THE CONVENING CIRCULAR

OF THE

151ST SYNOD

OF THE

DIOCESE OF NIAGARA

to be held on

Saturday, November 1, 2025

online via Zoom videoconference

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AGENDA OF THE 151ST SYNOD OF THE DIOCESE OF NIAGARA

"Take my life and let it be consecrated, Lord, to thee."

Saturday, November 1, 2025		*via Zoom*
8:15AM	Registration & Credentialling Begins	
9:00	Call to Order and Territorial Acknowledgement	
9:05	Organizing Synod • Welcome to Guests & Recognition of New Members of Synod • Privileges of the House • Credentials Committee Report • Notices of Motion & Appointments to Diocesan Court	Motion 1
9:15	Consent Agenda • Election of Honorary Clerical and Lay Secretaries of Synod • Approval of Minutes & Agenda • Reception of All Convening Circular Reports • Election of Trinity College Corporation • Affirmation of the Actions of Synod Council	Motion 2
9:20	Gathering Prayers with Bishop's Charge to Synod	
10:15	**Break**	
10:30	Missional Moment #1 – Designated Diocesan Missions	
10:35	Audit Matters • Auditor's Report & Audited Financial Statements • Appointment of Auditors for 2025	Motion 3
10:45	Breakout Groups: Exploring the Mixed Ecology Model of Ministry	
11:05	2026 Diocesan Budget Presentation	Motion 4
11:30	**Break**	
11:45	Canon Changes ○ Amendment to Canon 1.1 – Composition of Synod ○ Amendment to Canon 1.9 – Synod Council ○ Amendment to Canon 2.10 – The Cathedral of the Diocese of Niagara ○ Amendment to Canon 3.5 – College of Deacons ○ Amendment to Canon 4.1 – Vestries & Churchwardens ○ Amendment to Canon 4.7 – As to Purchasing, Selling or Mortgaging Church Property	Motion 5 Motion 6 Motion 7 Motion 8 Motion 9 Motion 10
12:10PM	Report on the 44th General Synod of the Anglican Church of Canada	
12:20	Other Business: • Election of Regional Representatives to Synod Council • Anniversary Greetings	Motion 11 Motion 12
12:34	Missional Moment #2 – 150th Diocesan Anniversary Celebration	
12:40	Concluding Synod • The Bishop's Assent of the Actions of Synod • Closing Prayer, Blessing & Adjournment	

RESOLUTIONS OF THE 151ST 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: Ms. Sarah Bird / The Reverend Cheryl Barker

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

   A. Election of Synod Secretaries

   that Mrs. Susan Little be elected as the honorary lay secretary of synod and the Reverend Canon Pam Guyatt be elected as the honorary clerical secretary of synod for the 151st Synod of the diocese.

   B. Approval of the Minutes of the Previous Synod

   that the minutes of the 150th 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 Canon Garfield Adams (clergy), Mr. Tom Atterton (lay), and the Reverend Sarah Grondin (clergy); 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. **Appointment of Auditors**

   MOTION: The Reverend Canon Dr. Eleanor Clitheroe / Mr. Tony Denning

   THAT KPMG be appointed as auditors for the fiscal year 2025.

4. <u>2026 Budget</u>

MOTION: Ms. Christine Morrow / The Reverend Canon Dr. Eleanor Clitheroe

THAT this Synod approve the 2026 diocesan budget.

5. <u>Amendment to Canon 1.1 - Composition of Synod</u>

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT the following section be added to Canon 1.1:

4. The College of Deacons may annually elect up to two substitute members of Synod from among its members.

6. <u>Amendment to Canon 1.9 – Synod Council</u>

MOTION: The Venerable Bill Mous / Canon Greg Tweney

THAT section (n) of Canon 1.9 be deleted.

7. <u>Amendment to Canon 2.10 – The Cathedral of the Diocese of Niagara</u>

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT section (2) of Canon 2.10 be amended to read:

2. The Cathedral congregation shall have all rights, responsibilities, and duties assigned to a duly established parish by Canon 4.1, with the exception of those fiduciary responsibilities related to the care and trusteeship of the buildings and property on which the Cathedral is situated, including its fixtures, fittings, and fabric, which shall be the responsibility of the diocese, save and except the maintenance, repair or improvement of the organ and the columbarium, which shall remain the responsibility of the Cathedral congregation.

8. <u>Amendment to Canon 3.5 – College of Deacons</u>

MOTION: The Venerable Bill Mous / Canon Greg Tweney

THAT section 5(c) of Canon 3.5 be amended to read:

c) three delegates duly elected from the membership of the College of Deacons, for a two-year term;

9. <u>Amendment to Canon 4.1 – Vestries and Churchwardens</u>

MOTION: Canon Greg Tweney / The Venerable Bill Mous

THAT section 4 of Canon 4.1 be amended to read:

(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 Bishop**.**

(b) Notice of the annual meeting shall be given during Divine Service on the two Sundays immediately preceding the said meeting, and communicated widely to the membership using other means available to the parish.

(c) The annual meeting shall be for the purpose of receiving the audited accounts of the Vestry, the presentation of a budget, and subsequently of electing and appointing Churchwardens, Lay Representatives, Parish Council members, and other officers, and for the transaction of other business connected with the temporalities of the Church.

(d) In the absence of an established nominations committee, the Churchwardens and Deputy Churchwardens (if any) shall act as the nominations committee. Further nominations with the consent of the nominee(s) may be made at the Vestry meeting.

10. <u>Amendment to Canon 4.7– As to Purchasing, Selling or Mortgaging Church Property</u>

MOTION: The Venerable Bill Mous / Canon Greg Tweney

That section 9 of Canon 4.7 be amended to read:

9. The proceeds realized from the sale of property shall be paid to the Synod to be held and invested by the Synod under the same trusts, uses, endowments or purposes as those for which the said property were acquired, or in the case of a change of circumstances, it becomes impossible or inadvisable to do so, such proceeds may, if so desired by the vestry, and with the approval of the Synod be applied for other church purposes for the benefit of the parish, mission, or congregation on whose behalf the said trust, use, endowment or purpose was created.

11. <u>Synod Council Election</u>

MOTION: The Venerable Bill Mous / Mrs. Leslie Kennedy

THAT this Synod elect the regional members of Synod Council and alternate regional members, as reported by the Secretary of Synod.

12. <u>Anniversary Greetings</u>

MOTION: The Very Reverend Dr. Tim Dobbin / The Reverend Aaron Orear

THAT this Synod extend warm greetings and congratulations to the United Church of Canada on the occasion of the 100th anniversary of their formative Union, June 1925.

AND THAT this Synod extend warm greetings and congratulations to the Presbyterian Church in Canada on the occasion of their 150th anniversary.

AND THAT this Synod give thanks for its ongoing ecumenical relationships with the Presbyterian Church in Canada and the United Church of Canada, especially the unique witness of our ecumenical university chaplaincies.

PREVIOUS SYNOD MINUTES

MINUTES OF THE 150TH SYNOD OF THE DIOCESE OF NIAGARA

Saturday November 2, 2024 at the Burlington Convention Centre

"Faith in the Future"

Call to Order & Territorial Acknowledgement

The Right Reverend Dr. Susan Bell called the Synod to order at 9:16 am.

A territorial acknowledgment was given by the Venerable Jeff Ward, Archdeacon of Trafalgar.

Gathering Prayers with Bishop's Charge to Synod

The Synod's opening worship included readings from Jeremiah 29:1-10, Hebrews 12:1-2 and Matthew 7:7-14. The Reverend Deacon Sheila Plant, Mr. John Wilkinson, Dr. Thomas Littlewood, Mrs. Beth Kerley, Mr. Adam MacNeil, and the Most Reverend Colin Johnson assisted with the worship, led by the Right Reverend Dr. Susan Bell.

The bishop began her charge by acknowledging the current turbulent times, with issues like political unpredictability, the climate crisis, and the rising cost-of-living dominating the headlines. These challenges can lead to anxiety about the future. However, the bishop encouraged the members of Synod to lift their eyes beyond immediate concerns and look to the promises of God. Referencing the scripture from Jeremiah 29:11, Bishop Bell reminded Synod that God's plans are for prosperity, not harm, and that God is always there to listen and respond when people seek God wholeheartedly.

Exploring the Synod's theme of 'Faith in the Future,' the bishop explained that trust in the character of God – who is loving, giving, and always working for good – is vital. In times of hardship, God's love and plans for the future remain unchanged; this understanding of God's faithfulness becomes a foundation for the Church, which is called to reflect God's love in the world.

The bishop then shifted focus to the Church's role in an era marked by uncertainty and change. Christian communities, she explained, offer an alternative to the dehumanizing forces of modern culture. The Church is meant to be a place where God's love is embodied in relationships and actions. As members of the Church are formed to be more like Christ, they are equipped to face challenges with faith, hope, and love, offering the world a glimpse of the love of God.

Bishop Bell reflected on the past few years, particularly the recovery following the COVID-19 pandemic. Acknowledging the hardships faced by parishes, she also pointed to signs of renewal in Niagara. Attendance at principal feasts like Christmas and Easter has increased significantly, indicating that the Church is recovering. While some might attribute this to people returning after the pandemic, the bishop emphasizes that there is more to this trend, pointing to a growing number of new attendees and a warm welcome extended by parishes, especially to newcomers and immigrants.

The bishop celebrated the progress made across the diocese, particularly in the context of the Mission Action Plan (MAP), which has now entered its fifth year. This initiative has guided parishes in discerning God's will for their mission and ministry, leading to revitalized energy and engagement. While acknowledging that challenges remain, Bishop Bell highlighted the positive results of the MAP process. Another area of progress noted is the growing number of stewardship campaigns and capital projects taking place in parishes.

While reflecting on leadership within the Church, the bishop emphasized that strong, creative, and skilled clergy are vital to the health of parish communities. This type of leadership, capable of balancing

traditional and innovative ministries, comes through intentional formation and development. She highlighted the Niagara School for Missional Leadership as an incubator for both lay and ordained leaders and spoke about its partnership with Huron University College. Regarding the shortage of clergy in Canada, she emphasized the responsibility of the Church to encourage vocations from within its own ranks, calling upon members of Synod to take part in cultivating future leaders and announcing the establishment of the 150th Anniversary Diocesan Curacy Fund. This fund is designed to support the training of new clergy by providing funding for curates, particularly in smaller parishes that may not be able to afford the full stipend, to ensure a healthy and sustainable future for the diocese. The bishop shared with members of Synod that a planned giving gift of $250,000 toward the fund has already been made, and further donations are encouraged.

Bishop Bell then gave special recognition to five clergy, who in their ministry, have distinguished themselves through extraordinary service to the diocese. For their service to Niagara, The Reverend Garfield Adams, The Reverend Dr. Eleanor Clitheroe, The Reverend Malcolm French, The Reverend Naomi Kabugi, and The Reverend Tom Vaughan were appointed as honorary canons of Christ's Church Cathedral.

In concluding her charge, the bishop shared a reflection on her recent sabbatical leave. While intended to be a time of spiritual renewal, health issues forced her to scale back many of her planned sabbatical activities. Despite this, the time away led to deep reflection and a renewed sense of gratitude for the people around her, particularly the diocesan staff. The bishop expresses profound thanks for the leadership of Archbishop Colin Johnson, Archdeacon Bill Mous, Ms. Jane Wyse and others who stepped in during her absence, ensuring that the work of the diocese continued smoothly. In closing, she offered a final charge to the members of Synod: keep your eyes firmly on Christ, stay the course, love God, and love the world that God loves.

Following the Bishop's Charge, the Eucharist was concelebrated by the bishop and The Most Reverend Linda Nicholls, 14th primate of the Anglican Church of Canada.

— BREAK —

Organizing Synod

Bishop Susan Bell welcomed all returning and first-time members to Synod. She gave a warm welcome and thanks to Archbishop Linda Nicholls, recently retired primate and special guest.

Additional privileges of the house were extended to The Reverend Canon Dr. Drew McDonald, diocesan stewardship and campaign advisor; Dr. Scott Brubacher, executive director of the Anglican Foundation of Canada; Ms. Michelle Hauser, development and communications officer for the Anglican Foundation of Canada; The Reverend Andrew Hyde, ecumenical campus minister at the University of Guelph; Ms. Marlice Simon, interim ecumenical chaplain at McMaster University; Ms. Renée Wetselaar, executive director of St. Matthew's House; Mr. Leonard Chaytor, an observer from All Saints, Erin; Ms. Patti Eix, an observer from Burlington Anglican Lutheran Church; and Ms. Helena You, a youth observer from St. Cuthbert's, Oakville.

<u>Credentials Committee Report</u>

Chancellor Greg Tweney advised Synod that – as of 10:30am – 76 members of the order of clergy were present, representing 87% of those eligible and 124 members of the order of laity present, representing 85% of those eligible. Out of the 79 total parishes, 65 were represented by at least one lay representative, for a total of 82% of parishes present. The quorum required for the transaction of Synod business was achieved.

Motion 1: **Credential Committee Report**
Canon Greg Tweney / The Venerable Bill Mous

THAT the report of the credentials committee be accepted. **CARRIED**

Notices of Motions

The chancellor advised members that, since the convening circular had been published, no additional motions have been received. He indicated that any motions for consideration at this Synod would need to be communicated in writing to the secretary of synod no later than 12:30 p.m.

Appointments to Diocesan Court

The bishop informed members of synod that she was appointing the following people to the diocesan court: The Venerable Peter Scott, The Venerable Sheila Van Zandwyk, The Reverend Canon Stuart Pike, Mr. Neil Bell, Mr. Robert Clarence, and Mr. Neil Culp.

Consent Agenda

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

G. Election of Synod Secretaries

that Mrs. Susan Little be elected as the honorary lay secretary of synod and The Reverend Canon Pamela Guyatt be elected as the honorary clerical secretary of synod for the 150th Synod of the diocese.

H. Approval of the Minutes of the Previous Synod

that the minutes of the 149th Synod of the diocese, as found in the convening circular, be approved.

I. Adoption of the Agenda

that the agenda as presented by the Synod Agenda Committee be adopted.

J. Reception of All Reports

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

K. Trinity College Corporation

that the representatives from the Diocese of Niagara to the Corporation of Trinity College be: The Reverend Canon Sue-Ann Ward (clergy), The Reverend Monica Romig Green (clergy) and Dr. Thomas Littlewood (lay); for a term of two years.

L. 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 Andrew Rampton / Ms. Amy Collard

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

Renewal of the Diocesan Mission Action Plan

Dr. Emily Hill, in her role as parish development missioner, gave a presentation on the renewal process of the diocesan Mission Action Plan (MAP). She began by giving an overview of her work with the diocese and the MAP, which was adopted by Synod in 2019. She highlighted the success of the MAP process at both the diocesan and parish level, and how it has adapted and grown over its five years of implementation. She shared with Synod that, at the start of 2024, the need to renew diocesan and parish MAP goals was recognized. This led to the creation of the parish MAP 2.0 resource guide and a series of conversations around what should be included in a renewed diocesan MAP.

After highlighting some of the initiatives parishes have undertaken during their MAP process, Dr. Hill went over the discernment process for MAP 2.0. She shared the different ways that input was gathered – including focus groups, surveys, prayer and intentional listening – and that feedback on the original Mission Action Plan was overwhelmingly positive. From all the feedback that was received, three renewed priorities emerged: to be Christ-centered, hope-filled, and missionally-focused. These priorities helped to develop MAP 2.0's renewed objectives: create and implement opportunities to ignite and strengthen faith; strengthen the missional culture of the diocese and support contextual mission; and prioritize social and environmental justice. Dr. Hill noted that the objectives set out in the first MAP remain largely unchanged, and that the modifications made to the second objective reflects success in implementing structural adjustments at the diocesan office while actively acknowledging the missional shift that began in 2019.

