lickers	Kate Smyth
Lenox Daley**	Aidan Maloney	Cole Sutton-Greenhalgh**
Antoinette DaSilva-Carter	Tricia Manning	Dean Sutton-Greenhalgh**
Nate Duliban	Chris McDevitt	Patrick Taylor
Monica Farrar-Germaine	Cory McGee	Monica Volkov
Mat Fisher	Lorynn McLean	Will Wells
Andrew Garland	Justin Michael**	Dale Wilbur
Josh Gerlofs	Emily Moar	Kyle Wilkinson
Scott Gillies	James Noble	Ryan Williams
Bre Gordon**	Sarah Noiseux**	Connor Wilson
Monica Griffin	Quinton Osmond-Ward	Diana Wood**
Becky Halliwell	Kelsey Penney	Beth Wright
Dayna Hayward	Louisa Pike	Marissa Yott
	Carolyn Pugh	Sabrina Yott
	Joseph Pugh	

** Youth Synod Council Members

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

Other Adult Observers:

Sam Archbell	Small Group Leader
The Right Reverend Michael Bird	Bishop of Niagara
Carrie Charters	Small Group Leader
The Venerable Lynne Corfield	Archdeacon, Brock
Belle Daley	Diocesan Youth Ministry Committee
Steph DeForest	Small Group Leader
The Reverend Dianne Distler	Regional Dean, Undermount
Donna Ellis	Diocesan Youth Ministry Committee
Keith Halliwell	Small Group Leader
Jen Harper	Small Group Leader
Laura Harrison	Small Group Leader
Ben Holtam-Prodger	Staff Assistant
Bronte Johnston	St. Andrew's Grimsby
Phil Jones	Small Group Leader
The Reverend Aaron Orear	Regional Dean, Trafalgar
Rob Pawson	Small Group Leader
Pat Ruggles	Small Group Leader
Anna Ryder	Small Group Leader
The Venerable Jim Sandilands	St. James, Dundas
Sarah Scapinello	Small Group Leader/Youth Ministry Committee
Chris Smith	St. Andrew's, Grimsby
The Reverend Max Woolaver	St. Andrew's, Grimsby
Jane Wyse	Diocesan Staff

Motion to Give Rights to the Floor for Observers:

Sam Archbell	Donna Ellis	Anna Ryder
Bishop Michael Bird	Jen Harper	Sarah Scapinello
Carrie Charters	Keith Halliwell	Jane Wyse
Belle Daley	Laura Harrison	
Steph DeForest	Phil Jones	
Archdeacon Lynne Corfield	Reverend Aaron Orear	
Reverend Dianne Distler	Rob Pawson	
	Pat Ruggles	

“that the observers listed above be granted rights to the floor..”

The house granted overwhelming consent.

1. UNIVERSITY CHAPLANCIES MOTION

WHEREAS: Living away from home for a post-secondary education is often a pivotal time in one's life, offering tremendous change and opportunity.

AND WHEREAS: In such a period of momentous change, it's often wise or even necessary to seek spiritual guidance.

AND WHEREAS: Living away from home often means moving away from one's home parish.

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

AND WHEREAS: The University Chaplaincy programs offering multi-faith spiritual support on campuses in our diocese would not be possible without support from various denominations.

BE IT RESOLVED THAT:

1. Youth Synod calls upon Diocesan Synod (and Synod Council) to maintain its financial commitment to the University Chaplaincy programs.
2. Youth Synod delegates, upon attendance at post secondary education institutions, commit to contacting the local chaplain and asking to sit down for a cup of coffee/tea to talk about the work they do as a chaplain

Moved by: Justin Michael; St. Matthias, Guelph

Seconded by: Diana Wood; Church of the Resurrection, Hamilton

Opening Remarks:

- The financial circumstances of the church are tight. The budget at synod proposed a lot of cuts.
- Substantial cuts made to university chaplaincy programs
- Want to send a message to the diocese to say that it's important
- Engage the local chaplain and make sure to utilize the resource

From the Floor:

- Does the motion apply if you go to a university that does not have a chaplain?
 - Next best thing – find a local church
- University chaplaincy won't hold regular worships, but are more available at other times
- How does this apply to universities outside of the province?
 - Seek out whatever resources are available at your university

Closing Remarks:

- University chaplaincy programs don't receive funding from the universities. All the funding comes from the diocese.

Call the Question

IN FAVOUR: 76

OPPOSED: 4

MOTION CARRIED

2. ACCOUNTABILITY MOTION

WHEREAS: by participating in Youth Synod, delegates are responsible to complete the action items of motions passed by the Youth Synod to which they are delegates;

AND WHEREAS: words and action work together, and so the legitimacy of Youth Synod is dependent on what is accomplished, and not only on the motions that are carried;

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

AND WHEREAS: we do not hear many stories, successful or otherwise, about how we are following through on motions. As one example, neither Youth Synod Council nor the Diocesan Youth Ministry staff are aware of any youth group that has completed 1,000 hours of ministry time in support of those who are homeless or at risk of homelessness, as required by the passage at Youth Synod 2008 of the Joint Anglican-Lutheran Affordable Housing Initiative motion;

AND WHEREAS: it can be easy to forget motions passed at Youth Synod, and we do not report to Youth Synod on the work we do as individual delegates to carry out the work required by the motions we pass.

BE IT RESOLVED THAT:

1. Those drafting motions make an effort to create motions that seem achievable to delegates in the coming year.
2. *“Delegates take on the responsibility to amend a motion they do not think is accurate.” Friendly Amend*
3. Delegates only vote in favour of motions that they believe can be achieved.
4. Delegates recognize that every passed motion commits them to working on the action required by the ‘Be It Resolved’ clauses.
5. Delegates report their motion-related accomplishments to Diocesan Youth Ministry staff and/or Youth Synod Council in a timely manner.
6. Delegates ask the diocesan Youth Ministry staff to help Youth Synod Council members to put together and send out updates to Youth Synod delegates featuring motion-related accomplishments.
7. Delegates continue to make an effort to act on motions passed by the Youth Synods they have attended in the past.

Moved by: Lenox Daley, All Saints, Hamilton

Seconded by: Sarah Noiseux, St. Thomas, St. Catharines

Opening Remarks:

- Nobody is going to chase you down and demand you follow through.
- If you vote in favour of the motion, you should complete it.
- “Keeping it real”
- Vote for motions that you believe in, and put forward a commitment.

From the Floor:

- Regardless of your vote, you must follow with the majority of the votes.
- Do the past motions apply to the current delegates of Youth Synod 2010?
 - Don’t have to follow through with past motions
- Like to create motions that seem over the top.

1st proposed amendment

“Delegates take on the responsibility to amend a motion they do not think is accurate.”

Moved by: Emily Johnson, St. Christopher’s, Burlington

Seconded by: Zack Vernon, St. Christopher’s, Burlington

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

Amendment is friendly

- “Timely Manner” – firms it up somehow and make it less vague
 - Good Intent is important. Creating smart goals. Try to create something that you feel you can take on. Possibly take on a select amount of motions. Point of clarification. Is there an intent that you have to act on everything that is voted on.
 - When the community speaks, that is the decision of the community.
 - Motion is about accountability. When you speak in favour of the motion, you are accountable.
 - Staff required to follow up on what happens as well. Request a revisiting of motions every 5-7 years.
 - Request to refer clause 5 directly to Youth Synod Council
 - Move to vote on motion clause by clause
 - Moved by: Ashley Smith, St. Christopher’s, Burlington
 - Seconded by: Emma Smith, St. Christopher’s, Burlington
- In Favour: Clear Majority

Closing Remarks:

- Facebook group with a message board where you can discuss motions
- Can approach Youth Ministry Committee anytime

Call the Question

Clause 1:

IN FAVOUR: 75
OPPOSED: 0
CLAUSE CARRIED

Clause 2:

IN FAVOUR: 74
OPPOSED: 3
CLAUSE CARRIED

Clause 3:

IN FAVOUR: 73
OPPOSED: 3
CLAUSE CARRIED

Clause 4:

IN FAVOUR: 63
OPPOSED: 13
CLAUSE CARRIED

Clause 5:

- Motion to refer where the clause goes to – ie. Youth Synod Council
In Favour: 49
Opposed: 28

Clause referred to Youth Synod Council

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

Clause 6:

IN FAVOUR: 71
OPPOSED: 3
CLAUSE CARRIED

Clause 7:

IN FAVOUR: 78
OPPOSED: 6
CLAUSE CARRIED

3. FAITH-BASED DECISION MAKING MOTION

WHEREAS: in decision making at the parish and diocesan level, it often seems as though decisions are driven by political considerations and a concern with being practical and realistic rather than being driven by our faith and the example of Jesus Christ;

AND WHEREAS: we are easily caught up in concerns about money, buildings, pleasing people, etc;

AND WHEREAS: we are also easily distracted by church politics (that is, leaders or parishioners relating to one another through a dysfunctional power dynamic);

AND WHEREAS: we can also be swayed by the mainstream media's take on particular issues;

AND WHEREAS: all of these distractions and other agendas cloud our judgement and draw us away from our faith perspective and distort our response to God's call;

AND WHEREAS: everyone, when making decisions, needs to inform themselves about issues and the politics involved, and balance that information with their sense of how God and their faith is calling them to act.

BE IT RESOLVED THAT:

1. That Delegates of Youth Synod 2010 ask their rectors to preach a sermon about balancing practical concerns and common opinion with faith considerations when making decisions, particularly about church matters and Youth Synod Council will provide an accompanying letter for any delegate who wants one when s/he makes this request of their rector.
2. Delegates of Youth Synod 2010 will try regularly to start conversations with their friends and family about issues relating to politics and faith.
3. Delegates of Youth Synod 2010 will try regularly to start conversations with their friends about how they incorporate their faith perspective into decisions they make.
4. Delegates of Youth Synod 2010, when making any decision, will try to do what they think is faithful, and not what is expedient.

Move by: Dean Sutton-Greenhalgh, All Saints, Hamilton
Seconded by: Lenox Daley, All Saints, Hamilton

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

Opening Remarks:

- This issue is not addressed enough in church. Make decisions based on faith and not convenience
- “WWJD?” “Lovin JC”

From the Floor:

- Talk to your friends
- Different types of friends serve different purposes
- Balance the faith based decisions vs. financial decisions
- Some people don't want to feel accountable for their faith

- Move to vote on motion clause by clause
Moved by: Emily Johnson, St. Christopher's, Burlington
Seconded by: Henry Byrnes, St. Christopher's, Burlington
In Favour: 47
Opposed: 25
Carried

- About integrity as a person. You know when you feel uncomfortable in a situation
- You need to speak up if you disagree – otherwise it may be classified as gossip
- Make a stand for who you are.

1st proposed amendment

“Start conversations with your friends”

Moved by: Carolyn Pugh, St. George's, Guelph

Seconded by: Patrick Taylor, Church of the Resurrection, Hamilton

Amendment is friendly

- If you walk a good life, then people will see what that's about.
- Look at whether you are proud of a clause at the end of the day
- Take the challenge and be proud of what we do
- When the issue is brought up in conversation, be considerate of other people's views
 - Listen to other opinions about their religions
- People are too nervous to talk about their faith – take the first step

Closing Remarks

- At the end of the day, your friends are still your friends

Call the Question

Clause 1:

IN FAVOUR: 72

OPPOSED: 5

CLAUSE CARRIED

Clause 2:

IN FAVOUR: 61

OPPOSED: 16

CLAUSE CARRIED

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

Clause 3:

IN FAVOUR: 48

OPPOSED: 30

CLAUSE CARRIED

Clause 4:

IN FAVOUR: 65

OPPOSED: 8

CLAUSE CARRIED

ENERGY BREAK

- Didja Know: The food in front of the head table was collected by all of you! Woohoo! At the end of the weekend, it's heading to St. Matthew's house to be distributed to those in need. Thank you!

