

Financial Statements of

**ANGLICAN CHURCH MINISTRIES  
FOUNDATION, NIAGARA**

Year ended December 31, 2010



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## INDEPENDENT AUDITORS' REPORT

To the Bishop and Members of the Anglican Church Ministries Foundation, Niagara

We have audited the accompanying financial statements of the Anglican Church Ministries Foundation, Niagara, which comprise the statement of financial position as at December 31, 2010, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

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 comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

### *Basis for Qualified Opinion*

In common with many charitable organizations, the Anglican Church Ministries Foundation, Niagara derives revenue from gifts and bequests, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Anglican Church Ministries Foundation, Niagara and we were not able to determine whether, as at and for the year ended December 31, 2010, any adjustments might be necessary to gifts and bequests and excess of revenues over expenses reported in the statement of operations and fund balances reported in the statement of financial position.

*Qualified Opinion*

In our opinion, except for the effect of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Anglican Church Ministries Foundation, Niagara as at December 31, 2010, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

*KPMG LLP*

Chartered Accountants, Licensed Public Accountants

July 7, 2011  
Hamilton, Canada

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

## Statement of Financial Position

December 31, 2010, with comparative figures for 2009

	General Fund	Restricted Fund	Endowment Fund	2010	Total 2009
<b>Assets</b>					
Current assets:					
Cash	\$ 50	\$ -	\$ -	\$ 50	\$ 50
Investments (note 2)	35,334	(200,194)	11,386,453	11,221,593	10,245,902
Rectory loans (note 3)	-	-	1,630,668	1,630,668	1,559,691
	<u>\$ 35,384</u>	<u>\$ (200,194)</u>	<u>\$13,017,121</u>	<u>\$12,852,311</u>	<u>\$11,805,643</u>

## Liabilities

Current liabilities:	
Accrued liabilities	\$ 16,534 \$ - \$ - \$ 16,534 \$ -

## Fund Balances

Externally restricted (note 4)	\$ -	\$ (234,326)	\$13,017,121	\$12,782,795	\$11,773,070
Unrestricted	18,850	-	-	18,850	1,371
Internally restricted	-	34,132	-	34,132	31,202
	<u>18,850</u>	<u>(200,194)</u>	<u>13,017,121</u>	<u>12,835,777</u>	<u>11,805,643</u>
	<u>\$ 35,384</u>	<u>\$ (200,194)</u>	<u>\$13,017,121</u>	<u>\$12,852,311</u>	<u>\$11,805,643</u>

See accompanying notes to financial statements.

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Statement of Operations

Year ended December 31, 2010, with comparative figures for 2009

	General Fund	Restricted Fund	Endowment Fund	2010	2009
<b>Revenues:</b>					
Gifts and bequests	\$ -	\$ -	\$ 311,618	\$ 311,618	\$ 416,588
Net investment income	2,858	945,297	-	948,155	1,501,717
Reimbursement of investment fee	47,137	-	-	47,137	50,261
	49,995	945,297	311,618	1,306,910	1,968,566
<b>Expenses:</b>					
Administration	25,082	-	-	25,082	10,000
Salaries	-	-	-	-	42,455
Audit fee	7,434	-	-	7,434	-
Grants to Diocese	-	-	-	-	400,000
Endowment refund to parishes	-	233,143	6,082	239,225	214,226
Other endowment refund	-	5,000	35	5,035	76,644
	32,516	238,143	6,117	276,776	743,325
<b>Excess of revenues for the year</b>	<b>\$ 17,479</b>	<b>\$ 707,154</b>	<b>\$ 305,501</b>	<b>\$ 1,030,134</b>	<b>\$ 1,225,241</b>

See accompanying notes to financial statements.

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

## Statement of Changes in Net Assets

Year ended December 31, 2010, with comparative figures for 2009

	General Fund	Restricted Fund	Endowment Fund	Total
	2010	2010	2010	2009
Fund balances, beginning of year	\$ 1,371	\$ (907,348)	\$12,711,620	\$ 11,805,643
Excess of revenues for the year	17,479	707,154	305,501	1,030,134
Change in endowment net assets	-	-	-	1,511,997
Fund balances, end of year	\$ 18,850	\$(200,194)	\$13,017,121	\$12,835,777
				\$11,805,643

See accompanying notes to financial statements.

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

## Statement of Cash Flows

Year ended December 31, 2010, with comparative figures for 2009

	2010	2009
Operations:		
Excess of revenues for the year	\$ 1,030,134	\$ 1,225,241
Change in non-cash operating working capital:		
Increase in accrued liabilities	16,534	-
	1,046,668	1,225,241
Investing:		
Change in endowments, net	-	1,511,997
Change in investments, net	(975,691)	(1,177,547)
Change in rectory loans, net	(70,977)	(1,559,691)
	(1,046,668)	(1,225,241)
Increase in cash	-	-
Cash, beginning of year	50	50
Cash, end of year	\$ 50	\$ 50

See accompanying notes to financial statements.

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements

Year ended December 31, 2010

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The Anglican Church Ministries Foundation, Niagara has been set up to receive and maintain a fund or funds and to apply all or part of the principal and income therefrom, from time to time, for charitable purposes, and in particular to assist The Synod of the Diocese of Niagara, in the Anglican Church of Canada, its Bishop or Archbishop: to preach, promote and advance the spiritual teachings of the Christian faith; and to support and maintain churches and the mission of the Church in order to propagate and express the Christian faith. The community of faith encompasses a large geographical area including the Niagara Peninsula, Greater Hamilton, the Region of Halton; Dufferin; Wellington and portions of Haldimand County. It was 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.

## 1. Significant accounting policies:

The Foundation follows Canadian generally accepted accounting principles in preparing its financial statements. The significant accounting policies used are as follows:

### (a) Fund accounting:

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

The General Fund reports revenues and expenses related to program delivery and administrative activities.

The Restricted Fund reports resources contributed for which the use is restricted by the donors and do not form part of the Endowment Fund. It also reports the related investment income and disbursements of the Restricted Fund.

The Endowment Fund reports resources contributed with the stipulation that the capital amount be permanently retained. Investment income earned on the portion of the fund for which there are restrictions on the use is recorded in the Restricted Fund. Investment income earned on the portion of the fund for which there are no restrictions on the use is recorded in the General fund.

### (b) Investments:

Investments in mutual and pooled funds are carried at market value, and accordingly, unrealized capital gains or losses are included in income.

### (c) Revenue recognition:

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

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2010

## 1. Significant accounting policies (continued):

### (d) Financial instruments:

The Foundation initially records its financial instruments on the balance sheet at fair value. They are subsequently valued at fair value or amortized cost depending on the classification selected for the financial instrument. Financial assets are classified as either "held-for-trading", "held to maturity", "available-for-sale" or "loans and receivables" and financial liabilities are classified as either "held-for-trading" or "other liabilities". Financial assets and liabilities classified as held-for-trading are measured at fair value with changes in fair value recorded in the statement of revenue and expenses. 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.

The Foundation has classified its financial instruments as follows:

Cash is classified as held-for-trading.

Investments are classified as held-for-trading.

Rectory loans are classified as loans and receivables.

Accrued liabilities are classified as other liabilities.

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

### (e) 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.

## 2. Investments:

The market values of investments are as follows:

	2010	2009
Russel Canadian Equity Fund	\$ 3,544,320	\$ 3,144,467
Russel Canadian Fixed Income Fund	3,769,857	3,523,567
Russel US Equity Fund	1,709,655	1,538,934
Russel Overseas Equity Fund	1,623,165	1,525,614
Russel Global Equity Fund	574,596	513,320
	<u>\$11,221,593</u>	<u>\$10,245,902</u>

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2010

### 3. Rectory loans:

Rectory loans are due from several parishes, have no fixed terms of repayment and are non-interest bearing.