Following the presentation, Dr. Thomas Littlewood, from St. John the Divine, Elora commended the hard work that Dr. Hill has done to inspire parishes and support the diocese in living into its vision of being called to life and compelled to love.

Motion 3: **Affirmation of the Renewed Diocesan Mission Action Plan**
Dr. Emily Hill / The Very Reverend Dr. Tim Dobbin

THAT this Synod:

- *receive with gratitude the diligent work that has been undertaken with respect to implementing the strategies articulated in the original diocesan Mission Action Plan;*
- *commend the faithful efforts of parishes and missions who have, guided by the Holy Spirit, discerned their own Mission Action Plans;*
- *re-affirm the diocese's vision, Called to Life - Compelled to Love, and affirm its revised mission statement and objectives; and*
- *commend to Synod Council the monitoring and ongoing adaptation of the strategies developed to implement the renewed diocesan Mission Action Plan.*

CARRIED

Canon Changes

Canon Greg Tweney informed the members of Synod that two Canons have been put forward to Synod for amendment this year and outlined the process for making changes to the canons.

Repeal of Canon 2.8(5)

Section 5 of Canon 2.8 mandates the establishment of a Diocesan Assessment Committee. Archdeacon Bill Mous explained that the committee's functions have been largely assumed by the Financial Advisory Committee (FAC) and that any appeals are made to the diocesan treasurer; if there are disagreements about interpretation, these are brought to the FAC for consideration. Repealing this section regularizes the present practice. Archdeacon Mous indicated that if passed by Synod, the FAC mandate would be updated to reflect its responsibility to review the diocesan mission and ministry assessment formula.

Motion 4: **Amendment to Canon 2.8 – Diocesan Budget**
The Venerable Bill Mous / Canon Greg Tweney

THAT the following section of Canon 2.8 be repealed:

5. There shall be established a Diocesan Assessment Committee which:

(a) shall consider concerns and appeals raised and filed by parishes regarding assessments;

(b) shall ensure consistent and accurate financial reporting from all parishes of the diocese; and

(c) shall, from time to time, review the guidelines and prescribed forms as established pursuant to Section 4 of this Canon.

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

Amendment to Canon 3.2

Canon 3.2 outlines and governs the licensing of lay people within the Diocese of Niagara. Sections 3 and 4 of the Canon refer to a Hiring Committee, which is not defined elsewhere in the canon. In amending Canon 3.2, Archdeacon Mous said the canon is both clearer and nimbler while still maintaining its purpose of permitting the bishop to licensed qualified lay workers and ensuring they are fairly compensated. The amendment also shifts the domain for the establishment of fair employment practices to the Synod, rather than the General Synod of the Anglican Church of Canada.

Motion 5: **Amendment to Canon 3.2 – Licensed Lay Workers**
Canon Greg Tweney / The Venerable Bill Mous

THAT sections 3 and 4 of Canon 3.2 be amended to read as follows:

3) A qualified lay worker, with the approval of the Bishop, shall be duly licensed and commissioned at an appropriate liturgical event. The lay worker shall take oaths of subscription, and shall express willingness to be accountable in life and ministry to duly constituted diocesan and parish authority.

4) Employment contracts for licensed lay workers shall conform to the current guidelines for fair employment practices as may be adopted by the Synod.

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

Audit Matters

Auditor's Report & Audited Financial Statements

Ms. Christine Morrow, diocesan treasurer and director of finance, spoke briefly about the 2023 auditor's report and audited consolidated financial statements, which were received at the outset of the Synod as part of the convening circular.

Mr. Michael Smith, from Church of the Incarnation, Oakville asked why parish donations flow through the diocesan books as revenues. The treasurer said this is a requirement of the Canada Revenue Agency.

Appointment of Auditors for 2024

Motion 6: **Appointment of Auditors**
The Reverend Canon Dr. Eleanor Clitheroe / Mr. Tony Denning

THAT KPMG be appointed as auditors for the fiscal year 2024. **CARRIED**

Anglican Foundation of Canada Presentation

Dr. Scott Brubacher, executive director of the Anglican Foundation of Canada, began his presentation by congratulating the diocese on its 150th Synod. He then provided those gathered with an overview of the foundation's history and work.

Established in 1957, the Anglican Foundation of Canada works to help parishes build and resource programs and initiatives across the country. Since it's founding, the foundation has provided over $41 million in grants to parishes for a variety of projects and initiatives. In Niagara, $410,000 in funding has been received since 2010: $157,000 for community ministry projects, $107,000 for diverse infrastructure projects, $78,000 for leadership and education projects, $52,000 for sacred music and liturgical arts projects, and $15,000 for Indigenous ministry projects. In Niagara, Dr. Brubacher highlighted that 25% of diocesan grants received were allocated towards youth-centered initiatives.

Dr. Brubacher also shared innovations to the foundation's grant giving program, including a focus on increased community involvement, the *Say Yes! to Kids* (SYTK) fundraising appeal, and a 2024 Request for Proposals initiative focusing on ecumenical relationship building with Christians from the Oriental Orthodox Churches.

Concluding his presentation, Dr. Brubacher encouraged support of the foundation's work from members of Synod, citing that God's abundance invites those to share with others.

— LUNCH —

Mid-Day Prayers

During the Synod's midday prayers, an excerpt from Matthew 7:7-14 was read again. The Reverend Claire Wade, Ms. Darrah Smith, Mr. Bob Mahler, Mr. Adam MacNeil, and the Reverend Canon Mike Deed assisted with the worship.

This Anglican Communion of Ours

The Most Reverend Linda Nicholls spoke to members of Synod about Canada's role in the Anglican Communion. Founded in 1867, the retired primate shared that today, the Communion now encompasses forty-two autonomous provinces and five extra-provincial churches, representing over

85 million Anglicans worldwide. She went over the colonial history of the Anglican Communion, and its origins in the Church of England. She also described the structure of the Communion, and the relationship between the Archbishop of Canterbury, the Lambeth Conference, the Anglican Consultative Council, and the Primate's Meeting

While speaking about the Anglican Church of Canada's role in the Communion, Archbishop Nicholls described how Canada brings many gifts and experiences, including the ability to live with diversity, engage with reconciliation, and build ecumenical relationships. Canada has also actively engaged with the Communion through theological commissions, dialogues and networks.

Archbishop Nicholls concluded her presentation by remarking on the unique gift and challenge that the Anglican Communion presents. Despite concerns over divergent theological stances, she noted that the Communion has not imploded due to conflict. She also advised that the bonds of Anglicanism demand mature faith, humility, and a willingness to engage beyond one's own expectations.

2025 Diocesan Budget Presentation

The Venerable Peter Scott, chair of the Missional Budget Planning Committee (MBPC), and Ms. Christine Morrow, treasurer and director of finance, presented the proposed diocesan budget for 2025. They shared that the 2025 budget – influenced by the Synod's theme – will reflect the changing reality of the times, Niagara's faith in the future, and faith in God.

Archdeacon Scott began by sharing the positive news of a decrease in the operating deficit of over $155,000. With usual draws, the expected cash deficit, before capital items, is expected to be approximately $198,000 in 2025. He attributed this to a rebound of Diocesan Mission and Ministry (DMM) contributions for 2025 that is trending along the most positive trendlines predicted in 2023.

For 2025, Archdeacon Scott highlighted that support for the renewed Mission Action Plan – through the hiring of a half-time resource development position – and the Niagara School for Missional Leadership as key budget priorities. Additionally, provisions will be made for the professional development of clergy, a redesign of the diocesan website, the Youth Leadership Training Program (YLTP), and maintenance and restoration work for Cathedral Place in 2025.

The treasurer then reviewed the details of the proposed $3.82 million budget. For projected revenue in 2025, $2.65 million will be contributed directly by parishes via DMM, which is calculated with a formula that tracks with the highs and lows of the parish experience. Ms. Morrow emphasized that the increase in revenue is a sign of post-pandemic recovery. Regarding expenditures, she explained that significant efforts have been made to maintain costs while still maintaining capacity for ministry. The most significant increase anticipated in 2025 will be related to a Cost-of-Living Adjustment to the compensation of diocesan staff and clergy of 4.3%. Ministry expenses will see a modest increase due to additional funding available for Walking on Water, chaplaincy & other grants. An additional $40,000 has been budgeted for the redevelopment of the diocesan website, and the major repairs budget for Cathedral Place will receive an increase of $50,000.

After an overview of the budgeted Statement of Operations, Treasurer Christine Morrow and Archdeacon Scott concluded by emphasizing that the 2025 diocesan budget reflects a renewed sense of optimism for the future of Niagara.

The Most Reverend Colin Johnson commented on diocesan expenditure, noting that Niagara has decreased spending by 16% in recent years, especially when examining the 2015 budget after adjusting for inflation. He commended the MBPC for their prudent work.

Motion 7: **2025 Budget**
Ms. Christine Morrow / The Venerable Peter Scott

THAT this Synod approve the 2025 diocesan budget. **CARRIED**

The Primate's World Relief and Development Fund Presentation

A video featuring Mr. Will Postma, executive director of the Primate's World Relief & Development Fund (PWRDF), was shown to members of Synod.

In the video, Mr. Postma shared that 2024 marks PWRDF's 65th anniversary. He provided some updates on recent development in the fund's programs. This included reconciliation work with Burgeo First Nation in Newfoundland through the Indigenous Responsive Grant Fund, disaster relief for Canadian communities affected by Hurricane Fiona through the In-Canada Emergency Response Fund, support for Al-Ahli Hospital and other health ministries within the Diocese of Jerusalem through the Gaza and West Bank Emergency Response Fund, and aid to people with disabilities in Ukraine through partnering with Fight For Right to provide adequate clothing and other supplies needed to survive the winter.

Mr. Postma also shared with Synod the new name for PWRDF: Alongside Hope. He explained PWRDF's global partnerships in their work as influential to deciding on the new name, and the new tagline, "Anglicans and partners working for change in Canada and around the world." Additional rationale included it being easy to pronounce and de-emphasizing the colonial, top-down approach of giving while emphasizes a more collaborative approach. The rollout of changes to the website and social media will take place in 2025.

Communion Forest Initiative Update - Climate Justice Niagara

Mr. Bruce Mackenzie, chair of Climate Justice Niagara, and Ms. Deirdre Pike, program consultant for justice and outreach, gave a presentation on the work of the global Anglican Communion Forest Initiative. The Communion Forest was launched at the fifteenth Lambeth Conference in 2022, as a sign of the Anglican Communion's commitment to the Fifth Mark of Mission: *strive to safeguard the integrity of creation and sustain and renew the life of the earth*. Returning from the conference, Bishop Susan Bell tasked Climate Justice Niagara to become involved in the Communion Forest.

They shared the process of partnering with Green Venture and Neighbourwoods, as well as the funding that was received through a matching grant between the diocese and the Anglican Foundation of Canada. They also spoke about the process of surveying parishes to determine which ones would be equipped to participate in the tree inventory and potential planting. In total, seven parishes have completed tree inventories. In July, Dr. Danijela Puric-Mladenovic and a team from Green Venture met with representatives from participating parishes to discuss how to assess a tree inventory.

After inventories were complete, the presenters shared the different ways that parishes could participate in the initiative by either protecting, restoring, creating or growing. Parishes that are planning to take part in tree planting were also shared.

The presentation concluded with members of Synod reciting the Climate Justice Niagara Prayer.

— BREAK —

Provincial Synod Report

Mrs. Susan Little, from St. John the Evangelist, Hamilton, and Ms. Amy Collard, from St. Christopher's, Burlington, spoke about the 38th Session of the Provincial Synod of the Ecclesiastical Province of Ontario, which took place from September 24-26 in Sault Ste. Marie, Ontario.

They shared that the theme for this Provincial Synod was "Conversations at the Crossroads," inspired by the scripture of Jeremiah 6:16. Highlights for the session included the re-election of The Most Reverend Anne Germond as metropolitan, the metropolitan's charge, the Archbishop of York as the keynote speaker, and Bishop Susan Bell's presentation on the Provincial Vocations Report.

Members of provincial synod also participated in a tour of the former Shingwauk Indian Residential School, alongside a focus on truth and reconciliation. The appointment of Canon Greg Tweney as the province's first vice-chancellor was also shared. Additional business included an amendment of the budget to include $10,000 for youth programming, restoration of Moosonee to its status as an independent diocese, and the election of Ms. Amy and The Reverend Rob Towler as Niagara's representatives on Provincial Council, in addition to the bishop.

The Primate's Commission on Reimagining the Church: Proclaiming the Gospel in the 21st Century

The Very Reverend Peter Elliott, retired dean of New Westminster, joined members of Synod via Zoom videoconferencing, to speak about the ongoing work of *Reimagining the Church: A Primate's Commission on Proclaiming the Gospel in the 21st Century*.

Dean Elliott shared the origins of the Commission and how it was tasked with looking into potential structural changes to the Anglican Church of Canada that would allow the gospel to continue to be at the centre of the Church. This process produced seven hypotheses for structural change, and the Diocese of Niagara has been invited to respond to them to help determine where there is energy for change. He invited members of Synod to also fill out an online survey, where they can share their thoughts and input on each of the hypotheses. Dean Elliott then when over each hypothesis with Synod, explaining that they are meant to be intentionally provocative to stimulate discussion.

After his presentation, Dean Elliot directed members of Synod to discuss the hypothesis in small groups, centering their discussion on three questions: Which of these hypotheses do you think is most important to develop further? Which, if any, do you think could be eliminated? What is missing? Table groups were given 30 minutes to discuss the questions.

After the discussion period concluded, Archdeacon Bill Mous invited groups to share hightlights.

- The Venerable Terry DeForest, from St. Paul's, Westdale, asked how long participants have to report to the commission, as this is a worthy discussion and requires time. Archdeacon Bill Mous explained that reports would be needed by March of 2025, to report to General Synod in June.
- Mrs. Carol Summers, from St. John's, Cayuga, wondered about eliminating General Synod, and she felt that Church House is not needed and that the physical newspaper will soon be extinct.
- The Reverend Canon Dr. Susan Wilson, from St. Matthew-on-the-Plains, Burlington, shared her dissatisfaction with the lack of Indigenous representation on the Commission. Bishop Susan Bell shared that one Indigenous member had been appointed recently, while an additional member is being sought out.
- The Reverend Canon Matthew Griffin, from the Church of the Nativity, Hamilton, shared his concern that the elimination of the Anglican Journal could take away a platform for alternative voices and perspectives within the Church. Regarding Church House, Canon Griffin wondered how alternative spaces for General Synod staff would be found and suggested a model where General Synod staff are spread out amongst various diocesan offices.

- Ms. Deidre Pike, diocesan program consultant for justice and outreach, shared that her group felt that the hypotheses were ordered by importance.
- The Reverend Deacon Rod McDowell, from St. Paul's, Fort Erie, theorized that there may be too many dioceses in Canada, suggesting a potential reorganizing of ecclesiastical boundaries.
- The Reverend Steven Vail, from St. Andrew's, Grimsby, critiqued the Commission's negative lens for its hypotheses, noting that all seven are related to eliminating or ending something, and not creating or building something new.

Other Business

Election of Regional Representatives to Synod Council

The bishop invited the secretary of synod to display the slate of nominees selected or acclaimed by their respective regions for election by Synod as representatives to Synod Council.

The following candidates were acclaimed for their region: Canon Patricia Davis (Brock) and the Reverend Canon Malcom French (Trafalgar). Alternate delegates for the regions of Brock and Trafalgar will be appointed by the bishop.