4. YOUTH INVOLVEMENT

WHEREAS: the current composition of committees and taskforces of the Diocese of Niagara currently have little youth involvement, and thus a significant number of members of the diocese are unrepresented;

WHEREAS: Youth Synod 2010 does recognize that the following committees have youth members; Outreach (Alicia Archbell), Greening Niagara (Dean Sutton-Greenhalgh) and Diocesan Youth Ministry Committee (Barbara Jean Lick and Cole Sutton-Greenhalgh) whose voices and perspective add value to the work of those groups;

AND WHEREAS: "The Gathering" worship services are a great way for youth to exercise their enthusiasm for youth power, voice and meet their spiritual needs but in reality "The Gatherings" are designed for all ages with only mainly youth attending;

AND WHEREAS: the Bishop affirms the importance of Youth events, and yet some parishes do not send as many delegates to Youth Synod as they can, nor youth delegates to Synod.

BE IT RESOLVED THAT:

1. Youth Synod 2010 asks the Bishop to encourage each Diocesan Committee Chair to invite at least one interested youth member (aged 16 to 25) to be part of all major committees, divisions, and taskforces; including but not limited to Synod Council, the Bishop's Advisory Committee on Church Buildings, each of the Vision Petal Teams, Budget subcommittee, Financial Advisory Committee, Mission Strategy, and that these members submit a short report to Youth Synod each year.
2. That Youth Synod 2010 requests the Bishop to ask Committee chairs to ensure that youth members have a supportive mentor on the committee to which they are invited.
3. Delegates of Youth Synod 2010 invite one adult member of their parish to attend each "Gathering" they attend in the next calendar year.

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

4. Youth Synod 2010 asks the Bishop to celebrate the importance of Youth Synod and its actions, and other Youth Events at Diocesan Synod; and Youth Synod 2010 asks the Bishop to formally invite every delegate to diocesan synod to attend the 2011 Youth Synod as an observer.

Moved by: Alicia Archbell, St. Elizabeth's, Burlington

Seconded by: Bre Gordon, Church of the Resurrection, Hamilton

From the Floor:

- Try to seek alternate way to get youth involved in ministry
- What if the church doesn't have any youth?
 - If we invite them to youth oriented events.
- Delegates should have parents attend youth events as well
- Find an effective way of inviting lay people as well as clergy to Youth Synod
- How far are the youth willing to go?
- Clarification on clause 1: What does the report entail?
 - Any form of media that will benefit the clause
- Adults see youth as pretty intimidating at youth events
- What are our roles as individuals?

1st proposed amendment

"...delegate to diocesan synod to attend..."

Moved by: Emma Smith, St. Christopher's, Burlington

Seconded by: Henry Byrnes, St. Christopher's, Burlington

Amendment is not friendly

- Even if you invite all delegates, the chances of them all coming are slim
- How are you going to fit all lay people and clergy into Youth Synod space?
- We could hold Youth Synod at the convention centre if need be
- Possible podcasts of Youth Synod to the rest of the diocese

Proposed amendment to amendment

"...such that space would allow"

Moved by: Justin Michael, St. Matthias, Guelph

Seconded by: Ashley Smith, St. Christopher's, Burlington

Amendment is not friendly

- Implies that people are not allowed to come because of lack of space
- Fire Hazards?
- Faith based decision making vs. space limitations
- We should be all about inclusion
- There are times when we need to gather together in like minded groups

In Favour: 27

Opposed: 49

Amendment defeated

- Grant rights to the floor to only those who want them.
- Having people observing her is a huge push. We feel strongly about youth ministry, and want to share what with others

In Favour: 61

Opposed: 9

Amendment carried

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

- Concerns about getting youth on larger committees. We might be bordering on tokenism.
- Going out of our way to put youth on committees if they are not passionate or engaged.
- Some counsels do not want youth to attend.
- Motion to vote clause by clause
Moved by: Matt Fisher, St. John the Evangelist, Niagara Falls
Seconded: Andrew Garland; St. Paul's, Caledonia

In Favour: 22
Opposed: 52
Motion Defeated

- How are committee members going to ensure that youth have a supportive mentor

Closing Remarks:

- Committees mean something to the diocese so they should mean something to us

Call the Question

IN FAVOUR: 64
OPPOSED: 10
MOTION IS CARRIED

5. PRO-PIRACY AMONG YOUTH SYNOD DELEGATES MOTION

WHEREAS: "Piracy" is the name given to the illegal distribution of copyrighted materials, whether by the uploading and downloading of files using the Internet, or by sharing a burned CD/DVD with friends at school or work, or using other technical means to republish media items;

AND WHEREAS: Everyday, many people pirate music, episodes of television shows, movies, video games, programs and books, in order to consume these various forms of entertainment in the manner and at the times of their choosing;

AND WHEREAS: Musicians and bands such as Radiohead (*see fact sheet*) have clearly stated that piracy is not hurting their bottom line but rather helping to expand their audience to include people who wish to sample their works before then purchasing them;

AND WHEREAS: According to a study done by the New York Times (*see fact sheet*), box office revenues for movies of all genres are making more money in the last ten years than in any previous time period, despite the advent of piracy;

AND WHEREAS: We as the consumer have the right to see, hear and read our entertainment when and however we wish and should not be bound by companies which wish to hold back and withstand the change that is happening around them;

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

AND WHEREAS: In Mark 6:30-44, Jesus turns a few loaves of bread and some fish into enough food to feed thousands much like the media pirates of today take a single media item and turn it into a file that feeds the appetite of millions of consumers around the globe.

BE IT RESOLVED THAT:

1. Every Youth Synod delegate, with the resources to do so, pirate at least 10 different media items over the next year, and then purchase the item legally if they wish to keep a copy after sampling the item.
2. Delegates to Youth Synod educate themselves about different aspects of piracy and help educate their friends and families.
3. Delegates from Youth Synod 2010 will attend one concert in the year and purchase one piece of merchandise to support the artist more directly.

Moved by: Cole Sutton-Greenhalgh, All Saints, Hamilton
Seconded by: Dean Sutton-Greenhalgh, All Saints, Hamilton

Opening Remarks:

- People desire to consume more media than they are able to afford
- God loves a cheerful giver
- Gift economy – the idea that you can pay as much or as little as you want, with the intention that the gift is giving good art
- The intention of the motion is not to mindlessly download as much as possible, but rather, to download things that you want or think you might want to sample
- The law in Canada is that if you don't sell for profit, it's legal, but if you were to accept money for what you offer, that would be illegal

From the Floor:

- Music is legal to download, but television and movies are NOT legal to download
 - As well, ratings for television shows do not reflect the amount of downloads
- Stealing – sin? Thou shalt not steal
- Some of the whereas clauses apply to the United States, but does not include Canadian content
- If you like a show, make a point of it to buy it on iTunes, it's not expensive.
- Exercise some discretion in regards to this motion
- Radiohead did what they did after they made it.
- Support hard working musicians but do not drain income through piracy
- Pirating hurts the economy. Places like Blockbuster and other stores will suffer.
- Spirit of motion is about supporting the artist, not the corporation. There are ways to rip off the companies without ripping off the artists
- Shows seen on network websites are legit
- Speak of the negative aspects of piracy as well as positive aspects

Motion to table motion until afternoon session

Moved by: Stuart Armstrong, St. John the Divine, Cayuga
Seconded by: Kate Smyth, St. James, Dundas

Motion is now tabled until the afternoon session

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

- Larger bands will make their money back, smaller bands will be hurt from piracy.
- Why do you want us to pirate it? Radio, YouTube and commercials are readily accessible
 - May not be able to find everything on YouTube or Grooveshark, etc.
- Them Crooked Vultures
- “Sampling” is not downloading. Sampling is MySpace, YouTube, Grooveshark, etc.
- It doesn’t matter if you are an independent label or large label. Everything you record with them is their property. Is it okay if they crush your album in a compacter?
- One group has determined this topic not appropriate as a Youth Synod motion. If we continue with this motion, it may not reflect well on the diocese as a whole. “This is over our heads”
- Move to vote on clause by clause
In Favour: Clear majority

- This issue is an ongoing global struggle.
- The reference to Mark’s Gospel is not applicable to this situation

- Motion to refer the first Clause to Youth Synod Council
Moved by: Rosie Hopkins, St. Christopher’s, Burlington
Seconded: Eric Shelton, Holy Trinity, Fonthill

- Motion to refer the first clause to Youth Synod Council and the Diocesan Lawyer
In Favour: 60
Opposed: 7
Motion Carried

- Pirating is downright immoral
- Regardless of whether the motion is carried or not, people won’t change what they do

Final Comments:

- Merchandizing is one major way for artists to make profits

Clause 2:

IN FAVOUR: 47
OPPOSED: 28
MOTION CARRIED

Clause 3:

IN FAVOUR: 40
OPPOSED: 35
MOTION CARRIED

6. GLOBAL CITIZEN MOTION

WHEREAS: In order to carry out Prophetic Social Justice Making, areas of injustice must first be identified;

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

AND WHEREAS: Youth Synod motions frequently aim to make delegates more aware of issues evolving in the local, national and international community;

AND WHEREAS: Youth Synod only meets once a year and so is often unable to address issues that require a timely response;

AND WHEREAS: In Micah 6:8, God calls upon us, “to act justly and to love mercy.”

BE IT RESOLVED THAT:

1. Delegates to Youth Synod 2010 commit to watching, hearing or reading the news once a day for every day that they have access to media (TV, internet, newspaper, etc.) in order to make themselves aware of developing issues.
2. Delegates to Youth Synod 2010 commit to educating themselves on issues of social justice via news sources and the internet to a level of understanding where they would feel comfortable speaking intelligently about the subject in conversation.
3. Delegates to Youth Synod 2010 commit to spreading awareness about issues of social justice via conversation with friends, social networking sites, school clubs or, potentially, motions to Youth Synod or to Diocesan Synod.
4. Delegates to Youth Synod 2010 commit to dedicating at least two hours a month towards social justice issues of their choosing other than those brought forward at Youth Synod 2010

Move by: Justin Michael, St. Matthias, Guelph

Seconded by: Ashley Smith, St. Christopher's, Burlington

Opening Comments:

- Have delegates think actively and critically outside of Youth Synod. To go out of their way to be aware of what is going on. Be passionate, research it, be educated.
- TV Show vs. change the world
- We don't know about things until they influence us.

From the Floor:

- Popular news channels are very biased. When researching, try to find the 'other side'.
- Don't forget the accountability motion here, folks!
- We can easily access news through a variety of sources – even Twitter!

Closing Remarks:

- Take a personal responsibility on issues outside of Youth Synod
- If you aren't going to support two hours a month, then don't bother voting

Calling the Question

IN FAVOUR: 74

OPPOSED: 1

MOTION CARRIED

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

7. HOMELESSNESS MOTION

WHEREAS: “the King will say to those at his right hand, ‘Come, you that are blessed by my Father, inherit the Kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you cared for me, I was imprisoned and you visited me.’” (Matthew 25:34-37)

AND WHEREAS: a previous Youth Synod passed a motion committing delegates to an overwhelming and unachievable amount of time working against homelessness, and Youth Synod has not heard success stories about what work happened as a result of that motion;

AND WHEREAS: homelessness remains a serious problem for our communities;

AND WHEREAS: it is possible for youth, collectively, to actively engage in the community for at least 500 hours to build relationships with other people around them and in their community over the course of one year;

AND WHEREAS: people are more inspired to support and act on behalf of people they know rather than be motivated by statistics;

BE IT RESOLVED THAT:

1. Youth Synod delegates commit to seeking out relationships with people they would not otherwise know, to break down the barriers of social norms. Delegates will work to see someone for who they are, not what they are, or what they have.
2. Delegates return next year and report what they have learned about people who live in poverty or homelessness as a result of the relationships they have built.
3. *“Delegates recommit to the 1000 hours as collective groups laid out in the affordable housing motion from 2008 towards building relationships with people who are homeless or at risk of homelessness ongoingly.”*

Moved by: Thomas Rolfe, St. John’s Ancaster

Seconded by: Kelsey Penney, Christ’s Church, Woodburn

From the Floor:

- Request a list of resources made available
- “Homelessness” has been mis-interpreted
- Why has the 1000 hour mark dropped to 500?

