

THE CONVENING CIRCULAR
OF THE
148th SYNOD
OF THE
DIOCESE OF NIAGARA



to be held on
Friday November 4, 2022

online via Zoom videoconference

AND

Saturday November 5, 2022
in person at the Burlington Convention Centre

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AGENDA FOR THE 148th SYNOD OF THE DIOCESE OF NIAGARA

“God’s Church For God’s Mission”

Friday, November 4, 2022		ONLINE via Zoom videoconference
6:15PM	Registration & Credentialling Begins	
7:00	Call to Order, Territorial Acknowledgement, and Opening Prayer	
7:05	Organizing Synod <ul style="list-style-type: none"> ○ Welcome to Guests & Recognition of New Members of Synod ○ Privileges of the House ○ Greetings from the Metropolitan ○ Credentials Committee Report ○ Notices of Motion ○ Appointments to Diocesan Court 	Motion 1
7:35	Consent Agenda <ul style="list-style-type: none"> ○ Election of Honorary Clerical and Lay Secretaries of Synod ○ Approval of Minutes of the 147th Synod of Niagara ○ Approval of the Agenda ○ Reception of All Convening Circular Reports ○ Election of Trinity College Corporation ○ Affirmation of the Actions of Synod Council 	Motion 2
7:40	Introduction to the Synod’s Theme with Bible Study on 1 Peter	
8:45	Night Prayers	

Saturday, November 5, 2022		IN PERSON at the Burlington Convention Centre
8:00AM	Gathering & Name Tag Pick-up	
9:00	Call to Order & Territorial Acknowledgement	
9:05	Gathering Eucharist with Bishop’s Charge to Synod	
10:30	Break	
10:50	Missional Moment #1: Susie Kim, Neighbourhood Missioner	
10:55	Canon Changes <ul style="list-style-type: none"> ● Amendment to Canon 1.9 (2) – Synod Council ● Amendment to Canon 1.9 (3) – Synod Council ● Amendment to Canon 1.9 (7) – Synod Council ● Amendment to Canon 2.2 – Secretary & Treasurer ● Amendment to Canon 3.1 (1) – Appointment of Incumbents ● Amendment to Canon 4.1 (4) – Vestries and Churchwardens ● Amendment to Canon 4.3(1) – Differences Between Clergy & Parishioners 	Motion 3 Motion 4 Motion 5 Motion 6 Motion 7 Motion 8 Motion 9
11:20	Audit Matters <ul style="list-style-type: none"> ○ Auditor’s Report & Audited Financial Statements ○ Appointment of Auditors for 2022 	Motion 10
11:30	Anti-Racism Working Group Presentation	
12:00PM	Lunch	

Saturday, November 5 continued IN PERSON at Burlington Convention Centre		
1:00PM	Missional Moment #2: Niagara-Huron Cursillo	
1:05	Climate Justice Niagara Presentation	
1:20	Bishops' Lambeth Dialogue with Questions from Members	
2:00	Mission Action Plan Update	
2:15	2023 Diocesan Budget Presentation	Motion 11
2:45	Missional Moment #3: Canterbury Hills Camp	
2:50	Other Business: <ul style="list-style-type: none"> • Election of Regional Representatives to Synod Council 	Motion 12
3:00	Concluding Synod <ul style="list-style-type: none"> ○ The Bishop's Assent of the Actions of Synod ○ Closing Prayers & Blessing ○ Adjournment 	

RESOLUTIONS OF THE 148TH SYNOD OF THE DIOCESE OF NIAGARA

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

1. **Credentials Committee Report**

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT the report of the credentials committee be accepted.

2. **Approval of the Consent Agenda**

MOTION: Mr. Thomas Littlewood / Ms. Janice Whiteley

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

A. Election of Synod Secretaries

that Ms. Sue Thibodeau be elected as the honorary lay secretary of synod and the Reverend Pam Guyatt be elected as the honorary clerical secretary of synod for the 148th Synod of the diocese.

B. Approval of the Minutes of the Previous Synod

that the minutes of the 147th Synod of the diocese, as found in the convening circular, be approved.

C. Adoption of the Agenda

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

D. Reception of All Reports

that all reports found in the convening circular, including the audited financial statements and auditor's report, be received.

E. Trinity College Corporation

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

F. Synod Council Report

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

3. **Amendment to Canon 1.9 (2)**

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT Canon 1.9 (2) be amended to read as follows:

An alternate representative, clergy or lay, may be elected from each of the regions who shall serve as a member of the Synod Council in the event of an elected member's inability to attend a meeting of the Council. If an elected member resigns, such alternate representative shall serve out the balance of the member's term. Alternate members shall have full voting privileges when attending on behalf of an elected member or serving out the balance of a term.

4. Amendment to Canon 1.9 (3)

MOTION: The Venerable Bill Mous / Canon Greg Tweney

THAT Canon 1.9 (3) be amended to read as follows:

- (a) There shall be standing committees of the Synod Council, as follows:
 - i. The Coordinating Team of Synod Council, consisting of the Secretary of Synod, and at least three members to be elected annually by the Synod Council. The Coordinating Team shall meet between sessions of the Synod Council at the call of the Secretary of Synod, who shall chair the meetings.
 - ii. The Financial Advisory Committee, consisting of the Treasurer and at least six members to be elected by the Synod Council for a two-year term, renewable twice.
 - iii. The Investment Advisory Committee, consisting of the Treasurer and at least six members to be elected by the Synod Council for a two-year term, renewable twice.
 - iv. The Audit Committee, consisting of the Treasurer, and at least six members, to be elected by the Synod Council for a two-year term, renewable twice.
 - v. The Human Resources for Ministry Committee, consisting of the Bishop or Bishop's designate, and at least four members elected by the Synod Council for a two-year term, renewable twice.
- (b) Other standing committees may be mandated by Synod Council, as necessary.
- (c) The terms of reference for each standing committee will be defined in a mandate letter approved by the Synod Council.
- (d) Unless otherwise specified, the chair of each standing committee shall be appointed by the Bishop.
- (e) Members of the committees shall normally be members of a parish vestry within Niagara.
- (f) The Bishop and Executive Officer shall be ex officio members of all standing committees.

5. Amendment to Canon 1.9 (7)

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT Canon 1.9 (7) be amended to read as follows:

The Synod Council shall, at its first meeting following the conclusion of the Diocesan Synod, appoint signing officers for the Diocese, such signing officers to include the Bishop of the Diocese, the Executive Officer, the Secretary of Synod, the Treasurer, and any other individuals as shall be designated at that time by the Synod Council, provided that two signatures shall be affixed to all cheques and bills of exchange, one of which must be that of the Treasurer, the Executive Officer, or one other person appointed by Synod Council, and provided further that such signing officers as appointed pursuant to this section shall be authorized, in the name of the Synod of the Diocese of Niagara, to

- (a) draw, accept, sign, approve, and make all or any bills of exchange, promissory notes, electronic or wire transfers, cheques and orders for the payment of money;
- (b) pay and receive all moneys and to give acquittance for the same;

- (c) assign and transfer to the financial institution acting as custodian all or any stocks, mutual funds, bonds and other securities and from time to time to borrow money from such financial institution either by overdrawing the account or otherwise; and
- (d) generally for and on behalf of the said Synod to transact with the said bank any business.

6. Amendment to Canon 2.2

MOTION: The Venerable Bill Mous / Canon Greg Tweney

THAT section 5 of Canon 2.2 be deleted along with all references to the controller position found in the diocesan canons.

7. Amendment to Canon 3.1

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT section 1 of Canon 3.1 be amended to read as follows:

1. There shall be in every parish (not being an assisted parish) a Committee (hereinafter called "The Parochial Committee"), which shall consist of the lay representatives to the Synod and the Churchwardens of the parish. Such Committee shall have full power in conference with the Bishop, to represent the Parish in the selection of an incumbent. An archdeacon or other representative shall be appointed by the Bishop to oversee the interview process.

For the sake of greater clarity:

- (i) The chair shall be elected from amongst the members of the Committee.
- (ii) Alternate lay representatives to the Synod and Deputy Churchwardens of the parish may attend meetings of the Parochial Committee but are not entitled to vote.
- (iii) In the event of a change of leadership during the Parochial Committee's work, past wardens or lay representatives may, at the Bishop's sole discretion, continue to serve on the Committee but are not entitled to vote.
- (iv) In extraordinary circumstances, at the outset of the Committee's work, additional members of the parish may be appointed by the Bishop.

8. Amendment to Canon 4.1(4)

MOTION: The Venerable Bill Mous / Canon Greg Tweney

THAT section 4 of Canon 4.1 be amended to read as follows:

- 4 a) An Annual Vestry Meeting shall be held by the 1st of March each year, or on such day as may be fixed by the Synod. In extraordinary circumstances, this deadline may be extended with the approval of the Synod Council.
- b) Notice of the annual meeting shall be given during Divine Service on the two Sundays immediately preceding the said meeting.

c) The annual meeting shall be for the purpose of receiving the audited accounts of the Vestry, and subsequently of electing and appointing Churchwardens and Lay Representatives and for the transaction of other business connected with the temporalities of the Church.

9. Amendment to Canon 4.3(1)

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT section 1 of Canon 4.3 be amended by deleting the phrase, “through the inability of the Incumbent through age, infirmity or any other cause, or.”

10. Appointment of Auditors

MOTION: The Reverend Eleanor Clitheroe / The Reverend Canon Leslie Gerlofs

THAT KPMG be appointed as auditors for the fiscal year 2022.

11. 2023 Budget

MOTION: Ms. Kemi Okwelum / The Venerable Peter Scott

THAT this Synod approve the 2023 diocesan budget.

12. Synod Council Election

MOTION: The Venerable Bill Mous / Ms. Mary Donkin

THAT this Synod elect the regional members of Synod Council for the 2023/2024 term and alternate regional members for the 2023 term.

ORGANIZATIONAL MATERIALS

Special Considerations for the Online Session of Synod

Credentialing and Registration

- The first and last name of each member must be displayed during the online session.
- The Zoom waiting room will be open as of 6:15pm on Friday and members of synod are asked to join the videoconference no later than 6:45pm.
- A synod support team will assist members to change their name, if necessary.

Consent Agenda

- A consent agenda allows for non-controversial resolutions to be considered collectively, by consent of the members, thus freeing up valuable time for consideration of matters which might require more rigorous discernment by synod.
- The six items listed on the consent agenda will be considered in one resolution.
- Any one member can write to the Secretary of Synod, no later than Thursday, November 3 at 5pm, to request the removal of an item listed on the consent agenda. If this happens, that item will be removed from the consent agenda and voted on separately by members of synod.
- When the resolution to adopt the consent agenda is brought to the floor of synod, any member may speak to it or ask questions for clarification about any of the consent agenda items, through the chair, as is the case for any resolution.
- When the resolution is carried, all consent agenda items are deemed to have been approved.

Voting

- The chair, at their sole discretion, may call for a vote by voice and invite all participants to unmute and indicate their vote when the asked if they are 'in favour' or 'opposed'.
- The chair will call the question on all synod resolutions after which the Secretary of synod will activate a poll for members to vote. After an appropriate amount of time, voting will end, and the results will be shared. The chair will declare whether the resolution has been carried or not.
- Alternatively, voting will be via the polling feature embedded in Zoom.
- To vote in a poll, each member will need to be logged into Zoom on their own device (if devices are shared, only one vote can be cast).

Speaking to a Motion

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

SYNOD MINUTES

Minutes of the 147th SYNOD OF THE DIOCESE OF NIAGARA

Saturday October 30, 2021, via Zoom videoconference

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

Call to Order & Territorial Acknowledgement

The Right Reverend Susan Bell called the synod to order at 9:04 am.

Canon Susan Wilson delivered the Territorial Acknowledgement and Janice Whiteley offered a reflection on reconciliation from the Quiet Garden of St. Matthews on-the-Plains, Burlington.

Bishop Susan Bell reminded members of synod that Treaty Recognition Week begins November 3.

Organizing Synod

The bishop welcomed new members of synod and gave a brief overview of the rules of order. A practice vote was conducted to orient members to the Zoom polling tool. Privileges of the house were extended to Canon Mike Deed, diocesan liturgical officer, and Nirmal Mendis, a member of the Anti- Racism Working Group.

Credentials Committee Report

Chancellor Greg Tweney advised Synod that as of 8:55 am 62 members of the order of the clergy, representing 73%, and 122 of the order of the laity, representing 75%, were present and that 70 out of 83 parishes were represented, or 84%. Quorum was achieved.

Motion 1: Credential Committee Report

Mr. Greg Tweney / The Venerable Bill Mous

THAT the report of the credentials committee be accepted.

CARRIED

Notices of Motion

The chancellor advised members that since the convening circular had been published no additional motions had been received. He indicated that any motions for consideration at this Synod would need to be presented in writing to Ms. Mary Anne Grant no later than 10:20am.

Appointments to Diocesan Court

The bishop informed members of synod that she was appointing the following people to the diocesan court: The Reverend Canon Stuart Pike, The Venerable Peter Scott, The Reverend Sheila Van

Zandwyk, Mr. Neil Bell, Ms. Ann Cunningham, Ms. Mary Donkin.

Gathering Prayers with Bishop’s Charge to Synod

The synod’s opening worship included a reading from Isaiah 41:10 with the message that resting in God’s protection, we cannot fear if we are joyful. You cannot be both. Quoting Philippians 4, the bishop reminded members that we can banish fear with hope and love.

We will Face Forward: Called to Life; Compelled to Love. Bishop Susan listed many reasons for our diocese to rejoice despite living another year with the pandemic.

Bishop Susan Bell noted that presently the fourth wave of the COVID-19 pandemic is ebbing as more and more people are vaccinated, including all clergy. Due to adherence to protocols, our diocese can *face forward*. As of November 1, All Saints Day, congregational singing is being reintroduced, masked, and distanced. As it is safer to worship in-person and to resume episcopal visits, the Bishop announced that the online diocesan Sunday Prayer Service will be drawing to a conclusion. The bishop thanked all those who helped in its production.

The Bishop's Company continued during the pandemic with an online gathering featuring renowned broadcaster Steve Pakin of TVO in May and an upcoming evening with The Most Reverend Steven Cottrell, Archbishop of York and Primate of England, who will discuss politics and world issues.

Four new deacons, Rob Duncan, Matt Gillard, Rob Jones, and Randy Williams, and one priest, Michael Coren, have been recently ordained. And many more are poised to be ordained! Two church planters, Missioners Susie Kim and Rob Miller, have also begun their ministries.

During her personal visits to deliver medallions to the recipients of the Order of Niagara this fall, the bishop was struck by the many examples of Christian vocation and contributions these candidates exhibit in so many ways.

There is joy in the launch of the Niagara School of Missional Leadership where six courses have been offered this year and a full complement of courses is planned for the new year. The bishop thanked Chair Michael Smith and the generous supporters that made the launch possible.

The bishop rejoiced that Canterbury Hills was able to offer a day camp this year and thanked and bid farewell to Director Emily Lloyd. Plans are in the works next year for a future faith based overnight camp under the leadership of a new director.

During her charge, Bishop Susan Bell announced, in concert with Dean Tim Dobbin, that the Reverend Bahman Kalantari, the Reverend Sue Ann Ward, and Chancellor Greg Tweney have been named honorary canons of Christ's Church Cathedral.