In the region of Greater Wellington, an election was held to determine a lay representative. Mr. John Laidlaw received the most votes and will serve as the delegate, with Mrs. Anne Gould serving as the alternate. In the region of Hamilton-Haldimand, Mrs. Bev Groombridge received the most votes and will serve as the delegate, with The Reverend Janice Brooks serving as the alternate. In the region of Lincoln, Mr. Byron Nicholson received the most votes and will serve as the delegate, with Mr. Mark Young serving as the alternate.

Motion 8: **Synod Council Election**
The Venerable Bill Mous / Mr. Robert Clarence

THAT this Synod elect the regional members of Synod Council and alternate regional members, as reported by the Secretary of Synod.

CARRIED

Results of the Election of Delegates to General Synod

The election results conducted electronically in advance of Synod, for Niagara's representatives to the General Synod happening in the Diocese of Huron in 2025 were shared, by order of election.

In the order of clergy: The Very Reverend Dr. Tim Dobbin, The Venerable Bill Mous, and The Venerable Terry Holub were elected. The Reverend Canon Sue-Ann Ward, The Reverend Canon Katherine Morgan, The Reverend Canon Dr. Eleanor Clitheroe, The Venerable Jeff Ward, The Reverend Canon Dr. Susan Wilson, The Reverend Deacon Sheila Plant, and The Reverend Rob Towler will serve as alternates.

In the order of laity: Mrs. Susan Little, Ms. Amy Collard, and Mr. Adam MacNeil were elected. Dr. Thomas Littlewood and Ms. Paige Keller will serve as alternates.

Concluding Synod

The bishop gave her assent to all acts and resolutions during Synod.

After some final words of gratitude and a closing prayer, the bishop offered a final blessing.

The Right Reverend Dr. Susan Bell adjourned the 150th Synod of the Diocese of Niagara at 4:23 pm.

BACKGROUND DOCUMENTS

Special Considerations for an 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 8:15am on Saturday and members of synod are asked to join the video conference no later than 8:45am.
- A Synod support team will assist members to change their name, if necessary

Consent Agenda

- A consent agenda allows for non-controversial resolutions to be considered collectively, by consent of the members, thus freeing up valuable time for consideration of matters which might require more rigorous discernment by synod.
- The six items listed on the consent agenda will be considered in one resolution.
- Any one member can write to the Secretary of Synod, no later than Thursday, October 30 at 5:00pm, 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

Speaking to a Motion

- Members of synod wishing to speak to a resolution shall indicate their desire to do so using Zoom's 'raise hand' feature, or by typing "I wish to speak to the resolution" in the chat box.

Each member may speak once about any given matter, for 2 minutes.

- 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.

Voting

- Voting will normally be via the polling feature embedded in Zoom. 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.
- To vote in a poll, each member will need to be logged into Zoom on their own device (if devices are shared, only one vote can be cast).
- The chair, at their sole discretion, may also 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'

Information on Proposed Canon Changes

Canon 1.1 – Composition of Synod

The College of Deacons has requested the option of electing an alternate member of Synod (similar to the provision of lay representatives to Synod) such that if one of their elected members is not able to attend Synod, an alternate can attend in their stead.

Proposed Amendment:

That the following section be added to Canon 1.1:

4. The College of Deacons may annually elect up to two substitute members of Synod from among its members.

Canon 1.9 – Synod Council

This proposed amendment comes after a governance review by the board of Canterbury Hills in response to new provisions of the Ontario *Not-for-Profit Corporations Act*. It removes the membership on Synod Council of a representative from the board of Canterbury Hills. Recognizing this proposed amendment, the board chose not to appoint a representative in 2025. Other diocesan affiliated boards, such as St. Matthew's House, do not have representation on Synod Council.

Proposed Amendment:

That section (n) of Canon 1.9 be deleted.

~~[One representative elected by the Canterbury Hills Board of Directors, for a one-year term, at its first meeting following the conclusion of the Diocesan Synod, provided that the Board of Directors may elect an alternate representative who may attend, and vote at, meetings of the Synod Council should the Board's elected representative be compelled to be absent.]~~

Canon 2.10 – The Cathedral of the Diocese of Niagara

This amendment to section 2 of Canon 2.10 acknowledges the responsibility of the Cathedral's established Cemetery Board for the upkeep the columbarium.

Proposed Amendment:

That section (2) of Canon 2.10 be amended to read:

2. The Cathedral congregation shall have all rights, responsibilities, and duties assigned to a duly established parish by Canon 4.1, with the exception of those fiduciary responsibilities related to the care and trusteeship of the buildings and property on which the Cathedral is situated, including its fixtures, fittings, and fabric, which shall be the responsibility of the diocese, save and except the maintenance, repair or improvement of the organ and the columbarium, which shall remain the responsibility of the Cathedral congregation.

Canon 3.5 – College of Deacons

The College of Deacons has requested clarity about the length of term for members elected to its executive council.

Proposed Amendment:

That section 5(c) of Canon 3.5 be amended to read:

> c) three delegates duly elected from the membership of the College of Deacons, for a two-year term;

Canon 4.1 – Vestries and Churchwardens

The revisions proposed to section 4 of Canon 4.1 are based on practical experience. Vesting extraordinary annual vestry meeting deadline extensions with the bishop, rather than with Synod Council, for instance, will lead to more timely decisions and free up valuable time at Synod Council meetings. Vestry regulations enacted during the pandemic recognized that communication about a meeting is best to happen in a number of ways, not just during Sunday worship. The amendment also better reflects the business of an annual vestry meeting. Lastly, in response to regular inquiries, a new clause was added to provide some guidance about nominations, drawing on the canons of the Diocese of Huron.

Proposed Amendment:

That section 4 of Canon 4.1 be amended to read:

(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 Bishop~~. Synod Council.~~

(e) Notice of the annual meeting shall be given during Divine Service on the two Sundays immediately preceding the said meeting, and communicated widely to the membership using other means available to the parish.

(f) The annual meeting shall be for the purpose of receiving the audited accounts of the Vestry, the presentation of a budget, and subsequently of electing and appointing Churchwardens, Lay Representatives, Parish Council members, and other officers, and for the transaction of other business connected with the temporalities of the Church.

(g) In the absence of an established nominations committee, the Churchwardens and Deputy Churchwardens (if any) shall act as the nominations committee. Further nominations with the consent of the nominee(s) may be made at the Vestry meeting.

Canon 4.7 – As to Purchasing, Selling or Mortgaging Church Property

An Act to Simplify the Sales of Property Held in Trust for the Church of England in Canada in the Diocese of Niagara (1923) grants the diocese some discretion over the disposition of trust property where it is impossible or inadvisable to maintain the original charitable trust's purpose, however, this discretion is not currently articulated in the corresponding canon. This proposed change harmonizes the text of the canon with our governing legislation such that the full powers available to the Synod are retained.

Proposed Amendment:

That section (9) of Canon 4.7 be amended to read:

9. The proceeds realized from the sale of property shall be paid to the Synod to be held and invested by the Synod under the same trusts, uses, endowments or purposes as those for which the said property were acquired, or in the case of a change of circumstances, it becomes impossible or inadvisable to do so, such proceeds may, if so desired by the vestry, and with the approval of the Synod, be applied for other church purposes for the benefit of the parish, mission, or congregation on whose behalf the said trust, use, endowment or purpose was created.

Mixed Ecology Church Scenario: The Coffee Shop Conversation

This scenario will be used during the breakout group session that explores the mixed ecology model of ministry.

Please review it in advance of Synod.

A parishioner from your Anglican church often chats with a local couple at a neighbourhood coffee shop. The couple help run a small book reading group for people who describe themselves as interested in the link between the brain, wellbeing and spirituality.

Recently, one of them mentioned reading Lisa Miller's book, "The Awakened Brain," and said it had stirred something in them—a longing for exploring things more spiritual. They asked whether the church ever offers anything for people interested in discussing books or exploring spirituality.

They made it clear they're not interested in attending Sunday worship or meeting the rector one-to-one—but they are deeply curious about the more spiritual side of the Christian faith. This is not the first time that members of the parish council have heard this need coming from people living or working in the local neighbourhood.

The parishioner asks: "What should I say? Is there anything we could offer them?"

Discussion Question

How could your church respond to this spiritual curiosity without expecting participation in Sunday worship?

2025 DIOCESAN SYNOD COUNCIL

Regional Representatives

- Canon Patricia Davis — Brock
- The Reverend Deacon Roderick McDowell — Brock
- Mr. Gord Rendell *(alternate)* — Brock
- Dr. Thomas Littlewood — Greater Wellington
- Mr. John Laidlaw — Greater Wellington
- Mrs. Anne Gould *(alternate)* — Greater Wellington
- Ms. Bev Groombridge — Hamilton-Haldimand
- Mrs. Susan Little — Hamilton-Haldimand
- The Reverend Janice Brooks *(alternate)* — Hamilton-Haldimand
- Mr. Byron Nicolson — Lincoln
- The Reverend Rob Towler — Lincoln *(through January 31, 2025)*
- Mr. Mark Young — Lincoln *(effective February 1, 2025)*
- Ms. Amy Collard — Trafalgar
- The Reverend Canon Malcolm French — Trafalgar
- Mr. Winston Tinglin *(alternate)* — Trafalgar

Regional Archdeacons

- The Venerable Terry Holub — Brock
- The Venerable Peter Scott — Greater Wellington *(through October 31, 2025)*
- The Venerable Paul Walker — Greater Wellington *(effective November 1, 2025)*
- The Venerable Terry DeForest — Hamilton-Haldimand
- The Venerable Sheila Van Zandwyk — Lincoln
- The Venerable Jeff Ward — Trafalgar

Financial Advisory Committee

- The Reverend Canon Dr. Eleanor Clitheroe

Canterbury Hills

- *vacant*

Episcopal Appointees

- Ms. Nancy Coombs
- Ms. Gillian Hendry
- Ms. Paige Keller
- The Reverend Monica Romig Green

Officers

- The Right Reverend Dr. Susan Bell, Diocesan Bishop
- Canon Greg Tweney, Chancellor
- Ms. Christine Morrow, Treasurer & Director of Finance
- The Venerable William (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 of 2024 through October of 2025.

The requirement for at least six meetings to be held—as set out in Canon 1.9(9)—was met with nine (9) meetings duly convened during this period.

Election and Appointments

- Appointed the following as diocesan signing officers: the Right Reverend Dr. Susan Bell, diocesan bishop; the Venerable Bill Mous, executive officer and secretary of synod; Ms. Christine Morrow, treasurer and director of finance; and Ms. Jane Wyse, executive assistant to the bishop.
- Approved the election of the following directors to serve on the board of 2498317 Ontario Inc, the corporation established to oversee diocesan development projects, for the year 2025 or until their successors are duly elected: the Right Reverend Dr. Susan Bell, Ms. Christine Morrow, the Venerable Bill Mous, and Canon Terry Charters. The bishop and the secretary of synod were also authorized to sign the authorizing resolution on behalf of the Synod.
- Elected Canon Patricia Davis, Mrs. Bev Groombridge, and the Reverend Canon Malcolm French to the coordinating team for Synod Council.
- Elected Mr. Nicholas Choules-Burbidge, Mr. Jim Higginson, the Reverend Rob Towler, the Reverend Canon Dr. Eleanor Clitheroe and Mr. Marshall Horner to the Financial Advisory Committee for a two-year term.
- Elected Mr. Bill Kuehnbaum, Mr. Peter Barr, the Reverend Canon Dr. Eleanor Clitheroe, Mr. John Nicholson, Mr. Brock Mason, and Mr. Mark Young to the Investment Advisory Committee for a two-year term.
- Elected Mr. Nicolas Choules-Burbidge, Mr. David Eccles, Mr. Greg Cook, Mr. Tony Denning, and the Reverend Canon Leslie Gerlofs to the Audit Committee for a two-year term.
- Elected the Venerable Sheila Van Zandwyk, Mr. Neil Culp, Mr. Tim Tiernay, Ms. Colina Magee, and the Reverend Deacon Sheila Plant to the Human Resources for Ministry Committee for a two-year term.
- Elected Mrs. Susan Little, the Reverend Canon Malcolm French and Mr. John Laidlaw to the Nominations Committee for a one-year term.
- Reappointed the Reverend Victor Kischak for a further two-year term as a diocesan representative on the Cathedral Place Property Management Committee.
- Appointed the Reverend Cheryl Barker, Mr. Friedrich Liu, the Reverend Canon Dr. Ian Mobsby, the Reverend Canon Stuart Pike, and the Reverend Nicola Zhang to serve on the Mission in Acts Mission Advisory Board.
    - Appointed the diocesan signing officers to serve as signing officers for matters related to the Mission in Acts Mission.
- Appointed the Reverend Andrew Rampton, Dr. Emily Hill, and the Reverend Canon Dr. Ian Mobsby to serve on the All Saints Mission Advisory Board.
- Appointed the Reverend Canon Dr. Eleanor Clitheroe, Ms. Cheryl Hudson, Mr. John Laidlaw, and the Venerable Peter Scott to the Missional Budget Planning Committee for a one-year term.
- Acting as the General Membership of the Anglican Church Ministries Foundation, Niagara:
    - Elected Mr. Tony Denning to the office of president and Mrs. Jodey Porter to the office of vice president of the foundation, to serve until the next annual general meeting.

- Appointed the Reverend Deacon Sandra Thomson, Mr. Ron Martin, the Reverend Dr. Dan Tatarnic, the Reverend Canon Dr. Ian Mobsby, the Reverend Deacon Jean Ruttan-Yates, the Reverend Canon Pam Guyatt, and Ms. Pam Mallindine to serve on the Migrant Farmworkers Mission Advisory Board.
    - Appointed the diocesan signing officers to serve as signing officers for matters related to the Migrant Farmworkers Mission.
- Appointed Mr. Thomas Lazier as the diocesan solicitor for the Synod of the Diocese of Niagara, effective January 1, 2026, for a term of 5 years, thereafter to be renewed by mutual consent.

Policy & Governance Matters

- Approved the updated terms of reference for the Financial Advisory Committee, effective December 10, 2025.
- Approved the revised Sabbatical Leave Policy, as circulated, effective December 10, 2025.
- Approved the updated regulations for holding vestry meetings, as circulated, effective January 1, 2025.
- Approved the new bylaws of the Burlington Anglican Lutheran Church.
- Approved the designation of Mission in Acts Mission as a diocesan mission, effective June 1, 2025, in accordance with Canon 4.9 and subject to the bishop's formal assent.
- Approved the designation of the Migrant Farmworkers Mission as a diocesan mission, effective October 1, 2025, in accordance with Canon 4.9 and subject to the bishop's formal assent.
- Approved the renewal of the diocesan annual grant program—formerly known as Walking on Water (WOW)—to be known as Missional Innovation Grants (MIG) with a mandate to support innovative, community-based missional initiatives that emerge from attentive listening, respond to local spiritual needs, and connect meaningfully with those outside the Church.
    - Authorized the diocesan treasurer, in consultation with the diocesan leadership team, to budget for the disbursement of such grants annually from funds in excess of the one million dollar internally restricted diocesan fund held for its annual grant program.
    - Approved the composition of the Missional Innovation Grants Committee to be a representative from each region of the diocese, as appointed by the bishop, as well as the parish development missioner and the community missioner.
- Duly considered proposed canon changes to the following diocesan canons: Canon 1.1-Composition of Synod; Canon 1.9 – Synod Council; Canon 2.9 – The Cathedral of the Diocese of Niagara; Canon 3.5 – College of Deacons; and Canon 4.1 – Vestries and Churchwardens; and Canon 4.7 – As to Purchasing, Selling or Mortgaging Church Property.

