



# **A Profile of the Anglican Diocese of Niagara**

Prepared by the Episcopal Synod Nominations and Planning Committee

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## Our Vision

We, as the Anglican Diocese of Niagara, trust in the God of mission. We believe, therefore, that God is doing powerful things in the world, around, amongst, within and, at times, in spite, of us. Since 2008, we have been guided by a particular vision for ministry that invites us to follow Jesus, the Christ, passionately.

Baptism initiates us into this adventure and deputizes us to work with God and so many others to pursue excellence, practise justice and grow. Responding to that call and nurtured by the values of spiritual discipline, valuing diversity, honesty and integrity, passion and hard work, we are flourishing in life-giving ways.

Our ministries are more boldly prophetic as partners in social justice-making, more generous and innovative, engaged in life-changing worship and leaders are being raised up for and in God's ministry.



## The Area We Serve

The diocese lies at the western end of Lake Ontario. Its backbone is defined roughly by the Niagara Escarpment from the Niagara River in the east to the Dundas Valley in the west, from Lake Erie in the south to Shelburne in the north. This land is the traditional territory of several Indigenous peoples, including the Neutrals, the Mississauga, the Anishnaabe and the Haudenosaunee and is covered by the Dish With One Spoon Wampum Belt Covenant and the Upper Canada Treaties.

This area we serve includes the cities of Guelph and Hamilton, the regions of Niagara and Halton, as well as Wellington, Haldimand and Dufferin counties. This reflects a variety of community types - urban, suburban, rural. The majority of our parishes are located in cities and towns larger than 15,000 in population. Our largest urban areas, based on the 2016 census, are Hamilton (536,917), Oakville (193,832), Burlington (183,314), St. Catharines (133,113), Guelph (131,794) and Milton (110,128).

The Port of Hamilton, the John C. Munro Hamilton International Airport, and the Welland Canal are major transportation hubs within our diocesan boundaries. The QEW, 403, 406, 401 and 407 highways transect the diocese and we are adjacent to the international border with the United States of America. In addition, there are four major universities (Brock, Guelph, McMaster and Redeemer) and three colleges (Mohawk, Niagara and Sheridan) within our boundaries.

## **Congregations, Clergy and Staff**

The diocese comprises 90 congregations. They are organized into various configurations, mostly single-point parishes served by a full-time priest. This, however, is becoming less and less the norm as many clergy now work less than full-time.

There is a wide diversity of both theological position and liturgical practice in the diocese, and that openness to diversity is one of the strengths of Niagara. The BCP and the BAS are widely used, as are other, episcopally-approved liturgies. Liturgical innovation and creativity are both valued and encouraged within the diocese.

There are just over 100 licensed priests. Most serve in parishes, but several also serve in various long-term care, independent school, and hospital settings. There are 20 deacons holding a bishop's permission to minister. Their work is guided by our College of Deacons. The diocese also benefits from around 85 retired priests, some of whom function as honorary assistants in parishes or interim pastors.

In addition, there is canonical provision for the licensing of lay workers by the bishop and there are currently 3 lay workers so licensed. A talented and dedicated staff work at our central offices at Cathedral Place; there are 16 full-time equivalent positions in the synod office and 3 full-time equivalent positions in the cathedral office.

The majority of parish personnel (clergy, lay workers, musicians, secretaries, custodians) are paid through a central payroll system administered by our finance staff.

## **Diocesan Ministries**

For decades, diocesan youth ministries have created intentional safe communities, creative and engaging worship, Christ-centred leadership development and relationship-based programming, rooted in the Anglican tradition. The Youth Leadership Training Program (YLTP), the Niagara Youth Conference (NYC) and aWay are a few of our youth programs.

The diocese has also long been involved in the private sponsorship of refugee program through the Government of Canada. Since late 2015, over 200 refugees have been sponsored by parishes and community groups with our diocese in response to the global refugee crisis.

More recently, a renewed focus on social justice and environmental initiatives has seen the diocese engage in advocacy and community organizing related to living wages, poverty elimination, truth and reconciliation, climate change, LGBTQ2 inclusion, gender-based violence, and human trafficking.

Since 1999, the diocese has been in a companion diocese relationship with Cuba.

In addition, synod office staff provide administrative, stewardship, volunteer management, congregational support and financial services to our parishes, as well as educational training events for our clergy and staff.

## **Affiliated Ministries**

The diocese also supports several specialized ministries, governed by their own board of directors, including:

- St. Matthew's House, a social service ministry serving Hamilton
- Ecumenical chaplaincies at three universities (McMaster, Guelph, Brock)
- The Mission to Seafarers of Southern Ontario at the Port of Hamilton
- Canterbury Hills Camp

## **Organizational Structure**

As in other dioceses, the Synod of the Diocese of Niagara is our primary legislative and governance body, comprising 450 members. It meets annually, usually in November, for either one or two days. Between synods, a smaller synod council meets monthly to oversee the governance of the diocese.

The diocese is divided into are 5 regions, each with a regional archdeacon and regional dean. Archdeacons have also been appointed to serve either at large or with specific portfolios.

The day-to-day administration of the diocese is overseen by a management team comprising five directors, the executive administrator, the dean, and the diocesan bishop. Each director oversees a specific aspect of our diocesan ministry, from finance to human resources, congregational development to justice and safe church policy. The diocese is also ably supported by a chancellor and vice-chancellor.

## **Finances**

With a balanced annual operating budget of 3.5 million dollars and limited use of our line of credit, the diocese is in a healthy financial position. Diocesan committees review our finances regularly and annual audits are conducted by KPMG.

Our investment portfolio totaled \$38,722,184 as of September 30, 2017, and is made up of funds held for the Synod; the Anglican Church Ministry Foundation, Niagara; our parishes; and other related affiliates.

Through the sale of surplus property and our endowments, we have been able to fund special development projects and to turn dreams for ministry into vibrant, vital and vision-centered ministries through our annual Walking on Water (WOW) grants program.

## **Additional Information**

Please visit our diocesan website ([www.niagaraanglican.ca](http://www.niagaraanglican.ca)) for more information, including our diocesan canons, audited financial statements, and much, much more.

The diocese makes use of social media, primarily Facebook (<https://www.facebook.com/niagaraanglican>) and Twitter (@niagaraanglican).