The bishop acknowledged the toll on mental health that the pandemic has taken, many staff suffer an existential weariness and help is needed. She has worked with Canon Terry DeForest to extend clergy support and to provide access to more counselling.

There will be budgeted funds for parishes for differentiated curacies. Ordinands from many backgrounds with varied gifts of leadership can learn skills appropriate to the context of their placement serving rich, poor, mature, young, rural, street involved or children and families.

Ministries of prayer and faith, such as Alpha and Revive, continue. In reflecting on the pandemic, Bishop Bell also referred to Archbishop Rowan Williams' book "Candles in the Dark: Faith, Hope and Love in a Time of Pandemic."

To be Christian is to be in politics, noted the bishop, it is our duty to engage and to challenge. Our Climate Justice Niagara ministry has an important role as we are called to be stewards of the earth. Our youth are suffering existential angst facing the climate crisis which will have a direct impact on our children and their children. We must make a noise and encourage our young people to join in political action. It is the most important moral issue of our time.

The bishop also said that the Anti-Racism Working Group is doing Gospel work. Their efforts require bravery and fosters reconciliation as we face forward with respect and in following treaties.

Bishop Bell called the work of Canon Christyn Perkons on the diocese's Mission Action Plan a *Magnum opus* and referred synod members to the summary of MAP in their report in the convening circular. In Advent, the focus forward will shift to parishes creating their own Mission Action Plans in a way that will bring life to parish ministry in the local context. The bishop added that resourcing of these plans will be aided by the work of Gillian Doucet Campbell.

The Bishop offered thanks to members of synod, saying "You are the church. You are the Diocese" giving support through time, treasure, and talent. She thanked the crucial work of licensed lay workers, clergy, and retired clergy, especially helping in interim ministries. In particular, she recognized Canon Alison D'Atri, commending her "true and deep commitment" to the diocese. As well, she lauded Archdeacon Bill Mous, who brings many gifts in his service and who helped the diocese avoid outbreaks during pandemic due his clear weekly communications of protocols and information.

Bishop Bell thanked Dean Tim Dobbin, the new Dean of Christ's Church Cathedral and her new ministry partner, as well as diocesan staff in many areas for their work ethic and their service to the gospel. The bishop also noted that retiring treasurer, Canon Jody Beck, started in a global financial crisis and ends at the end of a pandemic. In her ten years in this role, Jody was open to all, provided excellent support, helped clergy and wardens orient to policy and provided excellent governance of the diocese and other boards. Finally, Synod Council was recognized for their enormous agenda and work this year as well.

In summary, the bishop said that despite the tragedy of the pandemic, we have found joy in adversity, strength in weakness. We have been blessed and will "carry on being the face and hands of Christ as we face forward in faith and hope and love."

Consent Agenda

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

Election of Synod Secretaries

that Ms. Sue Thibodeau be elected as the honorary lay secretary of synod and the Reverend Pam Guyatt be elected as the honorary clerical secretary of synod for the 147th synod of the diocese.

Minutes of the 146th Synod

that the minutes of the 146th synod of the diocese, as found on pages 8-16 of the convening circular, be approved.

Adoption of the Agenda

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

Reception of All Reports

that all reports found in the convening circular, including the audited financial statements and auditor's report, be received.

Trinity College Corporation

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

Synod Council Report

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

Motion # 2: Approval of the Consent Agenda

The Reverend Garfield Wu / Ms. Amy Collard

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

CARRIED

Missional Moment #1 Niagara School of Missional Leadership

A five-minute video featured teacher-practitioners and learner-practitioners who gave testimonials to the value of the courses offered in this first year of the Niagara School for Missional. Courses foster a paradigm shift to help participants, both lay and ordained, Anglican and non-Anglican, be “missional” through providing tools for their toolbox in areas such as preaching and helping them be more flexible and nimbler in their ministries. Winter courses are almost ready, and inquiries can be made at nsml.ca.

BREAK

Diocesan Safe Church Policy Presentation

Archdeacon Bill Mous and Canon Greg Tweney reported that the Diocese of Niagara’s Safe Church Policy came into effect on October 1, as approved by Synod Council. The new policy represents a more modern, more robust, and more expansive policy. It now incorporates all forms of conflict, discrimination, and harassment with informal and formal resolution processes. The Safe Church Policy complies with all Ontario legislation and complements the Anglican Safe Church Charter for the Safety of People. It will be reviewed annually for best practices. Clergy and wardens will receive orientation to the policy which can be found on the diocesan website.

Motion #3: Diocesan Safe Church Policy

Canon Greg Tweney / The Venerable Bill Mous

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

CARRIED

Canon Changes

Motion #4 Amendment to Canon 1.4 - Election to General & Provincial Synods

Canon Greg Tweney / The Venerable Bill Mous

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

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

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

Motion #5: Amendment to Canon 2.1 (6) - Election of Bishops

Canon Greg Tweney / The Reverend Deacon Rod McDowell

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

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

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

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

Motion #6: Amendment to Canon 4.1 (16)- Vestries and Churchwardens

The Venerable Bill Mous / Canon Greg Tweney

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

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

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

The Bishop thanked members of synod for passing these changes to our canons to better reflect current practices and provide a bit more nimbleness to our governance.

Anti-Racism Working Group Presentation

This working group has been mandated by Bishop Susan Bell to build a “made in Niagara” response that would open the eyes of our hearts to the racism in our parishes and in our institution - and to the yearning of God for a turning of our diocesan culture to one of diversity, equity, and inclusion.

The Reverend Naomi Kabugi, chair of the Anti-Racism Working Group, acknowledged the members of the group and reviewed the process the group underwent in their first year of trying to discern a framework, where they practised careful listening and being open to a movement of the spirit. She noted that an anti-racism stance is embedded in the sacrament of baptism - to renounce all forces of evil powers that corrupt and destroy the creatures of God. The sacrament of baptism binds us all.

Every year at Easter, renewing our vows can energize us, and can be an act of breaking barriers and establishing new relationships. Like fish drinking water in which we live, racism is hidden in all of us. Thus, listening is important. We need to be allies, to examine preconceived notions, and to embrace radical welcoming and inclusion.

Canon Christyn Perkons facilitated a time of discussion and engagement arising from the promises made in baptism and the question: How do these faith commitments invite you to engage in anti- racism work? Members of synod shared responses in the chat box and verbally.

The presentation concluded with the chair reporting that action plans include: to have a monthly column in The Niagara Anglican; to develop training programs for individuals and parishes; to establish fair human resource policies for clergy, parishes, and volunteers; to train facilitators; and to “move forward with care not to wound.”

Missional Moment #2- Mission in Acts

Mission in Acts welcomes Chinese newcomers and immigrants, building belonging and inclusion by facilitating various programs and ministries. The missional work of St. Cuthbert's and St. Luke's in Oakville was highlighted where the diocesan mission statement Called to Life and Compelled to Love is lived out in serving seniors, children and youth and newcomers to Canada and to the Anglican Church. The Reverend Garfield Wu shared ways in which the Chinese creative music program and coffee time were adapted and continued during the pandemic.

BREAK

Climate Justice Niagara-Parish Greenhouse Gas Reduction Plans

Ms. Sue Carson, chair of Climate Justice Niagara, started the presentation with a reminder that in the midst of ongoing climate crises, we are experiencing the biggest health threat facing humanity. As God's stewards, the committee challenges us to act with the words: If not us- then who? If not now- then when?

In 2019 a climate emergency was declared by synod. The diocese has since responded with prayer, education, action, and advocacy. Climate Justice Niagara's goal is to assist and resource every parish to complete a walk-through Energy Audit of their buildings by the end of 2022, that wardens and clergy create a five-year plan to reach a green gas reduction target of at least 10% by 2024, and that parishes publicize their efforts to the community at large demonstrating our commitment to addressing the climate crisis.

Motion #7: Parish Greenhouse Gas Reduction Plans

Ms. Sue Carson / Ms. Anne Young

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

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

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

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

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

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

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

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

CARRIED

Audit Matters

Canon Jody Beck spoke briefly about the 2020 auditor's report and audited consolidated financial statements, which was received at the outset of the Synod as part of the convening circular.

Motion #8 Appointment of Auditors

Mr. Andrew Clinkard / The Reverend Canon Leslie Gerlofs

THAT KPMG be appointed as auditors for the fiscal year 2021.

CARRIED

2022 Diocesan Budget Presentation

Archdeacon Peter Scott, chair of the Missional Budget Planning Committee, reminded synod that this is a Missional Budget based on two principles: continued support of parishes during the pandemic and the implementation of the Mission Action Plan. Drawing on the synod's theme, Archdeacon Scott noted that we need to rejoice always, in good times and bad. We can rejoice at the generosity of parishioners; that technology grants totalling \$60,000 went to 36 parishes to create or sustain online worship and many parishes now permanently offer hybrid worship; and that the diocese received and shared \$3.3 million in CEWS subsidies in 2020.

In speaking about the 2022 budget, Archdeacon Scott noted the following:

- funds will be available for new initiatives: the Niagara School for Missional Leadership, new differentiated curacies, added help for pastors in the Employee and Family Assistance Plan, Niagara Anti-Racism training resources that will be shared nationally;
- returns on investments and the sale of property will help reduce the deficit by \$200,000 and \$200,000 will be reserved for future missional opportunities;
- Cost of living increase salaries in 2022 by 1.3%.

Archdeacon Scott said the budget projects a \$169,930 cash shortfall and a \$91,700 operational deficit. On the whole, the budget represents a \$3.9 million investment in mission ministry.

The diocese is positioned well despite a projected shortfall and is investing in the right places to make future income with future sale of properties, programs funded by investments, and community growth due to new programs and missional endeavours.

Motion #9 2022 Budget

Canon Jody Beck / The Venerable Peter Scott

THAT this Synod approve the 2022 diocesan budget.

CARRIED

Report on the 10th Sacred Circle

The Archdeacon for Truth, Reconciliation and Indigenous Ministries, Valerie Kerr, reported on the recent Sacred Circle, which is the national gathering of Indigenous Anglicans. The circle convened virtually this year between July 14 and July 17, with the theme of "Reclaiming Our Spiritual Wholeness: Our Journey to Self Determination". Participants discussed governance related matters as the Indigenous Anglican Church moves towards self-determination.

Other Business

Results of the Election of Delegates to General Synod

The results of the electronic voting process, conducted in advance of synod, to elect delegates from Niagara to the General Synod which will convene in July 2022 were shared with members of synod.

In the order of the clergy: The Very Reverend Dr. Tim Dobbin, The Reverend Canon Katherine Morgan, and The Venerable Dr. David Anderson were elected.

In the order of the laity: Mr. Andrew Clinkard, Ms. Jodey Porter, and Ms. Susan Little were elected.

The Reverend Naomi Miller, the Reverend Deacon Rod McDowell and the Reverend Rob Towler will serve as alternates for the clergy, while Mr. Chris Miller, Ms. Amy Collard, Ms. Sharon White, and Ms. Kathy Szota will serve as alternates for the laity.

The bishop expressed gratitude for all who let their names stand and congratulated those elected.

Election of Representatives to Synod Council

The bishop invited the Secretary of Synod to display the slate of nominees selected or acclaimed by their respective regions for election by Synod as representatives to Synod Council. The slate of nominees included: The Reverend Deacon Rod McDowell (Brock), Thomas Littlewood (Greater Wellington), The Reverend Cheryl Barker (Hamilton-Haldimand), The Reverend Rob Towler (Lincoln), and Janice Whiteley and Winston Tinglin (Trafalgar); and alternates The Reverend Jody Balint (Brock), Neil Bell (Hamilton-Haldimand), Jodey Porter (Lincoln) and Jimmy Munuthi (Trafalgar).

Motion #10 The Venerable Bill Mous / Ms. Sue Thibodeau

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

CARRIED

Concluding Synod

The bishop gave her assent to all acts and resolutions during synod, giving thanks to all who laboured behind the scenes to make this second virtual synod possible.

After a time of prayer and reflection, the bishop offered a blessing.

Bishop Susan Bell adjourned the 147th Synod of the Diocese of Niagara at 1:00 pm.

BACKGROUND DOCUMENTS

Information on Proposed Canon Changes

1) Amendment to Canon 1.9 (2) – Synod Council

This revision clarifies that alternate representatives may fill-in for regional representatives from time to time, as well as having the right to succession, should the elected member resign. It also clarifies that an alternate duly called upon to serve may be either clergy or lay.

CURRENT TEXT

2. An alternate representative may be elected from each of the regions who shall serve as a member of the Synod Council in the event of an elected member's resignation or inability to attend the meetings of the Council. Such alternate representative shall serve out the balance of the member's term and shall have voting privileges.

PROPOSED REVISION

2. An alternate representative, clergy or lay, may be elected from each of the regions who shall serve as a member of the Synod Council in the event of an elected member's inability to attend a meeting of the Council. If an elected member resigns, such alternate representative shall serve out the balance of the member's term. Alternate members shall have full voting privileges when attending on behalf of an elected member or serving out the balance of a term.

2) Amendment to Canon 1.9 (3) – Synod Council

This revision codifies our current practice that the bishop and executive officer are *ex officio* members of all standing committees of the Synod Council, leaving most membership requirements in terms of reference approved by Synod Council. The amendment also standardizes terms limits, where applicable. In addition, it proposes updating the canon to reflect our practice that the chair of standing committees is appointed by the bishop, unless otherwise specified, and that membership is open to members of synod as well as anyone entitled to vote at a vestry meeting.

CURRENT TEXT

3. There shall be standing committees of the Synod Council, as follows:
- (a) The Coordinating Team of Synod Council, consisting of the Diocesan Bishop and the Secretary of Synod, one of whom shall chair the Coordinating Team, and not less than five of its members to be elected annually by the Synod Council at its January meeting. The Coordinating Team shall meet between sessions of the Synod Council at the call of the Secretary of Synod.
 - (b) The Financial Advisory Committee, consisting of the Treasurer, and not less than seven members, to be elected by the Synod Council for a two-year term, renewable once.
 - (c) The Audit Committee, consisting of the Treasurer, and not less than six and not more than ten members, to be elected by the Synod Council for a two-year term, renewable twice.

- (d) The Human Resources for Ministry Committee, consisting of the Bishop, the Treasurer, the Secretary of Synod, the Director of Human Resources, not less than three and not more than five members appointed by the Bishop, and up to three members elected by the Synod Council for a two-year term, renewable twice.
- (e) Other standing committees as mandated by Synod Council.

PROPOSED REVISION

- 3. (a) There shall be standing committees of the Synod Council, as follows:
 - i) The Coordinating Team of Synod Council, consisting of the Secretary of Synod, and at least three members to be elected annually by the Synod Council. The Coordinating Team shall meet between sessions of the Synod Council at the call of the Secretary of Synod, who shall chair the meetings.
 - ii) The Financial Advisory Committee, consisting of the Treasurer and at least six members to be elected by the Synod Council for a two-year term, renewable twice.
 - iii) The Investment Advisory Committee, consisting of the Treasurer and at least six members to be elected by the Synod Council for a two-year term, renewable twice.
 - iv) The Audit Committee, consisting of the Treasurer, and at least six members, to be elected by the Synod Council for a two-year term, renewable twice.
 - v) The Human Resources for Ministry Committee, consisting of the Bishop or Bishop's designate, and at least four members elected by the Synod Council for a two-year term, renewable twice.
- (b) Other standing committees may be mandated by Synod Council, as necessary.
- (c) The terms of reference for each standing committee will be defined in a mandate letter approved by the Synod Council.
- (d) Unless otherwise specified, the chair of each standing committee shall be appointed by the Bishop.
- (e) Members of the committees shall normally be members of a parish vestry within Niagara.
- (f) The Bishop and Executive Officer shall be *ex officio* members of all standing committees.