### 4. Endowments:

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

	Restricted Fund	Endowment Fund	2010	Total	2009
Synod – Endowment Fund	\$ 11,464	\$ 527,060	\$ 538,524	\$	\$ 492,297
Gerula Flower Memorial Fund	(43)	5,225	5,182		4,774
Bishop's Company Endowment	17,393	209,528	226,921		200,557
McMaster Campus Ministries Endowment Fund	20,805	77,602	98,407		89,959
Education and Training for Leadership in the Church	65,883	1,379,535	1,445,418		1,321,513
Outreach in the Name of Christ	33,057	689,652	722,709		660,757
St. George's, St. Catharine's Endowment Fund	41,755	686,119	727,874		649,752
Cathedral Place Endowment Fund	45,015	521,674	566,689		391,926
Cathedral Place Clayton/Aetyro	15,725	144,650	160,375		124,050
Charles and Bexcy Daw Endowment Fund	4,411	7,480	11,891		10,870
St. John's, Niagara Falls Endowment Fund	6,261	62,580	68,841		54,750
St. James, Dundas Endowment Fund	146	2,000	2,146		1,962
St. Jude's Foundation of Hope	7,983	87,500	95,483		85,001
Rectory Funds	(504,181)	8,616,516	8,112,335		7,684,902
	\$ (234,326)	\$13,017,121	\$12,782,795		\$11,773,070

### 5. Financial instruments:

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

### 6. Comparative Figures:

Certain prior year comparative figures have been reclassified to conform with the financial statement presentation adopted for the current year.

## **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. Attendance this year has been more of a challenge but we have carried on with those who have attended faithfully and demonstrated enthusiasm for the process.

Included in the format of most meetings this year has been a discussion portion focused on the Diocesan Synod Council business as well as good news issues &/or concerns that members wished to share regarding their own parishes. The business portion of the meeting is also an opportunity for parishes to discuss new ideas and discover new ways in which to grow. 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**

Undermount Region consists of ten very disparate parishes. Stretching from the agriculturally rich lands of Winona through the suburban sprawl of Stoney Creek, sweeping through the downtown Hamilton and some of its poorest areas, the Undermount Region touches the considerably comfortable residential areas tucked beneath the escarpment and then concludes in the residentially prestigious part of Westdale. The parishes comprising Undermount Region are as varied as the demographics they represent. 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.

As one of the two functioning Regional Councils in the Diocese of Niagara, Undermount Region is an example of how and what a Regional Council can accomplish. At each meeting, the Regional Archdeacon, the Regional Dean, and the Synod Council reps summarize what is happening at Synod Council and the Diocese. Often what seems to be a 'dull' item of business at a Synod Council meeting contains an issue that turns out to have a specific impact upon one or more of the Regional Council parishes. As a result, it is the solidarity of such a group with both lay and clergy representatives, that the Undermount Regional Council has been a powerful tool for action, understanding and growth for all concerned. Consider the recent Greening Niagara initiative now copied across the nation.

Now there is a new challenge for Undermount Region. Suffering from an aging population that used to sustain the vitality of its parishes, and challenged by a growing pattern of people moving to the outer-lying areas of Hamilton-Wentworth, Undermount Region is facing considerable concerns. A declining population in the parishes and an increasing need for revenue are forcing Undermount parishes with their generally aging population to acknowledge that they can no longer sustain the kind of ministries that defined their former 'glory-days'. The face of Ministry is changing.

Should the parishes fade away, defeated, or can they spark to new life in new and different ways? Will the 'petals' of the Diocesan Vision help Undermount to revive?

For a long time now, there have been many discussions at Synod about the challenges that our parishes face. Very recently, the Bishop has responded with a unique option. On October 24 and 25, 2011, Undermount Region had an 'old-fashioned' MISSION, a two-evening event spearheaded by our Bishop Michael. Followed up by a month of Bible studies through the month of November, the Undermount Region is studying the Ministry of Hospitality. This Mission is an intentional study of how parishes in Undermount can make Christ real to the people who live in their midst. It needs to wrestle with the question, "How can the Church stay true to its call while reaching out to a vastly changing world around it?"

This is a huge question which the earliest evangelists struggled to answer. It's a question we all probably need to wrestle with. Did the early Christians feel defeated once Christ had left them or did they feel sparked to new life? That is the challenge which Undermount Region faces at the time of this Diocesan Synod.

Time will tell. Watch for further developments in Undermount Region.

Respectfully submitted  
Susan A. Little, Chair

## **REPORT OF THE DIOCESAN ARCHIVIST**

I wish to remind all members of Canon 2.6 the Diocesan Canon regarding Archives. We are fortunate in having an agreement, since 1975, with the Mills Memorial Library at McMaster University to house, preserve and copy our Diocesan Archives. This service is paid for out of Diocesan funds and there is no charge to the parish.

Again I encourage each parish to have some person, with knowledge of the parish, to be appointed Archivist. Please let me have any such names and phone numbers so I can contact them if I need to. Please let me know if you need a copy of what is kept at McMaster.

Also if you have not already done so, to send me a good set of pictures of your stained glass windows. These should be digital photos for our Diocesan Registry. Thank you.

If you wonder what parish records to keep for Archival purposes please contact me for a very helpful booklet entitled – “Archives – Our Story.”

Also a reminder, please print all signatures for Baptisms and Marriages as well as a written signature. These are very difficult to decipher sometimes if copies are needed for some important or legal purpose at a later date.

If your parish has produced a recent history please send the Diocesan Archives a copy for our records. If you are planning to write a history I may have some important facts to include.

With the increase of cremations today the disposition of cremated remains is a decision for the family to make. It should be noted in the burial register whether the ashes are interred in a cemetery or scattered somewhere. Very often, years later, some family member inquires through the parish or myself where cremated remains are interred or kept. I personally believe this is an important matter to be dealt with at the Diocesan National Church level.

Respectfully submitted,  
The Venerable John Rathbone

## **REPORT OF THE CATHEDRAL PLACE PROPERTY MANAGEMENT COMMITTEE**

The 2011 members of the Cathedral Place Property Management Committee are Diane Dent, Barbara Jepson, and Janina Vanderpost (Chair) representing Cathedral Vestry, and Mitch Banks, David Pickett, Ian Pratt and Robert Tilbury appointed by Synod Council. There is one vacancy for a Cathedral Vestry representative. The *ex officio* members are the Executive Archdeacon, the Diocesan Treasurer and the Dean. The Property Manager is Roger Cassey. The Committee has met three times so far this year and will meet once again before the end of 2011.

Each year, the Committee has input into the annual Cathedral Place budget and monitors this budget, receiving updates during the year. The Committee is advised that we are slightly over budget as at September 2011 because of unexpected repairs. A Cathedral Place budget and recommendations will be presented later this year to Synod.

From a property management perspective, much has occurred at Cathedral Place during 2011. An electrical storm shortly after Easter caused major damage to electrical and computer systems. Insurance covered much of the costs except for a \$2,500 deductible but a considerable amount of our Property Manager's time was taken up in the weeks following to sort out all the problems arising from the lightning strike. Although not involving direct costs to Cathedral Place, there were renovations to the rear garden to create a green space for the day care children. On the other hand, in-building daycare renovations during the summer, although paid for by the Jamesville daycare, meant that Myler Hall, the Niagara Room and other spaces were unavailable for rent revenue, and created additional utility costs to Cathedral Place.

Many needed repairs and updates too numerous to be listed here, in areas such as plumbing, lighting, wiring, asbestos removal, roofing, and security and fire safety have taken place under the direction of the Property Manager.

Next steps in the plan to restore the Williams stained-glass window remain to be taken. The west window facing James Street also needs some repairs. These projects will proceed when the budget permits.

A review of rental policies and rates is ongoing. While we require rental income as an important component of the Cathedral Place budget, at the same time we provide no-cost or low-cost space for many community organizations. A reasonable and fair compromise position, taking into account our Outreach Ministry, needs to be achieved.

The general agreement between Cathedral Place and the Jamesville Children's Centre is in place and working well. Rental income from the Jamesville Childrens' Centre constitutes a notable part of the Cathedral Place budget.

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 trustees entrusted with the operation and care of cemeteries, niche walls, scattering gardens and columbariums. It assists with the interpretation of and adherence to provincial guidelines and legislation governing cemetery operations and additionally, provides advice and support relating to situations and concerns that may occur.