1st proposed amendment

“Delegates recommit to the 1000 hours as collective groups laid out in the affordable housing motion from 2008 towards building relationships with people who are homeless or at risk of homelessness ongoingly.”

Moved by: Stuart Armstrong, St. John the Divine, Cayuga

Seconded by: Emma Smith, St. Christopher’s, Burlington

Amendment is friendly

- Some churches don’t have enough youth to be able to accomplish the 500 hour mark
- Some places won’t allow you to volunteer
- Original 1000 hours was designed to be unattainable

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

- Request to refer to Youth Synod Council
- Moved by: Alan Jones, St. George's, Georgetown
- Seconded by: Eric Shelton, Holy Trinity, Fonthill
In Favour: 39
Opposed: 36
Motion Carried

Motion is referred to Youth Synod Council

8. YOUTH SYNOD AND SYNOD TIME MANAGEMENT MOTION

WHEREAS: Past Youth Synods have spent time during the Saturday night social watching movies, engaging delegates in passive entertainment rather than assisting them to get to know one another more deeply;

AND WHEREAS: Jesus taught his disciples to love one another as he loved them (John 13.34-35), and was present with them, and we need to grow in relationship to one another in order to fulfill that commandment;

AND WHEREAS: Diocesan Synod agendas give much time to speakers and presentations, yet the Generous Culture of Stewardship petal explicitly asks us to try innovative ways of meeting;

AND WHEREAS: Jesus taught by encouraging others to ask questions and to engage with him and with one another.

BE IT RESOLVED THAT:

1. The Youth Synod planning team be directed to plan all social times to encourage interaction between delegates that will lead them to better know one another and grow in relationship and love for one another.
2. All future Youth Synod delegates be required to fill in specific evaluations that ask for input to help plan events and socials for the following Youth Synod.
3. Members of Youth Synod who are also youth delegates to Diocesan Synod be supported by Youth Synod Council in bringing a motion to the floor of Synod to allow less time to be given to information-providing sessions at Synod; and for more time to be given to activities which engage delegates with one another, and with God in worship.

Moved by: Dean Sutton-Greenhalgh, All Saints Hamilton

Seconded by: Diana Wood, Church of the Resurrection, Hamilton

Opening Statement:

- Intended to rethink the way some activities are accomplished
- Couldn't name one 1st year delegate at Youth Synod
- Connect speakers to what the delegates are trying to accomplish

From the Floor:

- What is the point of information provided in the 2nd clause.
 - Asks all delegates to fill in an evaluation about the weekend – be more specific

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

- We are here to make changes in the world. And we have to sacrifice a little bit, our social time has to suffer a bit to make the world a better place
- Diocesan Synod budget time allotment was less than an hour. The rest were speeches

Closing Statement:

- Synod is designed to be engaging

IN FAVOUR: 62

OPPOSED: 12

MOTION IS CARRIED

9. ANTI-VIOLENCE MOTION

WHEREAS: Violence, according to dictionary.com, is defined as a rough or injurious, physical force, action, or treatment, and an unjust, or unwarranted exertion of force or power

AND WHEREAS: Violence is illegal

AND WHEREAS: In the Bible, it is stated that we should “do unto others, as we’d have them do unto us” (Luke 6:31)

AND WHEREAS: Violence can include, but is not limited to, bullying, physical, emotional, spiritual, and sexual assault and abuse;

AND WHEREAS: Youth violent crimes have risen 30% since 1991 (Statistics Canada)

BE IT RESOLVED THAT:

1. Delegates to Youth Synod 2010, are committed to non-violence, and will speak up against violence they witness at the time of occurrence, or if deemed unsafe, will instead speak to the appropriate authorities.
2. Delegates to Youth Synod 2010, within a six month timeframe, will educate themselves and others, about local resources to assist those affected by violence.

Moved by: Breanna Kehoe, St. Johns, Thorold

Seconded by: Trisha Manning, St. Johns, Thorold

Opening Statement:

- We have a choice if we want to participate in violence or stand against it
- Violence is not a joke

From the Floor:

- What do you want us to do to educate ourselves?
 - Kids Help Phone, Start a group against violence
- Does this refer to only unorganized violence?
 - If you go into a contact sport, you understand that you could be hit or thrown
 - Aimed at un-organized violence
- It’s not as easy as calling Kids Help Phone. Resources are not as readily available as some may think.

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

- Exercise caution when dealing with clause 1.
- This is about providing resources.

Closing Statement:

- If there is a threat against your life and are not told to go to the authorities, you can still let other people know what happened.
- This isn't about educating yourself, it's about keeping yourself safe
- It really is what you can do to help.

Calling the Question

IN FAVOUR: 63
OPPOSED: 9
MOTION CARRIED

10. FOLLOW UP

WHEREAS: Situations in the world change as time passes

BE IT RESOLVED THAT:

1. The Youth Synod Council, review past motions that constrain the actions of delegates to see if circumstances have changed – to remove those constraints if appropriate.
2. Youth Synod Council make a public list on the Diocesan website, listing the motions passed at Youth Synod.

Moved by: Barbara Jean Lick, St. Thomas, St. Catharines
Seconded by: Dean Sutton-Greenhalgh, All Saints, Hamilton

Opening Statement:

- Keep us updated on motions that we have passed
- Things change and Nike now passes labour laws – no need to boycott Nike anymore

From the Floor:

- Resources are available on ZipSqueal as well as past motions already
- Would past motions on the site also list the date that it was passed?
 - Yes
- Can get out of control quickly if we try to follow up on all previous motions.
 - Things sit there until something happens to them
 - Include sunset clauses and time limits

Calling the Question

IN FAVOUR: 76
OPPOSED: 1
MOTION CARRIED

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

11. APPRECIATION FOR THE MINISTRY OF JOYCE WILTON MOTION

WHEREAS: Joyce Wilton has served this diocese faithfully for over 25 years as an energetic youth ministry worker in Guelph, an active lay person, a gifted musician, an advocate for volunteers, a champion of safe church practices, and a beloved diocesan youth ministry program consultant;

AND WHEREAS: through her creative and passionate ministry she has affected and transformed the lives of thousands of youth in our diocese;

AND WHEREAS: Joyce has been a tireless advocate for empowering youth and young adults in all areas of leadership in our church, and a prophet for our diocese;

AND WHEREAS: Joyce has announced her intention to resign from her current position at the end of July.

BE IT RESOLVED THAT:

1. This Youth Synod recognizes Joyce's immeasurable contribution to the lives of countless youth and to the life of our diocese by making her an honorary delegate of Youth Synod for life.
2. Youth Synod delegates commit to spreading the word about the celebration of Joyce's ministry that will take place at the Cathedral on June 27 at 3:00pm and plan to attend as a sign of appreciation for all Joyce has gifted us with through her ministry.

Moved by: Alicia Archbell, St. Elizabeth, Burlington

Seconded by: Justin Michael, St. Matthias, Guelph

Opening Comments:

- Motion pretty much speaks for itself.

Call the Question

IN FAVOUR: 87

OPPOSED: 0

MOTION CARRIED

Closing Remarks

Phil Jones, Observer:

- Thank delegates for understanding and respect for magnitude of the decisions that were made there; all points were covered.
- In 2009, we passed a motion about bullying, which asked us to provide bullying workshops at some Youth events; at NYC 2010, we'll be providing such a workshop.

REPORT OF THE TWENTY-SECOND YOUTH SYNOD SESSION (continued)

The Venerable Dr. Steve Hopkins, Chancellor:

- 43 different delegates spoke; 10 different observers spoke.
- The most important motion that was passed is the faith-based decision-making and great to see it modeled in the Synod proper sessions. It is far too easy to make decisions based on money, expediency, habit, convenience or fear. But when we align ourselves with the teachings of Jesus, that will bring life to others and that is where we are called to be.
- The nature of the homelessness motion to form genuine relationships is difficult but is something to strive for.
- Very impressed with the debate of the Accountability motion and the clarity the delegates showed of our commitments to each other showed true maturity.
- The budget is like playing with Lego, you have a limited amount of pieces and using the pieces correctly is about mission and purpose. The youth play a very important role in helping clarify that mission and purpose.

The Right Reverend Michael Bird, Bishop:

- A word of appreciation for this Youth Synod paying tribute to Joyce Wilton.
- Sincere thanks to the other Diocesan staff and other volunteers who bring this Youth Synod together.
- Feels a very special connection to the youth of this diocese and especially the support provided to the Diocesan Vision. He is encouraged by the language of the Vision being used in the debate.
- What the bishop appreciates most is that in all the youth programming there is a real spirit here that no matter who you are and no matter what you bring, you are unconditionally accepted. That is the true witness to the gospel message and hope is alive in the Diocese of Niagara. It is incredibly important that we take this message into the world and community around us.

The Reverend Bill Mous, Chair:

- Would like to thank everyone and in particular the Bishop, the Chancellor and the MC's. They each make Bill's job at the head table much easier.
- And with that, Youth Synod 2010 is called to a close!

REPORT FROM THE DIRECTOR OF TRANSITIONAL MINISTRIES

Interim Ministry

Once upon a time, “pastoral transition” was the phrase used for the time “in between” settled clergy. At that time, an “interim” was usually appointed, to walk with the congregation through the process of work learning and worship in the time “between Rectors”.

For many congregations, the time between incumbents is no longer as predictable as it once was.

A trained interim might be assigned to be with a congregation for a variety of reasons: an Interim may be a “first responder” in a situation where there has been a trauma, such as the death of the Rector. An Interim may also come to be in place because there has been a situation such as misconduct, and they have supplementary training in walking with the parish through such difficult circumstances. An Interim may be in place to assist the parish in re-evaluating the Full Time Equivalent of ministry that they now require. At times, the services of an Interim are needed to assist the parish in a path of closure, in consultation with the Diocesan Bishop.

Last year, significant work was completed in revamping the Diocesan Policy for Interim Ministries. This policy is not yet in place, but it is being fine-tuned in consultation with the National Church, as we work out details of equitable remuneration for retired and non-retired Interims. The original committee continue to work with me on this task: The Reverend Canon Susan Wells, the Reverend Canon Fran Darlington, the Reverend Canon Terry De Forest, and the Reverend Dr. Barbara Sykes. All of the Interims in the Diocese of Niagara, and the parishes in which they serve are indebted to this working group.

Interim work in the Diocese of Niagara goes in peaks and valleys. At the present time, we have only four clergy in “traditional” Interim Places, with another two in place in extraordinary circumstances.

The Interim Clergy of Niagara meet informally on a monthly basis, and at least once a year, we meet for additional training. We are indebted to the Reverend Canon Bill Thomas, former Director of Interim Ministry for the Diocese of Niagara, and currently a trainer with the Interim Ministry Network, for providing that training.

Fresh Start

Fresh Start, originally a programme for healthy transition, originating with the Episcopal Church continues to serve clergy and congregations in transition in the Diocese of Niagara.

In the past year, a group of eight parishes have “graduated” from the Fresh Start programme, while a group of nine are in the midst of the programme. Five clergy and parishes are about to commence their work with Fresh Start.

During the past year, we have reevaluated our Diocesan Fresh Start programme. The balance of those who responded rated it as helpful, not only in the time of transition, but in expanding and enhancing ministry skills. We have heard how it has benefitted both clergy and congregations, and are currently exploring how other needs may be addressed to help both clergy and congregations have a “Fresh Start” with one another.

REPORT FROM THE DIRECTOR OF TRANSITIONAL MINISTRIES (continued)

This year, we specially thank Ms Ruth Anne Martin and the Reverend Sue Nicolls who have assisted in the administration of small Fresh Start groups in the Diocese of Niagara.