3) Amendment to Canon 1.9 (7) - Synod Council

This revision updates the scope of financial transactions permitted by the signing officers of the Synod to explicitly reference the transfer of funds electronically and to update guidance related to signing officers, removing reference to an assistant treasurer and adding reference to an executive officer.

CURRENT TEXT

The Synod Council shall, at its first meeting following the conclusion of the Diocesan Synod, appoint signing officers for the Diocese, such signing officers to include the Bishops of the Diocese, the Secretary of Synod, the Treasurer, the Assistant Treasurer, and any other individuals as shall be designated at that time by the Synod Council, provided that two signatures shall be affixed to all cheques and bills of exchange, one of which must be that of the Treasurer, Assistant Treasurer, or one other person appointed by Synod Council,

and provided further that such signing officers as appointed pursuant to this section shall be authorized, in the name of the Synod of the Diocese of Niagara, to

- (a) draw, accept, sign and make all or any bills of exchange, promissory notes, cheques and orders for the payment of money;
- (b) pay and receive all moneys and to give acquittance for the same;
- (c) assign and transfer to the financial institution acting as custodian all or any stocks, bonds and other securities and from time to time to borrow money from such financial institution either by overdrawing the account or otherwise; and
- (d) generally for and on behalf of the said Synod to transact with the said bank any business.

PROPOSED REVISION

The Synod Council shall, at its first meeting following the conclusion of the Diocesan Synod, appoint signing officers for the Diocese, such signing officers to include the Bishop of the Diocese, the Executive Officer, the Secretary of Synod, the Treasurer, and any other individuals as shall be designated at that time by the Synod Council, provided that two signatures shall be affixed to all cheques and bills of exchange, one of which must be that of the Treasurer, the Executive Officer, or one other person appointed by Synod Council, and provided further that such signing officers as appointed pursuant to this section shall be authorized, in the name of the Synod of the Diocese of Niagara, to

- (a) draw, accept, sign, approve, and make all or any bills of exchange, promissory notes, electronic or wire transfers, cheques and orders for the payment of money;
- (b) pay and receive all moneys and to give acquittance for the same;
- (c) assign and transfer to the financial institution acting as custodian all or any stocks, mutual funds, bonds and other securities and from time to time to borrow money from such financial institution either by overdrawing the account or otherwise; and
- (d) generally for and on behalf of the said Synod to transact with the said bank any business.

4) Amendment to Canon 2.2 – Secretary & Treasurer

The role of a controller, to assist the treasurer with the financial management of the Synod, is not one that is expected to be necessary going forward. The last controller appointed under this canon concluded their ministry with the diocese in 2010.

PROPOSED REVISION:

THAT section 5 of Canon 2.2 be deleted along with all references to the controller position found in the diocesan canons.

Canon 2.2 (5) The duties of the Controller shall be:

- (i) Generally to assist the Treasurer in the performance of the duties as set out in section 4 herein; and
- (ii) To fulfil all duties of the Treasurer during the Treasurer's absence, or during a vacancy in the office of Treasurer.

5) Amendment to Canon 3.1 – Appointment of Incumbents

These changes add clarity to the canon by stipulating various membership provisions and provides guidance for what happens when there is a change in the lay leadership of a parish during an appointment process.

CURRENT TEXT:

1. There shall be in every parish (not being an assisted parish) a Committee (hereinafter called "The Parochial Committee"), which shall consist of the lay representatives to the Synod and the Churchwardens of the parish. Such Committee shall have full power in conference with the Bishop, to represent the Parish in the selection of an incumbent.

PROPOSED REVISION:

THAT section 1 of Canon 3.1 be amended to read as follows:

1. There shall be in every parish (not being an assisted parish) a Committee (hereinafter called "The Parochial Committee"), which shall consist of the lay representatives to the Synod and the Churchwardens of the parish. Such Committee shall have full power in conference with the Bishop, to represent the Parish in the selection of an incumbent. An archdeacon or other representative shall be appointed by the Bishop to oversee the interview process.

For the sake of greater clarity:

- (i) The chair shall be elected from amongst the members of the Committee.
- (ii) Alternate lay representatives to the Synod and Deputy Churchwardens of the parish may attend meetings of the Parochial Committee but are not entitled to vote.
- (iii) In the event of a change of leadership during the Parochial Committee's work, past wardens or lay representatives may, at the Bishop's sole discretion, continue to serve on the Committee but are not entitled to vote.
- (iv) In extraordinary circumstances, at the outset of the Committee's work, additional members of the parish may be appointed by the Bishop.

6) Amendment to Canon 4.1 (4) – Vestries and Churchwardens

This change adds clarity to the canon by stipulating Synod Council has the authority to approve extensions to the Annual Vestry Meeting Deadline.

CURRENT TEXT:

4. An Annual Vestry Meeting shall be held by the 1st of March each year, or on such day as may be fixed by the Synod, notice of the said meeting shall be given during Divine Service on the two Sundays immediately preceding the said meeting. The said meeting shall be for the purpose of receiving the audited accounts of the Vestry, and subsequently of electing and appointing Churchwardens and Lay Representatives and for the transaction of other business connected with the temporalities of the Church.

PROPOSED REVISION:

THAT section 4 of Canon 4.1 be amended to read as follows:

- 4 a) An Annual Vestry Meeting shall be held by the 1st of March each year, or on such day as may be fixed by the Synod. In extraordinary circumstances, this deadline may be extended with the approval of the Synod Council.
- b) Notice of the annual meeting shall be given during Divine Service on the two Sundays immediately preceding the said meeting.
- c) The annual meeting shall be for the purpose of receiving the audited accounts of the Vestry, and subsequently of electing and appointing Churchwardens and Lay Representatives and for the transaction of other business connected with the temporalities of the Church.

7) **Amendment to Canon 4.3(1) – Differences Between Clergy & Parishioners**

Discrimination based on age or disability is prohibited by the Ontario Human Rights Code and contrary to the values of the diocese. This amendment seeks to update this canon to reflect contemporary practice and the supports in place for situations that were previously sought to be addressed by the text of this canon.

CURRENT TEXT

Whenever it has been represented to the Bishop, that any Parish is suffering through the inability of the Incumbent through age, infirmity or any other cause, or from neglect by the Incumbent to discharge their duties, or that a controversy has arisen between the Incumbent and any members of the congregation, which cannot be settled by the parties themselves or that in any respect the condition of the Parish is such as to injure its peace and prosperity, the Bishop may at the Bishop's discretion notify the said Incumbent of such representation and that such representation will be referred to a Board of Enquiry to be appointed and to act in the manner hereinafter provided.

PROPOSED REVISION

THAT section 1 of Canon 4.3 be amended by deleting the phrase, "*through the inability of the Incumbent through age, infirmity or any other cause, or.*"

SYNOD COUNCIL

2022 Diocesan Synod Council

Regional Representatives

- Mr. Gary Pollard Brock
- The Reverend Deacon Rod McDowell Brock
- The Reverend Jody Balint (alternate) Brock
- Mr. Bryan Elliston Greater Wellington
- Mr. Thomas Littlewood Greater Wellington
- The Reverend Canon Paul Walker (alternate) Greater Wellington
- The Reverend Cheryl Barker Hamilton-Haldimand
- Mr. David Eccles Hamilton-Haldimand
- Mr. Neil Bell (alternate) Hamilton-Haldimand
- Mr. Byron Nicolson Lincoln
- The Reverend Rob Towler Lincoln
- Ms. Jodey Porter (alternate) Lincoln
- Mr. Winston Tinglin Trafalgar
- Ms. Janice Whiteley Trafalgar
- Mr. Jimmy Munuthi (alternate) Trafalgar

Regional Archdeacons

- The Venerable Dr. John Course Brock (*through May 31, 2022*)
- The Venerable Terry Holub Brock (*effective June 1, 2022*)
- The Venerable Peter Scott Greater Wellington
- The Venerable Dr. David Anderson Hamilton-Haldimand
(*through September 30, 2022*)
- The Venerable Terry DeForest Hamilton-Haldimand
(*effective October 1, 2022*)
- The Venerable Max Woolaver Lincoln (*through April 30, 2022*)
- The Venerable Sheila Van Zandwyk Lincoln (*effective May 1, 2022*)
- The Venerable Jeff Ward Trafalgar

Financial Advisory Committee

- The Reverend Dr. Eleanor Clitheroe

Canterbury Hills

- Ms. Susan Little

Episcopal Appointees

- Canon Terry Charters
- Ms. Amy Collard
- The Reverend Garfield Wu
- Mr. Adam MacNeil

Directors

- The Reverend Canon Terry DeForest, Director of Human Resources (*through May 15, 2022*)
- Canon Christyn Perkons, Director of Congregational Support and Development
- Ms. Gillian Doucet Campbell, Director of Stewardship and Development (*through March 11, 2022*)

Officers

- The Right Reverend Susan Bell, Diocesan Bishop
- Mr. Greg Tweney, Chancellor
- Ms. Kemi Okwelum, Treasurer & Director of Finance
- The Venerable Bill Mous, Executive Officer & Secretary of Synod
- The Very Reverend Dr. Tim Dobbin, Rector of Christ's Church Cathedral & Dean of Niagara

Report of the Diocesan Synod Council

This report summarizes the actions of Synod Council from November 2021 through October 2022. The requirement for at least six meetings to be held, as set out in Canon 1.9 (9). was met with nine meetings duly convened during this period.

Election and Appointments

- Appointed Kemi Okwelum, as the diocesan Treasurer and Director of Finance, effective December 15, 2021.
- Elected the following members to the Audit Committee, for a two-year term: Paul Bates and Ann Harvey-Hope.
- Approved the election of the following directors to serve on the board of 2498317 Ontario Inc, the corporation established to oversee diocesan development projects, effective December 15, 2021 until their successors are duly elected: The Right Reverend Susan Bell, Kemi Okwelum, The Venerable William (Bill) Mous, and Canon Terry Charters; and authorized the bishop and secretary of synod to sign the authorizing resolution on behalf of the synod.
- Appointed KPMG as the auditors of the Anglican Church Ministries Foundation, Niagara, for the fiscal year 2021.
- Elected Tony Denning and Cheryl Barker as directors of the Anglican Church Ministries Foundation, Niagara, for a three-year term.
- Elected Tony Denning as president and Jodey Porter as vice-president of the Anglican Church Ministries Foundation, Niagara, both for one-year terms.
- Appointed the following as signing officers, effective December 15, 2021: the Right Reverend Susan Bell, diocesan bishop; the Venerable William (Bill) Mous, executive officer and secretary of synod; Kemi Okwelum, treasurer and director of finance; and Canon Alison D'Atri, assistant treasurer.
- Elected the following members to the Investment Advisory Committee, for terms staggered as follows: Andrew Bucknall, Brock Mason and Mark Young.
- Elected Amy Collard, Susan Little, Rod McDowell, Thomas Littlewood, Cheryl Barker and Rob Towler to the Synod Council Coordinating Team.
- Appointed Terry Charters for a two-year term and Fraser Earle for a one-year term, as the diocesan representatives on the Cathedral Place Property Management Committee.
- Elected the following members to its nominations committee for a one-year term: Susan Little, Gary Pollard, and Rob Towler.
- Designated Jane Wyse be added as a signing officer, replacing Canon Alison D'Atri, effective May 19, 2022, for those purposes outlined in Canon 1.9(7); and that the signatures of either Kemi Okwelum or the Venerable William (Bill) Mous must appear on all cheques.
- Appointed the following people to serve on the All Saints, Hamilton Mission Advisory Board: Tom Evanoff, Brenda Brownlee, Dorothy Tilbury, Canon Christyn Perkons, the Reverend Canon Sue-Ann Ward, and the Reverend Canon Mike Deed.
- Appointed Tom Evanoff, Brenda Brownlee and the Reverend Canon Mike Deed as signing officers on behalf of the All Saints Hamilton diocesan mission.
- Approved the appointment of the Most Reverend Colin Johnson to serve as an assistant bishop of the Diocese of Niagara.

Policy Matters

- Approved the revised diocesan investment policy, effective November 23, 2021.
- Approved the updated regulations for holding vestry meetings, entitled "Vestry Meeting Regulations During a Time of Pandemic," effective December 14, 2021.

- Approved the updated terms of reference for the Financial Advisory Committee, effective December 14, 2021.
- Approved the establishment of a new Synod Council committee, the Niagara School for Missional Leadership Steering Committee, and its terms of reference as circulated, effective January 18, 2022.
- Approved the updated regulations for holding vestry meetings, entitled "Vestry Meeting Regulations During a Time of Pandemic", effective September 13, 2022.

Parish Matters

- Authorized Christ's Church Cathedral, Hamilton and St. John the Evangelist, Hamilton to hold their annual vestry meetings not later than Sunday, March 6, 2022.
- Approved the submission of an Anglican Foundation grant application by Holy Trinity, Welland, in the amount of \$15,000, for consideration in the spring granting cycle; and expressed its full support for the Welland Community Breakfast Program at Holy Trinity which aims to provide a nutritious meal every day of the year to those who are food insecure.
- Affirmed the faithful witness to God's love expressed by the parish of All Saints, Hamilton for more than 150 years; celebrating the congregation's deep commitment to God's mission as they prepare to move to into a new centre for ministry and explore new missional opportunities, and approved the designation of All Saints, Hamilton as a diocesan mission, effective June 1, 2022, in accordance with Canon 4.9 and subject to the Bishop's formal assent.

Property Matters

- Authorized a new 5-year lease agreement for the use of diocesan property by the Canterbury Hills Conference Centre for nominal consideration.
- Authorized the Executive Officer & Secretary of Synod to list the Corktown hall and adjacent parts of the property of the Church of the Ascension for leasing purposes.
- Authorized the Bishop and Executive Officer & Secretary of Synod to enter into an Agreement of Purchase and Sale for its property located at 238 Geneva Street in St. Catharines, Ontario, for a purchase price of not less than \$2,580,000 and on terms and conditions satisfactory to the diocesan solicitor; authorized the Bishop and Executive Officer & Secretary of Synod to enter into a Shareholder and Development Agreement for the sole and restricted purpose of owning and developing a real property located at 238 Geneva Street, St. Catharines, Ontario, on terms and conditions satisfactory to the diocesan solicitor; and affirmed an intention that not less than 20% of the net proceeds of this development be allocated toward the provision of affordable housing.

Financial Matters

- Approved up to \$80,000 from the internally restricted Walking on Water (WOW) fund be made available in 2022 for grants, as recommended by the diocesan treasurer.
- Directed the remaining proceeds from the sale of the Grantham Avenue property in St. Catharines be used to establish a Legal Reserve Fund in the amount of \$370,000.
- Directed the \$100,000 received from the vender take-back mortgage associated with the sale of the Speedvale Avenue property in Guelph remain in the operating account to support cash flow requirements.
- Confirmed the 2022 diocesan budget's intention that \$200,000 from the sale of the Main Street property in Hagersville be used to support future leadership programs by directing these funds to establish a Differentiated Curacy Reserve Fund; and that the remaining net proceeds from the sale, estimated at \$238,650, be applied to support the extraordinary deficit forecast for the current budget year.