During the preceding twelve months the Consultant has provided corporations and trustees assistance and support relating to the following circumstances:

- The sale of abandoned church cemetery lands
- The licensing of a number of Cemeteries throughout the Diocese
- Reviewing and updating cemetery bylaws and contracts of sale
- The expansion of an existing cemetery
- The regulations associated with liability issues relating to the maintenance and care of memorial markers
- Licensing and reporting issues

**The biggest news is that the Funeral, Burial and Cremation Services Act SO 2002 will be enacted on July 1, 2012.**

This will affect cemetery operations as well as have an affect Church buildings assessment under the direction of the Municipal Property Assessment Corporation (MPAC). This will be discussed at the Bishop's Advisory Committee on Church Building in the near future.

As part of the Diocesan Resource Centre, the Cemetery Consultant extends an invitation to all parish corporations and cemetery trustees seeking assistance or advice concerning operations, regulations, and other cemetery matters.

Brian G. Culp  
905-562-5945 (home)  
905-641-5945 (cell) (new)  
bculp2@cogeco.ca (new)

Respectfully submitted,  
Mr. Brian Culp

## **REPORT OF THE GREENING NIAGARA COMMITTEE**

The Greening Niagara Committee has now completed its third year of ministry. Thirty Parishes have completed at least the bronze section of the Accreditation and eight have completed their silver and one their gold. We thank those who are forging ahead in the accreditation process and setting such a positive example. Our hope is that in 2012 more parishes will complete their bronze level and this will be one of our major goals this year. Many of the Parishes have shown innovative ways to change the way that we view our role in living a Greener Life, at home and at church. Every small step taken, from changing light bulbs to taking the Niagara Home Challenge is an outward sign of a deeper commitment towards caring for creation.

In March several parishes held vigils to mark Earth Hour, some on their own and others joining with other local churches. Earth Sunday was also a time when many churches made a special time to draw attention to the environment. Parishes that have participated in KAIROS events and money and written support have been valuable to this organisation's continuing existence. Their web site still includes valuable resources for Environmental Services. [www.kairoscanada.org](http://www.kairoscanada.org)

### ***Greening Network of Ontario (GNO)***

Our diocese is one of five of the seven in Ontario that have started meeting quarterly to share ideas and combine environmental advocacy work. GNO is hoped to be a support network for bishops and churches to help mobilize the Anglican Church. The Dioceses involved at these meetings are: Ontario, Toronto, Ottawa, Huron and Niagara. GNO is working with Greening Sacred Spaces to begin implementing the national synod motion A-180-R1 to bring about a multi-faith database for collecting energy use by churches. Niagara and Huron are the dioceses chosen to start hosting environmental workshops for their parishes. (See below).

### ***Two Niagara Workshops***

At the time of writing this report two Niagara workshops are being planned to start collecting the utility data from parishes: September 28<sup>th</sup> from 7 – 9 p.m. at St. David's, Welland; October 22<sup>nd</sup> from 10 a.m. to noon at St. Luke's, Burlington. It is our hope that as many parishes as possible will have sent representatives to these two events to share ideas and learn new ways to achieve accreditation. There will be two parts to the sessions: 1) Entering data on the church utilities onto a database for later comparison, 2) Speed Greening presenters who will talk about topics such as: eating local, waste management, solar power, Good Food Boxes and other environmental issues.

We hope that if members of your parish were able to attend they found these sessions helpful. Feedback would be most useful as future workshops may be planned. This is an exciting movement to be spearheading the move to bring a green revolution to the 1,700 Anglican Parishes in Canada.

### ***Green Facilitators in every parish***

Forty-three Parishes have submitted the name of their Green Facilitator to us. Having a contact person in every Parish is invaluable for the Committee to send out information and updates to the people without having to use Clergy as the conduit. Could Synod delegates discover if their Parish has a Green Facilitator – the person should be attending Parish Council. And if your Parish is still looking for a person to fill this role could you kindly put this item on the next Parish Council Agenda for discussion.

## **REPORT OF THE GREENING NIAGARA COMMITTEE (continued)**

### ***Supporting Ministries***

We work with the Bishop's Advisory Committee on church Buildings and are grateful to David Ricketts who continues to act as the BACCB's liaison to the Greening Niagara committee. Michael Skafel is the Greening Niagara liaison on the BACCB. He also headed up the Solar Energy Taskforce which prepared a report for parishes to use if they wish to pursue installation of a solar power system on their property. It is available on the diocesan website:

<http://niagara.anglican.ca/docs/policies/Solar%20Energy%20Task%20Force%20Report%20-%20microFIT%20October%202010%20%282%29.pdf>

Members of the committee are available to give support and advice to groups and individuals throughout the diocese. In the past year presentations have been made on greening kitchens and installation of solar panels. For comments or ways we can assist you further please contact us Sue Carson (d.carson@sympatico.ca) and Michael Skafel (michael.skafel@sympatico.ca).

### ***Webpage Resources***

Remember to continue to use the webpage on the diocesan website and look for resources that will help you with your accreditation.

<http://www.niagara.anglican.ca/green>

We wish to express our sincere thanks to Bill Mous as he steps down as Co-Chair. His tireless work in spearheading the Greening Niagara Committee from its beginning stages has ensured that Niagara is in the forefront of the Anglican Dioceses in taking care of God's creation. Thanks are also extended to Patricia Davis and George Henry who have sadly had to step down from the committee this past year. We are grateful to the whole committee who continue to work with energy and humour and make meetings so enjoyable. At the present time we sadly have no representatives on the committee from Brock or Wellington regions and would like to rectify this void.

Mrs. Susan Curran  
Mr. Michael Edwards  
Mr. Russell Kelk (past Co-Chair)  
Ms. Sarah Noiseux  
The Reverend Bill Mous (past Co-chair)

Mr. Dean Sutton-Greenhalgh  
The Reverend Max Woolaver  
Mrs. Karen Nowicki, Staff Support  
The Venerable Michael Patterson,  
Ex-officio

Respectfully submitted,  
Mrs. Sue Carson and Mr. Michael Skafel, Co-Chairs

## **Vision Reports - Preface**

On Saturday, October 1, 2011 a large group of lay and clergy leaders from across the diocese gathered at St. Christopher's, Burlington, in an event called "Fine-tuning the Vision." It was a pivotal moment in our collective engagement with our diocesan vision. Looking back over the past couple of years (and more) of striving to proclaim, receive, interpret and engage this comprehensive vision it became apparent how many diverse ways it is being lived out. The walls of the plenary hall were covered with post-it notes each bearing testimony to how we have seen that vision being realized in parishes, communities, regions and the diocese as a whole. Sometimes we were naming and celebrating developments which seem to have resulted directly from adopting our vision. Sometimes, even when a particular development might have been emerging independently, the conviction grew in us that the vision was a Spirit-led venture, aligning us with the mission God was already enacting amongst and through us.

The following reports from each of the petals and values groups, and one from the Vision Advocate & Coordinator for Excellence in Ministry provide further testimony to the work God has been doing amongst us through creative new and strengthened ministries, evolving structures, emerging resources, prayerful and thoughtful critical review, growing clarity, and increasing engagement in living out our vision.

[Insert reports for the Generous Culture of Stewardship, Continuous Culture of Innovation, Life-changing Worship, Outstanding Leadership for Ministry, Vision Values, Vision Advocate, and Prophetic Social Justice-making here.]

## **Vision Reports – Conclusion**

The focus shifted during the October 1<sup>st</sup> "Fine-tuning the Vision" from a look back and a survey of the present, to anticipation of what is ahead. Energized by the grateful awareness of what has already been begun in us, we engaged in "petal" and "values" groupings to check our compass direction. As Bishop Michael has summarized it at pre-Synod meetings, we were looking to identify: What are we missing? To what new directions are we being called? What resources do we need to take us further? And what new marks or indicators that we are realizing our vision need to be named? Each vision (petals and values) group has considered the gifts of creativity and criticism, insight and ideas offered on October 1<sup>st</sup> and reviewed the goals and indicators which flesh out our vision. In many cases, we expect that proposed revisions will be coming to diocesan decision-making bodies (starting with the November 10, 2011 meeting of Synod Council) to discern, decide and bless new and re-affirmed directions as they come to light.

With excitement and hope

- that more and more the vision will be engaged by all of us in the diocese of Niagara;
- that more and more our life as disciples of Jesus, the Christ, will be equipped and nurtured;
- and that more and more our shared ministries to a hurting world will be renewed, strengthened and extended,

it is to living out our vision to which we return.