Parish & Mission Matters

- Authorized the Church of the Ascension, Hamilton; All Saints, Erin; St. Stephen on-the-Mount, Hamilton; St. James, Fergus; Christ Church Wainfleet, All Saints, Ridgeway, St. John's, Nassagaweya, St. Mark's, Niagara-on-the-Lake, and All Saints, Dain City to hold their annual vestry meetings no later than March 2, 2025.
- Authorized St. John's Nassagaweya to hold their annual vestry meeting no later than March 9, 2025.

- Approved the submission of a grant application to the Anglican Foundation of Canada in the amount of $15,000, by St. George's St. Catharines for its exterior restoration project; and commended the parish for its diligent efforts to renew its historic church building, recognizing the essential role it plays for the many and diverse parish and community ministries.
- Approved the submission of a grant application to the Anglican Foundation of Canada in the amount of $9,907.28, by St. Stephen-on-the-Mount, Hamilton for a new sign with a digital display; and commended the parish for its missional aspirations to better connect its ministries and events with the neighbourhood that it serves
- Approved the submission of a grant application to the Anglican Foundation of Canada in the amount of $15,000, by Holy Trinity, Fonthill for the first phase of their *Spiritual Renewal and Building Refresh* project; and commended the parish for its intentional missional efforts in the community it serves and for its plans to improve accessibility and renew the fabric of its church building such that it is a better container for ministry for the people of the Town of Pelham while helping to sustain its missional endeavours.
- Approved a grant application to the Anglican Foundation of Canada, in the amount of $15,000, by the diocese for St. Brigid's Community pilot project; and commended the bishop and St. Brigid's Circle support group for their creative, bold, and intentional missional efforts to build a connected Christian community of young adults, seeking to address the need for faith formation amidst the growing social and spiritual isolation, anxiety, and fragmentation of our society.

Property Matters

- Approved the Open Doors building project of St. John's, Elora, estimated to cost $3.2 million, to create a new accessible gathering space, barrier-free washrooms, and a commercial kitchen to better serve the needs of their community.
- Approved diocesan officers to enter into a five-year license agreement between the Diocese of Niagara and St. Matthew's House for the purposes of operating the Cathedral Café.
- Authorized the Executive Officer & Secretary of Synod to list the property located at 5324 Bromley Road (formerly St. Elizabeth's Anglican Church) in Burlington for sale.
- Approved the sale of 5324 Bromley Road (formerly St. Elizabeth's Anglican Church) in Burlington to St. Peter's Chaldean Catholic Church, on terms satisfactory to the bishop, executive officer, and diocesan solicitor.

Financial Matters

- Directed $425,000 from the final principal payment from the vender take-back mortgage associated with the sale of the Speedvale Avenue property in Guelph be invested in the Legal Reserve Fund; and, given 2025 cash flow requirements, the treasurer to provide additional recommendations about the allocation of the remaining proceeds at its December 2025 meeting.
- Approved, on the recommendation of the Financial Advisory Committee, the request of St. Stephen on-the-Mount, Hamilton for a loan from the rectory fund, in the amount of $17,578.31.
- Approved the transfer of $45,000 from the unspent Cathedral Place capital budget and $11,000 severance and transition budget line to reserve funds for these specific purposes.
- Approved, on an extraordinary, one-time basis, a diocesan investment of $100,000 in a community bond issued by St. John's, Elora, pending approval of building project by the vestry, Synod Council, and bishop.

- Approved the use of the full capital amount of the diocesan-held fund created from the 2007 sale of cemetery land bequeathed to St. John's, Elora, valued at approximately $350,000, for the parish's Open Doors building project, and the lifting of any and all prior internal restrictions on the use of these funds.
- Acting as the General Membership of the Anglican Church Ministries Foundation, Niagara:
    - Received and accepted the foundation's 2024 audited financial statements.
    - Appointed KPMG as the auditors of the foundation for the 2025 fiscal year.
- Approved the audited consolidated financial statements of The Synod of the Diocese of Niagara, for the year ended December 31, 2024.
- Approved the revised and amended diocesan Investment Policy Statement.
- Approved an increase of $29,000 to the 2025 capital budget to cover the cost of a server replacement required to upgrade to the diocese's Sage 300 accounting software, with an additional $5000 being allocated from the contingency line of the diocesan budget.
- Approved the adoption and implementation of a market-based housing allowance approach, as adapted from the United Church of Canada, for clergy (excluding interim priests and assistant curates), effective January 1, 2026.
    - Approved a 3.2% cost of living adjustment to all housing allowances for assistant curates and licensed lay workers, effective, January 1, 2026.
- Approved a mandatory 3.2% cost of living adjustment in 2026 to the current clergy minimum stipend grid and to licensed lay workers' stipends, in addition to the year of service increase (averaging at 0.6% in later years) factored into the grid.
    - Recommended a 3.2% cost of living adjustment plus a recommended 0.6% year of service increase in 2026 to clergy stipends for those clergy and licensed lay workers currently being paid at rates that exceed the minimum stipend grid.
    - Recommended an increase of 3.8% to the annual compensation of non-licensed lay employees, effective January 1, 2026.
- Commended the 2026 diocesan budget for approval by the Synod of the Diocese of Niagara.

Respectfully submitted,

The Venerable Bill Mous, Executive Officer & Secretary of Synod
Ms. Hannah Keller, Administrative Assistant

REPORTS OF SYNOD COUNCIL COMMITTEES

THE FINANCIAL ADVISORY COMMITTEE

The mandate of the Financial Advisory Committee (FAC) is to provide advice and recommendations to Synod Council on the financial management, stewardship and administration of funds and assets under the control of the Synod of the Diocese of Niagara.

During the 2024-2025 fiscal year, FAC has undertaken the following activities:

- Reviewed and made recommendations of parish projects over $25,000, ranging in parish commitments;
- Reviewed the diocesan financial plan to actuals on a monthly basis, providing recommendations as necessary;
- Reviewed the diocesan audited statements, as presented by staff and Auditor;
- Reviewed the insurance costs of the diocese; and
- Reviewed the investment results of the diocese.

The committee monitored parish and diocesan activity for early warning signs of significant shifts in diocesan financial income and expense. In addition, the committee has begun to monitor a risk matrix to ensure that the risk level the diocese experiences is clearly identified.

With the Synod Council, FAC continues to monitor expenses carefully, in light of expected revenues. DMM from parishes continues to slowly improve as the COVID years fall out of the 3 year averaged calculation. The diocese continues to further the Mission Action Plan of Niagara and allocate funds to priority areas of the MAP.

In the coming year, FAC will continue to prayerfully focus on risk management of the diocese, and on capital expenditures proposed by the diocese and parishes in Niagara. In conjunction with parishes, the Diocese of Niagara financial results improving.

We pray that the Spirit continues to lead the work of the committee of behalf of the parishes and the diocese as we grow further into our life of mission in Niagara.

Respectfully submitted,

The Reverend Dr. Eleanor Clitheroe
Chair, Financial Advisory Committee

THE AUDIT COMMITTEE

The Audit Committee was formed in early May 2025 for the purpose of reviewing the Audited Financial Statements of the Synod of the Diocese of Niagara and Canterbury Hills for the year ended December 31, 2024.

In 2025, the Audit Committee has undertaken the following activities:

- The Committee met with the representatives of KPMG LLP, the Secretary of Synod, and the Treasurer and Director of Finance of the Diocese of Niagara on Thursday June 5, 2025, at 9:30pm via remote access.
- The 2024 Financial Statements and Audit Findings were presented by Paul Ciapanna the Lead Audit Engagement Partner.
- Draft 2024 Financial Statement were supplied to the Audit Committee members in advance of the June 5th meeting. Questions related to the Draft Financial Statements were reviewed with the Auditors during the June 5th meeting.
- Overall, there was nothing significant identified and there were no areas of concern from the Auditors point of view.
- There were a few audit reclassifications that there were considered immaterial, none of which had any effect on the Auditor's report.
- The committee discussed some language and terminology points during the review which resulted in minor changes to the Financial Statements.
- A motion to recommend the Audited financial statement for Synod Council's approval was moved, seconded and approved by the Audit Committee.
- Unfortunately, we ran out of time in the June 5th and as a result, we did not select the Auditor for the 2025 Year End.
- At a subsequent meeting of the Audit committee, there was a motion proposed by Greg Cook and seconded by Tony Denning that KPMG LLP be recommended as the Auditor for the 2025 Year End. The motion was carried.
- Although not accompanied by a specific motion, there was consensus amongst the committee that Requests for Proposals be sent out to other Audit firms for the 2026 financial year. The intention is to do this later in 2025. A request will also be made to Synod Council that the Anglican Foundation, Canterberry Hills and the Diocese be on the same page with respect to the Request for Proposal.
- There was additional discussion with respect to the cost of eliminating the Audit qualification related to cash management.

I would like to thank all the members of the Audit Committee for their contributions.

Respectfully submitted,

Mr. Greg Cook, CPA, CMA
Chair, Audit Committee

THE INVESTMENT ADVISORY COMMITTEE

The Investment Advisory Committee (IAC) is an advisory committee of the Synod Council, working in collaboration with the Financial Advisory Committee (FAC) which has overall responsibility for advice related to the stewardship of the Diocese's finances and assets. The primary role of the committee is to monitor the investment performance of the funds held by the Synod of the Diocese of Niagara, the Anglican Church Ministries Foundation (ACMF) and Niagara Investment Fund, and the performance of the investment manager or managers. Russell Investments, appointed in 2002, continues to provide investment management and reporting to the Committee.

The diocesan administrator of investments issues monthly statements to all parishes which have invested with the diocese. These reports keep them up to date on the overall value of the parish's particular fund(s), including the growth or loss and any transactions processed during the month.

The committee undertook a review of the portfolio asset allocation and risk profile together with our advisor at Russell Investments. The result was some adjustment to the portfolio which is designed to provide better returns with less risk over the long term. Consequently, the Investment Policy Statement has been updated; the investment policy statement can be found on the diocesan website.

To June 30, 2025, the current value of the fund was $57.8M, an increase of $2.5M from 12 months ago. Considering contributions and withdrawals for the past 12 months, net withdrawals have totaled $3.6M or 6.18% of the total fund value. Investment performance has seen a rolling 1-year Rate of Return (ROR) of 12.20% and a rolling 5-year ROR of 9.96%.

The committee will continue its work in adherence to the policy and investment objectives as established by Synod.

Respectfully submitted,

The Reverend Rob Duncan
Chair, Investment Advisory Committee

THE INSURANCE & RISK MANAGEMENT SUBCOMMITTEE

The diocesan insurance broker continues to be 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 prior period was 15% which is an excellent result. The loss ratio for the last five years was 12%. Total premiums for the year net of broker fees were $1,338,023.

Policy Changes

Total premiums will increase 2% for the 2025/2026 period which is a good result and is reflective of the excellent claims record and the long relationship with both the broker and the insurer. This is despite high single digit increase in construction and repair costs.

Deductible and coverage limits are essentially the same, except for the crime deductible, which moved to $1,000 from $500

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

Respectfully submitted,

Mr. Robert Taylor
Chair, Insurance & Risk Management Subcommittee

THE HUMAN RESOURCES FOR MINISTRY COMMITTEE

The Human Resources for Ministry (HRfM) Committee of the Diocese of Niagara is an advisory body that 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 and mission (MAP) and subsequent iterations.

This past year, the HRfM Committee had two new members join, one clergyperson and one HR professional. These new members, combined with the existing members, provides for a very engaged and experienced committee.

With Synod Council having agreed to adopt a new, more data-driven approach to cost-of-living adjustments (COLA) for 2025, the recommendation with respect to 2026 COLA (3.2%) was much easier to complete and less onerous. As a result, the priority was to undertake a directive to conduct a systemic review of the Diocesan Housing Allowance (HA), to ensure it reflects market conditions and its intended purpose as a significant part of the total compensation package for clergy and licensed lay workers.

As with any organization, the diocese is faced with the challenge of balancing the ability to pay and attracting & retaining talent (clergy & lay). A "working group" of the committee was formed in April to gather intelligence to be able to recommend a more effective way to establish credible real estate values necessary to meet the project mandate with respect to updating the HA policy. This process was successful in terms of obtaining data and without additional cost to the diocese. On approval of the committee's recommendation, the implementation of a new HA will require the direction of the Bishop and the Senior Administrative Leadership Team (SALT).

Over the coming year (2026), the HRfM Committee will address any priorities as identified by the bishop, SALT and Synod Council relative to HR practices and polices. The committee will also endeavor to understand priorities with respect to any review of existing human resources practices and policies, with a goal to ensure all recommendations are in alignment with diocesan strategic direction and the Mission Action Plan.

I would like to take this time to thank the members of our committee for their ongoing efforts and sharing of their expertise towards this important ministry in the diocese.

Respectfully submitted,

Mr. Tim Tiernay
Chair, Human Resources for Ministry Committee

THE MISSIONAL BUDGET PLANNING COMMITTEE

The bishop has chosen the theme of that beautiful hymn written by Frances Havergal and inspired by such verses as Romans 12, *"Take my life and let it be consecrated, Lord, to thee"* as the context and heart of the diocesan mission. Paul reflects this in Romans when he says that he appeals to his brothers and sisters, to be a living sacrifice, holy and acceptable to God, which is your spiritual worship, be transformed by the renewing of your minds, so that we may discern what is the will of God.

The discernment for the 2026 budget has entailed the process for preparing the budget guided by the members of the Missional Budget Planning Committee, two pre-Synod meetings, and the missional leadership and vision of our bishop.

The 2026 budget presents a picture of increasing financial health of the diocese, a focus on missions, and an overall cohesive direction for the diocese. We are planning to invest just under $4 million in God's mission in Niagara in 2026 and we are forecasting an operating surplus - for the first time in many years - before capital items.

The five main Missional Priorities of the diocese funded are:

1. Approx. $1,108,808 for Mission Action Plan initiatives (including faith formation, parish culture, life in the neighbourhood)
2. St. Brigid's Community: $30,000 (full year: $60,000) from external sources
3. Enhancing the sustainability of our missions – goals have been established such that designated diocesan missions are making greater contributions towards missioner salary costs.
4. Ongoing funding to support our parishes, missions, and chaplaincies at approx. $260,000 (including grants, the curacy fund, and subsidies)
5. Cathedral Place with capital expenditures of $100,000.

The diocese has five sources of funding, all of which are expected to increase over 2025, resulting in revenue being projected to be $3.26 million. With transfers, total revenue is projected to be just over $4 million ($4,009,264), up by 10% year over year. At the same time, the budget forecasts $3.95 million in total expenditures, up by just 3.6%. This is an excellent trajectory for long term sustainability.

The 2026 budget forecasts a surplus of $58,401 versus a deficit of $186,099 in 2025; an improvement of just over 130%. Capital is up this year as a result of including a contingency for technology and Cathedral Place expenditures, as noted above, from $65,000 to $132,500.

While there are several sources of funding for the cash required by the budget, this year for the first time in many years, we expect that there will be sufficient cash on hand to fund the budget.

Overall, the diocese is recovering from the financial stress of COVID-19, and able to focus on needed capital, contingencies, and most importantly Missional Priorities. There is good reason to celebrate!

Respectfully submitted,

The Reverend Canon Dr. Eleanor Clitheroe
Chair, Missional Budget Planning Committee

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 with-in the Diocese of Niagara. All parish capital projects within the Diocese of Niagara are governed by Canon 4.6 and its associated regulations. Parishes are encouraged to contact the Secretary to Synod as soon as a project idea takes shape in order to avoid any issues that might impede its success.