Respectfully Submitted,
The Reverend Canon Marni Nancekivell
Director of Transitional Ministries

REPORT OF THE CANTERBURY HILLS BOARD OF DIRECTORS

Canterbury Hills Conference Centre is nestled in the Dundas Valley, surrounded by the natural beauty of a Carolinian forest. It is a place for conferencing, for learning, for retreat, reflection, relaxation, and recreation. It is home to the Diocesan Summer Camp Program, which this summer celebrated its' 50th anniversary! The unique setting; the friendly staff; and the flexibility of the facility contribute to the success of the ministry of hospitality at Canterbury Hills.

The conference centre is used consistently by church, community, health care and education groups for meetings, training, and conferences. Weekend use of the facility has always been very strong. Over the past two years there has been increased weekday use of the facility, especially by one client who has found Canterbury Hills to be an ideal location for their programs which they offer multiple times during the year.

The summer camping program focuses on spirituality, experiential learning and environmental awareness. Campers engage in a variety of activities to capture the imagination, build friendships and develop self-confidence. This year we were able to offer six residential camping sessions and eight day camp sessions. Registration for all the sessions was very strong so that over the summer we were able to operate at almost full capacity for all the sessions. The summer camping program is successful because of the leadership, energy, enthusiasm and creativity of the staff. Being a staff member at the summer camp is an exceptional leadership training opportunity for our young people.

As part of the 50th anniversary celebrations the summer camping staff alumni organized a very successful reunion event. Those attending represented each decade of the camp's history. The alumni continue to actively support the summer camping program each year. We are very thankful for their assistance with registration at each camp session, site work, and their financial support of the camping program.

Part of our current reality is that the Diocese is finding it very difficult to continue to financially support the summer camping program. The Board of Directors of Canterbury Hills is responding to this financial challenge in several ways. Camping fees have been increased. An additional camping session was added to both the residential and day camp. We are starting a campaign to increase individual and corporate support for the summer camping program. The plan is to eliminate the diocesan financial support of the summer camping program over the next three years. This will make the summer camping program totally self sustaining. It also indicates the strong support and desire of the Board of Directors for the summer camping program to remain an essential element of the life of Canterbury Hills.

Canterbury Hills is a facility of the diocese. It is a not-for profit-organization managed by an Executive Director and a volunteer board of directors. The facilities at Canterbury Hills can be thought of as having two parts: the conference centre buildings, and the summer camp facilities. All these buildings require constant maintenance to keep them in good repair and appealing to our clients. This task has become particularly challenging in the last two years as the diocesan capital maintenance support of the facility has also decreased. With so many buildings there are many roofs to be shingled and exterior and interior elements to be repaired. Refrigeration and heating equipment needs to be maintained. Health and safety regulations need to be met. All of this has put a strain on the budget. Thanks to excellent management the staff has risen to this challenge.

REPORT OF THE CANTERBURY HILLS BOARD OF DIRECTORS (continued)

Canterbury Hills is also changing the way it does things in order to be more environmentally friendly. We are purchasing environmentally friendly cleaning products. Suppliers are being asked to provide greener, alternative products. Parts of Bagnall Lodge were retrofitted with more energy efficient lighting systems. Solar heating panels are being installed at the pool. This is not only better for the environment, but provides cost savings as well.

Canterbury Hills is an environmental jewel. It is a living place where the beauty of God's creation surrounds and inspires its guests. On behalf of the Board of Directors I want to thank the talented, dedicated staff who nurture and care for the place and the guests and indeed practice a Ministry of Christian Hospitality in harmony with nature.

Respectfully submitted,
Mr. Greg Murray
Chair, Board of Directors

REPORT OF THE CANTERBURY HILLS SUMMER CAMP

When I reflect on the summer of 2010 I think of campfires, hikes to waterfalls, time traveling to distant lands, and fridge magnet crafts. However, most importantly I think of all of the campers, staff, partner agencies, and supporting groups that made this all possible. This summer we were able to see 644 campers walk down the path at Canterbury Hills full of excitement! There is nothing that makes me happier than to see a unit group of campers full of imagination as they work, play, and live together. When I see this, I know that they feel the magic that Canterbury Hills has to offer.

When celebrating at the 50th anniversary party on May 15th, I had the pleasure of meeting many camper and staff alumni who inspired me throughout the summer. At this event and throughout the summer I heard stories of parents excited to share that their kids had the same fun, special camping experience as they did as children. Therefore, it comes as no surprise that I am very pleased to say that the 50th year of the Canterbury Hills camping program was a great success. This summer we saw more children than ever before! After many years of planning and wishing, two new cabin groups – Hickory and Pine – were added to the Canterbury Hills family. This allowed for an additional 128 spaces to be filled by smiling, eager, young faces! Despite this challenge of having more spaces than previous summers, we are pleased that we ran this summer with registration at 92%!

Many children would not be able to have this experience if it were not for the support of the partner agencies. It has been a pleasure working with Reach for the Rainbow where together, we were able to send 24 campers who have cognitive and/or physical disabilities to camp. Each of these campers was fully integrated into their unit so that they too can experience a week at camp. Personally, my cousin Dawson, who is diagnosed with Autism Spectrum Disorder, went on his first campout this summer! With the continuing support of Angel Tree, Canterbury Hills was also able to provide a positive environment under God to many children of inmates. Also, with the support of St. Matthew's House, many families from under privileged families were also able to join us in song, dance, and play.

The impact our supporters have on the lives of campers is priceless. I would also like to send my deepest appreciation to the groups who supported us both financially and with their time. These include: The Company of Camp Artaban in Hamilton, St. Simon's Outreach Committee in Oakville, St. Andrew's Church in Grimsby, St. Michael's Church in Hamilton, and St. James Church in Dundas, and many individuals. The need for support so that the camping program can continue in the future is needed now more than ever. To our supporters, I thank you on behalf of the campers and staff of today, and in the coming years. Let's continue to make memories together!

This summer I was very fortunate as the Camp Coordinator to see how all of this translated into the magic of Canterbury Hills. It is hard to describe the reward that I feel when a leader grows the confidence to be all that they can be, when a child experiences the beauty of nature or the grace of God for the first time, or when somebody leaves Canterbury Hills and says 'I want to be here next year.' When this occurs, I know that the memories created and shared here will last a lifetime. I am blessed to have this experience and I thank all of those who helped to make this happen.

Respectfully submitted,
Nate Seroski
Canterbury Hills Camp Coordinator

**REPORT OF THE
ANGLICAN CHURCH MINISTRIES (ACM) FOUNDATION, NIAGARA**

The Board of Directors of the Foundation has continued to supervise the financial results of the funds entrusted to the Foundation:

Endowment Funds

The various funds established to receive capital gifts from members of the diocesan family include:

- Training and Leadership Fund
- Outreach Fund
- Divinity Students Endowment Fund
- The Bishop's Company Endowment Fund
- Endowment funds established by various parishes
- Rectory Funds

The endowment funds held for certain parishes and the rectory funds now form a very significant portion of the total funds.

Financial Report

Please see the 2009 audited financial statements on the pages following.

The Foundation had Fund balances totaling \$11,805,643 as at December 31, 2009.

Directors - 2009

- Mr. James Sweetlove, President
- Mr. Andrew Bucknall, Vice- President
- Mr. Gordon Archbell, Secretary
- Bishop Michael Bird (Ex-officio)
- Archdeacon Lynne Corfield
- Archdeacon Bob Leckey
- Judy Conning
- David Watson

I would like to thank all the members of the Board of Directors for their continuing support and dedication. The Board was pleased to welcome Judy Conning and David Watson as new and valued members.

Respectfully submitted,
Mr. James Sweetlove, President

The Financial Statements of the Anglican Church Ministries Foundation,
Niagara will be posted when the final copy is received.

REPORT OF BROCK REGIONAL COUNCIL

Brock Region encompasses the half of the Niagara Peninsula that includes Dunnville, Wainfleet, Port Colborne, Dain City, Fort Erie, Ridgeway and Ridgemount, Niagara Falls and Chippawa, Fonthill and Welland. All the parishes are expected to be represented at meetings the first Wednesday of the month. Each meeting is held at a different parish in the region, even though distances can be daunting. This exercise has made our region “smaller” in the sense that we know our region better and it has offered us opportunities to visit and learn first hand about other parishes.

Included in the format of most meetings this year has been a discussion portion focused on the Diocesan vision. The Archdeacon provided us with copies of the vision and it was the intention to review and discuss a petal at each meeting. It was our hope that through this exercise, the representatives could return to their parishes and entertain a dialogue at their parish council. This activity seemed to us, one way in which we could take an initiative of the Church and provide support and subsequently a wider understanding.

It was during this process that we discovered that some representatives:

- were not elected at their annual vestry and
- did not have a position on the parish council where they could report on the monthly information discussed.
- Some parishes do not have a representative at all

This made our intentions of assisting parishes to become more familiar with the vision an almost impossible task. Additionally, when the representatives with no position on their parish council, reported to the rector, there was no certainty that information was taken to their parish council for discussion and planning.

Consequently, this is a matter that will need to be discussed further to decide the viability of this council. Fortunately, many of us believe that with a proper venue for sharing the information we discuss at the regional council, we can be of assistance to and an additional support to parishes.

Following the discussion of the vision, (or a topic of interest to the members), a more traditional business meeting follows. An important element of the business meeting is the report from Synod Council which updates parish reps on the various matters of concern from the Diocese and any proposed changes to Canon law or policies and the budget intentions. The business portion of the meeting is also an opportunity for parishes to discuss new ideas and discover new ways in which to grow. This information too may be at a dead end for those reps with no voice at their parish councils. Another benefit of our meetings is that they provide a place to network and build community.

I would be remiss if I did not thank all the council members who continue to come out diligently, especially in the cold, snowy, winter months. Without your support, and commitment, the regional council would be non existent. Thank you too for your continued belief in the value of this council and the message it has to share.

Respectfully submitted,
Mrs. Patricia Davis, Chair

REPORT OF THE UNDERMOUNT REGIONAL COUNCIL

These two questions begin each meeting and probably explain why our Regional Council is still functioning.

Undermount Region is made up of eleven parishes stretching from the agriculturally rich lands of St. John's, Winona through the communities of the Hamilton-Wentworth Region below the escarpment, including such places as Stoney Creek, Bartonville, Jamesville, Kirkendall, and Westdale. Its downtown Hamilton ministries as well as its community-based parishes include a wide spectrum of people very much like those throughout the rest of the diocese.

Undermount Regional Council meets bi-monthly from September to June. Its meetings run for two hours and are hosted on rotation by one of the parishes. With light refreshments and an optional tour of each host parish, the meetings enable the representatives to enjoy themselves while learning more about the needs and interests of the people we represent at Synod.

Undermount Region also contains the significant ministries of St. Matthews House, the Mission to Seafarers and the McQuesten and Jamesville Centres. Mission is right in our midst!

We are one of the two functioning Regional Councils in the Diocese of Niagara. As such we are an example as to how and what a Regional Council can and does accomplish. At each meeting, our Regional Archdeacon, Rick Jones, the Regional Dean, Reverend Dianne Distler, and our Synod Council reps describe what is happening at Synod Council and the Diocese.

Often what seems to be a 'dull' item of business at a Synod Council meeting can sometimes contain an issue that turns out to have a specific impact upon one or more of our parishes. It is the solidarity of such a group with both lay and clergy representatives, that Regional Council can act as a powerful tool for action, understanding and growth for all concerned.

Each meeting contains a portion of time for parish reports. This is the most energizing part of the evening for most! Arising from our reports, we often discuss styles of worship, Parish programs, special events, and other activities that are going on around us.

Sparked by the questions asked at the beginning of each meeting (What role does our Regional Council serve? and What do we hope to gain from tonight's meeting?) our representatives strive to inform and be informed about what is important to the people of the Diocese...at least in the Undermount Region of it!

Respectfully submitted
Susan Little, Chair

REPORT OF THE DIOCESAN ARCHIVIST

It is important to remind all members of the diocese of Niagara of the Canon 2.6 regarding Archives and Archivists.