Respectfully submitted,

The Rev'd Canon R. Terry DeForest

Vision Advocate and Coordinator for Excellence in Ministry

## **REPORT OF THE VISION ADVOCATE**

Effective November 1<sup>st</sup>, two new ½ time diocesan positions will begin: Coordinator of Social Justice, in the person of the Rev'd Bill Mous, and, Vision Advocate and Coordinator for Excellence in Ministry (VA/CEM), being taken up (with delight and appropriate doses of fear and trembling) by yours truly. Both positions dedicate staff resources to particular aspects of our diocesan vision. The Social Justice Coordinator's position description remains unchanged from what has been shared previously. However, the proposed duties and responsibilities for this position have changed. Since the job title does not entirely reduce the prevailing confusion about the role, I am making a distinct Report about the elements of the job. Subject to periodic revision (and in abbreviated paraphrase), this is how things stand now.

The *Vision Advocate and Coordinator for Excellence in Ministry* will assist in the animation of and promote engagement with the diocesan vision by:

### *Vision Leadership Groups*

- Working supportively alongside all “petal” and values Vision Group leaders and other vision-dedicated staff and volunteers
- Supporting and developing volunteers for the Outstanding Leadership for Ministry group
- Producing and promoting current vision-related communications on the Niagara web-site

### *Mutual Ministry Covenants*

- Assisting in developing mutual ministry covenants between the Bishop, clergy and lay leaders for new and, in time, existing ministry partnerships
- Recruiting, training and supporting a group of volunteer covenant consultants
- Supporting covenant partners re: implementation and review of covenants

### *Parish Profiles*

- Recruiting, training and supporting a group of volunteer parish transition consultants

### *Excellence in Ministry Training*

- Facilitating training to develop excellence in ministry in a variety of contexts

### *Performance & Development Review*

- Working with the Bishop and the Executive Officer to design and implement an effective performance appraisal program for clergy and lay workers utilizing mutual ministry covenants, clear objectives and context-specific frameworks for excellence in ministry

### *Personnel*

- Advising and assisting the Bishop and Executive Officer about personnel matters
- Working with the Compensation Task Force

## **REPORT OF THE VISION ADVOCATE (continued)**

### *Human Resources Policy*

- Assisting in the development and interpretation of and advocating for the consistent application of human resource policies with respect to lay and ordained positions throughout the Diocese by:
  - Communicating with clergy and staff through the website, the Niagara Anglican, individual contact and group presentations
  - Working, in conjunction with the Bishop, Executive Officer and Candidates Committee, to promote standardized and consistent recruitment and selection practices
  - Producing and updating an employment manual and ensuring current information is available on the website.

The title is quite a mouthful even as an acronym (VA/CEM – Does that rhyme with *pacem?*); and the duties and responsibilities challenging indeed. Yet, I am very much looking forward to serving our Bishop, diocese and our shared vision in collaboration with Niagara’s vision-led “saints.”

Respectfully submitted,  
The Rev’d Canon Terry DeForest (VA/CEM)

## **REPORT OF THE GENEROUS CULTURE OF STEWARDSHIP COMMITTEE**

### **Introduction**

A Generous Culture of Stewardship (GCoS) is an integral part of Niagara's Vision. A grant from the Anglican Church of Canada funds the half-time salary of Jim Newman, Stewardship Consultant for the Diocese of Niagara. The Generous Culture of Stewardship Committee provides an essential role in strategic thinking about high quality stewardship education.

### **The GCoS Team Approach**

We focus attention on abundance, not scarcity; and on our relationship with God, not on maintaining an institution. We strive to develop greater awareness that all we are and all we have is a gift from God; and that stewardship is everything that we do when we live God's mission. We encourage generosity, thankfulness, and spiritual growth through gifts of time, talents and finances, and we uphold the principle that all gifts and resources must be well protected and well managed.

The Stewardship Consultant works with parishes and leads workshops and seminars that feature:

- Year Round Stewardship Education for parishes with a particular emphasis on narrative budgets
- "Ten Simple Things to Increase your Parish Income"
- Promotion of stewardship through the Diocesan web site and the Niagara Anglican
- Parish brochures and marketing materials
- Sunday morning preaching.
- Gift Planning education in partnership with allied professionals
- Capital campaigns for major parish projects
- Research and development of on-line stewardship and gift planning tools

### **Positive Results**

Patterns are emerging that shows transformative change takes place in parishes that:

- Focus time and energy on understanding mission and ministry
- Pay attention to hospitality and welcoming
- Develop meaningful narrative budgets
- Build community involvement
- Are specific about their needs
- Think and speak positively
- Plan systematically, and strategically
- Clearly communicate their financial situation within the parish
- Uphold the quality of music, preaching, and liturgy
- Ensure clergy is well informed (i.e. "the rector knows who gives")
- Seize every opportunity to tell their story

This process develops church leaders who become strongly committed to stewardship and become agents of change in their parishes. It moves the focus from obstacles to mission and how stewardship and money makes mission possible. This in turn brings clarity to vision and foundational values, invites real discipleship, and provides more than enough credibility and value to make direct 'asks' to parishioners for specific increases in giving. That 'ask' is vital to the context and goal of stewardship in today's church, and the results speak for themselves.

## **REPORT OF THE GENEROUS CULTURE OF STEWARDSHIP COMMITTEE (continued)**

The stewardship culture of the Diocese is growing, and our language is changing. Fewer speak about survival and paying the bills while more of us see stewardship being central to and inseparable from mission and ministry, and directly connected to our spirituality.

**The Generous Culture of Stewardship Team** in 2011 included:

- The Reverend Dr. Derek Anderson, Rector, St. Matthew on the Plains Anglican Church, Burlington
- The Reverend Jean Archbell, Rector, St. Elizabeth's Anglican Church, Burlington
- Mitch Banks, Parish and Diocesan leader
- The Venerable Lynne Marchant, Rector, St. John's Anglican Church, Niagara Falls
- The Reverend Canon Paddy Doran, Interim Rector at Church of the Nativity, Hamilton
- Jim Newman, Diocesan Stewardship Consultant and GCOS Team Leader
- The Reverend Canon David Pickett, Rector, St. John's Anglican Church, Ancaster
- The Venerable Dr. Michael Thompson, Rector, St. Jude's Anglican Church, Oakville

### **The Diocesan GCOS Team**

Each consultation, seminar and workshop increases 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

## **A CONTINUOUS CULTURE OF INNOVATION**

Innovation Petal group is tasked with the job of encouraging and equipping parishes and their leaders to undertake creative ventures in ministry and evangelism. Since 2009 a number of encouraging signs have been visible in our diocese.

- Three additional “Messy Church” services have begun across the diocese.
- A number of Contemplative Fire sessions and workshops were held.
- Two additional “Pub Churches” were launched.
- Various churches have looked at innovative ways of using their worship space to better reach their communities.
- The “Wall of Innovation” on the Diocesan website has grown to highlight numerous examples of parish innovation.

Recent discussions within the group have led us to some valuable insights:

- “Innovation” broadly falls into two categories:
  - “Intra-Innovation”: Innovation within existing church buildings and structures to better reach the community. (e.g. redesigned worship spaces)
  - “Extra-Innovation”: Innovation that occurs by taking the gospel outside existing church structures and incarnating the gospel in the local culture (e.g. Missional Church, Fresh Expressions of Church)
- Creating a “Continuous Culture of Innovation” will require this two pronged approach to innovation, one that emphasizes both “Intra” and “Extra” aspects of ministry (A Mixed Economy Church).

Recent changes within the Petal Group:

- The departure of Stephen Murray in as group leader temporarily interrupted regular group meetings in 2010-2011.