- Authorized an increase in spending to \$100,000 to fund the previously approved Mission Action Plan pre-campaign study from the net proceeds from the 2021 sales of the York properties.
- Directed the remaining net proceeds from the 2021 sales of the York properties as follows: \$75,000 to be invested in the Church Planting Reserve Fund; \$75,000 to be invested in the Differentiated Curacy Fund; and \$89,000 to be re-invested in the Outreach Survive and Thrive Endowment Fund.
- Approved the 2021 audited consolidated financial statements of The Synod of the Diocese of Niagara.
- Approved the audited financial statements of The Anglican Church Ministries Foundation, Niagara.
- Approved a mandatory 3.4% cost of living adjustment in 2023 (over 2022 figures) in addition to the year of service increase (averaging at 0.6% in later years) factored into the grid, to the Minimum Stipend Scale for 2023;
- Highly recommended a 3.4% cost of living adjustment in addition to a 0.6% year of service increase, for a total increase of 4.0% in 2023 (over 2022 figures) for stipends for clergy and licensed lay workers currently making over the minimum stipend amount;
- Highly recommended to parishes a cost-of-living adjustment for all housing allowances of not less than 3.4% in 2023 (over 2022 figures).
- Highly recommended that salaries of non-licensed lay employees be increased by not less than 4.0% (comprised of a cost-of-living adjustment of 3.4% and a year of service increase of 0.6%) in 2023 [over 2022 figures].

Respectfully submitted,

The Venerable Bill Mous
Executive Officer & Secretary of Synod

REPORTS OF SYNOD COUNCIL COMMITTEES

THE FINANCIAL ADVISORY COMMITTEE

The primary work of the Financial Advisory Committee (FAC) shall be to provide advice and recommendations to Synod Council on the financial management, stewardship, and administration of funds or assets held by or under control of The Synod of the Diocese of Niagara.

The committee monitors the implementation of the diocesan budget and provides input into its development through the Treasurer.

The committee may be consulted by the Synod and its officers regarding financial policies, procedures, and guidelines which may be prudent to enact from time to time for the good stewardship of the diocese and its parishes.

The committee advises the Bishop of Niagara on the financial capacity of parishes contemplating projects falling within the scope of Canon 4.6.

The committee also works in collaboration with the Investment Advisory Committee (IAC) in its work to monitor the investment performance of the funds held by the diocese (synod, parishes, affiliated entities, and foundation), and the performance of the investment manager or managers.

In the past year, FAC has undertaken the following activities:

- reviewed approximately 30 parish building projects;
- reviewed audit materials for the diocese;
- reviewed the updated diocesan Investment Policy and investments for the diocese;
- reviewed insurance risk for the diocese;
- reviewed budget and financial statements for the Diocese; and
- assessed budget expenditures with diocesan mission goals.

FAC advised the Bishop on several matters of risk, including a downward trend in Diocesan Mission & Ministry (DMM) assessments, parish cashflow difficulties, membership aging and reduced giving, and parish financial viability risk.

FAC will continue to focus on financial risk to the diocese, based on emerging trends in revenue and the factors impacting those trends, will continue to monitor mission delivery against expenditures to identify effective allocation of financial resources, and diocesan risk management budget and investment policies and practices.

Respectfully submitted,

The Reverend Dr. Eleanor Clitheroe
Chair

THE MISSIONAL BUDGET PLANNING COMMITTEE

The theme of this year's Synod, as chosen by the Bishop, comes from the First Letter of Peter. In that letter we read that we are protected by the power of God. Peter goes on to say, "In this you rejoice, even if now for a little while you have had to suffer various trials". My prayer is that we continue to rejoice in the power of God through this difficult time. Bishop Susan indicated that many of this year's priorities will carry into 2023, as we live into, as the bishop says, "the already and the not yet" concerning the pandemic - a phrase often used when describing the Kingdom of God. As each month passes by, we are getting a better idea of what coming out of COVID-19 looks like and we continue to wrestle with the societal changes that are underway. In a phrase, 2023's budget will be a consolidation and a deepening of our 2022 priorities as we continue to live out our diocesan mission statement.

The missional priorities for our 2023 budget are as follows: continuing enhanced mental health supports for clergy & lay workers; resourcing parish Mission Action Plans; investing in differentiated curacies; enhancing funding for clergy coaching; bolstering resources for Climate Justice Niagara, and supporting the Niagara School for Missional Leadership. In our continuing discussions we noted the following: that our mission of proclaiming the good news of Jesus Christ did not stop during the pandemic, has not stopped and will not stop in the future, whatever it brings. We also believe that this budget will speak to the issues of our day.

The budget reflects a conservative approach as we have aimed to keep expenditures to a minimum while at the same time not negatively impacting our mission. Bishop Susan, the committee and all of us are very aware of the financial stress on our ministry and mission. At the same time, many parishes are welcoming newcomers and we are planting new faith communities. We are adapting to the changing world with COVID-19, an uncertain economy, and high inflation, as we endeavour to plan carefully and prayerfully for what lies ahead.

The year ahead will bring challenges and opportunities. We are projecting that the DM&M budget for 2023 will decrease by more than 10% compared to 2022 budget. The budget for most expense lines is being maintained at 2022 levels. Through an intentional and mission-oriented realignment of the diocesan staff, the budget reduces staffing by more than \$100,000 year over year. This has been due to a great deal of work by the diocesan leadership who have streamlined and reimagined diocesan operations. We have budgeted for a 4% increase for staffing costs as directed by Synod Council. At the time of writing, revenue is forecast at \$2.93 million versus \$3.80 million in 2022. This represents a significant shift in our budget – in part because no properties are forecast to be sold in 2023.

The proposed budget includes a net operating deficit on the order of 680K, with draws from various diocesan investment accounts to fund the majority of this deficit. Thanks to the generosity of Anglicans in Niagara over the generations, we are blessed by a rich heritage of funds from which we can draw on to sustain our mission and ministry at levels over and above what our operating revenues would normally permit. Our prudent investment strategy over the years has also meant we can draw on some additional rainy-day funds, as needed. Thanks be to God that we have these investments. We are in this together, and together we will carry on as we read from the 1st Letter of Peter: "Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received".

The Venerable Peter Scott
Chair

INSURANCE/RISK MANAGEMENT SUBCOMMITTEE

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

Claims History

The Loss Ratio (total claims divided by total premium) for the period was 4% which is an excellent year for losses. The Loss Ratio for the last five years was 22%. Total premiums for the year, net of broker fees, was \$1,024,786.

Policy Changes

Total premiums increased 10% for the 2022/2023 period which in the current continuing hard market for property insurance and certain liability coverages, is a good result and is reflective of the excellent claims record and the long relationship with both the broker and the insurer.

Deductibles and coverage limits are essentially the same.

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

Robert Taylor
Chair

AUDIT COMMITTEE

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

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

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

- we met via Zoom on June 9, 2022 with the Treasurer and Director of Finance, Kemi Okwelum, and the Executive Officer and Secretary of Synod, Archdeacon Bill Mous, to review the 2021 consolidated financial statements and the auditors' report;
- the committee reviewed the Audit Findings Report and had no questions or concerns;
- we approved the 2021 audited consolidated financial statements for presentation to Synod Council and members of The Synod of the Diocese of Niagara; and
- we recommended the appointment of KPMG as auditors for the 2022 year.

We would like to commend the treasurer and her staff for the significant amount of time and effort involved in preparing the statements. We especially want to recognize the diligence of our new treasurer and director of finance, Kemi Okwelum, who took over her duties in December 2021.

Respectfully submitted,

Kelly Roloson, CPA, CGA
Chair

REPORT OF THE INVESTMENT ADVISORY COMMITTEE

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

A system of participation units is employed (a system similar to individually purchasing units in a mutual fund). Monies that the diocese or parishes invest are used to purchase participation units. Originally valued at \$10 per unit, participation units as at August 2022 were worth \$33.94. The Investment Funds totalled \$48,027,353 as of August 31, 2022. These funds are made up of funds deposited by the ACMF, the Synod, parishes and other associated organizations. The Investment Funds are invested by Russell Investments, the Investment Manager since 2002.

Annual calendar year rates of return of the Diocese of Niagara Investment Fund were:

2004	7.962	2005	11.112	2006	12.094	2007	0.728
2008	-20.839	2009	17.993	2010	9.390	2011	-2.789
2012	7.880	2013	16.016	2014	8.998	2015	4.953
2016	7.511	2017	8.023	2018	-2.099	2019	13.266
2020	7.952	2021	14.259				

Year to date returns as at August 31, 2022 is -8.44%.

This year, investments were impacted by market volatility due to recession fears, rising inflation (rising energy and food prices), rising interest rates as well as rising geopolitical tensions from the Ukraine/Russia Conflict. Developments in the housing markets also weighed heavily on the performance of investments.

Three main contributors to our performance to date are:

- Well diversified portfolio (See breakdown below)
- Top notch Investment Managers - The Russell Group
- Close monitoring of our investment by the Committee

The current breakdown of funds held is:

Canadian Equity	12%
ESG Global Equity Fund	45%
Global Infrastructure Fund	9%
Global Real Estate Fund	9%
Canadian Fixed Income Fund	17%
Global Unconstrained Bond Fund	4%
Global Credit Fund	4%
	<u>100%</u>

Within these categories, the fund is invested in a diversified portfolio of fixed income and equity investments. It is our belief that the change to incorporate a specific ESG into our holdings will generate enduring benefits for all of our stakeholders over the long-term period.

Brock Mason
Chair

HUMAN RESOURCES FOR MINISTRY COMMITTEE

The Human Resources for Ministry (HRfM) Committee of the Diocese of Niagara is an advisory body who works consultatively and collaboratively with the bishop, diocesan staff, and Synod Council. When requested the HRfM Committee provides advice and resources, undertakes research into various human resources issues, and proposes recommendations that aim to further the diocesan vision.

Over the past year the HRfM Committee has been mostly inactive, due in part to the impact of the COVID-19 pandemic on operations within the diocese, and in part due to the transition in the human resources role in the diocesan office, from Canon Terry DeForest, who formally served as director of human resources, to Carrie McFarland, who currently serves as personnel coordinator.

The most recent work of the HRfM Committee undertook was to research and propose compensation recommendations to Synod Council for stipend and housing allowance increases for 2023. The committee undertook this responsibility with the utmost care, being mindful to, and feeling the tension of, providing recommendations that would be both affordable by the parishes and fair to the clergy, licensed lay workers, and lay staff across the diocese. This work took place in August and early September of this year and recommendations were provided by the HRfM Committee to Synod Council at their September meeting. Synod Council unanimously voted to accept the recommendations as proposed and the motion was passed.

Over the coming year, the HRfM Committee will seek to consider and recommend ways in how human resources practices, policies, and postures can be developed and aligned to support the diocesan office, clergy and parishes, as all parties seek to live into and out of the diocesan Mission Action Plan and the Lambeth Calls.

Some immediate ways in which the HRfM Committee will seek to do so are through:

- the creation, review and revision of new and existing HR resources for use at the parish level;
- developing the annual compensation increase recommendations to Synod Council for 2024; and
- identifying opportunities where the development or provision of resources may be helpful for clergy in times of transition (e.g., retirement resources).

The committee looks forward to growing our membership, so that we are best positioned for reengaging with our mandate in support of Bishop Susan Bell and the diocesan vision. We ask that anyone within our parishes who have experience and expertise in human resources, to prayerfully consider putting your name forward for participation on this committee. Your time and service would be a gift of grace to the committee and the diocese.

We would like to thank at this time, the faithful and fruitful service of Canon Terry DeForest as he served the diocese and provided leadership to this committee in his role of director of human resources.

Respectfully submitted,

Sharon White
Chair

REPORTS OF THE BISHOP'S COMMITTEES

THE BISHOP'S ADVISORY COMMITTEE ON CHURCH BUILDINGS

Members of the Bishop's Advisory Committee on Church Buildings (BACCB) are volunteers who dedicate their time and expertise in their related fields of engineering, architecture, construction management and regulated authorities that provide assistance on any capital projects for parishes within the Diocese of Niagara .

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

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

2021/2022 Activities

This past year we have seen a recovery from COVID-19. Restrictions were lifted to allow access to our places of worship. Parishes were reviewing their buildings and started to move forward with upgrades.

With that said, we did manage to complete approximately \$1,200,000.00 worth of capital projects throughout the diocese, including barrier-free upgrades, electrical upgrades, paving of lots, roof repairs and sound systems with many more items not listed. This is still an amazing amount of work done, the BACCB congratulates all the parishes who completed their projects.

The BACCB this past year met with the committee of the Climate Justice Niagara to discuss parish greenhouse gas reduction plans. Our discussions were educational and ideas for energy conservation were exchanged. In the future, both committees will continue to work together to help parishes to achieve the goals set out in last year's Synod.

Future

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

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

Respectfully submitted,

Andre Gravelle
Chair

THE BISHOP'S DECENNIAL INSPECTION COMMITTEE

The mandate of the Bishop's Decennial Inspection Committee (BDIC) is to ensure that all Anglican Church properties within the diocese are inspected on a rotating ten (10) year cycle. To accomplish this task, we maintain terms of reference inspection requirements, schedule, monitor, assist to facilitate and track these inspections for each parish. All building physical structures, building fabric, building systems, building components grounds and cemeteries (if applicable) are reviewed.

The committee also reviews and maintains a list of competent professional inspection firms that are deemed qualified to undertake the required inspection work to meet our terms of reference. The BDIC reviews all inspection reports and documents prepared by the inspection firms prior to their issuance to each parish to ensure they meet the requirements of our terms of reference. We remain available to assist parishes (when requested) to develop their action plans for the completion of critical and longer-term items noted on their inspection reports. We are available on an as needed basis to visit parishes if requested to assist with any concerns they might have.

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

In 2022 only one decennial inspection was completed due to on-going COVID-19 constraints. Several 2022 decennial inspections were granted an extension to 2023, again due to COVID-19. Including these extensions and those normally scheduled a total of 12 decennial inspections are due in 2023. There are 10 parishes that remain outstanding from recent previous years. We are in discussions with these parishes to schedule decennial inspections to fit their particular circumstances. Also, there are two parishes whose Decennial Inspections are on-hold due the extenuating circumstances. These will be added back to the schedule when their circumstances change.

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

Respectfully submitted,

Steven Swing
Chair

THE BISHOP'S ADVISORY COMMITTEE ON PROPERTY RENEWAL

Established in 2019, this committee advises the Bishop of Niagara on matters pertaining to strategic and missional renewal of designated properties. The committee may also be asked to oversee renewal of properties associated with existing parishes in the case of a proposed new church or major modification of an existing church building.

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

In the past year, the Bishop's Advisory Committee on Property Renewal continued to meet by ZOOM advancing the evaluation of ongoing initiatives. This includes disestablished sites with current or future development potential, parishes asking for advice on property uses, and strategic assessments of sites with historic or missional value to the diocese. Since the formation of the committee, we have considered matters pertaining to 19 different diocesan properties.

In the coming year, we will continue to explore new opportunities, and provide recommendations for the properties where our efforts are nearing a conclusion.

Respectfully submitted,

Canon Terry Charters
Chair

SEPARATELY INCORPORATED BODIES

THE ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

The Anglican Church Ministries Foundation (ACMF) and its Board oversees about \$29 million in assets in accordance with its by-laws.