It states in part:

“The diocese shall maintain an Archive to acquire and preserve records of historical significance in the life of the church in the diocese, and where appropriate, to make these records available. The Archives shall be located at the division of Archives and Research Collections, McMaster University Library in accordance with a memorandum of agreement between McMaster University library and the diocese of Niagara in 1975.

The Archivist is appointed by the Bishop and expenses necessary for the purpose of this Canon shall be provided for in the Diocesan Budget.

The Archivist shall receive from each congregation completed Parish Registers, minute books and records of Parish committees, organizations and officers having continuing value for historical use or as a matter of record for transfer to the Diocesan Archives.” I encourage each parish to have an archivist responsible for observing and maintaining this Canon. Please give me such names, addresses and phone numbers for my records.

I keep an index of all parish records kept at McMaster. Each parish should have this on file. An extra copy can be supplied if needed simply by contacting the Diocesan Archivist. Copies of Baptism, Marriage and Burial Registers are made and returned to the parish in due time. Budget and staff reductions at McMaster slow this process a bit. Be patient and be assured I have access to all these Registers and can retrieve information when required.

Many people are interested in researching family histories and look to parish records for information. Sometimes this information goes back further than parish records reveal. I recommend the Ontario Genealogical Society as a good source for family information.

The work on a Stained Glass Registry of every parish in the Diocese has slowed down a bit due to staff changes. If you have supplied us with digital photos of all your church windows complete with accurate documentation of the dedications of each window—thank you for this. If someone with a good camera could do this it would help us greatly. This registry is also important for your insurance information. These pictures can be a source for making Christmas cards or gift cards.

Two important booklets are available from the Archivist. One is “Archives—Our Story” and details what should be kept and for how long. The other one is “Stained Glass Care” (no Windex please!).

And finally—as penmanship is not taught in schools these days—please print your name clearly on all parish registers where required then sign.

I thank Ruth Anne Martin for being my technical-computer assistant for a number of years. This work has been taken over by Beth Gould.

Respectfully submitted,
The Venerable John Rathbone

REPORT OF THE CATHEDRAL PLACE PROPERTY MANAGEMENT COMMITTEE

The 2010 members of the Cathedral Place Property Management Committee are Diane Dent, Paula Esteves, Barbara Jepson, and Janina Vanderpost (Chair) representing Cathedral Vestry, and Mitch Banks, David Pickett, Ian Pratt and Robert Tilbury appointed by Synod Council. The *ex officio* members are the Executive Archdeacon, the Diocesan Treasurer and the Dean. The committee has met three times so far this year and will meet once again before the end of 2010.

Each year, the Committee has input into the annual unified budget for Cathedral Place and monitors this budget, receiving updates during the year. As at September 16, the Committee is advised that the 2010 budget is projected to be on target. At its September 16th meeting, Committee also began reviewing expenses for the upcoming year for the purpose of developing a draft 2011 budget. A Cathedral Place budget and recommendations will be presented later this year to Synod.

Under the leadership of our Property Manager, Roger Cassey, substantial improvements to the operation of the building and in reducing costs have been made. Cathedral Place buildings sustain heavy use as a result of the numerous activities and events that take place each year. A new activity this year was the Out of the Cold program and there has been additional use of the buildings for 175th anniversary events. Despite this heavy use, the Property Manager reports that the buildings are holding up well. Significant cost savings were achieved last winter as a result of making snow removal an in-house responsibility. Other efficiencies introduced in staffing and in the heating/cooling system have resulted in reduced costs.

Next steps in the long-term plan for the repair and maintenance of stained glass windows are underway. Restoration and repair of the McWilliams window is expected to commence this fall or winter. The west window facing James Street will also undergo some repairs.

The general agreement between Cathedral Place and the Jamesville Children's Centre is in place and working well. The Children's Centre has been developing plans for a major renovation of the garden area at their playground entrance and has also been in discussion with building management about commercial grade stoves for the main Myler Hall kitchen.

The legal agreement establishing Cathedral Place, first drafted in November 1995 and amended by the Committee in October 2007 is not yet signed but is still provides the operating principles for Cathedral Place and is nearing completion.

Respectfully submitted,
Mrs. Janina Vanderpost, Chair

REPORT OF THE CEMETERY CONSULTANT

The Cemetery Consultant position functions as a resource offering support, advice and guidance for parish corporations and cemetery trustees entrusted with the care of a cemetery.

The year 2010 has been a busy one with many inquiries. The advice and support offered over the past involve the following:

- ❖ The forwarding of cemetery form templates from the Cemeteries Regulation Unit to various cemeteries.
- ❖ The forwarding of the *Funeral, Burial and Cremation Services Act SO 2002* to various Churches and cemeteries.
- ❖ The Certificate of Closure from the Registrar of Cemeteries for Northland Garden's Columbarium located at the former parish of St. Brendan' the Navigator in Port Colborne.
- ❖ A licence for St. James the Apostle Memorial Garden in Guelph.
- ❖ Offering assistance in the completion of cemetery annual reports (All Saint's, Niagara Falls) to the Government of Ontario.
- ❖ An encouragement for the care and maintenance of markers to reduce liability.

I certainly extend to every parish an invitation to contact myself if you require any cemetery assistance. If I can not offer a spontaneous answer I will certainly do my best to find the required information in a timely manner.

Brian G. Culp
3227 Culp Road
Jordan, ON L0R 1S0
905-562-5945 (home)
905-931-8845 (cell)
bculp@vaxxine.com

Respectfully submitted,
Mr. Brian Culp

**LIVE THE CHANGE YOU WANT TO SEE!
COMMUNITY JUSTICE CAMP
HOSTED BY THE DIOCESE OF NIAGARA MAY 9 – 14, 2010**

Community Justice Camp; Live the Change You Want to See has come and gone but the impact continues to reverberate across Canada as well as abroad. Eighty campers spent a week resting their weary bones at the Mary Keyes Residence at McMaster University after days filled with outstanding plenary speakers, experience-oriented site visits in their immersion groups, reflection groups, and worship. The highlights campers identified were the relationships they developed amongst themselves; the experiences at various sites across the Diocese as well as Toronto and the Kitchener area; the engagement with people who ‘get’ the integration between charity, justice and community; and a growing sense of the significance of partnering with people in order to change our world. Many campers commented on the depth and breadth of the new knowledge they had acquired as well as the advocacy and community development skills they were taking home.

The Diocese of Niagara shone that week! While campers breakfasted at McMaster, they were fueled on the rest of their justice journey thanks to the gracious volunteers of the following parishes; St. Luke’s, Burlington; St. John’s, Ancaster; St. Christopher’s, Burlington; St. Paul’s, Westdale; Christ Church Cathedral; St. Alban’s, Hamilton; St. Paul’s, Fort Erie; and St. James, Dundas as well as The Mother’s Union. Volunteers from our parishes chauffeured Camp participants to and from airports, train and bus stations in the wee hours of the morning and the late hours of the evening. Finally, many of the Immersion Groups and Reflection Groups were led by home-grown facilitators who worked with community partners to provide what many campers called a life changing experience.

They headed home enriched through connecting and learning with those with lived experience of social injustice, those who advocate for justice, and those who reflected with them. Those enlightening experiences coupled with Friday’s reflections on next steps have sent campers, ranging in age from 19 to 71, home to engage their communities and partner organizations in justice work; home to Cuba, Charlottetown, Burundi, Montreal, Beamsville, Winnipeg, Peterborough, Halifax, Fonthill, Ottawa, Corner Brook, Nepean, Rockwood, Lachine, Ancaster, Waswanipi, Oakville, Kentville, Toronto, Georgetown, Mississauga, Burlington, Terra Cotta, Toronto and other communities across Canada.

The goal of the planning team for Community Justice Camp was to enable individuals and communities of faith to become agents of transformation and reconciliation. The Rev. Bill Mous (co-leader of the Environment Immersion Group) observes, “Not only have we equipped and inspired 80 participants from across Canada and the world to do justice in their local communities, but we’ve also laid the groundwork for establishing a strong reputation for the Diocese of Niagara as a leader in social justice issues by engaging with somewhere between 80-100 social justice organizations in southern Ontario through our immersion experiences.” We have planted the seeds – may the harvest transform our world!

Respectfully submitted,
Ms. Christyn Perkons
Project Manager for Community Justice Camp

GENERAL SYNOD REPORT

The 39th session of the General Synod of the Anglican Church of Canada met in Halifax June 4 – 11, 2010. The Diocese of Niagara was represented by Bishop Bird, five clergy, and six laity (including one youth delegate). The clergy and lay members had been elected by our diocesan Synod in November 2009. During the Synod, we celebrated the 300th anniversary of Anglican ministry in Nova Scotia and Prince Edward Island, the 50th anniversary of PWRDF, and Archbishop Fred Hiltz's first General Synod as Primate and chair.

This report focuses on the work accomplished at the General Synod. For reflections on the tone of the event, how it felt to be part of it, what it meant for the life of the church, and Niagara's place in the Anglican Church of Canada, please speak to one of our General Synod members:

The Rt. Rev. Michael Bird, Bishop

Clergy

The Ven. Dr. Michael Thompson
The Ven. Dr. Steve Hopkins
The Ven. Lynne Corfield
The Rev. Canon Dr. Sharyn Hall
The Rev. Canon Robert Fead
Mr. Dean Sutton-Greenhalgh, Youth Member

Laity

Mrs. Susan Little
Mrs. Carol Summers
Mr. Ian Pratt
Mr. Greg Laughton
Ms. Janet Hope

You may also speak with others from Niagara who were present as volunteers or observers, including The Very Rev. Peter Wall (Co-Chair the General Synod Planning Committee and Chair of the General Synod Worship Committee) and Mr. Wayne Barnes (a member of the Vision 2019 Taskforce).

The primary work of the Synod could be summarized under four headings:

Governance and Vision 2019

The Synod adopted Vision 2019 (<http://www.anglican.ca/gs2010/wp-content/uploads/019-GS2010-Vision-2019-Report-and-Appendices.pdf>) based on the Marks of Mission (<http://www.anglican.ca/v2019/mm/index.htm>) to guide the work of the General Synod in the next ten years. This significant document merits study by members throughout the church and can be found through the links above. It signals a serious and realistic commitment by the General Synod to marshal and focus the resources at its disposal to address the critical issues facing the Anglican communities of Canada.

The Synod also adopted a number of resolutions related to the governance of the General Synod: clarifying the role of the Primate and General Secretary, reducing the size of the Council of General Synod (CoGS), enabling CoGS to meet by video and teleconference, adjusting the size and terms of reference of some committees. The Synod also gave approval on first reading to a motion to determine the number of General Synod members from a diocese on the basis of Easter attendance. To take effect, this resolution will need to be approved at the next General Synod as well.

As usual, General Synod elected members of its councils and committees. The Ven. Dr. Michael Thompson was elected to a second term on CoGS.

GENERAL SYNOD REPORT (continued)

Walking in Partnership with Indigenous Anglicans

The Synod approved a number of resolutions to consolidate the partnership of the General Synod with First Nations and Inuit Anglicans: providing canonical recognition for the roles of the National Indigenous Anglican Bishop, the Anglican Council of Indigenous Peoples (ACIP), and Sacred Circle; defining the process for electing the National Indigenous Anglican Bishop and his/her membership in the General Synod, adding two members of the ACIP to CoGS, establishing the National Aboriginal Day of Prayer and approving proper prayers for the observance. . For more information, see this article by the Anglican Journal: <http://www.anglicanjournal.com/nc/news-items/pm/6/article/a-new-vision-of-what-church-can-be-9221.html>. The Synod also repudiated the doctrine of discovery (<http://www.anglican.ca/g2010/resolutions/a086/>), endorsed the UN Declaration on the Rights of Indigenous Peoples, and affirmed our commitment to support and participate in the work of the Truth and Reconciliation Commission.