### **Group Members:**

The Reverend Robert Hurkmans (Team Leader)

Mrs. Sue Kalbfleisch

Mrs. Andy Kalbfleisch

Mrs. Ruth Anne Martin

The Reverend Sheila Van Zandwyk

## LIFE CHANGING WORSHIP

Work of the Life Changing Worship Team in 2011

- Adding worship resources to the diocesan library and encouraging parishes to utilize the resources (see list of new resources in Congregational Support & Development report)
- Developing guidelines/principles of worship for a diocesan worship planning team with the intention of sharing the guidelines with parishes
- Recruiting a diocesan worship team to support the planning of diocesan services; Confirmation, Order of Niagara, Ordinations and Synod (on hold until principles finalized)
- Creating a process with accompanying resources for parishes seeking to initiate a dialogue about life changing worship
- With the assistance of The Rev. Canon Marni Nancekivell, bringing a **Music That Makes Community** conference to this region in 2012; **Music That Makes Community** explores a style of singing that transforms worship and more deeply forms Christian community (an offering from the All Saints Company of St. Gregory of Nyssa, San Francisco)
- Creating the Opening Eucharist and Installation services for Diocesan Synod 2011
- Reframing the missional objectives and indicators for 2012 and beyond

Members of the Life Changing Worship Team:

Stephanie DeForest; St. James, Dundas

Matthew Griffin; St. John's, Ancaster

Janet Hope; Church of the Incarnation, Oakville

Patricia Stansfield; St. Paul's, Glanford and Christ Church, Woodburn

Peter Wall; Christ's Church Cathedral

Christyn Perkons; St. Christopher's Burlington (Chair)

Our thanks to Roger Bond (formerly of St. David and St. Patrick) for his contributions to the team's work.

## **OUTSTANDING LEADERSHIP FOR MINISTRY**

The leadership petal has met eight times since last Synod. We spent a significant period of time talking about the different dimensions of leadership in the church. A lot of our work focused on what made church leadership different from other forms of leadership. We shared those reflections with those gathered on October 1<sup>st</sup> for the Diocesan Vision day.

The strongest piece that has emerged for us is the fundamental need to be forming and creating disciples in the name of Jesus Christ. All of our work from here must be focused on following Jesus so that our leadership is Christ-centered.

One of the other things that has emerged is the renewed need to focus on the development of lay leadership as a key priority for the vision. We also heard the need to discuss ways to help clergy and laity dwell in “safe spaces” in ministry together.

We have spent some time revising the goal for the leadership petal and have worked on new indicators for the vision to be presented to Synod council.

We have been discussing ways in which the best practices of Christ-centered leadership can be shared throughout the Diocese and more information is coming as these conversations are ongoing. Essentially it involves creating a network of clergy and laity in a region to meet together to celebrate successes and support difficult initiatives. This will create an environment of risk-taking and innovation in safe communities of leaders.

We discovered the limited nature of our work due to resources and are delighted with the hiring of Terry and Bill and note that there are staff people for three areas of the petals. We anticipate the difference that having Bill and Terry as staff persons will make on the vision. We are excited to move forward with greater resources.

Current team members

The Reverend Tom Vaughan (Team Leader)

The Reverend Kevin Bothwell

The Reverend Dr. Nigel Bunce

Mr. Bill Connor

The Reverend Renée Desjardins

The Venerable Dr. Steve Hopkins

Mr. Andy Kalbfleisch

The Reverend Canon Terry DeForest (Vision Advocate)

## **PROPHETIC SOCIAL JUSTICE MAKING**

With support from our team and after significant discernment, Bishop Michael was pleased to announce the appointment of the Reverend Bill Mous as Coordinator of Social Justice for our diocese, effective November 1, 2011. This position was reviewed by Synod last year and has been a key objective of our vision area. With the appointment we're hopeful momentum will only build for achieving the other objectives. As Bill moved into the staff position, Carolyn Vanderlip has assumed the role of Petal Team Leader.

'Faith to End Poverty' was a multi-faith initiative supported by our diocese and coordinated, in part, by our vision team. This included non partisan election lawn signs that read "Let's Vote to End Poverty" that were utilized by many individuals and parishes.

We organized an afternoon workshop for participants in the October vision day and explored questions including: 'Why Do Justice?' 'What is charity and justice and how do they complement one another?' and 'I'm passionate about justice ministry, what's next?'

Social justice remains a priority at the diocesan level. Bishop Michael would like our diocese to have a special focus on prophetic social justice making in 2012, and our group is actively planning to support this desire. Bishop Michael and Archdeacon Michael Patterson have and continue to participate in various social justice initiatives, such as the Halton and Hamilton Social Audits, Do the Math, Eat the Math, 25 in 5, and Put Food in the Budget. Three diocesan staff members, Archdeacon Michael Patterson, Christyn Perkons and Joanna Beck volunteered at the spring Canadian Council for Refugees consultation in Hamilton.

At the parish level, approximately 25 parishes passed Vestry motions to recommend that the Ontario Government implement a \$100 per month Health Food Supplement for all adults on Social Assistance. We know that many parishes are involved in social justice initiatives, and we hope to do a "mapping" of these activities to present a clearer picture of where Anglicans are making a difference in our communities and in our world.

Petal team members in 2011:

The Reverend Canon Paddy Doran

Mrs. Judy Worsley

Mrs. Carolyn Vanderlip (Team Leader)

The Reverend Bill Mous (Social Justice Coordinator)

Respectfully submitted,

Mrs. Carolyn Vanderlip, Team Leader

## VISION VALUES SUMMARY

### **Vision Values:**

At the Synod in March 2010, it was announced that a sixth Vision group was being formed.

Its purpose is to help people and parishes and diocesan committees to hold in awareness the mission statement which forms the centre and core of our shared Vision as well as the foundational values which undergird our Diocesan Vision.

- Early conversations within the group explored the challenges of defining some of the Vision Values. For example, *honesty* may be relatively easy to define but the meaning of *integrity* is much more elusive.
- We discovered that the use of story-telling enabled us to sharpen our comprehension and our insights about each word. We are preparing online resources and print resources to enable parishes and people to both claim and articulate an understanding of each of the words and phrases in the core Mission Statement and the foundational Values. Story-telling and discussion starters will help individuals and communities to engage and respond to our principles and hopes expressed in our Diocesan Vision.
- After the Vision Values group re-interpreted the Diocesan Graphic for the October 1<sup>st</sup> Vision Day this fall, it became more obvious that specific ministry initiatives associated with particular petals in the Vision also actually expressed and emerged *out of* our foundational Values. For example, food security projects undertaken by parishes demonstrate our Vision of Prophetic Social Justice-Making *and* they arise out of our valuing of diversity, our integrity in Christ's mission as well as our passion and hard work.
- For Advent, a study resource is being created to enable reflection and discovery about the principles and directions embodied in our Diocesan Vision. It is designed as an Advent series which will be scriptural, prayerful and conversational.
- From the outset, it has been evident that the Vision Values conversations are being engaged most naturally using the imagery of organic things – living and growing, nutrients and fertile ground. Building on such imagery, online resources including short videos are being planned – as a way to grasp the potential expressed in our Vision and to widen our perspective in Mission and Ministry.

Listed below are the members of the Vision Values group in this start-up period. We're grateful for the participation of The Rev'd Matthew Griffin and Mr. Steve Varey and wish them well as they turn their attention to other ministry conversations. In the months ahead, we will welcome some new volunteers who participated in our discussions at the October 1<sup>st</sup> Vision Day and have indicated an interest in the ongoing work of this Vision Group. The feedback and momentum in recent months has provided affirmation – confirming the importance of knowing and naming our values, particularly if we hope our mission and ministry will arise out of deeply held theological convictions and values.

### **Vision Values Group:**

Ms. Cindy Blades

Mrs. Shirley Broostad

The Rev'd Matthew Griffin

The Rev'd Canon Dr. Sharyn Hall

The Rev'd Paul Sherwood

Mrs. Carol Summers

Mr. Steve Varey

The Rev'd Canon Dr. Margaret Murray  
(Chair)

Respectfully Submitted,  
The Reverend Canon Dr. Margaret Murray

## DIOCESAN SYNOD COUNCIL NOMINATIONS

	Member 2012-2013	Alternate 2012
<b>BROCK</b>	Mrs. Patricia Davis St. James and St. Brendan the Navigator, Port Colborne	No name received
<b>GREATER WELLINGTON</b>	Mr. Bradley Cook All Saints, Erin	Mr. Lloyd Hicks St. George's, Guelph
<b>LINCOLN</b>	Mr. Jake Hildebrandt St. John the Evangelist, Thorold	Ms. Janet Kaye St. Thomas, St. Catharines
<b>MOHAWK</b>	The Reverend Matthew Griffin St. John's, Ancaster  Mr. Andrew Clinkard Church of the Resurrection, Hamilton	No name received
<b>TRAFALGAR</b>	The Reverend Jean Archbell St. Elizabeth's, Burlington  Ms. Connie Price St. Matthew on-the-Plains, Burlington	Mr. Kirk Boyd St. Simons, Oakville
<b>UNDERMOUNT</b>	Mr. Stan Bowers Church of the Ascension, Hamilton	Canon Christine McMaster The Church of Our Saviour The Redeemer, Stoney Creek

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

**Clergy Nominations for the 2012 Provincial Synod  
(in alphabetical order)**

**Anderson, The Reverend David**

- Rector of St John the Evangelist, Hamilton since 2006.
- Chair, Board of Directors, Mission to Seafarers, Port of Hamilton (including Niagara area).
- Participant in ecumenical discussions and mission through movements such as Hamilton's "True City."
- Rector of All Saints' Church, Ridgeway and St. John's, Church Ridgemount 2001-2006.
- Regional Dean of Brock, 2003-2006.
- Ordained deacon and priest in 2001.
- Previously a licensed minister of the Congregational Christian Churches in Canada and pastor in Scarborough, and Lay Supply Minister in the United Church of Canada.
- Twenty-six years of experience in pastoral ministry.
- Passionate about a renewed church, the mission of God and God's people in today's world.