The main activities of the ACMF are:

- to ensure that funds received by the ACMF are being used to support the charitable purposes of the Synod, consistent with its objects;
- to review and approve the annual audited financial statements; and
- to enact policies and authorize expenditures as may be necessary for the management of the funds held.

In the past year, the ACMF has undertaken the following activities:

- The first Board meeting of 2022 was held on March 20th. The primary focus of this meeting was to welcome new members to the Board, thank those leaving after many years of faithful service, to review the functions of the Board, and to layout the groundwork for 2022.
- The key priorities for 2022 include:
 - revising the ACMF by-laws to be compliant with the new Ontario Not-For-Profit Corporations Act;
 - reviewing and approving the audited 2021 Financial Statements; and
 - developing an educational or marketing narrative with the objective of “Telling Our Story” ... to shine a light on the positive contributions the ACMF makes to the Diocese and to the greater community in the Anglican tradition.
- The Board met for a second time on June 9, 2022:
 - to review and approve the audited 2021 financial statements;
 - to review a first draft of the revised ACMF by-laws as provided by our solicitors and make amendment to said draft; and
 - to establish a small working group, consisting of 3 members of the Board, with the mandate of developing a narrative that tells our story.
- With Ontario’s emergency provisions ending in 2022, a notable amendment to the by-laws would allow for future Board meeting to be held virtually, with the objective of maximizing member participation and reducing the negative environmental impact of always travelling to Cathedral Place.

A third board meeting is planned for mid-November 2022. It is anticipated that the revised by-laws will be approved and a first draft of “Telling Our Story” reviewed. Assuming the revised by-laws are approved at the November meeting, they will be submitted to Synod Council for final approval in December.

Respectfully submitted,

Tony Denning
President

DIOCESAN MISSION ACTION PLAN REPORT

Vision: Called to Life – Compelled to Love

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

The diocesan Mission Action Plan and the parish Mission Action Plans are living documents designed to capture the exciting ways we are actively coming alongside God at work in our communities and our parishes to co-create God's new society. These priorities and initiatives reflect an intersection of our spiritual yearnings, strengths, and challenges and it's so affirming to see this work renewing and transforming our ministries.

In the past year, the diocese has been busy with Mission Action Plan activities including:

- the launch of the Parish Mission Action Plan Process for Parishes Guide for Facilitators along with three online orientations for parish members ready to undertake this work;
- an Niagara School for Missional Leadership course offering guidance and support for those called to be parish leaders in the MAP process (to be offered again in the Winter 2023 term);
- a Diocesan Mission & Ministry rebate opportunity for parishes who submit their Mission Action Plan and accompanying data prior to December 1 (expecting 40 submissions)
- ongoing engagement with the diocesan Mission Action Plan as it enlivens and transform us
 - *Create and Implement Opportunities to Ignite and Strengthen Faith*
 - Revive parish programs nourish church leaders while Alpha courses engage seekers and long-time Anglicans in exploring a personal relationship with Jesus.
 - The Bishop's Book for Lent; *Saving Us – A Climate Scientist's Case for Hope and Healing in a Divided World*, and *A Spirituality of Fundraising* engaged readers in a deepened faith walk while also weaving in the MAP threads of Reimagining Parish Culture and Prioritizing Social Justice.
 - Our four intentional missional ministries continue to share the Good News through Mission in Acts (Chinese Anglican ministry), the Cathedral Community of Prayer, St. Luke's Common Prayer, and the missional witness in the neighbourhoods around the All Saints Mission.
 - The Niagara School for Missional Leadership has added more courses each term, growing missional leaders in their skills and competencies in many exciting areas.
 - *Reimagining Parish Culture and Adapting our Structures to Enable Ministry*
 - All Saints Anglican Mission, established by Synod Council, and functioning with the support of the All Saints Mission Advisory Board, expects to be in their new space by Advent and have been preparing for occupancy by reimagining how they will function as a new presence in this space.
 - Staffing at the diocesan office has been reimagined to better support mission at the diocesan and parish levels with new roles – Assistant Bishop, Parish Development Missioner, Communications Coordinator, Personnel Coordinator, and Database Administrator filled this year.
 - Synod Council continues to consider new policies and canons designed to enhance our shared ministry in the nimblest manner.
 - *Prioritize Social Justice with an Emphasis on Environmental Justice*
 - Support for the Hamilton Alliance for Tiny Shelters.
 - New territorial land acknowledgements shared with ministries and parishes.

- Anti-Racism Working Group finalizing “made in Niagara” anti-racism curriculum for clergy and parishioners to launch in 2023.
- Climate Change Niagara’s work with the Net Zero Churches Project as well as resourcing World Water Day, Earth Hour, Earth Sunday and the Season of Creation.
- Human Trafficking working group providing resources and education for work against human trafficking.
- The in-person Fiercely Loved: Born This Way liturgy on June 12th celebrating pride, allyship, and diocesan support of the LGBTQIA+ community.
- Migrant Farm Workers mission developing deeper partnerships with Quest Community Health Centre (providing primary healthcare) and Fiesta Wholesale (provide Mexican and Latin American food products) as well as providing bike safety items (helmets, vests, tool kits and safety & repair videos) – all with support from several granting agencies .

Parish MAP advocates will be sharing their stories of walking with God in Adult Faith Formation, Reshaping Parish Culture to Enable Ministry, and Fullness of Life in the Neighbourhood as their initiatives unfold and we will be telling those stories to inspire and ignite everyone! For those who did not engage with the Parish MAP process in 2022, we anticipate another opportunity for a Diocesan Mission & Ministry rebate in 2023.

As we move into our fourth year of living into this iteration of our mission, we look forward to a period of reflection and refreshing of the diocesan MAP. Stay tuned for ways you might be involved!

Respectfully submitted,

Canon Christyn Perkons
 Director, Congregational Support and Development

OTHER REPORTS

THE DIOCESAN ARCHIVIST

Since 1975, McMaster University has overseen the storage of non-current diocesan records dating back to 1875, parish registers, service books, minute books, and other material from more than 100 congregations. The records are on deposit only and remain the property of the diocese. Canon 2.6 governs the care and upkeep of the diocesan archives.

The diocesan archives kept at Cathedral Place include:

- synod journals from 1875 to present;
- copies of the Niagara Anglican newspaper from 1975 to present;
- personnel files of deceased or retired clergy;
- parish files, current or closed, including some parish histories and clergy biographies;
- some artifacts of our ministry;
- confirmation records; and
- some blueprints or drawings of past construction or additions

Throughout the pandemic, we have continued to process requests for records through the efforts of Lorna Shaw. All archival inquiries should continue to be directed to lorna.shaw@niagaraanglican.ca.

As we look ahead to the future, we are consulting with McMaster University to review the materials we currently hold at Cathedral Place while also assessing our future needs with regards to an archivist as well as implementing best practices for storing, cataloguing, preserving our heritage.

Respectfully submitted,

The Venerable Bill Mous
Executive Officer & Secretary of Synod

THE CLIMATE JUSTICE NIAGARA COMMITTEE

Climate Justice Niagara (CJN) is committed to equipping the people of “God’s Church for God’s Mission,” with tools for strong advocacy and action in creating both local and global responses to the climate crisis.

During Synod 2021, 98% of participants voted in favour to reduce greenhouse gas emissions by 10% in 5 years. Sue Carson, CJN’s chair since its inception, moved from that leadership role to take on the important coordination of this initiative. Bishop Susan Bell appointed Irene Pang from Grace, Waterdown, as the new chair for a renewable two-year term.

Since then, the main highlights of our work have been:

- supporting 14 parishes in completing a walk-through energy audit and some analysis of their carbon footprint to creation their 5-year plans;
- hosting a webinar to introduce the energy audit program, with 43 in attendance and close to 100 views of the recording since;
- hosting a hybrid meeting with the steering committee at Grace Church, Waterdown to work on strategic planning;
- hosting a hybrid meeting with CJN facilitators at St. George’s, Guelph on ‘The Roadmap to a Low-carbon Church’;
- monthly articles in the Niagara Anglican such as “Talk to your candidates about Climate Change” and a full-page showcase of parish gardens to celebrate Season of Creation;
- garden certificates have been created and 2 parishes have been presented with them and more presentation visits will be arranged;
- General Synod motion on climate change submitted by CJN members through the national Creation Matters Working Group;
- connected with Net Zero Churches and work with other dioceses to reduce greenhouse emission; and
- grounded in prayer, CJN is creating its own prayer for use in our meetings and diocesan gatherings.

For 2023, within the diocese, we will continue to work closely with parishes to establish bans on single-use plastics and reduce greenhouse gas emissions. Our goal is to reach out to all parishes and work with clergy, wardens, and building committees. Outside the diocese, we will continue to be an active facilitator in building the Net Zero Churches Network.

We welcomed three new members and two student volunteers Chris Miller, Rosemary Ansty and Brue Mackenzie to the committee this year. Heather Sewell has offered her time as a volunteer. Thanks to Canon Leslie Gerlofs, Lowell Bliss, James Newman, Jane Stephen and Bob Chown for their tremendous contribution during their time with the committee and their continuous supports in all future works of CJN. Committee members Irene Pang and Sue Carson will be responding to invitations to preach in parishes in the coming year. My deepest gratitude for fellow committees who continue to root for each other on the mission to care for the Creation.

Respectfully submitted,

Irene Pang
Chair

THE DIOCESAN REFUGEE SPONSORSHIP INITIATIVE

Over the last year, parishes and community groups have continued to sponsor refugees and provide essential care for newcomers as they are resettled in Canada. Our diocese undertakes this ministry as a Sponsorship Agreement Holder through the Private Sponsorship of Refugees program of Immigration, Refugees and Citizenship Canada.

This important ministry was recently upheld by the Lambeth Conference in a statement of support for the work of “Anglican provinces, dioceses and agencies on the ground” in response to the refugee and migration crisis. The statement reads, in part, as follows:

“As Anglicans, we are called in our Marks of Mission to “respond to human need by loving service” and to “transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.” Meeting the immediate needs of those who have been displaced or trafficked in any way, and doing what we can to build better structures to help all people flourish, is at the heart of our mission.”

According to the United Nations Refugee Agency, by the end of 2021 more than 100 million people around the world have been forced to flee their homes due to human conflict. This included over 27.1 million refugees who have fled their country.

Since the last report to Synod in September 2021, our diocese has:

- submitted applications for 3 new sponsorship cases totalling 8 people;
- welcomed 48 newcomers to Canada, representing 24 sponsorship cases, from Eritrea, Syria, Iraq, Myanmar, and Afghanistan; and
- celebrated the successful completion of 6 sponsorship cases.

Our efforts continue to be bolstered by funds raised by the 140th Anniversary Refugee Sponsorship Fund, which helps parishes take on sponsorships they might not otherwise be able to support on their own. If your parish is interested in sponsoring refugees, please email refugees@niagaraanglican.ca to inquire and learn more.

As with all ministries of the church, this work happens because of passion and faithfulness of parishioners and people in the communities we serve. In addition, there is a team of dedicated volunteers and staff who help support this diocesan ministry, helping us live into our responsibilities as a Sponsorship Agreement Holder.

Finally, a word of gratitude: earlier this year, The Reverend Scott McLeod concluded his responsibilities as our diocesan refugee sponsorship coordinator. Through his efforts our diocese has helped to sponsor more than 400 refugees since 2015. In no small measure to Scott’s coordinating efforts, thousands of lives have been transformed we have helped warmly welcomed newcomers to Canada. Thanks be to God!

Respectfully submitted,

The Venerable Bill Mous
Interim Coordinator

THE CATHEDRAL PLACE PROPERTY MANAGEMENT COMMITTEE

Even through pandemic restrictions, Cathedral Place (CP) remains a vital hub for ministry. This fall has seen a resumption of in-person meetings and diocesan services. Amidst all the challenges, the Cathedral congregation has been faithful in Sunday worship and in hosting and live-streaming diocesan services, to say nothing of their significant outreach such as the rest and hygiene center.

A busy CP means we continue to be deeply grateful for the work of Property Manager Derek Smith. From organizing cleaning and routine repairs, to getting quotes, to so much more, Derek runs the gamut in his faithful stewardship.

Over the past year, live-streaming equipment has been installed into the Cathedral proper; work has begun to develop a formal Heritage Conservation Plan for CP; and the episcopal and cathedral office areas have been painted and their lighting upgraded to LED fixtures. After Jamesville Daycare moved out of CP, the former outdoor playground has been converted into an area that can be used for lunches and outdoor meetings. There are surprisingly few spaces in CP conducive to meetings with physical distancing in place, and this new space provides exciting new opportunities. A former daycare classroom beside Myler Hall is being converted into a lounge-style meeting room.

Also this year, the committee reviewed quotes and made a recommendation to the executive officer for a cleaning service, following the resignation of the in-house employee who had been doing that work. This change will result in cost savings.

The committee continues to plan for other work to CP and its property to ensure that it is a safe, accessible, and welcoming base for the many and varied ministries it supports.

Respectfully submitted,

The Reverend Canon Matthew Griffin
Chair

THE ANTI-RACISM WORKING GROUP

The promises made in baptism can be a lens through which Anglicans can address the racism deeply embedded in Christian culture, calling out the evils of this world and mandating the Church to break down barriers and eradicate systemic and structural racism. The Anti-Racism Working Group is leading the diocesan effort to ensure every parish leader is equipped with anti-racism training in order to dismantle systemic racism in our diocese. Through education and training taken on by the working group members, they have been able to create a series of training modules for use in pilot test form for 2023.

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

- finishing our discussions based on Resmaa Menakem's *In My Grandmother's Hands* and moving from a study group to a curriculum development group;
- having several members complete Anti-Racism training courses from other jurisdictions
- discerning dialogue about what the Diocese of Niagara needs in its curriculum and settling on curriculum topics; and
- researching resources and creating curriculum for each topic grounded in our faith and our baptismal covenant.

In January 2023, a pilot test of the six two-hour sessions will be announced and first participants will be asked to register. In the meantime, the committee continues to put final touches to the curriculum and train the first set of trainers.

Respectfully submitted,

The Reverend Naomi Kabugi
Chair

THE HUMAN TRAFFICKING JUSTICE NIAGARA WORKING GROUP

Human Trafficking Justice Niagara, encouraged and supported by Bishop Susan Bell since its inception in 2020, follows the lead of General Synod 2019 Resolution A204 Human Trafficking and Modern slavery to:

1. Condemn the ongoing practices of human trafficking and modern slavery and commit to working for their elimination in Canada and globally
2. Constructively engage all levels of government on relevant policy areas to combat human trafficking, slavery and enforced migration
3. Develop, promote and disseminate liturgical, theological and educational materials related to combatting human trafficking, slavery and enforced migration
4. Build relationships with local and regional networks combatting human trafficking, slavery and exploitation

Over the past 2 years, the committee has been meeting on a regular basis and has accomplished the following:

- highlighted Freedom Sunday during live-streamed Morning Prayer with Bishop Susan Bell at the Cathedral, on Freedom Sunday 2021;
- hosted a diocesan webinar '*Human Trafficking? Not In My Community!*' with a panel of experts from the community and the church;
- met with leaders from the Anglican Church of Canada and social service agencies within our communities to educate ourselves on human trafficking;
- assembled some liturgical resources for parish use for Freedom Sunday 2021, including two recorded sermons; and
- engaged in a process to create a logo for this committee and a prayer that can be used at all meetings around human trafficking.