Beyond the formal actions of the Synod, the presence and participation of Aboriginal and Inuit members was (and usually is) one of the distinguishing marks of the gathering. We heard moving presentations from The Rt. Rev. Mark MacDonald (the National Indigenous Anglican Bishop), from Marie Wilson (one of the national Truth and Reconciliation Commissioners), and from various clergy and lay leaders (about their work to create a self-determining indigenous church within the Anglican Church of Canada). We were also honoured to welcome The Rt. Rev. Lydia Mamakwa, the first female indigenous bishop in Canada, who is serving a newly-created area mission in Northern Ontario.

Tending our International and Ecumenical Relationships

General Synod welcomed a number of ecumenical partners from within Canada and partners from other parts of the Anglican Communion, all of whom brought greetings and shared reflections on our common mission and relationships. These included The Rt. Rev. Miguel Tamayo (Bishop of Cuba and Uruguay), The Rt. Rev. & Mrs. Suheil Dawani (Bishop of Jerusalem and the Middle East and his wife, who spoke powerfully about the empowerment of Palestinian Christian women), The Rt. Rev. & Mrs. Duleep Kamil de Chickera (Bishop of Colombo (Sri Lanka) and his wife), The Rev. Kenneth Kearon (General Secretary of the Anglican Communion), The Most Rev. Katherine Jefferts-Schiori (Presiding Bishop of the Episcopal Church USA), The Most Rev. Anthony Mancini (Archbishop of the RC Archdiocese of Halifax), Mardi Tindal (Moderator of the United Church of Canada), and The Rev. Susan C. Johnson (National Bishop of the Evangelical Lutheran Church in Canada). The Rt. Rev. Griselda Delgado del Carpio (Coadjutor Bishop of Cuba) was also present as a guest at General Synod.

While the Synod received the final text of the Anglican Communion Covenant (<http://www.anglicancommunion.org/commission/covenant/final/text.cfm>), the amendments to the resolution (<http://www.anglican.ca/g2010/resolutions/a137/>) reflect some of the concerns and reservations evident in the Synod.

GENERAL SYNOD REPORT (continued)

Sexuality

While previous General Synods were focused on debates and resolutions on homosexuality and blessing same-gender unions, Halifax 2010 proposed a discernment process focused on dialogue and oriented to consensus. Members were organized into mixed “dialogue groups” which reflected the geographic and demographic diversity of the church (and the country) where we were encouraged to speak honestly about where we stand and how we feel. Notes of all those conversations were collated into a summary statement which was then discussed by each of the dialogue groups. Again, comments from all those conversations were used to create a final statement which was formally adopted by the Synod (<http://www.anglican.ca/g2010/atsynod/sdr-june-9-2010/>). The document seeks to describe, rather than prescribe, and for those who participated at General Synod, it is an honest reflection of where we are as a national church. Reactions by those who were not part of the process have varied: for some it goes too far, for others it does not go far enough, and still others find it assuring and inspiring.

Thanks

General Synod offers its members a unique opportunity to experience more fully what it means to be an Anglican in Canada (and a Canadian Anglican within the Anglican Communion). On behalf of Niagara’s clergy and lay members, I want to thank the members of our diocesan Synod for entrusting us with this role and for the gift of sharing in the experience of General Synod 2010.

The next General Synod will be held in Ottawa in 2013 in partnership with the National Convention of the Evangelical Lutheran Church in Canada.

REPORT OF THE GREENING NIAGARA COMMITTEE

Prophetic Social Justice-Making is an integral part of our diocesan vision. The Greening Niagara committee seeks, through its ministry, to enable all of us to live into God's invitation to prophetic social justice making by caring for creation; striving to be more sustainable in our ministry practices, advocating for systemic change, and animating our community. Below we've highlighted some of our work over the past year.

Green Parish Accreditation Program

Building on the success of last year's pilot accreditation program, Bishop Michael challenged all parishes in Niagara to become accredited green parishes. The goal of the accreditation program is to encourage parishes in their work towards undertaking their ministries in a more sustainable manner. The program was fully unveiled at Synod in November 2009. Since that time twenty-two parishes have become accredited green parishes. The majority of the accreditations have been at the bronze level, although three parishes have achieved silver and gold accreditations: St. John's, Niagara Falls (gold), St. James, Dundas (silver), St. Jude's, Oakville (silver). The accreditation program has proven a useful tool through which parishes can examine their impact on creation and look for ways to better care for creation.

Advocating for Climate Justice

Several parishes planned initiatives as part of the International Day of Climate Action (350.org) which happened on Saturday, October 24th, 2009. In advance of the global summit in Copenhagen, Denmark our diocese prophetically witnessed to the world the need for strict goals around carbon emissions through letters and petitions to Members of Parliament, marches through the streets, and bell-ringing at our churches. The focus is on the number 350, which represents 350 parts per million of carbon dioxide in our atmosphere, which scientists have identified as the safe upper limit of carbon dioxide in our atmosphere. We're currently at 385.92ppm.

In March, several parishes also held vigils as part of Earth Hour; using social justice resources produced by KAIROS. Many other parishes held an Earth Sunday service on the Sunday before Earth Day (April 18).

In consultation with the committee co-Chairs, Bishop Michael agreed to move Resolution A180-R1: Climate Change at General Synod in June. Among the various components of the resolution there are a few parts that speak directly to our ministry in Niagara: a call to "press the Government of Canada to adopt a comprehensive climate action plan"; a hope "to incorporate concerns about the care of creation more fully into regular liturgies"; and an encouragement "to join with other faith communities and secular groups in researching and providing information on the climate crisis to members of their own communities."

Supporting Diocesan Ministries and Parishes in their Greening Work

Members of the committee have been available to give support, advice, and wisdom to various groups and individuals throughout our diocese about sustainable practices for our ministry. In the year past we've made presentations to Synod Council, as well as a few regional clericuses and parishes.

We also remain committed to our partnership with the Bishop's Advisory Committee on Church Buildings. We're grateful to David Ricketts who continues to act as the BACCB's liaison to our committee. One of the ways this partnership has bore fruit was through the Solar Energy Taskforce. Formed as result of several parishes' interested in exploring the possibilities for solar energy and their buildings, a great deal of work went into developing a report for Synod Council in order to best support parishes as they work through the many considerations needing to be addressed prior to entering into a Solar Energy contract.

REPORT OF THE GREENING NIAGARA COMMITTEE (continued)

This past year also saw several members of our committee assist in the planning coalition of the Community Justice Camp that our diocese hosted in May. As a result, many sustainable practices were undertaken including minimizing waste in packed lunches and encouraging the use of sustainable forms of transportation where possible, and purchasing carbon off-sets for flights to the camp.

As you can see, our goal is to be partners with the parishes and people of our diocese. At the same time, we hope that in the course of your work you'll also share wisdom with our committee too. We invite you to contact Michael Skafel (michael.skafel@sympatico.ca) or Bill Mous (billstjames@bellnet.ca) with information and resources that we might share with the diocese or if we can be of assistance to you in the work of your parish or ministry.

Greening Facilitators

Has your parish appointed a Green Facilitator? Someone who is the point person at the parish for matters pertaining to greening; gathering a group of volunteers together to form a green team and liaising with the parish leadership and Greening Niagara committee to reduce the parish's footprint on the earth and undertake practices which are more sustainable. Parishes are invited to designate a Green Facilitator as part of their vestry reporting forms and about fifty parishes have done so to date.

Gathering & Producing Resources for the Webpage

If you haven't already found it, you'll want to check out our webpage on the diocesan website at: <http://www.niagara.anglican.ca/green>. The Greening Niagara committee continues to produce and gather new resources for use in your ministry. Among the new resources, you'll find, suggested best practices for Special Events, a link to the Church of England's Green Wedding guide and a FAQ sheet for the green parish accreditation program. Check back often as resources are continually added as they are developed and compiled.

With a solid foundation for our diocese's vision of more fully living into what our faith teaches in regards to environmental sustainability issues, we hope to work with even more parishes and groups in our diocese to 'green' our ministries. We're excited to expand our network to include the Greening/Environmental committees of neighbouring dioceses, and look forward to working with them in the year ahead.

Lastly, our sincere gratitude is extended to Russ Kelk for his work as Co-Chair. His enthusiasm and passion for this work helped bring the Greening Niagara committee into existence and helped steer us in its first two years. Congratulations also to Sue Carson and Susan Curran on being appointed to the Order of Niagara by Bishop Michael for their tireless work in caring for God's creation. We are also grateful for the wisdom and energy that each of the members of the Greening Niagara committee brings to our ministry:

Sue Carson	George Henry
Susan Curran	Russell Kelk (past Co-Chair)
Patricia Davis	Laura Marie Piotrowicz
Michael Edwards	Michael Patterson, Ex-officio
Dean Sutton-Greenhalgh	Karen Nowicki, Staff Support

Respectfully submitted,
Mr. Michael Skafel, Co-Chair
The Reverend Bill Mous, Co-Chair

DIOCESAN SYNOD COUNCIL NOMINATIONS

	Member 2011-2012	Alternate 2011
BROCK		Mrs. Ramona Upton Christ Church, Niagara Falls
GREATER WELLINGTON	The Reverend Susan Wilson All Saints, Erin	Mr. Ken Smith St. Alban's, Acton
LINCOLN	Reverend Canon Robert Fead St. George's, St. Catharines	Mrs. Linda Watson St. Columba, St. Catharines
MOHAWK	No name received	No name received
TRAFALGAR		Mr. Kirk Boyd St. Simons, Oakville
UNDERMOUNT	Ms. Brenda Brownlee All Saints, Hamilton	The Reverend Sue-Ann Ward Christ's Church Cathedral, Hamilton

The above names were secured from the Regional Chairs and Regional Archdeacons according to the direction received from Synod Council.

MEMBERS OF NIAGARA DIOCESEAN SYNOD - 2010

(# Indicates No Vote)

Acton St. Alban the Martyr (Gr. Wellington)	The Reverend Brian Galligan	Mrs. Shirley Broostad Mr. Keith Smith
Ancaster Canterbury Hills (Mohawk)	The Reverend David Linn	Lay Delegates Not Applicable
Ancaster St. John (Mohawk)	The Reverend Canon David Pickett The Reverend Matthew Griffin	Mrs. Jane Evans Mr. John Layfield Mr. Geoff Small Mr. Thomas Rolfe
Arthur Grace Church (Gr. Wellington)	The Reverend Gordon Walls	Mr. Ron Burns Ms. Tiffany Burns
Beamsville St. Alban (Lincoln)	The Reverend Canon Ian Chadwick	Mrs. Christine Hahn Ms. Cathy Lynn Hanson
Burlington St. Christopher (Trafalgar)	The Venerable Steve Hopkins The Reverend Sue Nicolls The Reverend Michael Deed	Mrs. Katie Cunningham Ms. Lesley Landers Mr. John Stephen Mr. Ted Taylor Mr. David Wright
Burlington St. Elizabeth (Trafalgar)	The Reverend Jean Archbell	Ms. Samantha Archbell Mr. Mitch Banks Mrs. Magaret Mladen
Burlington St. John (Trafalgar)	The Reverend Bahman Kalantari	Mrs. Deborah Warner
Burlington St. Luke (Trafalgar)	The Reverend Canon Stuart Pike The Reverend Canon Dr. Sharyn Hall	Mr. Bryan Cox Ms. Dorothy Kew Ms. Christine Lamb Ms. Erika Skafel Mrs. Irene Town
Burlington St. Matthew on-the-Plains (Trafalgar)	The Reverend Dr. Derek Anderson	Mr. Jim Rawlings Ms. Kelly Sabourin Mr. Dale Wilbur
Caledonia St. Paul (Mohawk)	The Reverend Cheryl Barker	Mrs. Kathy Brunton Mr. Andrew Garland Mr. Vincett McCurdy
Cayuga St. John the Divine (Mohawk)	The Reverend Katherine Morgan	Mr. Mac Armstrong Mrs. Heather Gross Mrs. Sandy Mathieson
Cheapside St. John (Mohawk)	#The Reverend Richard Moore	Mrs. Joanne Bartlett