**Archbell, The Reverend Jean**

- Rector St. Elizabeth, Burlington September 2005 – present
- Associate Priest St. Christopher's, Burlington January 2002 - August 2005
- Director of Pastoral Care St. Christopher's, Burlington November 1998 - January 2002
- Director Inreach & Fellowship St. Christopher's, Burlington September 1996 - November 1998
- Bishops Chaplain November 2007 – present
- Ministry Support Committee Member 2002 – 2005
- Fresh Start Facilitator April 2005 – present
- Member of the Generous Culture of Stewardship Diocesan Team 2008 -present
- Co-Facilitator of Niagara Continuing Education 2011

**Blackman, the Reverend Ralph**

- Rector of St George's, Guelph
- Degrees in Theology from the University of Southampton, and Salisbury & Wells, UK
- Priesthood November 22, 1985
- Served in parishes and dioceses in Canada and the USA (including as Dean of the Cathedral, Chicago)
- 2-time member of General Synod
- Passion for liturgy, congregational revitalization, teaching, advocacy and promoting the mission of the church as the people of God

**Marchant, The Venerable Lynne**

- Rector of St. John's, Niagara Falls since 2000
- Ordained deacon and priest in 1997
- Served as Assistant & Priest-in-Charge at Church of the Redeemer from 1997 - 2000
- Bishop's Chaplain from 2001 - 2003
- Regional Dean of Brock 2001 - 2003
- Archdeacon of Brock 2003 to present
- Member of Regional Council, Synod Council
- Anglican Church Ministries Foundation Board of Directors 2009 - present
- Member Provincial Synod 2006 & 2009
- Member Provincial Executive Council 2006 - 2009
- Member General Synod 2007 & 2010

## **Clergy Nominations for the 2012 Provincial Synod (continued)**

### **McPetrie, The Venerable Bruce**

- Rector of St. Columba, St. Catharines
- Archdeacon of Lincoln
- Diocesan Administrator Church of the Good Shepherd
- Member of Synod Council
- Previous appointments: four Guelph parishes; St. Stephen, Niagara Falls
- Chair: Local Arrangements for Provincial and General Synods; Commission on Vocational Diaconate; Diocesan Mission & Ministry
- Convened Servers' Festivals and Bishop's Conference on Spirituality
- Chaplain: Guelph Correctional Centre; Niagara Regional Police
- Established Habitat for Humanity, Niagara, Project Manager and Board Chairman

### **Nancekivell, The Reverend Canon Marni**

- B. A., University of Toronto, M. Div from Trinity College, Toronto
- Ordained to Diaconate in 1988, Priesthood in 1989
- Parish Priest 1988 - 2005
- Director of Transitional Ministry, April 2005 - February 2011
- Secretary of Synod - 2011 to present
- Director of Safe Church, Volunteer Management and Screening, Diocese of Niagara

### **Ward, The Reverend Jeff**

- Rector, St Luke, Palermo - 2008 to Present
- Assistant Curate, St Simon, Oakville - 2005 to 2008
- Interim Deacon, St Paul, Westdale - June to December 2005
- Ordained Deacon/Priest 2005
- Committees served: Joint Purchasing Task Force - 2009, FAC - current
- Board of Governors – St Mildred's-Lightbourn School, Oakville - 2007 to Present
- Chair, Risk Management Committee, St Mildred's-Lightbourn School, Oakville - 2009 to Present
- Member, Interfaith Council of Halton - 2008 to Present

### **Wilson, The Reverend Susan**

- Rector, All Saints, Erin, June 2010 to present
- Rector, St. Paul's, Shelburne, Sept 2005 to June 2010
- Deacon/Priest-in-Charge, St. Alban's, Grand Valley, June 2003 to June 2005
- Participant in the Collegium for Small Churches in June 2009
- Member of Synod Council
- Alternate Delegate for Provincial Synod 2009
- Chaplain to Ordinands
- Associate, Sisterhood of St. John the Divine

**Lay Nominations for the 2012 Provincial Synod  
(in alphabetical order)**

**Biller, Mrs. Jean**

- Twice retired (Employment Counsellor and Music Therapist)
- 25 years a member of Holy Trinity, Welland
- Positions held: Reader; Parish Council, Member at Large; Deputy Warden; People's Warden; Rector's Warden; Synod Delegate; representative to Brock Regional Council
- Program and Committee participation: Ontario Trillium Grant Application (2); Alternate Use of Property; The Alpha Course; Stewardship and Renewal; Music and Worship; Trinity Women.

**Clinkard, Mr. Andrew**

- Member of Church of the Resurrection, Hamilton
- Parish Council Member
- Alternate Lay Delegate to Synod
- Former People's Warden
- Active leader in Resurrection Men's small group
- Member of a Resurrection Praise band
- Member & Chair of the Finance Budget subcommittee
- Member of the Bishop's Financial Task Force 2009 – 2010
- Member of Diocesan Synod Council, fall 2011
- Employed with Canada Revenue Agency since 1991

**Edwards, Mr. Michael**

- Past Peoples Warden, church secretary, Chalice administrator and choir member, St. Phillips, Weston, ON
- Former Outreach Committee member, Diocese of Toronto and St. Phillips, Weston
- Former Cemetery Manager and administrator, St. Phillips, Weston, ON
- Member St. Aidan's, Oakville
- Choir member, Licensed Lay reader and Chalice Administrator, Property Chair, St Aidan's, Oakville, ON
- Member Greening of Niagara Committee
- Lay Delegate to Synod 2008, 2009, 2010 and 2011 (unable to participate in 2010 due to a conflict of interests).
- Retired manager and 98 person company co-owner

**Laughton, Mr. Greg**

- Lay delegate to Niagara for over 30 years
- Deputy Lay Secretary to Diocesan Synod for 4 years
- Inaugural Chair of Brock Regional Council
- Member of design committee for Same-Gender-Blessing Liturgy for Niagara
- Member of Candidates' Committee for Niagara
- 32 years' teaching communications skills at NCAAT
- Twenty Years a Scouter

## **Lay Nominations for the 2012 Provincial Synod (continued)**

### **Leboudec, Mrs. Brenda**

- Member of Christ Church, McNab
- President Altar Guild
- Licensed Lay Reader for 20 years
- Choir member
- Active member ACW, fundraising events
- Parish Council member
- Volunteer Church Secretary
- Lay Delegate to Synod (3 times)
- Previous positions: Rector's Warden, Secretary to Regional Council-Lincoln, Chalice Bearer, Reader, Sunday School Teacher
- Retired Office Manager/Conference Coordinator

### **Little, Mrs. Susan**

- Lay delegate since 1992
- Provincial Synod delegate 2006, 2009
- General Synod delegate 2010
- Synod Council; Undermount Regional Council Chair (2000-2004;2011-)
- ACPO assessor
- Diocesan Court since 1999
- Undermount Parish Viability Committee
- Children's Festival Co-founder & Co-ordinator since 1983
- Parish small group & Bible studies leader
- Summer camp Bible study & VBS leader
- Camp Artaban and Canterbury Hills afficianado
- Cursillista
- Scouts Canada Leader, Trainer & Commissioner