In 2025, the BACCB has overseen approximately $1,300,000 worth of capital projects throughout the diocese, including accessibility upgrades, electrical upgrades, kitchen renovations & roof repairs; this is an amazing amount of work done & the BACCB congratulates all the parishes who completed their projects.

The committee has also conducted reviews of existing infrastructures and made recommendations to the parishes to proceed with moving forward under Cannon 4.6 for future considerations.

With hope and faith, our churches continue to offer safe spaces for worship and community support. As visible symbols of Christ's presence and the welcoming face of Anglicanism, they provide comfort to those feeling alone, anxious, or in need. Looking ahead, we remain committed to renovating and enhancing our church properties to ensure they reflect the care and love we share with all who come through our doors.

Respectfully submitted,

Mr. André Gravelle, CBCO, CRBO
Chair, Bishop's Advisory Committee on Church Buildings

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 primarily 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.

In the coming year, we will continue to explore new opportunities, and provide recommendations as requested for ongoing property matters.

Respectfully submitted,

Canon Terry Charters
Chair, Bishop's Advisory Committee on Property Renewal

THE BISHOP'S DECENNIAL INSPECTION COMMITTEE

The mandate of the Bishop's Decennial Inspection Committee (BDIC) is to ensure that all church properties within the Diocese of Niagara are inspected on a rotating ten-year cycle.

To accomplish this task, the committee oversees scheduling, monitoring, support in facilitating, and tracking these inspections for each parish. The physical structures, building fabric, building systems, building components, grounds and cemeteries (if applicable) are all reviewed. The committee also reviews and maintains a list of competent professional inspection firms that are deemed qualified to undertake the required work and meet the requirements of the BDIC *Terms of Reference*.

Recent highlights from the BDIC include:

- Eighteen (18) parishes with decennial inspections due in 2024 were provided extensions to June 2025.
- Fourteen (14) decennial inspections have ben completed in 2025 at the time of reporting.
- Thirteen (13) decennial inspections are currently overdue.
    - One (1) overdue parish was granted an extension to 2026.
- Nine (9) decennial inspections are scheduled for 2026.

At the direction of the bishop and executive officer, the Decennial Inspection Committee's mandate will be enfolded into the mandate of the Bishop's Advisory Committee on Church Buildings (BACCB), beginning in 2026. This change will steward our resources wisely and enhance the ability of parishes and missions to connect the recommendations provided in their reports with the expertise available through the membership of the BACCB.

As I also sit on the BACCB, I will assist in the transition of BDIC activities into the BACCB mandate.

Respectfully submitted,

Mr. Steven Swing, O.N.
Chair, Bishop's Decennial Inspection Committee

SEPARATELY INCORPORATED BODIES

THE ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

The Anglican Church Ministries Foundation (ACMF) and its Board oversee about $33 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.

The ACMF's key priorities included:

- reviewing and approving the audited 2024 Financial Statements;
- working on 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; and
- looking at opportunities for the ACMF to engage with Anglicans, support the work of the Church in Niagara (and beyond) and launch the 150th Anniversary Diocesan Curacy Fund.

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

- The Board met on December 4, 2024;
    - Lunch 'n' Learn: A guest speaker was invited to talk to the Board about his nearly 50 years experience with the Niagara Community Foundation. We discussed moving the ACMF from a tactical purpose of protecting assets to a strategic purpose of investing in and developing missional purposes, while raising awareness in the existence of the ACMF.
    - To establish the 150th Anniversary Diocesan Curacy Fund to support the training and formation of newly ordained priests and to approve its terms of reference.
    - To approve the transfer of the Crouse Estate funds (~$1 million) to the Anniversary Curacy Fund which held the complementary purpose of clergy formation.
- The Board met on March 27, 2025;
    - To review the foundation's funds and their intended purposes.
    - To review the status of the 150th Anniversary Diocesan Curacy Campaign
    - To receive feedback on consultations with the Dioceses of Huron and Toronto, including future opportunities for collaboration with Toronto's foundation.
- The Board met on June 5th, 2025;
    - To review and approve the audited 2024 financial statements and recommend that KPMG serve as auditors for the 2025 fiscal year.
    - To prepare for the Annual General Meeting in June.

The Annual General Meeting of the ACMF membership was convened at Cathedral Place on June 17, 2025, prior to Synod Council to elect the board members, receive and accept the audited financial statements for 2024, and appoint KPMG as auditors for the 2025 fiscal year.

A third board meeting is scheduled for October 7, 2025. This meeting will use the MAP process to chart a way forward for the ACMF and to build upon what was learned at the December 2024 meeting.

Respectfully submitted,

Mr. Tony Denning
President, Anglican Church Ministries Foundation, Niagara

MISSION ACTION PLAN REPORT

Rooted in our diocesan vision — *Called to Life, Compelled to Love* — and inspired by the irresistible love of Jesus, the Mission Action Plan (MAP), updated in 2024, continues to guide our shared journey of faith, hope, and mission. Ignited by the Holy Spirit, we partner with God to deepen faith, join God's mission, and care for God's world. Our MAP is shaped by three interwoven priorities that ground everything we do as the Diocese of Niagara: Christ-Centered, Hope-Filled, and Missionally-Focused.

The report highlights the progress and impact of the MAP and its objectives during the past year, celebrating how God's Spirit is moving among us to ignite faith, strengthen missional culture, and advance social and environmental justice across our diocese**.**

1. Create and Implement Opportunities to Ignite and Strengthen Faith

Niagara School for Missional Leadership
Now in its fourth year, the Niagara School for Missional Leadership (NSML) continues to thrive at the heart of our diocesan formation efforts. The school has reached record enrollment with 108 students, including 73 from Niagara, and is attracting learners from across Canada and beyond. Through partnerships such as the Huron University Licentiate in Theology program, NSML is expanding access to theological education and strengthening discipleship throughout the Church.

Faith Formation Coordinator
In March 2025, the diocese welcomed the Reverend Monica Romig Green as our new faith formation coordinator, who also serves as priest associate at Christ's Church Cathedral. With her deep experience in Christian education and spiritual direction, she is revitalizing faith formation resources and supporting both clergy and lay leaders in nurturing discipleship across the diocese.

Commissioned Lay Missioner Program
The newly launched Commissioned Lay Missioner (CLM) program expresses our commitment to reaching beyond church walls. This emerging lay vocation equips and commissions gifted leaders from parishes and missions to build relationships and create fresh expressions of Christian community among those who are de-churched or unchurched. The first cohort of nine participants has begun training and mentoring, embodying the Gospel in their neighbourhoods and everyday life.

Diocesan Formation and Spiritual Renewal
For Lent 2025, Bishop Susan Bell invited the diocese to read *A New and Ancient Evangelism: Rediscovering the Ways God Calls and Sends* by the Reverend Canon Dr. Judith Paulsen. Participants explored how Bible stories of conversion may inspire approaches to evangelism and discipleship today.

As part of our 150th anniversary celebrations, the diocese produced a *Stations of the Resurrection (Via Lucis)* resource to invite joyful reflection on Christ's risen life. Bishop Susan Bell also led a retreat, *Meditations on the Christian Life: Faithful Living in a Time of Crisis*, offering clergy and lay leaders an online opportunity for spiritual deepening and renewal.

Ongoing Formation for Clergy and Licensed Lay Workers
Regular Clergy and Licensed Lay Worker Days continue to strengthen education, formation, and collegial connection. In 2025, participants reflected on engaging spiritual seekers (led by the Reverend Canon Dr. Ian Mobsby), creative use of church buildings for mission (led by the Venerable Bill Mous & Dr. Emily Hill), sacred art through Caravaggio's paintings (led by Archbishop Andy John, and *Courageous and Compassionate Conflict Conversations*, facilitated by Dr. Betty Pries.

Emerging St. Brigid's Community
Looking ahead, the groundwork is being laid for St. Brigid's Community, a new initiative launching in 2026 to offer 20–30 young adults a formational experience rooted in the Anglican way and shaped by the

contemplative rhythms of life. This community will invite young adults to grow in faith, explore vocation, and live out discipleship through shared rhythms of worship and action for justice.

Children, Youth, and Family Ministries
Under the leadership of Sarah Bird, our Children, Youth, and Family Ministries (CYFM) program continues to flourish. Parishes are receiving renewed support in developing sustainable intergenerational formation. Highlights include the *Youth Leadership Training Program* during the March Break, a joyful *150th Anniversary Family Picnic* at Canterbury Hills, which brought families from across the diocese together, and the upcoming CYFM retreat with the Rev. Monica Romig Green, focusing on deepening faith, creativity, and community in ministry.

2. Strengthen the Missional Culture of the Diocese and Support Contextual Mission

Advancing the Mixed Ecology Model
We continue to foster a mixed ecology model—supporting both existing worshipping communities and emerging missional initiatives. Two cohorts of parish leaders, representing fifteen parishes in total, are now engaged in this work. Together, they are experimenting with new ways of connecting with their neighbours while deepening traditional worship and community life. This fall, the diocesan Mixed Ecology cohorts will welcome the Reverend Ed Olsworth-Peter, a leading voice in this growing movement, to offer inspiration, teaching, and practical tools for parish renewal.

Missional Innovation Grants
To encourage faithful experimentation and creativity, the new *Missional Innovation Grants* (which replace the former *Walking on Water* grants) invite parishes, missions, and chaplaincies to apply for funding to pilot or grow innovative projects that connect meaningfully with people beyond the church. These grants nurture local discernment and faithful risk-taking while supporting the diocese's vision of a church that is rooted in both tradition and innovation.

Thriving Diocesan Missions
Our active diocesan missions and missional initiatives—the Migrant Farm Workers Mission (Jordan and Beamsville), All Saints Mission and St. Luke's Mission (Hamilton), The Mission in Acts (Oakville), and The Well Mission (Hamilton)—continue to flourish. Each one now has a sustainability plan in place. Three have already been officially designated as diocesan missions under Canon 4.9, with another expected later this year. These ministries reflect our ongoing commitment to innovative, contextually rooted expressions of church life and faithful stewardship of resources.

Sharing Missional Stories
Diocesan communications are also evolving to tell our missional story more vividly. Through the *Niagara Anglican* newspaper, social media, and parish visits, we continue to highlight how God is at work in our local communities. This storytelling spirit was further celebrated through the *Missional Imagination Conference*—a collaborative effort of the dioceses of Niagara, Huron, Toronto, and Nova Scotia & PEI—which showcased examples of creativity, renewal, and Spirit-led mission across Canada.

Stewardship and Use of Assets
Stewardship support remains strong through the ongoing consultations of the Reverend Canon Dr. Drew MacDonald, who advises parishes on stewardship and planned giving.

Parishes are also exploring new and creative ways to use their buildings for mission and community partnerships. With diocesan support, parishes are discerning how their spaces can serve both ministry and neighbourhood needs. In many cases, this includes forming partnerships and leasing portions of their buildings to community organizations—extending hospitality while also strengthening long-term financial sustainability.

3. Prioritize Social and Environmental Justice

Advocacy, Action, and Partnerships

The diocese continues to lead boldly in prayer, advocacy, and action for justice. The *Human Trafficking Forum* in October, featuring Jennifer Richardson, Canada's Chief Advisor on Human Trafficking, equipped participants to recognize and respond to trafficking in their communities and to take practical steps toward prevention and support.

Partnerships remain essential to the justice work of the diocese. Through collaboration with *KAIROS*, the *Canadian Council of Churches*, and *Alongside Hope*, the diocese continues to engage in collective advocacy for climate justice, truth and reconciliation, and peacemaking.

Our ongoing partnership with St. Matt's – celebrating fifty years of ministry – continues to bear fruit through the *412 Barton Street housing project*, creating homes for Indigenous and Black seniors, and the *Cathedral Café* which is a bold witness to our love of neighbour.

Environmental Justice

Climate Justice Niagara (CJN), supported by Deirdre Pike (Program Consultant, Justice and Outreach), has provided rich formation and practical tools through updated *Season of Creation* worship resources, an *Earth Day Webinar*, and ongoing support for tree inventories and plantings as part of the *Communion Forest* initiative. CJN also continues to play a leading role in the *Zero Emission Churches* project, helping congregations take meaningful steps to reduce greenhouse gas emissions.

Complementing this work, the *Niagara School for Missional Leadership (NSML)* offered a new course, *Following Jesus in a Time of Climate Breakdown*, led by theologian. The Reverend Jon Swales. This opportunity explores how faith and discipleship can inspire both advocacy and climate action.

Addressing Unjust Structures and Attending to Spiritual Needs

In 2025, the Diocese of Niagara completed regional anti-racism training for clergy and licensed lay workers—an important milestone in our pursuit of equity and inclusion. To extend this learning, an additional session in November will engage church staff, key volunteers, and any remaining clergy, ensuring that this vital formation reaches every level of diocesan leadership and ministry.

The *Rainbow Kings and Queens* community continues to flourish, gathering monthly at Christ's Church Cathedral**,** and online, with more than 300 LGBTQ asylum-seekers from eight African countries finding connection, care, and affirmation. The annual Fiercely Loved Pride Service again celebrated the sacred worth and belonging of 2S-LGBTQI+ people, offering a visible witness to God's inclusive love.

The Disability Theology Study Group, convened by Bishop Susan Bell and chaired by the Reverend Canon Dr. David Anderson, is deepening theological understanding of human diversity as God's gift and helping the diocese attend more fully to the spiritual and practical needs of neighbours with disabilities through study, reflection, and action toward accessibility.

It is exciting to see how the Diocese of Niagara is joining God's work in new and faithful ways. Through the structure and vision of MAP 2.0, we are charting our path forward and living more deeply into God's mission in the world. We have accomplished much together this past year. Thanks be to God!

Respectfully submitted,

Dr. Emily Hill
Parish Development Missioner

OTHER REPORTS

THE DIOCESAN ARCHIVIST

For the past fifty years, McMaster University has overseen the storage of non-current diocesan records dating back to 1875, including parish registers, service books, minute books, and other materials from more than 100 congregations. These records are on deposit only and remain the property of the diocese.

The care and upkeep of the diocesan archives are governed under Canon 2.6. The diocesan archives kept at Cathedral Place include:

- Synod journals from 1875 to present;
- copies of the Niagara Anglican 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 church building projects.

As public acts, records related to baptisms, marriages and burials are held in trust for the participants and for the whole Church and are thereby parishes and the diocese's responsibility for maintaining the integrity of the records. Lorna Shaw receives and processes requests for records that are held by the diocese, primarily related to disestablished parishes. All such archival inquiries should to be directed to her at lorna.shaw@niagaraanglican.ca.

Information related to the storage and retention of church records is available on the Archives page of the diocesan website.

Respectfully submitted,

The Venerable Bill Mous
Executive Officer & Secretary of Synod

CLIMATE JUSTICE NIAGARA COMMITTEE

The Climate Justice Niagara's (CJN) role is to equip both clergy and lay people throughout the diocese to live more deeply into the Fifth Mark of Mission: *"to strive to safeguard the integrity of creation and sustain and renew the earth."* Aligned with the environmental justice emphasized in the diocesan Mission Action Plan, CJN assists parishes, homes, and communities to respond to the climate crisis—both locally and globally—through prayer, education, action and advocacy.