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

Dundas St. James (Mohawk)	The Venerable James Sandilands The Reverend Bill Mous	Mrs. Barbara Busing Mr. David Ricketts Ms. Kate Smyth
Dunnville St. Paul (Brock)	The Reverend Paul Sherwood	Mr. Keith Milks Mr. Alex Urquhart Mrs. Joan Urquhart
Dunnville The Dunn Parish, Christ Church, Port Maitland and St. John's, South Cayuga (Brock)	#The Reverend Paul Sherwood	Mr. Roydon King
Elora St. John (Gr. Wellington)	The Reverend Patrick Patterson	Mr. Brian Gilson Mrs. Ellen Pearson Mr. Paul Poolton
Erin All Saints (Gr. Wellington)	The Reverend Susan Wilson	Mrs. Pam Angus Ms. Jordyn Bell
Fergus St. James (Gr. Wellington)	The Reverend Dr. Pauline Head	Mrs. Helen Henderson Mr. Paul Holyoke Mr. Christopher McDevitt
Flamborough Christ Church (Mohawk)	The Reverend Canon Barry Randle	Mrs. Marie Allardyce Mrs. Adele Martin
Fonthill Holy Trinity (Brock)	The Reverend Canon David Browning	Mr. Nate Duliban Mr. John Saylor Mr. Allan Utz
Fort Erie St. Paul (Brock)	The Reverend Mark Gladding	Mr. Alex Catherwood Mr. John Newton
Georgetown St. George (Trafalgar)	The Reverend Canon Robert Park The Reverend Nancy Rowe	Mr. Peter Henderson Mrs. Helen Tazzman
Glanford St. Paul (Mohawk)	The Reverend Patricia Stansfield	Mr. Terry Bennett
Glen Williams St. Alban the Martyr (Trafalgar)	The Reverend Aaron Orear	Mr. Bill Cunningham
Grand Valley St. Alban (Gr. Wellington)	The Reverend Stephanie Pellow	Mrs. Joan Richardson
Grimsby St. Andrew (Lincoln)	The Reverend Max Woolaver The Reverend Paul Whitehouse	Mrs. Judy Connor Ms. Gillian Wood
Grimsby St. Philip-by-the-Lake (Lincoln)	The Reverend Sue Channen	Mrs. Laura Arseneau Mr. Nick Arseneau Mrs. Susan Haluik

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

Guelph (Gr. Wellington) St. David and St. Patrick	The Reverend Thomas Vaughan	Mr. Roger Bond
Guelph St. George (Gr. Wellington)	The Reverend Ralph Blackman The Reverend Canon Jean Mitchell	Ms. Patricia Ing Mr. Jeff Robinson Dr. Ralph Sykes Ms. Ella Turnbull
Guelph St. James the Apostle (Gr. Wellington)	The Reverend Kevin Bothwell	Mr. Robert Henry Ms. John Zargi
Guelph St. Matthias (Gr. Wellington)	The Reverend Elizabeth Huether	Ms. Jennifer Craig Mrs. Fran Taylor
Hagersville All Saints Church (Mohawk)	The Reverend Richard Moorse	Mrs. Linda DeViller Mr. Michael Lickers Mr. Doug Maxwell
Hamilton All Saints (Undermount)	The Reverend Paula Crippen	Mrs. Lesley Harschnitz Miss Sabrina Cochrane
Hamilton (Undermount) Church of the Ascension	The Very Reverend Alexander Hewitt	Mrs. Ruth Faulks Ms. Heather Oliver
Hamilton Church of the Resurrection (Mohawk)	The Reverend Stephen Murray The Reverend Leon Burke	Mrs. Betty Ann Bushell Mrs. Glenna Swing Mr. Colin Taylor
Hamilton Christ's Church Cathedral (Undermount)	The Very Reverend Peter Wall The Reverend Sue-Ann Ward	Mr. John Bradley Mr. Michael Hannigan Miss Sharon Millar Mrs. Wendy Newman
Hamilton Diocese of Niagara Synod Office (Undermount)	The Right Reverend Michael Bird The Venerable Michael Patterson The Reverend Canon Marni Nancekivell	Ms. Joanna Beck Ms. Christyn Perkons Canon Robert Welch
Hamilton Church of the Nativity (Undermount)	The Reverend Marcus Germaine	Miss Monica Farrar-Germaine Mrs. Elaine Fleming Mr. John Kelly
Hamilton Holy Trinity (Mohawk)	The Reverend Trevor Jones	Mr. Gordon Letman
Hamilton St. Alban the Martyr (Undermount)	The Reverend Dianne Distler	Mr. John Lewis Ms. Jennifer Sweet
Hamilton St. John the Evangelist (Undermount)	The Reverend David Anderson	Mrs. Susan Little Mr. Geoffrey Purdell-Lewis
Hamilton St. Luke (Undermount)	The Reverend Javier Arias	Mr. Lionel Downes

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

Hamilton St. Matthew's House (Undermount)	The Reverend Canon Wendy Roy	Lay Delegates Not Applicable
Hamilton St. Michael (Mohawk)	The Reverend Sheila Van Zandwyk	Mr. George Foster Mrs. Anne Young
Hamilton St. Paul (Undermount)	The Venerable Dr. Richard Jones	Mrs. Nancy Brooks-Bittle Mr. Desiye Collier Ms. Sharon Molnar
Hamilton St. Peter (Undermount)	#The Venerable Dr. Richard Jones	
Hamilton St. Peter's Hospital (Undermount)	The Reverend Mary Fleming	Lay Delegates Not Applicable
Hamilton St. Stephen on the Mount (Mohawk)	The Reverend Canon Scott McNaughton	Mrs. Sheila Lyell Mr. Al Rathbone Mr. Sandy Triggerson
Homer St. George (Lincoln)	The Reverend Dorothy Hewlett	Ms. Pat Yanik
Hornby St. Stephen (Trafalgar)	The Rev'd Canon Dr. Margaret Murray The Reverend Joan Dunn	Ms. Louise Brisbois Ms. Roxanne Lloyd
Jarvis St. Paul (Mohawk)	#The Reverend Richard Moorese	Ms. Glenda Dunnett
Jordan St. John (Lincoln)	The Reverend John Ripley	Mrs. Sandra Dudar
Lowville St. George (Trafalgar)	#The Reverend Canon Susan Wells	Ms. Carol Atkinson
McNab Christ Church (Lincoln)	#The Reverend Dorothy Hewlett	Mrs. Brenda Leboudec
Milton Grace (Trafalgar)	The Reverend Christopher Snow	Ms. Ann Galioto Mr. Fred Suresh
Mount Forest St. Paul (Gr. Wellington)	#The Reverend Gordon Walls	Mr. Bryan Elliston
Nassagaweya St. John (Trafalgar)	The Reverend Wendy Phipps	Ms. Auleen Carson
Niagara Falls Christ Church (Brock)	The Reverend Kevin Block	Mrs. Eleanor Didemus Ms. Geraldine Wilson Black
Niagara Falls Holy Trinity (Brock)	The Reverend Janet Cashin	Ms. Susan Beal Mrs. Geraldine Hawken

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

Niagara Falls St. John the Evangelist (Brock)	The Venerable Lynne Marchant	Ms. Anne Cornish Mr. Mathew Fisher Ms. Gill Tucker
Niagara-on-the-Lake St. Mark (Lincoln)	The Reverend Canon Dr. Robert Wright	Mr. Chris Bjorgan
Norval St. Paul (Trafalgar)	#The Rev'd Canon Dr. Margaret Murray #The Reverend Joan Dunn	Ms. Mary Churchill
Oakville Appleby College (Trafalgar)	The Reverend Canon Robert Lennox	Lay Delegates Not Applicable
Oakville Church of the Epiphany (Trafalgar)	The Reverend Suzanne Craven	Mr. Alston Bertrand Mrs. Sarah Thompson
Oakville Church of the Incarnation (Trafalgar)	The Reverend Canon Terry DeForest	Mrs. Barb Gowing Mr. Albert Luce Mr. Victor Moniuk
Oakville St. Aidan (Trafalgar)	The Reverend Cheryl Fricker	Mrs. Penny Johnstone Mrs. Bonnie Grant
Oakville St. Cuthbert (Trafalgar)	The Reverend Canon Joseph Asselin	Mr. Terry Gillin Mr. John Venner
Oakville St. Hilda (Trafalgar)	#The Reverend Sue-Ann Ward	
Oakville St. Jude (Trafalgar)	The Venerable Dr. Michael Thompson The Reverend David Toth The Reverend Michelle Stanford	Ms. Cheryl Hudson Mr. Michael Nightingale Mr. Graham Schreiber Mrs. Amanda Towe Mr. Robert Warren
Oakville (Trafalgar) St. Mildred's Lightbourn School	The Reverend Maria Nightingale	Lay Delegates Not Applicable
Oakville St. Simon (Trafalgar)	The Reverend Canon Darcey Lazerte	Mr. Jack Ellis Miss Aidan Maloney Ms. Robyn Michell Mr. Fred Roach
Orangeville St. Mark (Gr. Wellington)	The Venerable Peter Scott	Miss Diana Newell Mrs. Hilda Pincoe Mrs. Christine White Mrs. Cathy Wilson
Palermo St. Luke (Trafalgar)	The Reverend Jeff Ward	Miss Danielle Davis Mr. John Moore

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

Port Colborne The Parish of St. James and St. Brendan (Brock)	The Reverend Robert Hurkmans	Miss Ashley Kennedy Mr. Tim Kennedy Mr. John Scarlett
Port Robinson St. Paul (Brock)	The Reverend Keith Buckingham	Major Arthur Evans
Queenston St. Saviour (Lincoln)	The Reverend Canon Paul Taylor	Mrs. Lou Campbell
Ridgemount St. John (Brock)	#The Reverend Kevin Baglole	Mrs. Evelyn Marchuk
Ridgeway All Saints (Brock)	#The Reverend David Thomas	Mr. John White Mrs. Sandy White
Rockwood St. John (Gr. Wellington)	The Reverend Hollis Hiscock	Mr. Peter de Groot
Shelburne St. Paul (Gr. Wellington)	The Reverend Dr. Barbara Sykes	Mrs. Marion Little
Smithville St. Luke (Lincoln)	The Reverend Eleanor Clitheroe-Bell	Mrs. Eunice Lowe Mr. Cory McGee
St. Catharines Church of the Transfiguration (Lincoln)	The Reverend Canon Robins Graves	Mrs. Dorothy Brown Ms. Anna Ryder
St. Catharines Good Shepherd (Lincoln)	#The Venerable Bruce McPetrie	
St. Catharines Grace Church (Lincoln)	The Reverend Dr. Michael Mondloch	Mrs. Joyce Pearce Ms. Bonnie Williams
St. Catharines St. Barnabas (Lincoln)	The Reverend Canon Keith Whittingham The Reverend William Steinman	Mrs. Velda Boothe
St. Catharines St. Columba (Lincoln)	The Venerable Bruce McPetrie #The Reverend Keith Buckingham	Mrs. Nancy Henry Mr. John Rogers Mr. George Scott
St. Catharines St. George (Lincoln)	The Reverend Canon Robert Fead The Reverend Valerie Kerr	Mrs. Lydia Gallaway Mr. Bill Moore Ms. Lillian Vermolen Mrs. Sharon Vermolen
St. Catharines St. James (Lincoln)	The Reverend Pamela Guyatt	Mrs. Sue English
St. Catharines St. John (Lincoln)	The Reverend Canon Gordon Kinkley	Ms. Valerie Acott Dr. Marion Cross Mr. Byron Nicholson Miss Courtney Lanthier