### **Pratt, Mr. Ian**

- Member of Our Saviour The Redeemer Parish, Stoney Creek
- Former - People's Warden, Chair of Parish Council, member of Strategic Planning Team that developed Ministry Plan for the amalgamated parish, Rep to Regional Council and Lay delegate to Synod
- Member, and former Chair, Diocesan Financial Advisory Committee
- Former Co-Chair of the Diocesan Finance/Budget Subcommittee
- Former member Diocesan Stewardship and Financial Development Committee
- Member of the Board of Directors of The Mission to Seafarers
- Member of the Board of Directors of Stoney Creek Community Homes (not for profit)
- Member of Synod Council 2006 to 2011
- Synod Council Representative on the Cathedral Place Property Management Committee
- Member of General Synod from the Diocese of Niagara in 2004, 2007 and 2010

## Lay Nominations for the 2012 Provincial Synod (continued)

### Savory, Mrs. Jan

- Member of St George's Lowville
- Former member of St Philip's, Burlington (disestablished)
- Retired Project Manager, Scotiabank
- Church Treasurer
- Part of worship ministry team; conduct morning prayer, homily server, chalice bearer, intercessor, reader
- Experienced Spiritual Director
- Officiate at nursing home services
- Visit shut-ins
- Lead Church office volunteer team - newsletters, bulletins, communications, website
- Enjoy drumming and nature photography

## MEMBERS OF NIAGARA DIOCESEAN SYNOD - 2011

(# Indicates No Vote)

Acton St. Alban the Martyr (Gr. Wellington)	The Reverend Brian Galligan	Mrs. Shirley Broostad Mr. Braden Morgan 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. Donna Ellis Mr. Peter Marsh Mr. Quintin Osmond-Ward Mr. Geoff Small Mr. Richard Wallace
Arthur Grace Church (Gr. Wellington)	The Reverend Gordon Walls	Mr. Ron 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. Ryan Williams
Burlington St. Elizabeth (Trafalgar)	The Reverend Jean Archbell	Ms. Samantha Archbell Mr. Louis Gallant Mrs. Magaret Mladen
Burlington St. John (Trafalgar)	The Reverend Bahman Kalantari	Mr. Norm Read
Burlington St. Luke (Trafalgar)	The Reverend Canon Stuart Pike	Mr. Bev Alexander Mrs. Shirley Cooper Mr. Bryan Cox Ms. Christine Lamb Mr. Jeremy Kennedy
Burlington St. Matthew on-the-Plains (Trafalgar)	The Reverend Dr. Derek Anderson	Mr. Ken Jeanes 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	Mrs. Sandy Mathieson Mr. Fred Predon
Cheapside St. John (Mohawk)	#The Reverend Richard Moorse	Mrs. Joanne Bartlett

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (continued)**

Dundas St. James (Mohawk)	The Venerable James Sandilands	Mrs. Barbara Busing Mr. David Ricketts
Dunnville St. Paul (Brock)	The Reverend Paul Sherwood	Mr. Keith Milks 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. Ian Rice
Erin All Saints (Gr. Wellington)	The Reverend Susan Wilson	Ms. Jordyn Bell Mr. Bradley Cook
Fergus St. James (Gr. Wellington)	The Reverend Dr. Pauline Head	Mrs. Helen Henderson Mr. Paul Holyoke Miss Sloane Pukarowski
Flamborough Christ Church (Mohawk)	The Reverend Canon Barry Randle	Mrs. Marie Allardyce Ms. Rosemary Horsewood
Fonthill Holy Trinity (Brock)	The Reverend Canon David Browning	Mr. Nate Duliban Mr. John Saylor Mrs. Wendy Timms
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	Mrs. Elke Hickingbottom Mrs. Linda Spencer
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. Anita Gilbert Mr. Jim Lindsay

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (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 The Reverend Deanne Patchett	Mr. Paul Gilmor Ms. Danielle Kelly Mr. Jeff Robinson Ms. Ella Turnbull
Guelph St. James the Apostle (Gr. Wellington)	The Reverend Kevin Bothwell	Mrs. Jacqueline Johnson Ms. John Zargi
Guelph St. Matthias (Gr. Wellington)	The Reverend Elizabeth Huether	Ms. Jennifer Craig Mrs. Fran Taylor Mr. William Wells
Hagersville All Saints Church (Mohawk)	The Right Reverend Ralph Spence	Mr. Richard Anderson Mr. Michael Lickers Mr. Tim Walters
Hamilton All Saints (Undermount)	The Reverend Paula Crippen	Ms. Hilary Meggison Mr. Cole Sutton-Greenhalgh
Hamilton (Undermount) Church of the Ascension	The Very Reverend Alexander Hewitt	Mrs. Ruth Faulks Mrs. Susan Hawthorne Bate
Hamilton Church of the Resurrection (Mohawk)	The Reverend Canon Mark Tiller 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	Mr. Dale Guenter Mr. Doug Johnston Mr. Greg Millar Ms. Jenny Street
Hamilton Diocese of Niagara Synod Office (Undermount)	The Right Reverend Michael Bird The Venerable Michael Patterson The Reverend Canon Marni Nancekivell The Reverend Bill Mous #The Reverend Canon Terry DeForest	Ms. Joanna Beck Ms. Christyn Perkons Canon Robert Welch
Hamilton Church of the Nativity (Undermount)	The Reverend Canon Patrick Doran	Mr. John Kelly Mrs. Blanche Robertson
Hamilton Holy Trinity (Mohawk)	The Reverend David Toth	Mr. Gordon Letman
Hamilton St. Alban the Martyr (Undermount)	The Reverend Dianne Distler	Ms. Danielle Distler Mrs. Laura McKenzie
Hamilton St. John the Evangelist (Undermount)	The Reverend David Anderson	Mrs. Susan Little Mr. Geoffrey Purdell-Lewis Mr. Evan Rudderham

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (continued)**

Hamilton St. Luke (Undermount)	The Reverend Javier Arias	Mr. Lionel Downes
Hamilton St. Matthew's House (Undermount)	The Reverend Canon Wendy Roy	Lay Delegates Not Applicable
Hamilton St. Michael (Mohawk)	The Reverend Sheila Van Zandwyk	Mrs. Pat Melmer Mrs. Anne Young
Hamilton St. Paul (Undermount)	The Venerable Dr. Richard Jones	Mrs. Nancy Brooks-Bittle Mr. Peter Howard Ms. Sharon Molnar
Hamilton St. Peter (Undermount)	#The Venerable Dr. Richard Jones	Lay Delegates Not Applicable
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	Mr. Al Rathbone Ms. Martha Sears Mr. Steve Small
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	Mr. Roxanne Lloyd Mr. Orest Shein
Jarvis St. Paul (Mohawk)	The Reverend Richard Moore	Mrs. Rosemary Hilton
Jordan St. John (Lincoln)	The Reverend Kevin Block	Miss Ellen Dewar Mrs. Sandra Dudar
Lowville St. George (Trafalgar)	The Reverend Dr. Nigel Bunce	Mrs. Jan Savory
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 John Ripley	Mrs. Eleanor Didemus Ms. Geraldine Wilson Black

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (continued)**

Niagara Falls Holy Trinity (Brock)	The Reverend Canon Jim Powell	Mrs. Geraldine Hawken Ms. Joan MacDonald
Niagara Falls St. John the Evangelist (Brock)	The Venerable Lynne Marchant	Ms. Anne Cornish Ms. Emily Irwin-James 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	Mrs. Pamela Spicer Mrs. Sarah Thompson
Oakville Church of the Incarnation (Trafalgar)	The Reverend Canon Terry DeForest	Mrs. Barb Gowing Mr. Graham Hughes Mr. Victor Moniuk
Oakville St. Aidan (Trafalgar)	The Reverend Cheryl Fricker	Mr. Michael Edwards Mrs. Penelope Johnstone
Oakville St. Cuthbert (Trafalgar)	The Reverend Canon Joseph Asselin	Mr. Terry Gillin Mr. John Venner
Oakville St. Hilda (Trafalgar)	#The Reverend Sue-Ann Ward	Lay Delegates Not Applicable
Oakville St. Jude (Trafalgar)	The Very Reverend James Merrett 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	Miss Aidan Maloney Ms. Robyn Michell Mr. Fred Roach Mrs. Laura Sears
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 The Reverend Sue-Ann Ward	Mr. John Moore