Human Trafficking Justice Niagara will continue to equip the people of the diocese to live more deeply into the Fourth Mark of Mission and our diocesan Mission Action Plan to be strong advocates for local and global change in the following ways:

- **Prayer** – Ensure that prayers and concern for human trafficking become an integral part of parish life, particularly on National Human Trafficking Awareness Day, February 22
- **Education** – Equip and inspire social justice facilitators and teams by developing and disseminating current local resources and evidence-based knowledge about modern day slavery, human trafficking and forced labour
- **Action** – Provide facilitators, clergy and lay leaders with the tools to ensure their parishes are able to assist local outreach in support of victims of human trafficking
- **Advocacy** – Model strong leadership and resolute political action to address human trafficking and modern-day slavery. Support parish and Diocesan leaders in recognizing the presence of trafficking in our communities and ways to speak out against it.

Respectfully submitted,

The Reverend Jody Balint
Chair

THE NIAGARA SCHOOL FOR MISSIONAL LEADERSHIP STEERING COMMITTEE

The Niagara School for Missional Leadership (NSML) is a Gospel-focused learning community based in the Diocese of Niagara that trains effective missional leaders (both clergy and lay) to respond to the needs of God's world. The school centres its learning on the Good News of Jesus Christ – that the Church is called to participate in Jesus' mission in the world in bringing about the Kingdom of God. Jesus calls us to life and compels us to love, and as we live into and out of this calling, the kingdom breaks into the world around us.

The mandate of the NSML Steering Committee is to support the school's vision of creating a practical and coaching based learning environment where participants are equipped to respond creatively and faithfully to God's mission. The work of the committee includes providing input regarding the development and administration of the school, promotions, finances, and monitoring alignment between the school's operations and the school's mission and vision.

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

- launched in September 2021 with 16 course offerings and 157 registrations;
- formed partnerships with the Dioceses of Algoma and Moosonee towards the development of Indigenous ministry students at the Tom Corston School of Theology;
- created a curriculum sub-committee to develop courses and engage teacher practitioners, with the view of guarding the alignment of the school curriculum to the school's vision and mission;
- hired a coordinator role to oversee and administer the operations of the school;
- launched social media platforms on Facebook, Instagram and Twitter; and
- implemented online learning and administration platforms for delivering courses and tracking registrations.

Considering the diocesan Mission Action Plan, the Niagara School for Missional Leadership will seek to contribute to the MAP's objectives and strategies through the following ways over the coming year, continuing to live into:

- Objective #1 to *'create and implement opportunities to ignite and strengthen faith'* by developing practical, accessible, and culturally relevant learning opportunities that both deepen the learner's Christian faith while developing leadership competencies and practical tools for missional ministry.
- Objective #2 to *'reimagine diocesan culture and adapt our structures to enable ministry'* by drawing from practitioners from both within and outside of the Anglican Communion to teach and share from their experiences with church, culture, and mission, which will expose learner-practitioners to innovative strategies for approaching mission in the Diocese of Niagara.

Respectfully submitted,

Michael Smith
Chair

FINANCIAL INFORMATION
2021 Audited Consolidated Financial Statements

Consolidated Financial Statements of

**THE SYNOD OF THE
DIOCESE OF NIAGARA**

And Independent Auditors' Report thereon

Year ended December 31, 2021



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INDEPENDENT AUDITORS' REPORT

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

Qualified Opinion

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

- the consolidated statement of financial position as at end of December 31, 2021
- the consolidated statement of operations for the year then ended
- the consolidated statement of changes in net assets for the year then ended
- the consolidated statement of cash flows for the year then ended
- and notes to the consolidated financial statements, including a summary of significant accounting policies

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

In our opinion, except for the possible effects of the matter described in the "***Basis for Qualified Opinion***" section of our auditors' report the accompanying financial statements, present fairly, in all material respects, the consolidated financial position of the Diocese as at end of December 31, 2021, and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Canadian Accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

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



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- the current assets reported in the consolidated statements of financial position as at end of December 31, 2021
- the fundraising revenues and excess of revenues over expenses reported in the consolidated statements of operations for the years ended December 31, 2021
- the unrestricted net assets, at the beginning and end of the year, reported in the consolidated statements of changes in net assets for the years ended December 31, 2021
- the excess of revenues over expenses reported in the consolidated statements of cash flows for the years ended December 31, 2021

Our opinion on the financial statements for the year ended December 31, 2021 was qualified accordingly because of the possible effects of this limitation in scope.

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

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

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

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

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



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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also:

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

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Diocese's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



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- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Diocese's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Diocese to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG LLP

Chartered Professional Accountants, Licensed Public Accountants

Hamilton, Canada

June 16, 2022

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Financial Position

December 31, 2021, with comparative information for 2020

	2021	2020
Assets		
Current assets:		
Cash (note 2)	\$ 1,692,934	\$ 1,762,008
Short-term investments	16,483	16,441
Restricted cash (note 3)	99,337	83,566
Amounts receivable (note 4)	682,451	494,139
Other receivables	324,112	425,542
Prepaid expenses	31,206	63,075
Loans receivable (note 5)	320,692	469,083
	<u>3,167,215</u>	<u>3,313,854</u>
Investments (note 6)	6,458,645	5,294,360
Long-term receivables (note 7)	3,404,189	3,517,779
Capital assets (note 8)	2,228,326	2,315,448
	<u>\$ 15,258,375</u>	<u>\$ 14,441,441</u>
Liabilities and Net Assets		
Current liabilities:		
Deferred revenue	\$ 45,247	\$ 25,431
Due to parishes	22,573	27,483
Accounts payable and accrued liabilities (note 9)	1,252,110	1,345,916
Bank loans - special purposes (note 10)	165,441	398,552
	<u>1,485,371</u>	<u>1,797,382</u>
Supplemental insurance reserve (note 11)	669,046	756,875
Long-term liabilities (note 12)	164,818	246,281
	<u>2,319,235</u>	<u>2,800,538</u>
Net assets:		
Invested in capital assets	2,228,326	2,315,448
Externally restricted (note 13(a))	2,250,376	2,136,777
Internally restricted (note 13(b))	4,388,221	3,931,262
General	4,072,217	3,257,416
	<u>12,939,140</u>	<u>11,640,903</u>
Contingencies (note 19)		
COVID-19 (note 20)		
	<u>\$ 15,258,375</u>	<u>\$ 14,441,441</u>

See accompanying notes to consolidated financial statements.

On behalf of the Board:

Director

Director

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Operations

Year ended December 31, 2021, with comparative information for 2020

	2021	2020
Revenue:		
Diocesan assessment	\$ 2,839,258	\$ 2,569,605
Administrative fees and rental income	552,139	474,931
Government grants (note 20)	187,359	531,760
Bishop's Company	47,959	51,365
Canterbury Hills (note 14)	413,880	233,920
Programs	68,720	750
Sundry	156,732	156,508
Interest income	4,220	6,355
Investment income	681,078	340,662
Insurance premiums from parishes	1,184,459	986,238
Parish payroll	8,997,923	8,936,009
	15,133,727	14,288,103
Expenses:		
General and Provincial Synod	625,761	677,757
Programs:		
Congregational support and development	175,553	50,546
Ministry support	56,630	35,412
Outreach support	20,844	26,952
Operations:		
Diocesan staff	1,450,433	1,582,945
Office administration, communication, and committees	292,157	340,622
Diocesan managed properties	288,030	284,814
Disestablished parish properties	89,720	167,656
Property staff	193,632	210,070
Other:		
Parish subsidies	211,197	221,084
Depreciation	220,003	215,606
Bad debts (recovery)	5,549	46,060
Interest	160	237
Grants issued	91,378	104,668
Insurance	1,276,835	1,157,976
Parish payroll	8,997,923	8,936,009
Bishop's Company expenses	18,856	39,001
Canterbury Hills (note 14)	261,222	169,981
Total expenses	14,275,883	14,267,396
Excess of revenue over expenses before the undernoted	857,844	20,707
Gross proceeds on sale of properties (note 15)	392,600	4,194,593
Restricted gifts and bequests (note 16)	3,572	129,335
Excess of revenues over expenses	\$ 1,254,016	\$ 4,344,635

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Changes in Net Assets

Year ended December 31, 2021, with comparative information for 2020

	Invested in capital assets	Externally restricted	Internally restricted	General fund	Total 2021
Fund balance, beginning of year	\$ 2,315,448	\$ 2,136,777	\$ 3,931,262	\$ 3,257,416	\$11,640,903
Excess of (expenses over revenue) revenue over expense	(220,003)	112,733	(58,704)	1,419,990	1,254,016
Inter-fund transfers:					
Net change in invested in capital assets	132,881	—	—	(132,881)	—
Transfers between funds	—	866	477,208	(478,074)	—
Insurance fund	—	—	38,455	(38,455)	—
Employee future benefits (note 11)	—	—	—	44,221	44,221
Fund balance, end of year	\$ 2,228,326	\$ 2,250,376	\$ 4,388,221	\$ 4,072,217	\$12,939,140
	Invested in capital assets	Externally restricted	Internally restricted	General fund	Total 2020
Fund balance (deficit), beginning of year	\$ 2,477,325	\$ 2,089,397	\$ 3,904,507	\$ (1,112,925)	\$ 7,358,304
Excess of (expenses over revenue) revenue over expense	(215,606)	58,686	37,031	4,464,524	4,344,635
Inter-fund transfers:					
Net change in invested in capital assets	53,729	—	—	(53,729)	—
Transfers between funds	—	(11,306)	—	11,306	—
Insurance fund	—	—	(10,276)	10,276	—
Employee future benefits (note 11)	—	—	—	(62,036)	(62,036)
Fund balance, end of year	\$ 2,315,448	\$ 2,136,777	\$ 3,931,262	\$ 3,257,416	\$11,640,903

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Cash Flows

Year ended December 31, 2021, with comparative information for 2020

	2021	2020
Cash provided by (used in):		
Operations:		
Excess of revenues over expenses for the year	\$ 1,254,016	\$ 4,344,635
Items not involving cash:		
Change in supplemental insurance liability	(87,829)	57,408
Actuarial gain on supplemental insurance liability	44,221	(62,036)
Depreciation	193,543	187,876
Depreciation - Canterbury Hills	26,460	27,730
Increase in fair value of investments	(784,839)	(395,638)
Change in non-cash operating working capital:		
Deferred revenue	19,816	25,431
Restricted cash	(15,771)	(32,201)
Amounts receivable	(188,312)	250,377
Other receivables	101,430	(223,696)
Prepaid expenses	31,869	26,824
Due to parishes	(4,910)	194
Accounts payable and accrued liabilities	(93,806)	400,621
	495,888	4,607,525
Financing:		
Changes in long-term liabilities	(81,463)	(67,413)
Repayment of bank loans - special purposes	(233,111)	(113,161)
	(314,574)	(180,574)
Investing:		
Purchase of capital assets	(129,659)	(44,985)
Purchase of capital assets, Canterbury Hills	(3,222)	(8,744)
Investment contributions	(587,430)	(124,336)
Investment withdrawals	207,984	104,668
Realized gain on investments, Canterbury Hills	-	8,744
Decrease in short-term investments	(42)	(291)
Decrease (increase) in long-term receivables	113,590	(2,308,437)
Collection (advances) of loans receivable	148,391	(117,370)
	(250,388)	(2,490,751)
(Decrease) increase in cash	(69,074)	1,936,200
Cash, beginning of year	1,762,008	(174,192)
Cash, end of year	\$ 1,692,934	\$ 1,762,008

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements

Year ended December 31, 2021

The Synod of the Diocese of Niagara (the "Diocese") is a Christian community of faith that geographically encompasses the area of the Niagara Peninsula, Greater Hamilton, the Region of Halton and portions of Wellington and Dufferin Counties, and Haldimand County and which includes approximately 80 Anglican parishes (congregations). The governance of the Diocese is done through The Synod of the Diocese of Niagara which was incorporated by an act of the Provincial Government of Ontario, assented to on February 10, 1876 and is a registered charity under the Income Tax Act. The Synod is comprised of the Bishop, clergy and designated representatives from each parish. The Bishop is the Chief Officer of the Diocese and, as such, provides oversight for the clergy and parishes who comprise the Diocese.

1. Significant accounting policies:

(a) Basis of presentation:

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

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

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

(b) Fund accounting:

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

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

The Restricted Fund reports resources contributed for which the use is restricted by the donors or management.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

1. Significant accounting policies (continued):

(c) Revenue recognition:

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. If at the outset of the arrangement, the Diocese determines that collectability is not probable, the Diocese defers the revenue and recognizes the revenue when payment is received.

(d) Capital assets:

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

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

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

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

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

1. Significant accounting policies (continued):

(e) Supplemental insurance benefits:

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

The Diocese accrues its obligation using the accrued benefit method. The measurement date of the obligation coincides with the year end of the Diocese. The most recent full actuarial valuation was December 31, 2021.

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

(f) Contributed services:

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

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

1. Significant accounting policies (continued):

(g) Financial instruments:

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

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

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

(h) Use of estimates:

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

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

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

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

2. Cash and bank indebtedness:

The Diocese considers deposits in banks and certificates of deposit as cash. The Diocese has a revolving demand line of credit with interest calculated at 1.3% per annum. There was no bank indebtedness balance as at December 31, 2021 (2020 - \$nil). The limit on the line of credit was \$1,500,000 (2020 - \$2,250,000) as at December 31, 2021.

3. Restricted cash:

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

4. Amounts receivable:

Amounts receivable from parishes consist of:

	2021	2020
Diocesan Mission and Ministries due from parishes	\$ 577,381	\$ 599,035
Insurance	31,752	422
Payroll due from parishes	38,238	16,647
Other	99,905	7,935
Provision for doubtful accounts	(64,825)	(129,900)
	<u>\$ 682,451</u>	<u>\$ 494,139</u>

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

5. Loans receivable:

Loans receivable are comprised as follows:

(a) Emergency Loans:

Emergency loans totaling \$150,531 (2020 - \$150,531) represent funds loaned to parishes for COVID-19 related expenses. Each parish can apply for a loan up to \$10,000. Sixteen parishes have utilized this loan.

(b) Church Extension:

Church extension loans totaling \$145,441 (2020 - \$308,552) 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.

(c) Employee Loans:

Employee loans totaling \$4,719 (2020 - \$nil) are bridging loans advanced to employees to cover EI processing time, which usually takes about 4-6 weeks. These are normally clawed back from employees upon receipt of EI payments. Only employees on authorized sick leave are eligible to access this loan.

6. Investments:

Investments are comprised as follows:

	2021	2020
Mutual and pooled funds	\$ 6,458,645	\$ 5,294,360

Investments include \$699,046 (2020 - \$756,875) set aside to fund the supplemental insurance benefits (see note 11).