In the past year, a few highlights of CJN's ministry have been:

- Assisting parishes in completing energy audits, tracking energy use and developing five-year energy reduction plans to reduce energy use by 10%.
- Partnering with Zero Emission Churches (zeroemissionchurches.ca) to equip congregations and diocesan leaders with the information they need in order to convert their buildings into zero emitters of greenhouse gases.
- Assessing the ages of furnaces in every parish and continued to encourage parishes to switch to electric air source heat pump heating and cooling.
- Promoting the Communion Forest Initiative within the diocese and shared information with the Diocese of Toronto and the national Creation Matters Working Group.
- Hosting the "Our Power, Our Planet" event on April 22 (Earth Day) with former federal Environment Minister Catherine McKenna, Green Venture's Giuliana Casimirri, and former Member of Parliament Deb Schulte in lead up to Climate Justice Sunday on April 27.
- Relaunching the Climate Justice Niagara Parish Accreditation program, allowing parishes to earn bronze, silver or gold certification for environmental stewardship practices.
- Promoting the planting of pollinator, rain, water and children's gardens on church properties and awarding certificates to parishes to recognize their contributions.
- Updating and sharing a resource guide for the Season of Creation to support parishes in hosting events and incorporating Season of Creation themes into their liturgies.
- Conducting a "phone-zap," contacting every parish to invite Climate Justice Facilitators and their colleagues to an in-person meeting—held on September 20, 2025—to facilitate information sharing and to build networks of support, including a presentation from Environmental Defence Canada.
- Writing monthly articles for *the Niagara Anglican*.

Over the next year, CJN will continue to connect people to environmental justice as an initiative of the diocesan Mission Action Plan. The group will promote the parish accreditation program and support churches in receiving bronze, silver and gold certification and will continue our participation in Zero Emission Churches, providing support to parishes in implementing energy reduction plans. We will recruit new members to the CJN steering committee, particularly from less represented areas of the diocese.

Respectfully submitted,

Mr. Bruce Mackenzie
Chair, Climate Justice Niagara Committee

THE DIOCESAN REFUGEE SPONSORSHIP INITIATIVE

Over the last year, parishes and community groups across our diocese continued to sponsor refugees from around the world, providing essential orientation and care for newcomers as they are resettled and welcomed to Canada.

With the Primate's encouragement, our churches were invited to join with Anglicans across Canada to observe Refugee Sunday, often around World Refugee Day which falls on June 20. It's a day to honour refugees around the globe, celebrating the strength and courage of people who have been forced to flee their home country to escape conflict or persecution.

This year marks 10 years since Operation Syria, a moment that galvanized our diocese, and Canadians generally, to show solidarity through refugee sponsorship as war uprooted millions of Syrians. In 2015–2016, over 25,000 Syrian refugees found safety in Canada within a few short months. In Niagara, we sponsored hundreds of refugees through this initiative. Our various communities opened their hearts and homes; parishioners came together to form sponsorship groups and welcome refugees.

According to the United Nations High Commissioner for Refugees, the number of forcibly displaced people worldwide rose to 122.6 million by mid-2024, marking the 12th consecutive year this number has grown. This total includes 43.7 million refugees, among them approximately 6 million Palestinian refugees under the mandate of the United Nations Relief and Works Agency (UNRWA), as well as 72.1 million internally displaced persons and 8 million asylum seekers. The situation in Gaza is particularly dire: at least 1.9 million people - roughly 90% of the population - have been displaced.

Since the last report to Synod in September 2024, our diocese has welcomed 9 newcomers to Canada, representing 3 sponsorship cases, from Eritrea, Syria, and Afghanistan.

Interest from parishes in new sponsorships has been lower this year, as processing times for existing applications is lagging, meaning there are a number of cases pending arrival. Still, we expect to sponsor as many as 10 additional refugees by year end.

Our diocese undertakes this ministry as a Sponsorship Agreement Holder (SAH) through the Private Sponsorship of Refugees program of Immigration, Refugees and Citizenship Canada.

As with all ministries of the Church, this work happens because of passion and incredible faithfulness of the people, parishes, and missions of 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.

If you are interested in learning more about this work, or generally supporting our refugee sponsorship efforts, please email refugees@niagaraanglican.ca.

Respectfully submitted,

The Venerable Bill Mous
Coordinator, Diocesan Refugee Sponsorship Initiative

THE HUMAN TRAFFICKING JUSTICE NIAGARA WORKING GROUP

Human Trafficking Justice Niagara (HTJN) continues to follow the lead of the General Synod 2019 Resolution A204 Human Trafficking and Modern Slavery, equipping 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 human trafficking.

The theme of this year's Synod: *"Take our life and let it be consecrated Lord to Thee"* is reflected in the work of this group, bringing awareness, encouraging prayer, and effecting change in our communities for those impacted by the scourge of human trafficking and modern slavery.

- **Prayer** – Ensure that prayers and concern for human trafficking become an integral part of parish life, particularly on National Human Trafficking Awareness Day, the third Sunday of February. In the words of James 5:16, 'The prayer of a righteous person is powerful and effective'.
- **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.

Over the past year, HTJN members:

- Met regularly to keep up to date on human trafficking stories in Canada and beyond.
- Organized and presented 2 presentations open to all in the diocese entitled, *"Human Trafficking: Not in My Backyard."*
    - The first was held at St. Columba's, St Catharines for parishioners there; the second was at the Church of the Transfiguration in St. Catharines.

We are always open to having new members join our working and share in this important work. We appreciate your prayers and support moving forward.

Respectfully submitted,

Mrs. Wendy Saunders
Chair, Human Trafficking Justice Niagara Working Group

THE CATHEDRAL PLACE PROPERTY MANAGEMENT COMMITTEE

I am deeply grateful to and thankful for the expertise, effort, and work that the members of the Cathedral Place Property Management Committee (CPPMC) offer to the planning and caring for Cathedral Place as it supports a myriad of people living out many and varied ministries: thank you. We are indebted to Mr. Derek Smith, O.N., for his continuing work as the property manager.

Since Synod last convened, the CPPMC has commissioned and reviewed Cathedral Place's decennial inspection and supported plans to remedy some minor deficiencies identified by the inspector. Over the course of the year, we have also arranged for updated and improved signage in the cathedral's parking lot. Asbestos has been remediated around pipes in the distribution room. Electrical work was conducted to better support the kitchen—a significant need for the continuing ministry of the Cathedral Café. The Dean liaised with Hamilton Police Services in conducting a Crime Prevention through Environmental Design Property Audit. An Ontario Anti-Hate Security and Prevention grant has helped us make some changes, including new security fencing to better protect Cathedral Place's air conditioning units.

One of the major files that the CPPMC is working on is updating aspects of the cathedral proper to allow for greater capacity for non-worship use of the space. We have improved egresses and are working to install improved emergency lighting, with the goal of being able to use the nave for events of up to 350 people.

The most visible project CPPMC has been supporting remains ongoing. The heritage-designated main doors to the Cathedral have needed significant work for some time. One portion of this is updating the doors to allow crash-bar egress in emergencies. Another is replacing degraded hardware to improve ease of use of the doors. The final portion is repairing environmental damage to the doors' façade. The work has been slower than initially planned. Complexities of heritage permitting (both municipal and provincial) contributed, but many of the challenges relate to the doors originally being built more as pretty items than with design for long-term use as doors. The contractor is hoping to have the central doors operating this fall, and we are better positioned to plan for the north and south doors.

Respectfully submitted,

The Reverend Canon Matthew Griffin
Chair, Cathedral Place Property Management Committee

THE NIAGARA SCHOOL FOR MISSIONAL LEADERSHIP

The Niagara School for Missional Leadership (NSML) is a Gospel-focused learning community in the Diocese of Niagara that equips clergy and lay leaders to respond to God's mission in the world. Rooted in the Good News of Jesus Christ, the school helps participants live into the call to love and serve, bearing witness to the breaking-in of God's kingdom.

Now in its fourth year, NSML has grown from a promising new initiative into a well-established, reliable school, marked by consistency and momentum. With courses now posted early, promoted widely, and drawing broad attention, registrations in 2025 reached 111 students (75 from Niagara)—our highest yet! Communications are extending across the globe, while relationships with dioceses across Canada continue to deepen. Many dioceses are now sharing NSML opportunities with their clergy and laity, encouraging enrollment for both professional development and gospel-focused missional learning.

Guided by the NSML Steering Committee, the school offers a dynamic and coaching-based environment where curriculum, administration, communications, and finances are carefully aligned with its vision. The stability achieved in these areas ensures NSML continues to flourish.

This year we also celebrate the one-year anniversary of our partnership with Huron University College's Licentiate in Theology (LTh) Program. LTh students eagerly enroll in NSML courses for credit, while NSML participants may take Huron courses as part of their formation journeys. This partnership is broadening access to theological education across the diocese and beyond.

Highlights from the past year include:

- A new course: *Theology & Harry Potter,* with the Reverend Victor Kischak (rector of St. George's, Guelph; educator in scripture, homiletics, and theology). NSML also welcomed the Reverend Dr. Rob Jones (assistant director of Jewish Studies and assistant research professor at Penn State University) as an instructor for *Christian Foundations*.
- Strong enrollments in our core courses, including: *Missional Preaching, Reimagining Church, Engaging the Community, Missional Spirituality, Missional Prayer, Anglican Polity, Pastoral Care Fundamentals,* and *Adaptive Leadership*.
- The Curriculum Committee developing innovative offerings for the future, listening attentively to feedback from both students and teacher-practitioners.
- Preparations for a refreshed NSML website with improved navigation and design.
- NSML's widening reach was reflected in new students joining from Nova Scotia, Ottawa, Saskatchewan, Indiana (USA), and as far away as Australia.

NSML remains a vital expression of the diocesan Mission Action Plan: igniting and strengthening faith, reimagining culture, and prioritizing justice through accessible, relevant, and Christ-centered learning.

Respectfully submitted,

Ms. Sarah Bird
Missional Formation Coordinator, *on behalf of the Steering Committee*

FINANCIAL INFORMATION

2024 Audited Consolidated Financial Statements

Consolidated Financial Statements of

THE SYNOD OF THE DIOCESE OF NIAGARA

And Independent Auditor's Report thereon

Year ended December 31, 2024

KPMG LLP
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INDEPENDENT AUDITOR'S 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, 2024
- 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 auditor's report the accompanying financial statements, present fairly, in all material respects, the consolidated financial position of the Diocese as at end of December 31, 2024, 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:

- the current assets reported in the consolidated statements of financial position as at end of December 31, 2024 and December 31, 2023
- the fundraising revenues and excess of revenues over expenses reported in the consolidated statements of operations for the years ended December 31, 2024 and December 31, 2023

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- 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, 2024 and December 31, 2023
- the excess of revenues over expenses reported in the consolidated statements of cash flows for the years ended December 31, 2024 and December 31, 2023

Our opinion on the financial statements for the year ended December 31, 2023 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 "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's 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.

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.

Auditor's 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 auditor's 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.

- 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 auditor’s 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 auditor’s 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.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

KPMG LLP

Chartered Professional Accountants, Licensed Public Accountants

Hamilton, Canada

June 17, 2025

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Financial Position

December 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Current assets:		
Cash (note 2)	$ 1,132,745	$ 1,097,118
Short-term investments	17,255	16,565
Restricted cash (note 3)	88,233	88,642
Amounts receivable (note 4)	1,215,349	1,057,234
Other receivables	231,552	141,116
Current portion of long-term receivables (note 7)	750,000	1,200,000
Prepaid expenses	109,784	98,993
Loans receivable (note 5)	252,110	269,248
	3,797,028	3,968,916
Investments (note 6)	7,021,623	6,013,287
Long-term receivables (note 7)	904,982	1,528,636
Capital assets (note 8)	5,164,932	5,490,527
	$ 16,888,565	$ 17,001,366
Liabilities and Net Assets		
Current liabilities:		
Deferred revenue	$ 3,403	$ 48,060
Due to parishes	9,348	15,380
Accounts payable and accrued liabilities (note 9)	722,245	882,932
Bank loans - special purposes (note 10)	122,731	129,268
	857,727	1,075,640
Supplemental insurance reserve (note 11)	551,342	535,921
Long-term liabilities (note 12)	52,741	52,736
	1,461,810	1,664,297
Net assets:		
Invested in capital assets	5,164,932	5,490,527
Externally restricted (note 13(a))	2,159,425	2,048,673
Internally restricted (note 13(b))	4,241,548	4,195,013
General	3,860,850	3,602,856
	15,426,755	15,337,069
	$ 16,888,565	$ 17,001,366

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, 2024, with comparative information for 2023

	2024	2023
Revenue:		
Diocesan assessment	$ 2,415,925	$ 2,486,646
Administrative fees and rental income	708,520	642,979
Government grants	–	11,995
Bishop's Company	63,722	32,340
Canterbury Hills (note 14)	889,545	726,387
Programs	94,508	112,051
Other income	176,302	104,458
Donations and Grants for Missions	140,016	61,636
Interest income	16,819	12,170
Investment income	849,710	595,564
Insurance premiums from parishes	1,408,361	1,354,566
Parish payroll receipts	9,341,910	9,253,021
	16,105,338	15,393,813
Expenses:		
General and Provincial Synod	612,898	674,637
Programs:		
Congregational support and development	133,766	119,049
Ministry support	102,687	127,447
Outreach support	8,670	4,980
Operations:		
Diocesan staff	1,855,793	1,702,337
Office administration, communication, and committees	510,034	298,351
Diocesan managed properties	352,020	364,379
Disestablished parish properties	50,322	46,233
Property staff	213,272	191,709
Other:		
Parish subsidies	104,130	124,621
Depreciation	428,389	419,113
Bad debts	18,139	114,910
Interest	609	768
Grants issued	–	119,229
Insurance	1,624,776	1,547,670
Bishop's Company expenses	83,083	41,920
Canterbury Hills (note 14)	762,824	564,113
Parish payroll disbursements	9,341,910	9,253,021
Total expenses	16,203,322	15,714,487
Deficiency of revenue over expenses before the undernoted	(97,984)	(320,674)
Gain on acquisition of properties (note 15)	–	1,940,000
Restricted gifts and bequests (note 16)	192,620	213,908
Excess of revenues over expenses	$ 94,636	$ 1,833,234

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, 2024, with comparative information for 2023

	Invested in capital assets	Externally restricted	Internally restricted	General fund	2024 Total
Fund balance, beginning of year	$ 5,490,527	$ 2,048,673	$ 4,195,013	$ 3,602,856	$ 15,337,069
Excess (deficiency) of revenue over expense	(428,389)	110,752	12,965	399,308	94,636
Inter-fund transfers:					
Net change in invested in capital assets	102,794	–	–	(102,794)	–
Transfers between funds	–	–	25,632	(25,632)	–
Insurance fund	–	–	7,938	(7,938)	–
Supplemental insurance reserve (note 11)	–	–	–	(4,950)	(4,950)
Fund balance, end of year	$ 5,164,932	$ 2,159,425	$ 4,241,548	$ 3,860,850	$ 15,426,755

	Invested in capital assets	Externally restricted	Internally restricted	General fund	2023 Total
Fund balance, beginning of year	$ 3,886,698	$ 2,003,228	$ 4,523,655	$ 3,137,248	$ 13,550,829
Excess (deficiency) of revenue over expense	(419,113)	75,445	(128,810)	2,305,712	1,833,234
Inter-fund transfers:					
Net change in invested in capital assets	2,022,942	–	–	(2,022,942)	–
Transfers between funds	–	(30,000)	(199,832)	229,832	–
Supplemental insurance reserve (note 11)	–	–	–	(46,994)	(46,994)
Fund balance, end of year	$ 5,490,527	$ 2,048,673	$ 4,195,013	$ 3,602,856	$ 15,337,069

See accompanying notes to consolidated financial statements.