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

St. Catharines St. Thomas (Lincoln)	The Reverend Canon Brian Ruttan	Dr. Eleanor Johnston Ms. Barbara Jean Lick Mrs. Joyce Ramsey
Stewarttown St. John (Trafalgar)	#The Rev'd Canon Dr. Margaret Murray #The Reverend Joan Dunn	Mr. William Ross
Stoney Creek Church of Our Saviour, The Redeemer (Undermount)	The Reverend Canon Chris McMaster	Mrs. Janet Lampman Mrs. Beryl Parker
Thorold St. John the Evangelist (Lincoln)	The Rev'd Canon Dr. Cathie Crawford Browning	Mr. Joseph Gallop Mr. Jake Hildebrandt Miss Tricia Manning
Toronto Wycliffe College	The Reverend Canon Dr. Alan Hayes	Lay Delegates Not Applicable
Wainfleet Christ Church (Brock)	#The Reverend Diane Beaman	Mrs. Joyce Haines
Waterdown Grace Church (Trafalgar)	The Reverend Canon Mark Tiller	Mrs. Barbara Allemang Mr. Andrew Soave Mrs. Margaret Vance
Welland All Saints (Brock)	The Reverend Diane Beaman	Mr. John Flesch
Welland Holy Trinity (Brock)	The Reverend William Alakas	Miss Erica Lindey Miss Isabel Mitchener
Welland St. David (Brock)	The Reverend Canon Dr. John Course	Mr. Stephen Hanns Mr. Greg Laughton Mr. Cecil Mitchell
Winona St. John the Evangelist (Undermount)	The Reverend Jack Cox	Mrs. Betty Denny
Woodburn Christ Church (Mohawk)	#The Reverend Patricia Stansfield	Mrs. Chris Devereux
York St. John (Mohawk)	#The Reverend Katherine Morgan	Mr. Richard Summers

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

**Synod Council Members who are
not Parish Delegates**

Ms. Cindy Blades
St. Alban's, Acton
(Bishop's Appointee)

Mrs. Carol Burnell
Church of the Nativity, Hamilton
(Canterbury Hills Board)

Mr. Paul Clifford
St. John the Evangelist, Hamilton
(Undermount Representative)

Mrs. Judy Conning
St. Mark's, Orangeville
(Financial Advisory Committee)

Mrs. Patricia Davis
The Parish of St. James and St. Brendan,
Port Colborne
(Brock Representative)

The Reverend George Henry
All Saints, Welland
(Brock Representative)

Mr. Lloyd Hicks
St. George's, Guelph
(Greater Wellington Representative)

Mr. Russell Kelk
St. Alban the Martyr, Hamilton
(Undermount Representative)

Mrs. Beth Kerley
Church of the Transfiguration,
St. Catharines
(Bishop's Appointee)

Mr. Jim Morgan
Christ Church, Woodburn
(Mohawk Representative)

Mr. Ian Pratt
Church of Our Saviour the Redeemer,
Stoney Creek
(Bishop's Appointee)

Mrs. Connie Price
St. Matthew on-the-Plains, Burlington
(Trafalgar Representative)

The Reverend Jean Ruttan-Yates
St. Andrew's, Grimsby
(Outreach Representative)

MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2010 (continued)

**Synod Council Members who are
not Parish Delegates (continued)**

Ms. Sharon White
St. James, Dundas
(Ministry Support Representative)

Bishop's Appointees to Synod

Mr. David Eccles
Finance/Budget Sub-Committee

Sister Margaret Hayward
Community of the Sisters of the Church

Ms. Janet Hope
Church of the Incarnation, Oakville

Mrs. Susan Kalbfleisch
Communications Committee

Mr. Jim Newman
Diocesan Stewardship Consultant

Mrs. Carol Summers
Honorary Lay Secretary of Synod

Mr. Dean Sutton-Greenhalgh
Youth Representative

Mrs. Carolyn Vanderlip
Diocesan Refugee Coordinator

Mrs. Judy Worsley
Prophetic Social Justice Making

**Voting Members of the College
of Deacons**

The Reverend Richard Beaudoin, Deacon
The Reverend Sheila Plant, Deacon
The Reverend Ronald Vince, Deacon

Diocese of Niagara – Synod 2010
YOUR FEEDBACK WILL HELP US IMPROVE FUTURE SYNODS.

The best thing about this Synod was...

How could this Synod have been improved?

Please rate each of the following elements:

	4 <i>excellent</i>	3 <i>good</i>	2 <i>fair</i>	1 <i>poor</i>	0 <i>bad</i>
• Online Convening Circular	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Worship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Bishop’s Charge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Registration Process	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Convention Centre Meeting Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Meal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Synod Quiet Room	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Budget Presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Annual Appeal Presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Generous Culture of Stewardship Presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• General Synod presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



If you rated any item at “2” or lower, please tell us how this could have been improved:
(please use the reverse for more space)

Would you be in favour of holding one day Synods at the Cathedral Yes No

Comments: (please use the reverse for more space)

I attended Synod as: laity (adult) laity (youth) clergy observer

How many Niagara Synods have you attended? my first 2 or 3 4 or more

THANK YOU!

**PLEASE DEPOSIT YOUR COMPLETED EVALUATION FORM IN ONE OF THE BOXES LOCATED
AT THE REGISTRATION DESK.**

REPORT OF THE DIOCESAN TREASURER

First, as your newly appointed Diocesan Treasurer, I would like to thank you for allowing me the opportunity to serve the Diocese and work with all of you in fulfilling the Diocesan Vision. I look forward to assisting the Diocesan staff, Synod Council and its committee volunteers overcome the challenges that lie ahead; whether they are strictly financially driven or the result of other needs. As a newcomer, I hope that what I can bring to the table in terms of new ideas or approaches will make up for any shortcomings I have coming from outside the not-for-profit world.

While I arrived at the end of the process of compiling the 2009 Financial Statements, I have spent much time reviewing the results and becoming familiar with the details that make up the financial statements. Judy Conning, Chair of the FAC Committee has presented the results to you, so I will not elaborate further on the specifics of the 2009 Diocesan results at this time.

I would, however, like to comment on the Anglican Church Ministries Foundation, Niagara 2009 Operating Statements. The ACMF holds 2 types of funds. In brief, the first group of funds is held to assist the Synod of the Diocese of Niagara to preach, promote, and advance the spiritual teachings of the Christian faith. The second group of funds held are Rectory funds, created from the sale or disposal of rectories in the Diocese. Each parish that has a rectory fund may use the funds to fund a mortgage loan to their rector or to self-mortgage their capital expenditures. In order to ensure funds are not depleted, the total amount invested plus any loans outstanding must equal the original endowment amount plus or minus the cumulative investment gains or losses.

The market crash of late 2008 had a significant impact on the endowment value of the funds held. Although the market has made significant gains since 2008, the full impact of this decrease was not reversed by December 2009. Unit values for the funds were: May 2008 \$17.095 (high for 2008), Dec 2008 \$13.425, Dec 2009 \$15.841. As of September 2010 the Unit values are \$16.566, or 96.9% of their 2008 high value. The impact of the drop in values of the funds is that some parishes have borrowed more than the allowed amount from their fund based on the agreed formula. As of September 2010, 35 parishes are in this position. That is, their rectory fund is overdrawn vs. the original Endowment value. Until such time as additional funds are added, loans are paid back and / or the market returns to its pre crash level, some parishes will remain in this deficit position and be unable to borrow against these funds.

The Interim September 2010 Diocesan Financial Statements (unaudited) reported a positive surplus. Barring unforeseen expenses, the Dec 2010 surplus (excluding Diocese Investment Gains or Losses) is expected to be in the range of \$200 to \$225k. This surplus is the result of a focused effort to reduce expenditures vs. both the 2009 Operating Statements and the 2010 Budget. The most significant cost reductions have occurred in the areas of:

- Diocesan Operations (Parish Support, Severance & Transition costs, Communications, Web Support & Niagara Anglican, Episcopal Expenses)
\$41k under budget, \$242k less than 2009 expenses
- Diocesan Staff (Salary & Benefits)
\$42k under budget, \$43k less than 2009 expenses

- Cathedral Place Building (Rental Income, Staff costs related to cleaning and maintenance, Utilities, Insurance, Repairs)
\$87k under budget \$43k less than 2009 expenses
- Ministry Support (Divinity Students, Vocations, Ordinations, Clergy / Archdeacon Training, Conferences and Continuing Education)
\$30k under budget \$17k less than 2009 expenses

Although the 2010 Financial Statements suggest a much better picture than prior years, there are still challenges ahead that need to be addressed. As the Bishop's Financial Task Force outlined in their report to the Bishop, Diocesan Cash Flow needs to remain a major focus for 2011 and 2012. The 2009 Diocesan Surplus of \$407k was largely the result of a cash injection from the ACMF of \$400,000. In addition, the Diocese borrowed \$200,000 from its own investments in 2009, a direct reduction of the fund balances reported on the Diocese Financial Statement. While the Diocesan Operating line of credit was reduced on a comparative year vs. year basis (2009 \$858k, 2008 \$950), the need for a cash infusion from Diocesan investment funds in 2009 highlights the cash flow challenges faced by the Diocese.

In order to pay back these cash injections, without increasing the line of credit and incurring additional expenses related to increased borrowings, the Diocese will need to reduce the current amounts due from parishes by a substantial amount. As of October 2010 the Diocese was owed \$660,330 relating to 2010 Payroll, DMM and Insurance for the period Jan to September. If these debts were brought up to date, the entire cash flow injection received in 2009 could be immediately repaid. If the 2009 debts still included in current Amounts Receivable were paid up, the Diocese would be able to reduce its operating line by \$120,400. The annual cost to the Diocese of carrying these amounts is over \$25,000.

While there is a plan to reduce the Diocesan debt in 2011 and repay borrowed funds, it will not happen unless all past debts are paid and all balances (Payroll, DMM, Insurance) due are paid on time, each month.

To borrow from a well known saying, if we can put all of our oars in the water together and pull in the same direction, we can reduce our operating line, and look to reducing our long term debts as cash flows allow.

In addition to reducing debts owed to the Diocese, the Bishop's Financial Task Force looked at other ways to ensure the long term financial health of the Diocese.

Suggestions made, and currently being acted upon include:

- Reviewing all Diocesan Capital assets to determine which are no longer needed and can be liquidated to improve the Diocesan Cash Position
- Finding ways to create long term income opportunities from parish lands. The Palermo project has overcome some of its earlier obstacles and is expected to begin construction in 2011.
- Reducing costs at the Diocese in 2010. As mentioned above, this has happened and a surplus is expected for 2010.
- To create a realistic, achievable and break-even budget for 2011. This budget has been presented to you today for approval. As shown below, the 2011 Budget does reflect significant reduced expenditures, vs. 2010 and prior years.

	2007	2008	2009	2010 Pro Forma	2011 <i>Budget</i>
EXPENDITURES:					
BEYOND NIAGARA	719,453	709,961	710,101	643,824	638,043
REGIONAL PROJECTS	250	250	0	0	0
CANTERBURY HILLS	137,338	136,940	120,000	85,000	55,000
DIOCESAN OPERATIONS	1,118,480	1,536,031	1,010,555	768,395	767,260
DIOCESAN STAFF	976,466	832,394	764,181	720,988	804,195
CATHEDRAL PLACE ADMINISTRATION	110,890	137,376	120,978	144,788	112,000
CATHEDRAL PLACE BUILDING	242,022	257,313	278,416	235,352	281,000
OUTREACH DIVISION	97,088	103,653	100,576	88,428	28,939
CONGREGATIONAL SUPPORT DIVISION	132,004	140,765	139,786	123,103	108,000
MINISTRY SUPPORT DIVISION	73,716	49,164	45,081	28,245	30,500
FINANCING COSTS & BAD DEBTS	62,670	45,854	70,761	45,852	35,000
TOTAL FOR EXPENDITURES	3,670,376	3,949,700	3,360,436	2,883,975	2,859,937

A secondary goal of the Finance department is to support Management and Synod Council by providing timely, accurate and full reporting of the Diocesan financial picture. This process has already begun, and will continue through 2012. By providing clear and consistent information on a regular basis, stakeholders can make decisions with confidence and a higher level of certainty of the expected outcome. Lastly, I would like to thank all of you who have so warmly welcomed me to the Diocese and assisted me as I have made the transition into my new position. I look ahead to the challenges of 2011 with optimism and enthusiasm.

Respectfully submitted,
 Joanna (Jody) Beck
 Treasurer & Director of Finance