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

7. Long-term receivables:

Parish	2021	2020
Parish operating debt:		
St. Luke, Hamilton	\$ 177,515	\$ 177,515
Cathedral Place, Hamilton	104,039	196,039
All Saints, Hamilton	45,511	45,511
St. John's Rockwood	87,941	87,941
Holy Trinity, Fonthill	61,196	67,196
St. Paul, Caledonia	98,185	73,220
St. John the Evangelist, Niagara Falls	64,691	70,691
Holy Trinity, Hamilton	8,280	29,191
Grace Church, Arthur	36,808	36,808
All Saints, Welland	27,167	29,567
St. Alban's, Grand Valley	—	3,076
Various disestablished parishes	24,905	24,905
	736,238	841,660
Parish mortgages and loans:		
St. Luke's Palermo	138,983	144,899
Church of the Incarnation, Oakville	78,968	81,220
	217,951	226,119
Vendor take back mortgages:		
2601265 Ontario Inc.	1,700,000	1,700,000
2706703 Ontario Inc.	750,000	750,000
	2,450,000	2,450,000
Total	\$ 3,404,189	\$ 3,517,779

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

2601265 Ontario Inc. is a mortgage that bears interest at a 4% fixed rate with no repayments until the maturity date of January 16, 2023.

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

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

8. Capital assets:

	2021		
	Cost	Accumulated amortization	Net book value
Land			
Canterbury Hills	\$ 35,749	\$ –	\$ 35,749
Buildings			
Palermo Community Centre	2,496,163	622,872	1,873,291
Leasehold improvements	1,160,452	1,156,288	4,164
Canterbury Hills	564,407	477,722	86,685
Building improvements	765,979	586,865	179,114
Computer equipment	297,556	284,787	12,769
Furniture and fixtures	169,674	133,120	36,554
Vehicles	15,370	15,370	–
	\$ 5,505,350	\$ 3,277,024	\$ 2,228,326
	2020		
	Cost	Accumulated amortization	Net book value
Land			
Canterbury Hills	\$ 35,749	\$ –	\$ 35,749
Buildings			
Palermo Community Centre	2,496,163	498,064	1,998,099
Leasehold improvements	1,160,452	1,155,614	4,838
Canterbury Hills	561,186	451,261	109,925
Building improvements	703,561	545,208	158,353
Computer equipment	273,582	269,300	4,282
Furniture and fixtures	126,406	122,204	4,202
Vehicles	15,370	15,370	–
	\$ 5,372,469	\$ 3,057,021	\$ 2,315,448

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

9. Accounts payable and accrued liabilities:

There are no government remittances payable included in accounts payable and accrued liabilities, including payroll related taxes, for 2021 (2020 - \$nil).

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

10. Bank loans - special purposes:

	2021	2020
Loans obtained on behalf of parishes, due on demand, bearing interest at prime plus 0.25%, maturing from 2016 to 2028, with minimum annual repayments of \$24,931	\$ 145,441	\$ 157,052
Loan obtained on behalf of parish, due on demand, bearing interest at prime plus 0.25%, maturing 2031, annual repayments of \$25,296. Loan was fully repaid in 2021	-	151,500
Other special purpose loans for parish renovations and extensions, due on demand, bearing interest at prime plus 0.25%, with a minimum annual repayment of \$70,000	20,000	90,000
	\$ 165,441	\$ 398,552

Principal repayments over the next five years are as follows:

2022	\$ 44,931
2023	24,931
2024	24,931
2025	24,931
2026	45,717
	\$ 165,441

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

11. Supplemental insurance benefits:

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

The Diocese measures its benefit obligation for accounting purposes based on the most recent actuarial valuation which was as at December 31, 2021. The obligation estimate is reviewed annually, and a full actuarial valuation is completed every three years.

	2021	2020
Change in benefit obligation:		
Benefit obligation, beginning of year	\$ 756,875	\$ 699,466
Actuarial (gain) loss	(44,221)	62,036
Interest costs	26,392	27,373
Benefit payments	(40,000)	(32,000)
Benefit obligation, end of year	\$ 699,046	\$ 756,875

12. Long-term liabilities:

Included in long-term liabilities is \$91,503 (2020 - \$172,966) relating to the Residential Schools Healing Fund. In consultation with the Anglican Church of Canada, the Diocese has renewed its commitment to the work of truth, reconciliation and indigenous ministries. These funds are held in a Diocesan investment fund designated for this purpose.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

13. Restricted fund balances:

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

	2021	2020
Theological education	\$ 409,298	\$ 409,298
Episcopal support	347,333	347,333
Other	373,439	373,439
Mission work	151,803	151,803
Youth and children's work	15,000	15,000
Canterbury Hills	953,503	839,904
	\$ 2,250,376	\$ 2,136,777

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

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

	2021	2020
New church development from parish proceeds	\$ 2,105,802	\$ 2,166,936
Parish sale proceeds	748,472	748,472
Legal reserve fund	370,000	-
Residential schools fund	128,963	199,268
Closed parishes	208,556	258,556
Girls' Friendly Society / Holiday House fund	172,158	172,158
Church insurance fund	163,938	125,483
Church planting reserve fund	100,000	-
Property renewal reserve fund	100,000	-
Minnie Easter estate	41,356	41,356
Investment review fund	38,744	38,744
Stephen Hopkins leadership fund	89,627	117,299
Other	16,625	16,626
Dorothy Elizabeth Roberts' estate	8,365	8,365
E. Ferres	7,115	7,115
Paul Austin Moore estate	6,000	6,000
Canon D. Ricketts bursary fund	8,000	7,000
William Aspel legacy fund	5,000	5,000
Canterbury Hills	520	520
Bishop's Company	68,980	12,364
	\$ 4,388,221	\$ 3,931,262

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

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

14. Canterbury Hills:

	2021	2020
Revenues:		
Canterbury Hills (unrestricted)	\$ 301,147	\$ 175,234
Canterbury Hills (externally restricted)	112,733	58,686
	<u>\$ 413,880</u>	<u>\$ 233,920</u>
Expenses:		
Canterbury Hills (unrestricted)	\$ 261,222	\$ 169,981
Canterbury Hills (externally restricted)	-	-
	<u>\$ 261,222</u>	<u>\$ 169,981</u>

15. Gross proceeds on sale of properties:

Gross proceeds on the sale of properties in 2021 includes proceeds from the sale of Nelles Street, Haldimand – Cemetery and Nelles Street, Haldimand – Sidewalk (2020 – proceeds from the sale of Speedvale Avenue East, Guelph, Main Street North, Grand Valley – Parking Lot, Main Street North, Grand Valley – Parish, Grantham Avenue, St. Catharines as well as the Dundas Street West, Oakville - Road Allowance).

	2021	2020
Nelles Street, Haldimand – Cemetery	\$ 375,000	\$ -
Nelles Street, Haldimand – Sidewalk	17,600	-
Speedvale Avenue East, Guelph	-	2,200,143
Main Street North, Grand Valley - Parking Lot	-	75,000
Main Street North, Grand Valley – Parish	-	375,000
Grantham Avenue, St. Catharines	-	1,500,000
Dundas Street West, Oakville -Road Allowance	-	44,450
	<u>\$ 392,600</u>	<u>\$ 4,194,593</u>

16. Restricted gifts and bequests:

Restricted gifts in 2021 totaled \$3,572 (2020 - \$129,355) which consists of donations of \$3,572 (2020 - \$84,665) and no unrealized investment income (2020 - \$44,670). These relate to gifts to the Canon D. Ricketts Bursary fund and the Stephen Hopkins Leadership fund. The funds are held within the Diocesan investments.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

17. Parish funds:

- a) From time to time, parishes deposit funds through the Diocese for investment purposes. The funds are not reflected in the financial statements of the Diocese. The capital and income earned thereon remain the property of the contributing parish. At December 31, 2021, the fair market value of the parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to \$54,554,866 (2020 - \$47,321,828).
- b) The Diocese is affiliated with the Anglican Church Ministries Foundation (the "Foundation") by virtue of their joint control by Synod Council. The Foundation was established to raise funds for the use of the Diocese and its Bishop in their mission work. The Foundation is incorporated by an act of the Provincial Government of Ontario, assented to on January 1, 1999 and is a registered charity under the Income Tax Act. At December 31, 2021, the Foundation held net assets in the amount of approximately \$28.4 million (2020 - \$24.7 million), the benefit of which will accrue to the Diocese and some of its affiliates in the future.

Investment administration fees of \$27,500 (2020 - \$25,000) were charged by the Diocese to the Foundation and have been included in Administrative fees and rental income on the Statement of Operations.

18. Financial instruments:

- (a) Currency risk:

The Diocese is exposed to financial risks as a result of exchange rate fluctuations and the volatility of these rates. In the normal course of business, the Diocese purchases investments denominated in foreign currencies. There has been no change to the risk exposure from 2020.

- (b) Liquidity risk:

Liquidity risk is the risk that the Diocese will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Diocese manages its liquidity risk by monitoring its operating requirements. The Diocese prepares budget and cash forecasts to ensure it has sufficient funds to fulfill its obligations. There has been no change to the risk exposure from 2020.

- (c) Credit risk:

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. The Diocese is exposed to credit risk with respect to the amounts due from parishes, loans receivable, and long-term receivables. The Diocese assesses, on a continuous basis, these balances and provides for any amounts that are not collectible in the allowance for doubtful accounts. There has been no change to the risk exposure from 2020.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

18. Financial instruments (continued):

(d) Interest rate risk:

The Diocese's long-term debt has a variable interest rate based on prime. As a result, the Diocese is exposed to interest rate risk due to fluctuations in the prime rate. There has been no change to the risk exposure from 2020.

(e) Market risk:

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

The Diocese's investment activities involve investments in mutual funds which are monitored by an investment committee as well as management. There has been no change to the risk exposure from 2020.

19. Contingencies:

The Diocese issues letters of guarantee through its financial institution to provide guarantees to certain parishes. Outstanding letters of guarantee amount to \$51,697 (2020 - \$51,697).

20. COVID-19:

On March 11, 2020 COVID-19 was declared a pandemic which has resulted in governments worldwide, including the Canadian and Ontario governments, enacting emergency measures to combat the spread of the virus. These measures have caused material disruption to businesses globally and in Ontario resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize economic conditions however the success of these interventions is not currently determinable. The current challenging economic climate had a direct impact on the Diocese's operating results and financial position in the future. Specific to the Diocese, there is a risk pertaining to defaults on Parish loans and permanent and adverse effects of the stock market negatively impacting the fair value of the investments. The Diocese experienced an increase in revenue to pre-COVID-19 levels as Covid-19 restrictions were relaxed and the economy opened. The Diocese extended a \$250,000 Diocesan assessment rebate to some parishes whose revenues were adversely impacted by Covid-19. The temporary increase to the line of credit by \$750,000 was allowed to expire in December 2020 without being renewed in 2021. The Diocese sold some vacant properties for additional funding. The Government of Canada has introduced measures to support organizations experiencing financial challenges resulting from the COVID-19 pandemic and to support employment and rent. As at December 31, 2021, the Diocese assessed its eligibility related to the Canada Emergency Wage Subsidy ("CEWS") and recorded the expected recoverable amount as income. The Diocese recognized \$180,754 (2020 - \$531,760) from CEWS.

THE SYNOD OF THE DIOCESE OF NIAGARA

Notes to Consolidated Financial Statements (continued)

Year ended December 31, 2021

21. Comparative information:

Certain comparative information has been reclassified to conform with the financial statement presentation adopted in the current year.

2023 Proposed Budget

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

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
REVENUES:			
DIOCESAN MISSION & MINISTRIES	3,093,758	3,100,000	2,700,000
DIOCESAN MISSION & MINISTRIES - REBATES / PARISH MISSION INCENTIVES	(254,500)	(100,000)	(50,000)
INTEREST ON TRUST FUNDS	8,971	10,000	10,000
INVESTMENT GAIN (LOSS)	672,107	0	0
INVESTMENT FUND ADMINISTRATION TRANSFER	122,465	90,000	110,000
INSURANCE FUND ADMINISTRATION TRANSFER	27,500	27,500	28,050
ADMINISTRATION FEE ACMF NIAGARA	27,500	27,500	28,050
RESTRICTED GIFTS & BEQUESTS, PROPERTY SALES	286,643	500,000	0
SPECIAL APPEALS	5,471	0	0
SUNDRY	60,358	150,000	100,000
TOTAL REVENUES	4,050,274	3,805,000	2,926,100
EXPENDITURES:			
MISSION EXPENSES - Schedule 1	1,211,373	1,195,439	1,210,216
MISSION SUPPORT EXPENSES - Schedule 2	1,236,215	1,362,972	1,221,226
MINISTRY EXPENSES - Congregational Support & Development (CSD) - Schedule 3	580,299	844,632	755,459
MINISTRY EXPENSES - Youth & Family - Schedule 4	72,576	98,468	111,732
MINISTRY EXPENSES - Education - Schedule 5 A	49,634	146,200	120,700
NIAGARA SCHOOL FOR MISSIONAL LEADERSHIP - Schedule 5 B	0	0	0
MINISTRY EXPENSES - Outreach & Social Justice - Schedule 6	92,980	179,446	186,600
DIOCESAN HELD PROPERTIES - Schedule 7	45,621	43,100	1,869
TOTAL EXPENDITURES	3,288,697	3,870,257	3,607,801
OPERATING SURPLUS / (DEFICIT) BEFORE DEPRECIATION	761,577	(65,257)	(681,701)
DEPRECIATION (NON-CASH)	187,877	0	0
OPERATING SURPLUS / (DEFICIT)	573,700	(65,257)	(681,701)
Draws from Investments:			
S/T Outreach ACMF 6000012	25,000	35,000	25,000
S/T Leadership ACMF 6000011	19,594	85,000	46,000
Synod Recovered Properties Fund 5006961 Re WOW Grants	53,995	60,000	-
Diocesan Housing ACMF 5006993	33,000	20,000	50,000
General Admin / ACMF 5006962		50,000	150,000
Synod Endowment Fund / ACMF 5006959			50,000
General Investment Fund / ACMF 5006960			125,000
Truth & Recon Synod		Funds rec'd netted against exp	-
Church Planters Fund Synod 5006966	0	0	80,000
Theological Education Funds	0	0	14,200
Differentiated Curacies Reserve Fund			100,000
Operating Surplus / Deficit after applying use of Investments	705,289	184,743	(41,501)
Mortgages due to Diocese paid	1,078,952	0	1,700,000

Notes:

- The budget does not include investment gain/loss and depreciation expenses, which are non-cash items determined at year end.
- Capital expenses are now budgeted for separately; see schedule 8

THE SYNOD OF THE DIOCESE OF NIAGARA
MISSION EXPENSES - Schedule 1
12 Months Ended December 31, 2023

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
BEYOND NIAGARA			
GENERAL SYNOD APPORTIONMENT	572,917	625,000	625,000
GENERAL SYNOD DELEGATE FEES	10,344	20,000	20,000
PROVINCIAL SYNOD ASSESSMENT	25,000	25,000	25,000
PROVINCIAL SYNOD DELEGATES	0	0	0
LAMBETH - CORE BUDGET	0	0	0
SUB-TOTAL BEYOND NIAGARA	608,261	670,000	670,000
NIAGARA			
EPISCOPAL STAFF			
TOTAL EPISCOPAL STAFF	506,062	473,939	489,716
EPISCOPAL EXPENSES	30,768	30,000	30,000
CONFERENCE / TRAVEL	2,585	7,500	10,000
SYNOD COUNCIL & SUB-COMMITTEES	469	4,000	2,500
STEWARDSHIP HOSPITALITY	0	5,000	5,000
VOCATION EVENTS	4,470	5,000	3,000
NIAGARA CORE MISSION EXPENSES	38,291	51,500	50,500
EMERGENT MINISTRY PRIORITIES			
PARISH TECHNOLOGY UPGRADES	58,758	0	0
EMERGENT MINISTRY PRIORITIES SUB-TOTAL	58,758	0	0
TOTAL MISSION EXPENSES	1,211,373	1,195,439	1,210,216