THE SYNOD OF THE DIOCESE OF NIAGARA

Consolidated Statement of Cash Flows

Year ended December 31, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Operations:		
Excess of revenues over expenses for the year	$ 94,636	$ 1,833,234
Items not involving cash:		
Change in supplemental insurance liability	15,421	26,196
Actuarial loss on supplemental insurance liability	(4,950)	(46,994)
Depreciation	163,766	372,137
Depreciation - Canterbury Hills	49,312	46,976
Disposal of capital assets	225,034	–
Gain on acquisition of properties	–	(1,940,000)
Increase in fair value of investments	(951,379)	(661,465)
Change in non-cash operating working capital:		
Deferred revenue	(44,657)	23,335
Restricted cash	409	8,262
Amounts receivable	(158,115)	(247,055)
Other receivables	359,564	123,732
Prepaid expenses	(10,791)	(90,189)
Due to parishes	(6,032)	(1,431)
Accounts payable and accrued liabilities	(160,687)	(354,495)
	(428,469)	(907,757)
Financing:		
Changes in long-term liabilities	5	(91,503)
Repayment of bank loans - special purposes	(6,537)	(6,182)
	(6,532)	(97,685)
Investing:		
Purchase of capital assets	(98,696)	(12,001)
Purchase of capital assets - Canterbury Hills	(13,821)	(70,941)
Investment contributions	(524,825)	(408,068)
Investment withdrawals	467,868	733,927
Increase in short-term investments	(690)	(16,565)
Decrease in long-term receivables	623,654	520,745
Collection of loans receivable	17,138	25,952
	470,628	773,049
Increase (decrease) in cash	35,627	(232,393)
Cash, beginning of year	1,097,118	1,329,511
Cash, end of year	$ 1,132,745	$ 1,097,118

See accompanying notes to consolidated financial statements.

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. 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.

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

(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 completed on March 14, 2025.

1. Significant accounting policies (continued):

(e) Supplemental insurance benefits (continued):

Actuarial gains (losses) on the accrued benefit obligation arise from differences between actual and expected experience and from changes in the actuarial assumptions used to determine the accrued benefit obligation. The 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.

(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.

1. Significant accounting policies (continued):

(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.

2. Cash and bank indebtedness:

The Diocese considers deposits in banks and certificates of deposit as cash. The Diocese has a $1,500,000 revolving demand line of credit with interest calculated at prime. There was no bank indebtedness balance as at December 31, 2024 (2023 - $nil).

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:

	2024	2023
Diocesan Mission and Ministries due from parishes	$ 809,553	$ 802,211
Insurance	96,130	61,623
Payroll due from parishes	155,044	64,575
Other	154,622	128,825
	$ 1,215,349	$ 1,057,234

5. Loans receivable:

Loans receivable are comprised as follows:

(a) Emergency Loans:

Emergency loans totaling $127,531 (2023 - $132,531) represent funds loaned to parishes for COVID-19 related expenses. During the pandemic each parish was able to apply for a loan of up to $10,000. As at December 31, 2024, the emergency loans are outstanding for twelve parishes (2023 - thirteen parishes).

(b) Church Extension:

Church extension loans totaling $122,731 (2023 - $129,268) 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 $1,848 (2024 - $7,449) are bridging loans advanced to employees to cover EI processing time, which usually takes about 4 to 6 weeks. These are normally deducted 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:

	2024	2023
Russell Canadian Fixed Income Fund	$ 1,123,460	$ 1,022,259
Russell ESG Global Equity Fund	3,229,947	2,826,245
Russell Canadian Equity Pool	842,595	721,594
Russell Global Infrastructure Pool	702,162	481,063
Russell Global Real Estate Pool	631,946	541,196
Russell Global Credit Pool	491,513	420,930
	$ 7,021,623	$ 6,013,287

Investments include $551,342 (2023 - $535,921) set aside to fund the supplemental insurance benefits (see note 11).

6. Investments (continued):

The investments are pooled with the investments held by the Anglican Church Ministries Foundation, Niagara ("AMCF") and parishes and overseen by the Investment Advisory Committee. The objective is to sustain a certain level of investments in order to sustain the needs of the Synod of the Diocese of Niagara, the ACMF and parishes. This objective is fulfilled by adhering to specific investment policies outlined in its Statement of Investment Policies and Procedures (the "SIPP"), which is reviewed periodically by the Investment Advisory Committee and approved by Synod Council. The SIPP was established on June 28, 2002 and later amended and restated. The last amended and restated effective date was November 23, 2021.

7. Long-term receivables:

	2024	2023
Parish debt:		
St. Paul, Caledonia	$ 137,863	$ 134,888
Christ's Church Cathedral, Hamilton	44,039	59,039
St. John's Rockwood	77,241	81,441
Holy Trinity, Fonthill	53,296	54,196
St. John the Evangelist, Niagara Falls	58,691	58,691
Grace Church, Arthur	36,808	36,808
All Saints, Welland	20,167	22,367
St. Paul's, Dunnville	–	34,313
Various disestablished parishes	297,203	109,898
	725,308	591,641
Parish mortgages and loans:		
St. Luke's Palermo	119,750	126,419
Church of the Incarnation, Oakville	59,924	60,576
	179,674	186,995
Vendor take back mortgages:		
2601265 Ontario Inc.	–	1,200,000
2706703 Ontario Inc.	750,000	750,000
	750,000	1,950,000
	1,654,982	2,728,636
Less amounts due within one year:		
2601265 Ontario Inc.	–	(1,200,000)
2706703 Ontario Inc.	(750,000)	–
Total	$ 904,982	$ 1,528,636

7. Long-term receivables (continued):

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 7.45% fixed rate with no repayments. This amount was fully repaid May 8, 2024.

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, 2023. Thereafter, the loan bears interest at a 4% fixed rate with interest only monthly repayments of $2,500 until the maturity date of November 20, 2025.

The long-term receivables from the disestablished parishes will be recovered upon sale or redevelopment of their respective properties.

8. Capital assets:

			2024
	Cost	Accumulated amortization	Net book value
Land:			
Canterbury Hills	$ 35,749	$ –	$ 35,749
Buildings:			
Palermo Community Centre	2,496,163	997,296	1,498,867
Leasehold improvements	1,160,452	1,158,308	2,144
Residential condo units	1,806,787	271,018	1,535,769
Church condo units	1,940,000	194,000	1,746,000
Canterbury Hills	808,741	614,316	194,425
Building improvements	840,485	714,830	125,655
Computer equipment	105,700	101,789	3,911
Furniture and fixtures	191,067	168,655	22,412
Vehicles	15,370	15,370	–
	$ 9,400,514	$ 4,235,582	$ 5,164,932

			2023
	Cost	Accumulated amortization	Net book value
Land:			
Canterbury Hills	$ 35,749	$ –	$ 35,749
Buildings:			
Palermo Community Centre	2,496,163	872,488	1,623,675
Leasehold improvements	1,160,452	1,157,635	2,817
Residential condo units	1,806,787	180,679	1,626,108
Church condo units	1,940,000	97,000	1,843,000
Canterbury Hills	794,920	565,004	229,916
Building improvements	765,981	666,410	99,571
Computer equipment	313,195	312,194	1,001
Furniture and fixtures	184,414	155,724	28,690
Vehicles	15,370	15,370	–
	$ 9,513,031	$ 4,022,504	$ 5,490,527

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 (2023 - $nil).

10. Bank loans special purposes:

	2024	2023
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	$ 122,731	$ 129,268

Principal repayments over the next four years are as follows:

2025	$ 24,931
2026	24,931
2027	24,931
2028	24,931
Thereafter	23,007
	$ 122,731

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, 2024. The obligation estimate is reviewed annually, and a full actuarial valuation is completed every three years.

	2024	2023
Change in benefit obligation:		
Benefit obligation, beginning of year	$ 535,921	$ 509,725
Actuarial gain	4,950	46,994
Interest costs	26,471	27,202
Benefit payments	(16,000)	(48,000)
Benefit obligation, end of year	$ 551,342	$ 535,921

12. Long-term liabilities:

Included in long-term liabilities is $52,736 (2023 - $52,736) related to Lambeth Conference. 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.

13. Restricted fund balances:

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

	2024	2023
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	862,552	751,800
	$ 2,159,425	$ 2,048,673

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

13. Restricted fund balances (continued):

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

	2024	2023
Walking on Water fund	$ 2,587,845	$ 2,627,045
Legal reserve fund	525,550	100,550
Residential schools fund	(8,497)	(8,497)
Closed parishes	(552)	73,046
Girls' Friendly Society / Holiday House fund	172,158	172,158
Church insurance fund	152,610	144,672
Church planting reserve fund	90,000	155,000
Property renewal reserve fund	74,214	87,805
Minnie Easter estate	16,356	41,356
Investment review fund	38,744	38,744
Stephen Hopkins leadership fund	22,733	32,758
Other	17,146	17,144
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	10,445	9,245
William Aspel legacy fund	5,000	5,000
Differentiated Curacies reserve fund	169,947	325,000
Capital reserve fund	188,955	176,455
James Wellington Upson estate	36,786	111,786
Bishop's Company	44,906	64,266
Joyce Wilton Bursary Fund	19,722	–
Cathedral Place Building Fund	45,000	–
Severance & Transition Fund	11,000	–
	$ 4,241,548	$ 4,195,013

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

14. Canterbury Hills:

	2024	2023
Revenues:		
Canterbury Hills (unrestricted)	$ 778,793	$ 650,942
Canterbury Hills (externally restricted)	110,752	75,445
	$ 889,545	$ 726,387
Expenses:		
Canterbury Hills (unrestricted)	$ 762,824	$ 564,113
	$ 762,824	$ 564,113

15. Sale of All Saints, Hamilton:

The Diocese acquired an office/institutional condominium unit and three residential condominium units as part of a sale and development agreement for the All Saints, Hamilton Property. In 2022, the three condominiums were completed and were recorded at their appraised fair market value of $1,740,000 plus acquisition costs of $66,787. In 2023, the church unit was completed and recorded at its appraised fair market value of $1,940,000.

16. Restricted gifts and bequests:

Restricted gifts in 2024 totaled $192,620 (2023 - $213,908) which consists of donations of $200 (2023 - $nil) and realized investment income of $192,420 (2023 - $213,908). These relate to gifts to the Closed Parish Fund. The funds are held within the Diocesan investments.

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, 2024, the fair market value of the parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to $56,527,140 (2023 - $51,444,567).

17. Parish funds (continued):

(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 under the Act by letters of patent on January 1, 1999 and is a registered charity under the Income Tax Act. At December 31, 2024, the Foundation held net assets in the amount of approximately $32.1 million (2023 - $27.6 million), the benefit of which will accrue to the Diocese and some of its affiliates in the future.

Investment administration fees of $29,000 (2023 - $28,050) 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 2023.

(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 2023.

(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 2023.

(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 2023.

18. Financial instruments (continued):

(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 2023.

2026 Proposed Diocesan Budget

THE SYNOD OF THE DIOCESE OF NIAGARA
BUDGETED STATEMENT OF OPERATIONS - SUMMARY
For the year ending December 31, 2026

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
REVENUES:			
DIOCESAN MISSION & MINISTRIES	2,511,888	2,650,000	2,921,650
DIOCESAN MISSION & MINISTRIES - REBATES	(5,125)	0	(5,000)
INTEREST ON TRUST FUNDS	9,083	10,000	10,000
INVESTMENT GAIN (LOSS)	840,627	0	0
INVESTMENT FUND ADMINISTRATION TRANSFER	124,594	124,800	129,792
INSURANCE FUND ADMINISTRATION TRANSFER	29,000	30,160	31,366
ADMINISTRATION FEE ACMF NIAGARA	29,000	30,160	31,366
RESTRICTED GIFTS & BEQUESTS, PROPERTY SALES	31,325	0	0
SPECIAL APPEALS	0	20,000	25,000
SUNDRY	126,202	100,000	100,000
GRANTS	0	0	15,000
TOTAL REVENUES	**3,696,594**	**2,965,120**	**3,259,175**
EXPENDITURES:			
BEYOND NIAGARA, EPISCOPAL & GOVERNANCE - SCHEDULE 1	1,179,649	1,204,151	1,251,365
ADMINISTRATIVE EXPENSES - SCHEDULE 2	1,333,952	1,509,986	1,574,255
MINISTRY EXPENSES - SCHEDULE 3	670,062	742,959	763,427
EDUCATION AND FORMATION EXPENSES - SCHEDULE 4	249,574	187,050	211,261
DESIGNATED DIOCESAN MISSIONS - SCHEDULE 5	120,155	233,753	134,121
DIOCESAN HELD PROPERTIES - SCHEDULE 6	(54,056)	(64,845)	16,434
TOTAL EXPENDITURES	**3,499,336**	**3,813,054**	**3,950,863**
OPERATING SURPLUS / (DEFICIT) BEFORE DEPRECIATON	**197,259**	**(847,934)**	**(691,688)**
DEPRECIATION	379,077	0	0
OPERATING SURPLUS / (DEFICIT) BEFORE CONTRIBUTIONS FROM AMCF	**(181,819)**	**(847,934)**	**(691,688)**
CONTRIBUTIONS FROM THE ACMF			
Survive & Thrive Outreach Fund (ACMF 6000012)	34,000	45,000	45,000
Synod Endowment Fund (ACMF 5006959)	12,461	10,000	10,000
Leadership & Training Fund (ACMF 6000011)	84,835	109,500	114,200
Theological Education Funds (part of ACMF 5006959 & 5006991)	0	15,000	17,500
Diocesan Housing Fund (ACMF 5006993)	30,000	60,000	75,000
TOTAL CONTRIBUTIONS FROM ACMF	**161,295**	**239,500**	**261,700**
OPERATING SURPLUS / (DEFICIT)	**(20,523)**	**(608,434)**	**(429,988)**
CASH TRANSFERS FROM (TO) RESERVE FUNDS			
Missional Innovation Grants Fund (5006961)	39,200	70,000	70,000
General Admin Fund (5006962)	80,000	80,000	80,000
Synod General Investment Fund (5006960)	100,000	100,000	100,000
Church Planters Fund (Synod 5006966)	65,000	82,000	57,600
Differentiated Curacies Reserve Fund (5006969)	160,053	65,000	65,000
Stephen Hopkins Leadership Fund (5006965)	10,025	5,335	20,289
Transfer from Capital Reserve Fund (5006970)	13,590	50,000	25,000
Transfer from Property Renewal Reserve Fund (5006967)	0	0	25,000
Transfer to Severance & Transition Fund	(11,000)	0	0
Transfer from (to) Cathedral Place Building Fund	(45,000)	0	45,000
Transfer to Capital Reserve Fund (5006970)	(12,500)	(30,000)	0
Transfer to General Admin Fund (5006962)	(6,402)	0	0
Transfer from (to) Canon D Ricketts Bursary Fund (5006964)	(1,200)	0	500
Transfer to Joyce Wilton Bursary Fund (5006973)	(24,723)	0	0
Transfer to Legal Reserve Fund	(425,000)	0	0
TOTAL CASH TRANSFERS FROM (TO) RESERVE FUNDS	**(57,957)**	**422,335**	**488,389**
CASH SURPLUS (DEFICIT) BEFORE OTHER ITEMS	**(78,480)**	**(186,099)**	**58,401**
CASH FLOWS FROM (TO) CAPITAL ITEMS			
Capital Expenses - Sch 7	**(88,972)**	**(65,000)**	**(132,500)**
CASH FLOWS FROM (TO) MORTGAGES			
Mortgage payments due to Diocese	**1,262,519**	**761,604**	**6,960**
CASH SURPLUS (DEFICIT)	**1,095,067**	**510,505**	**(67,139)**