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (continued)**

Port Colborne The Parish of St. James and St. Brendan (Brock)	The Reverend Robert Hurkmans	Miss Ashley Kennedy Mr. John Lehocki Mrs. Barb Yakobowski
Queenston St. Saviour (Lincoln)	The Reverend Canon Paul Taylor	Mrs. Lou Campbell
Ridgemount St. John (Brock)	#The Reverend Mark Gladding	Mrs. Evelyn Marchuk
Ridgeway All Saints (Brock)	#The Reverend David Thomas	Mr. John White Mrs. Sandy White
Rockwood St. John (Gr. Wellington)	The Reverend Owen Ash	Mr. Daryl Mason
Shelburne St. Paul (Gr. Wellington)	#The Reverend Stephanie Pellow	Mrs. Marion Little
Smithville St. Luke (Lincoln)	The Reverend Eleanor Clitheroe-Bell	Ms. Lauren Clark Mr. Jim Higginson
St. Catharines Church of the Transfiguration (Lincoln)	The Venerable Marion Vincett	Mrs. Dorothy Brown Ms. Anna Ryder
St. Catharines Good Shepherd (Lincoln)	#The Venerable Bruce McPetrie	Lay Delegates Not Applicable
St. Catharines Grace Church (Lincoln)	The Reverend Dr. Michael Mondloch	Mrs. Joyce Pearce Ms. Bonnie Williams
St. Catharines St. Barnabas (Lincoln)	The Reverend David Donkin The Reverend William Steinman	Mrs. Velda Boothe
St. Catharines St. Columba (Lincoln)	The Venerable Bruce McPetrie	Mrs. Nancy Henry Mr. John Rogers Mr. George Scott
St. Catharines St. George (Lincoln)	The Reverend Canon Robert Fead The Reverend Valerie Kerr	Mr. Joel Chatterton Mrs. Lydia Gallaway 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

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2011 (continued)**

St. Catharines St. Thomas (Lincoln)	The Reverend Canon Brian Ruttan	Ms. France Branderhorst 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 The Church of Our Saviour The Redeemer (Undermount)	The Reverend Canon Chris McMaster	Ms. Lynne Benson Mrs. Elaine MacKinnon
Thorold St. John the Evangelist (Lincoln)	The Rev'd Canon Dr. Cathie Crawford Browning	Mr. Joseph Gallop Mr. Jake Hildebrandt Mr. Mitchell Witteveen
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 Jeff Ward #The Reverend Sue-Ann Ward	Mrs. Barbara Allemang Miss Holly Soave Mrs. Margaret Vance
Welland All Saints (Brock)	The Reverend Diane Beaman	Mr. Gary Porcaro
Welland Holy Trinity (Brock)	The Reverend William Alakas	Mrs. Jean Biller
Welland St. David (Brock)	The Reverend Canon Dr. John Course	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 – 2011 (continued)**

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

Mr. Kirk Boyd  
St. Simon's, Oakville  
(Trafalgar)

Ms. Brenda Brownlee  
All Saints, Hamilton  
(Undermount)

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

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

Mr. Andrew Clinkard  
Church of the Resurrection, Hamilton  
(Mohawk Representative)

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)

Ms. Janet Hope  
Church of the Incarnation, Oakville  
(Bishop's Appointee)

Mr. Tim Huxley  
Christ's Church Cathedral, Hamilton  
(Financial Advisory Committee  
Representative)

Mr. Ian Pratt  
The 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 – 2011 (continued)**

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

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

**Bishop's Appointees to Synod**

Dr. Fred Hall  
Transitional Consultant

Sister Margaret Hayward  
Community of the Sisters of the Church

The Reverend Hollis Hiscock  
Communications Committee and  
Editor of the Niagara Anglican

Miss Rosemarie Hopkins  
Youth Representative

Mrs. Doris M'Timkulu  
Diocesan PWRDF Coordinator

Mr. Jim Newman  
Diocesan Stewardship Consultant

Mrs. Carol Summers  
Honorary Secretary (Lay)

Mrs. Carolyn Vanderlip  
Diocesan Refugee Coordinator

The Reverend Canon Susan Wells  
Honorary Secretary (Clergy)

**Voting Members of the College  
of Deacons**

The Reverend Richard Beaudoin, Deacon  
The Reverend Roderick McDowell, Deacon  
The Reverend Ronald Pincoe, Deacon

**Diocese of Niagara – Synod 2011**  
**YOUR FEEDBACK WILL HELP US IMPROVE FUTURE SYNODS.**

The best thing about this Synod was...

How could this Synod have been improved?

<u>Please rate each of the following elements:</u>	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"/>				
• Worship	<input type="checkbox"/>				
• Bishop’s Charge	<input type="checkbox"/>				
• Registration Process	<input type="checkbox"/>				
• Convention Centre Meeting Space	<input type="checkbox"/>				
• Lunch	<input type="checkbox"/>				
• Budget Presentation	<input type="checkbox"/>				
• Our Diocesan Vision Update	<input type="checkbox"/>				
• Generous Culture of Stewardship Presentations	<input type="checkbox"/>				
• Governance Working Group Report	<input type="checkbox"/>				
• PWRDF Presentation	<input type="checkbox"/>				
• Prophetic Social Justice Presentations	<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.**



## Some facts about the DM&M formula

- ⇒ Our DM&M formula supports ministry, outreach and capital maintenance of our properties
- ⇒ The DM&M formula is based on total income less allowable deductions. Some parishes use a three year rolling average while others choose to use the one year calculation
- ⇒ The same percentage calculation is applied to the base income of all parishes in the diocese
- ⇒ Parishes can deduct the salaries of clergy, (to a salary cap) licensed lay workers and children's and youth workers in the parish
- ⇒ Parishes can deduct ½ of clergy and licensed lay workers housing allowances or ½ of the cost of rectory utilities, maintenance and taxes
- ⇒ Parishes can deduct parish outreach flow-through initiatives and 50% of property expenses
- ⇒ Capital expenditures and capital transfers to building or discretionary funds can be deducted from total income

**For more information regarding the DM&M formula, refer to the Treasurer's Manual. Help is always available by calling the Synod Office.**

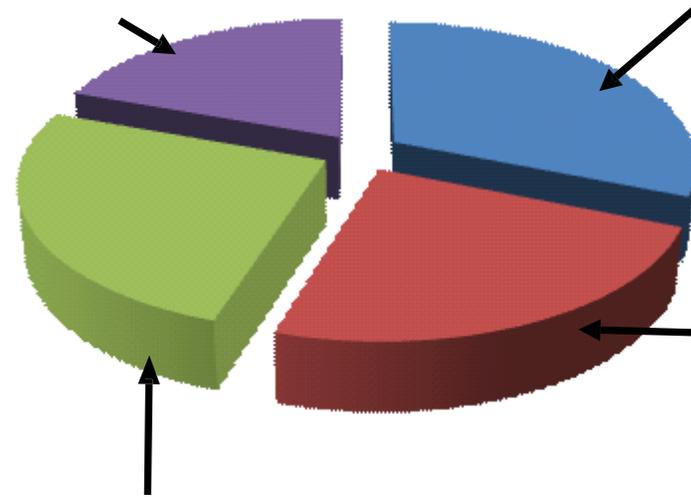


## Our Gifts at work in the Diocese and beyond

### How each \$100 of 2012 DM&M is allocated by the Diocese

\$20 to administration and communication including the finance functions, Niagara Anglican, website etc.

\$30 to Episcopal support including clergy development, pension support, severances, archdeacons etc



\$24 to parish support including parish grants, stewardship, youth and children's ministry, congregational support & development and Cathedral Place etc

\$26 to the Anglican Church of Canada, Provincial Synod and community ministries (Canterbury Hills, Partners in Mission etc.)

Based on 2012 Budget

## Sources of Income for the Diocese of Niagara



The "**Diocese**" is "*all of us - individuals and congregations*". Our Diocesan strength and life is found in the total wellbeing of the individual congregations and the members of the Church. We contribute to the Diocese with our Mission and Ministry dollars. Most of the Diocesan income comes from the parishes within the diocese.