THE SYNOD OF THE DIOCESE OF NIAGARA
MISSION SUPPORT EXPENSES - Schedule 2
12 Months Ended December 31, 2023

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
STAFF			
TOTAL MISSION SUPPORT STAFF	497,742	489,177	442,157
ADDITIONAL PAYROLL	0	5,000	5,000
WAGE ADJUSTMENTS PRIOR YEARS	(35,828)	0	0
WAGE ADJUSTMENTS CURRENT YEAR	(214,654)	0	0
WAGE ADJUSTMENTS CEWS	1,130	0	0
TOTAL MISSION SUPPORT STAFF & MISC. PAYROLL	248,390	494,177	447,157

ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES

PAYROLL AND BENEFITS TIMING DIFFERENCES	(14,886)	0	0
EMPLOYEE / FAMILY ASSISTANCE PLAN	9,465	10,000	10,000
EMPLOYEE / RETIREE LIFE INSURANCE COSTS	0	0	0
PAYROLL SYSTEM	1,875	1,500	1,500
PENSION SUPPORT - RETIRED BISHOPS	4,662	4,000	4,000
LOUISA PARKE COMMITMENT (PENS. SUP. RET. CLERGY)	18,517	20,000	20,000
COMPUTER SYSTEMS SUPPORT	84,159	47,500	47,500
EQUIPMENT RENTAL	15,062	14,000	14,000
EQUIPMENT SERVICE / CONTRACTS	1,778	4,000	4,000
OFFICE SUPPLIES	11,800	12,000	12,000
RESOURCES / SUBSCRIPTIONS / MEMBERSHIPS	1,897	3,500	3,500
SCREENING - SAFE CHURCH CONSULTING	3,690	25,000	20,000
SCREENING - SAFE CHURCH TRAINING	2,593	5,000	5,000
SCREENING - POLICE & REFERENCE CHECKS	1,595	2,000	2,000
STAFF EXPENSES	10,296	22,000	15,000
TELEPHONE	16,834	18,500	17,500
AUDIT EXPENSES	37,442	40,000	40,000
LEGAL & PROF. EXPENSES	18,347	50,000	40,000
INSURANCE - NET RECOVERY IN RESERVE	(38,455)	0	0
BANK CHARGES / SUNDRY	7,595	15,000	15,000
RECOVERY INTEREST ON PARISH RECEIVABLES	(4,955)	0	(4,000)
PARISH INTEREST / OTHER EXPENSES	1,457	4,500	0
BANK INTEREST	160	1,000	1,000
RESTRICTED FUNDS EXPENDITURES	520,000	0	0
CONTINGENCY / NON-BUDGETED	0	10,000	5,000
OTHER EXPENSES	589	5,000	0
BAD DEBTS & RECEIVABLE W/O's	8,624	5,000	5,000
ADMIN / OFFICE / EQUIPMENT / PROFESSIONAL FEES	720,140	319,500	278,000

CATHEDRAL PLACE

PROPERTY / RECEPTION / CLEANING	193,632	183,849	164,097
MAINTENANCE	41,593	55,300	50,000
MAJOR REPAIRS - NOT CAPITALIZED	15,071	100,000	50,000
SERVICING	1,804	10,400	5,000
UTILITIES	58,258	80,000	70,000
INSURANCE	24,988	92,305	102,300
FACILITY RENTAL REVENUE	(9,050)	(20,000)	(20,000)
HAMILTON CHOIR RENTAL	(3,080)	(3,000)	(3,000)
DAYCARE RENTAL	(35,420)	0	0
HACCC RECOVERY COST	(67,200)	(70,560)	(74,088)
CATHEDRAL PLACE FACILITY RENEWAL	0	0	0
CATHEDRAL PLACE	220,597	428,294	344,309

COMMUNICATION**TOTAL COMMUNICATION STAFF**

	18,436	51,001	91,260
PRINTING	2,142	1,000	1,000
MAILING	4,284	9,000	4,500
NIAGARA ANGLICAN NEWS	5,139	15,000	15,000
DIGITAL MINISTRY	2,214	5,000	5,000
WEBSITE SUPPORT	14,449	25,000	25,000
PROF CONSULTING	423	15,000	10,000
COMMUNICATION	28,651	70,000	60,500

TOTAL MISSION SUPPORT EXPENSES

1,236,215	1,362,972	1,221,226
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THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Congregational Support & Development (CSD) - Schedule 3
12 Months Ended December 31, 2023

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
CSD STAFF			
TOTAL CSD - STAFF	386,982	569,332	526,559
GENERAL MINISTRY EXPENSES	0	1,000	1,000
CSD RESOURCES	1,590	4,300	4,300
MIGRANT FARM WORKERS - Net of Income and Expenses	0	0	0
REVIVE PROGRAM RESOURCES	50	500	100
MISSIONER/CHURCH PLANTERS MINISTRY RESOURCES	0	1,500	1,500
CHINESE ANGLICAN MINISTRY PROGRAMS - Net Income and Expenses	(19,979)	0	0
GSC ANIMATION TEAM	0	0	0
DONOR & SPONSORSHIP DEVELOPMENT	3,720	7,000	7,000
PARISH SUBSIDIES	99,356	125,000	100,000
CLERGY MOVING EXPENSES	8,283	5,000	10,000
SABBATICAL SUPPORT	0	6,000	5,000
PERSONNEL TRANSITION & SEVERANCE	100,297	125,000	100,000
TOTAL MINISTRY EXPENSES - CONGREGATIONAL SUPPORT & DEVELOPMENT	580,299	844,632	755,459

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Youth & Family - Schedule 4
12 Months Ended December 31, 2023

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
YOUTH & FAMILY STAFF			
TOTAL Y & F - STAFF	72,991	74,318	85,582
YOUTH & FAMILY MINISTRIES			
TRAINING / RESOURCES - CHILDREN'S MINISTRY LEADERS	2,558	800	800
FAITH FORMATION - CHILDREN'S MINISTRY	(3,372)	0	0
NIAGARA YOUTH CONNECTIONS	0	15,000	15,000
AWAY.....	0	300	300
YOUTH LEADERSHIP TRAINING MINISTRY	250	3,000	4,000
YOUTH SYNOD	0	500	500
REGIONAL YOUTH MINISTRY	0	900	900
YOUTH MEMBERS OF DIOCESAN SYNOD ORIENTATION	0	0	0
YOUTH MINISTRY TRAINING INITIATIVES	0	1,600	1,600
YOUTH MINISTRY SUNDAY	0	150	150
YOUTH MINISTRY COMMITTEE	0	900	900
YOUNG ADULT MINISTRY	150	1,000	2,000
YOUTH & FAMILY MINISTRIES	(414)	24,150	26,150
TOTAL MINISTRY EXPENSES - YOUTH & FAMILY	72,576	98,468	111,732

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Education - Schedule 5 A
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
PROVINCIAL SYNOD OPCOTE	17,500	17,500	17,500
DIVINITY STUDENTS	9,950	10,000	18,700
SERVERS FESTIVAL	0	0	0
VOCATIONAL DIACONATE	1,679	500	1,000
STARTING WELL	0	2,500	2,500
TRANSITIONING WELL	0	2,500	2,500
COACHING / MENTORING	0	10,000	10,000
CLERGY / LAYWORKERS CONFERENCE	5,980	56,200	25,000
CLERGY DAYS	900	6,000	5,000
DIOCESAN DIGNITARIES (Archdeacons, Reg. Deans, Dio. Liturgical/Ecumenical Officers)	13,625	20,000	17,500
ADULT TRAINING & RESOURCES	0	21,000	21,000
TOTAL MINISTRY EXPENSES - EDUCATION	49,634	146,200	120,700

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Niagara School for Missional Leadership - Schedule 5 B
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
INCOME - Fees, Draws	(41,198)	(110,000)	(83,549)
ADMINISTRATIVE SUPPORT	17,159	46,000	33,124
COURSE HONORARIA	15,155	50,000	38,000
EDUCATIONAL PLATFORM	0	2,000	3,250
TEACHING MATERIALS AND SUPPORT	0	2,000	375
COMMUNICATION AND MARKETING	1,247	3,500	2,000
WEBSITE	3,805	3,000	1,000
TRAVEL	0	2,500	5,000
MISCELLANEOUS	3,832	1,000	800
MINISTRY EXPENSES - Niagara School for Missional Leadership	0	0	0

THE SYNOD OF THE DIOCESE OF NIAGARA
MINISTRY EXPENSES - Outreach & Social Justice - Schedule 6
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
OUTREACH STAFF			
TOTAL OUTREACH STAFF	72,386	165,196	172,350
GLOBAL PARTNERSHIPS			
COMPANION DIOCESES / PIM	1,000	5,000	5,000
SUB-TOTAL GLOBAL PARTNERSHIPS	1,000	5,000	5,000
SOCIAL JUSTICE MINISTRY			
ADVOCACY & COALITION SUPPORT	1,012	2,500	2,500
JUSTICE WORKING GROUPS	0	2,000	2,000
CLIMATE JUSTICE NIAGARA	(250)	1,000	1,000
MINISTRY RESOURCES & SUPPORT	2,832	3,750	3,750
SPECIAL APPEAL DISBURSEMENTS	16,000	0	0
SUB-TOTAL SOCIAL JUSTICE MINISTRY	19,594	9,250	9,250
TOTAL MINISTRY EXPENSES - OUTREACH & SOCIAL JUSTICE	92,980	179,446	186,600

**THE SYNOD OF THE DIOCESE OF NIAGARA
DIOCESAN HELD PROPERTIES
ST PETER HAMILTON PROPERTY - Schedule 7 A
12 Months Ended December 31, 2023**

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
RENTAL INCOME	(48,732)	0	(76,800)
TELEPHONE	1,016	0	1,000
MAINTENANCE / PEST CONTROL	1,247	0	1,250
MAINTENANCE / REPAIRS	17,582	0	20,000
MAINTENANCE / SNOW PLOW / GRASS CUT	5,826	0	6,000
MAINTENANCE / SUPPLIES	355	0	500
INSURANCE	23,282	0	26,000
HEAT / OIL	7,158	0	7,500
HYDRO	1,495	0	1,500
WATER	1,477	0	1,500
CAPITAL RESERVE TRANSFER	0	0	10,000
MISCELLANEOUS	(30,418)	0	0
NET ST PETER HAMILTON PROPERTY COSTS	(19,712)	0	(1,550)

**THE SYNOD OF THE DIOCESE OF NIAGARA
GRACE ST CATHARINES PROPERTY - Schedule 7 B (1)
12 Months Ended December 31, 2023**

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
RENTAL INCOME	(66,775)	0	(16,900)
TELEPHONE	2,430	0	500
LEGAL & PROFESSIONAL	0	0	0
BANK CHARGES	0	0	0
MAINTENANCE / PEST CONTROL	0	0	0
MAINTENANCE / REPAIRS	2,898	0	1,000
MAINTENANCE / SNOW PLOW / GRASS CUT	14,408	0	5,000
MAINTENANCE / SUPPLIES	0	0	0
SECURITY MONITORING	3,853	0	2,000
INSURANCE	22,581	0	11,291
HEAT / OIL	9,531	0	4,500
HYDRO	2,478	0	1,200
WATER	1,050	0	500
MISCELLANEOUS	0	0	0
NET GRACE ST CATHARINES PROPERTY COSTS	(7,545)	0	9,091

**THE SYNOD OF THE DIOCESE OF NIAGARA
ST LUKE'S HAMILTON PROPERTY - Schedule 7 B (2)
12 Months Ended December 31, 2023**

	2021 Full Year Actual	2022 Full Year Budget	2023 Full Year Budget
RENTAL INCOME	(18,000)	(18,000)	(18,000)
TELEPHONE	1,855	0	0
MAINTENANCE / PEST CONTROL	1,247	1,000	1,000
MAINTENANCE / REPAIRS	25,225	7,500	7,500
MAINTENANCE / SNOW PLOW / GRASS CUT	166	0	0
MAINTENANCE / SUPPLIES	615	0	0
SECURITY MONITORING	545	850	850
INSURANCE	15,915	10,000	10,000
HEAT / OIL	3,014	5,000	4,000
HYDRO	5,981	6,000	6,000
WATER	3,223	1,600	2,000
MISCELLANEOUS	0	6,050	0
NET ST LUKE'S HAMILTON PROPERTY COSTS	39,787	20,000	13,350

THE SYNOD OF THE DIOCESE OF NIAGARA
HOLY TRINITY HAMILTON PROPERTY - Schedule 7 B (3)
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
RENTAL INCOME	(57,625)	(50,000)	(69,000)
MAINTENANCE / PEST CONTROL	1,548	1,000	1,600
MAINTENANCE / REPAIRS	4,974	5,000	7,500
MAINTENANCE / SNOW PLOW / GRASS CUT	8,118	11,500	15,000
MAINTENANCE / SUPPLIES	115	750	1,000
INSURANCE	9,602	8,300	10,000
HEAT / OIL	5,321	5,000	6,000
HYDRO	6,188	5,500	6,500
WATER	849	0	1,000
CAPITAL RESERVE TRANSFER	0	0	10,000
MISCELLANEOUS	20,911	0	0
NET HOLY TRINITY HAMILTON PROPERTY COSTS	0	(12,950)	(10,400)

THE SYNOD OF THE DIOCESE OF NIAGARA
ALL SAINTS HAMILTON PROPERTY - Schedule 7 B (4)
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
RENTAL INCOME	0	0	(29,940)
CONDO FEES	0	0	2,989
PROPERTY MGT FEE	0	0	2,707
TAXES	0	0	4,908
INSURANCE	0	0	2,532
Contingency (8%)- Capital Expense			2,083
MISCELLANEOUS	0	0	1,000
NET ALL SAINT HAMILTON PROPERTY COSTS	0	0	(13,722)

THE SYNOD OF THE DIOCESE OF NIAGARA
VACANT PROPERTIES - Schedule 7 C
12 Months Ended December 31, 2023

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
RENTAL INCOME	(68,792)	0	(22,500)
TELEPHONE	343	0	0
MAINTENANCE / PEST CONTROL	0	0	0
MAINTENANCE / REPAIRS	33,058	5,000	5,000
MAINTENANCE / SNOW PLOW / GRASS CUT	0	0	0
MAINTENANCE / SUPPLIES	0	0	0
SECURITY MONITORING	0	850	850
INSURANCE	12,164	23,000	13,000
HEAT / OIL	0	5,100	5,100
HYDRO	34	2,100	2,100
WATER	0	0	0
MISCELLANEOUS	56,284	0	0
NET VACANT PROPERTIES COSTS	33,091	36,050	3,550

**THE SYNOD OF THE DIOCESE OF NIAGARA
 CAPITAL BUDGET- Schedule 8
 12 Months Ended December 31, 2023**

	2021	2022	2023
	Full Year	Full Year	Full Year
	Actual	Budget	Budget
Capital Expenses:			
Office	8,558	3,500	5,000
Cathedral Place	36,425	25,900	51,000
TOTAL CAPITAL COST	44,983	29,400	56,000

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The 148th Synod of the Diocese of Niagara
November 4-5, 2022
(# Indicates No Vote)

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