BEYOND NIAGARA, EPISCOPAL & GOVERNANCE - SCHEDULE 1

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
BEYOND NIAGARA			
GENERAL SYNOD APPORTIONMENT	555,000	537,145	566,669
GENERAL SYNOD DELEGATE FEES	0	10,000	0
PROVINCIAL SYNOD ASSESSMENT	25,000	25,000	25,000
PROVINCIAL SYNOD DELEGATES	15,398	0	0
LAMBETH - CORE BUDGET AND OTHERS	0	0	0
SUB-TOTAL BEYOND NIAGARA	595,398	572,145	591,669
EPISCOPAL & GOVERNANCE EXPENSES			
EPISCOPAL STAFF	508,659	537,506	558,196
EPISCOPAL EXPENSES	35,640	50,000	55,000
CONFERENCE / TRAVEL	15,984	14,000	16,000
SYNOD COUNCIL & SUB-COMMITTEES	3,265	5,000	5,000
STEWARDSHIP HOSPITALITY	1,266	5,000	5,000
DIOCESAN DIGNITARIES (Archdeacons, Reg. Deans, Dio.Liturgical Officer)	19,437	20,000	20,000
COMPANION DIOCESES / PARTNERS IN MISSION	0	500	500
SUB-TOTAL - Episcopal & Governance	584,251	632,006	659,696
TOTAL BEYOND NIAGARA, EPISCOPAL & GOVERNANCE EXPENSES	**1,179,649**	**1,204,151**	**1,251,365**

ADMINISTRATIVE EXPENSES - SCHEDULE 2

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
ADMIN STAFFING AND SUPPORT			
ADMINISTRATIVE STAFFING	584,336	679,319	706,641
EMPLOYEE / FAMILY ASSISTANCE PLAN	9,463	9,600	9,500
EMPLOYEE / RETIREE LIFE INSURANCE COSTS	33,380	0	0
PAYROLL SYSTEM	1,785	2,000	2,200
PENSION SUPPORT - RETIRED BISHOPS	3,030	2,800	2,800
LOUISA PARKE EXP. (PENS. SUP. RET. CLERGY)	16,399	15,500	11,200
RESOURCES / SUBSCRIPTIONS / MEMBERSHIPS	5,217	2,000	6,200
CLERGY MOVING EXPENSES	10,200	20,000	20,000
SABBATICAL SUPPORT	0	5,000	5,000
PERSONNEL TRANSITION & SEVERANCE	35,166	50,000	50,000
POLICE & REFERENCE CHECKS	1,115	1,750	1,500
SUB-TOTAL - Admin Staffing & Support	700,091	787,969	815,041
OFFICE EXPENSES & PROFESSIONAL FEES			
COMPUTER SYSTEMS SUPPORT	35,824	40,000	38,000
EQUIPMENT RENTAL	2,963	14,000	12,600
EQUIPMENT SERVICES	8,644	4,000	12,400
OFFICE SUPPLIES	5,256	8,500	5,000
TELEPHONE	13,395	14,500	13,700
PRINTING	187	1,500	1,500
MAILING	4,322	3,500	4,000
AUDIT EXPENSES	47,612	43,000	50,000
LEGAL & PROF. EXPENSES	90,684	50,000	50,000
INSURANCE - NET RECOVERY IN RESERVE	(7,938)	3,000	5,000
BANK CHARGES / SUNDRY	14,697	10,000	13,000
RECOVERY INTEREST ON PARISH RECEIVABLES	(16,819)	(20,000)	(5,000)
BANK INTEREST	609	500	500
CONTINGENCY / NON-BUDGETED	0	5,000	5,000
OTHER EXPENSES	4,225	0	0
BAD DEBTS & RECEIVABLE W/O's	18,139	20,000	10,000
STAFF EXPENSES	8,893	10,000	10,000
SUB-TOTAL - Office Expenses & Professional Fees	230,691	207,500	225,700

CATHEDRAL PLACE			
PROPERTY / RECEPTION	166,863	187,840	198,449
MAINTENANCE/CLEANING	113,403	115,000	132,000
MAJOR REPAIRS - NOT CAPITALIZED	43,184	100,000	150,000
SERVICING	3,036	5,000	5,000
UTILITIES	62,470	77,295	90,000
INSURANCE	102,148	113,190	125,500
FACILITY RENTAL REVENUE	(65,080)	(79,320)	(101,220)
CATHEDRAL CONTRIBUTIONS	(79,288)	(84,488)	(89,714)
GRANTS AND OTHER REVENUE			(20,000)
SUB-TOTAL - Cathedral Place	346,737	434,517	490,015
COMMUNICATIONS			
NIAGARA ANGLICAN NEWS	23,874	17,000	21,000
DIGITAL MINISTRY	0	3,000	2,500
WEBSITE SUPPORT	32,560	60,000	20,000
SUB-TOTAL - Communications	56,433	80,000	43,500
TOTAL ADMINISTRATIVE EXPENSES	**1,333,952**	**1,509,986**	**1,574,255**

MINISTRY EXPENSES - SCHEDULE 3

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
GENERAL MINISTRY			
MINISTRY STAFFING	438,891	463,959	445,926
DIOCESAN SERVICES & EVENTS	0	2,000	2,000
PROFESSIONAL CONSULTING	51,132	25,000	25,000
MINISTRY RESOURCES	3,280	10,000	10,000
DONOR & SPONSORSHIP DEVELOPMENT	0	10,000	15,000
PARISH SUBSIDIES	75,516	90,000	90,000
MISSIONAL INNOVATION, CHAPLAINCY AND OTHER GRANTS	90,838	120,000	120,000
SUB-TOTAL GENERAL MINISTRY EXPENSES	659,658	720,959	707,926
PARISH DEVELOPMENT MINISTRY:			
YOUTH & FAMILY MINISTRIES			
CHILDREN & YOUTH MINISTRY	0	1,000	1,000
YOUNG ADULT MINISTRY (THE TABLE)	230	2,000	2,000
YOUTH LEADERSHIP TRAINING PROGRAM	4,578	8,000	8,000
CYFM NETWORK SUPPORT & TRAINING	2,874	3,000	3,000
SUB-TOTAL - Youth & Family Ministries	7,682	14,000	14,000
JUSTICE & OUTREACH MINISTRIES			
ADVOCACY & COALITION SUPPORT	848	2,000	2,000
JUSTICE WORKING GROUPS	1,540	1,500	1,500
CLIMATE JUSTICE NIAGARA	(2,867)	1,000	1,000
INDIGENOUS MINISTRIES	400	0	0
SUB-TOTAL - Justice & Outreach Ministries	(80)	4,500	4,500
COMMUNITY MINISTRY			
ST BRIGID'S COMMUNITY			30,000
MISSIONER/CHURCH PLANTERS MINISTRY SUPPORT	2,801	3,500	7,000
SUB-TOTAL - Community Ministry	2,801	3,500	37,000
TOTAL MINISTRY EXPENSES	**670,062**	**742,959**	**763,427**

EDUCATION & FORMATION EXPENSES - SCHEDULE 4

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
NIAGARA SCHOOL FOR MISSIONAL LEADERSHIP (NSML)			
INCOME - Fees	(22,875)	(39,900)	(30,000)
ADMINISTRATIVE SUPPORT	31,677	38,549	42,211
COURSE HONORARIA	10,325	18,000	18,000
EDUCATIONAL PLATFORM	1,076	0	0
TEACHING MATERIALS AND SUPPORT	0	600	600
COMMUNICATION AND MARKETING	766	800	800
WEBSITE	1,227	1,200	4,000
TRAVEL	174	0	0
MISCELLANEOUS	329	1,051	150
SUB-TOTAL - NSML	22,699	20,300	35,761
FORMATION FOR MINISTRY			
DIFFERENTIATED CURACY SUPPORT	141,847	65,000	65,000
DIVINITY STUDENTS	17,461	15,000	17,500
VOCATION EVENTS	2,703	3,500	3,000
FAITH FORMATION	0	0	5,000
CLERGY / LAYWORKERS CONFERENCE	29,212	40,000	35,000
TRAINING & RESOURCES	10,704	12,500	19,000
PROVINCIAL SYNOD OPCOTE	17,500	17,500	17,500
VOCATIONAL DIACONATE	884	750	2,000
STARTING WELL	957	2,500	1,500
COACHING / MENTORING	5,608	10,000	10,000
SUB-TOTAL - Formation for Ministry	226,874	166,750	175,500
TOTAL EDUCATION & FORMATION EXPENSES	**249,574**	**187,050**	**211,261**

DESIGNATED DIOCESAN MISSIONS - SCHEDULE 5

ALL SAINTS MISSION	**2024 Actuals**	**2025 Full Year Budget**	**2026 Full Year Budget**
DONATIONS	0	(57,150)	(56,000)
RENTAL INCOME	0	(34,500)	(36,540)
FUNDRAISING	0	(3,750)	(2,500)
MISSION PROJECTS REVENUE			(2,800)
INVESTMENT AND OTHER INCOME	0	0	(10,000)
WAGES AND CONTRACTED SERVICES	0	69,020	71,603
ADMINISTRATIVE COSTS	0	4,010	5,650
BUILDING COSTS	0	32,440	29,605
MISSION PROJECTS EXPENSES	0	600	1,220
ACTIVITY AND EVENT EXPENSES	0	350	150
PASTORAL AND MINISTERIAL COSTS	0	2,350	2,000
SUB-TOTAL - ALL SAINTS MISSION	0	13,370	2,388

MIGRANT FARM WORKERS MISSION	**2024 Actuals**	**2025 Full Year Budget**	**2026 Full Year Budget**
DONATIONS	0	(2,400)	(3,000)
FUNDRAISING	0	(1,000)	(1,000)
MISSION PROJECTS REVENUE	(103,650)	(73,100)	(70,000)
OTHER INCOME	0	0	(2,000)
STAFFING	54,022	45,215	69,766
ADMINISTRATIVE COSTS	0	4,000	3,600
BUILDING COSTS	0	6,695	7,000
MISSION PROJECTS EXPENSES	71,120	80,805	53,423
SUB-TOTAL - MIGRANT FARM WORKERS MISSION	21,492	60,215	57,789

MISSION IN ACTS MISSION	**2024 Actuals**	**2025 Full Year Budget**	**2026 Full Year Budget**
DONATIONS	(21,860)	(11,000)	(11,716)
FUNDRAISING	0	0	(5,550)
MISSION PROJECTS REVENUE	0	(9,000)	(3,500)
OTHER INCOME	(1,400)	0	(13,000)
STAFFING	51,448	56,686	68,737
ADMINISTRATIVE COSTS	0	500	2,050
BUILDING COSTS	0	0	5,000
MISSION PROJECTS EXPENSES	20,348	9,000	6,750
ACTIVITY AND EVENT EXPENSES	0	3,000	200
PASTORAL AND MINISTERIAL COSTS	0	0	500
SUB-TOTAL - MISSION IN ACTS MISSION	48,536	49,186	49,471

2026 Draft Budget

ST. LUKE'S MISSION	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
DONATIONS	(13,106)	(13,000)	(26,400)
RENTAL INCOME	(18,200)	(18,000)	(27,960)
FUNDRAISING	0	0	(14,594)
MISSION PROJECTS REVENUE	0	0	0
OTHER INCOME	0	0	(420)
STAFFING	0	44,731	56,411
ADMINISTRATIVE COSTS	950	5,450	3,085
BUILDING COSTS	78,906	87,800	31,350
MISSION PROJECTS EXPENSES	1,006	2,000	800
COMMUNITY CONNECTIONS	0	0	700
WORSHIP MINISTRY	571	2,000	1,500
SUB-TOTAL - ST. LUKE'S MISSION	50,127	110,981	24,472
TOTAL DESIGNATED DIOCESAN MISSIONS	**120,155**	**233,753**	**134,121**

DIOCESAN HELD PROPERTIES - SCHEDULE 6

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
FORMER ST PETER HAMILTON PROPERTY COSTS			
RENTAL INCOME	(84,750)	(84,900)	(88,800)
MAINTENANCE	20,269	28,800	26,000
UTILITIES	9,478	20,250	19,000
INSURANCE	28,845	29,000	30,300
NET FORMER ST PETER HAMILTON PROPERTY COSTS	(26,157)	(6,850)	(13,500)

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
GENEVA STREET ST CATHARINES PROPERTY COSTS			
RENTAL INCOME	(46,420)	(46,500)	(10,000)
MAINTENANCE	18,088	15,030	7,750
UTILITIES	22,663	29,700	15,100
INSURANCE	5,781	6,200	6,200
NET GENEVA STREET ST CATHARINES PROPERTY COSTS	113	4,430	19,050

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
FENNELL AVENUE HAMILTON PROPERTY COSTS			
RENTAL INCOME	(70,630)	(70,800)	(72,000)
MAINTENANCE	24,016	28,200	28,000
UTILITIES	15,986	24,600	20,400
INSURANCE	11,930	12,000	12,500
NET FENNELL AVENUE HAMILTON PROPERTY COSTS	(18,698)	(6,000)	(11,100)

	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
ALL SAINTS HAMILTON CONDOS PROPERTY COSTS			
RENTAL INCOME	(30,982)	(31,425)	(32,200)
CONDO FEE	2,091	4,650	15,000
LEASING/PROPERTY MANAGEMENT FEE	6,995	2,850	2,900
INSURANCE & PROPERTY TAX	0	13,400	12,700
CONTIGENCY FEE & MISCELLANEOUS	2,163	2,200	2,200
NET ALL SAINTS HAMILTON PROPERTY COSTS	(19,733)	(8,325)	600

2026 Draft Budget

SHELBURNE PROPERTY COSTS	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
RENTAL INCOME	(29,857)	(40,500)	(41,916)
MAINTENANCE	3,725	12,400	10,500
UTILITIES	10,439	12,300	13,800
INSURANCE	15,253	15,300	16,900
NET SHELBURNE PROPERTY COSTS	(439)	(500)	(716)

NIAGARA FALLS (ROBINSON ST) PROPERTY COSTS	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
RENTAL INCOME	0	0	0
MAINTENANCE	0	0	2,500
UTILITIES	38	3,000	5,600
INSURANCE	10,082	10,000	10,700
NET NIAGARA FALLS (ROBINSON ST) PROPERTY COSTS	10,120	13,000	18,800

MCNAB PROPERTY COSTS	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
RENTAL INCOME	(28,200)	(58,200)	(30,000)
MAINTENANCE	20,063	10,200	19,100
UTILITIES	5,206	6,700	7,000
INSURANCE	6,907	5,700	9,700
NET MCNAB PROPERTY COSTS	3,976	(35,600)	5,800

NET VACANT AND OTHER PROPERTIES COSTS	2024 Actuals	2025 Full Year Budget	2026 Full Year Budget
VENDER TAKEBACK MORTGAGE INTEREST	(30,000)	(25,000)	(27,500)
INSURANCE	8,027	0	0
MISCELLANEOUS	5,147	0	0
PROPERTY RENEWAL/DEVELOPMENT	13,590	0	25,000
NET VACANT AND OTHER PROPERTIES COSTS	(3,236)	(25,000)	(2,500)

TOTAL DIOCESAN HELD PROPERTIES	**(54,056)**	**(64,845)**	**16,434**

CAPITAL BUDGET - SCHEDULE 7

	2024 Full Year Actual	2025 Full Year Budget	2026 Full Year Budget
CAPITAL			
OFFICE	6,654	5,000	4,000
COMPUTERS	7,814	5,000	10,000
TECHNOLOGY REPLACEMENT CONTIGENCY	0	0	7,000
COMMUNICATIONS	0	5,000	1,500
DIOCESAN HELD PROPERTIES	14,443	0	10,000
CATHEDRAL PLACE BUILDING	60,061	50,000	100,000
TOTAL CAPITAL COSTS	**88,972**	**65,000**	**132,500**

MEMBERS OF SYNOD

The 151st Synod of the Diocese of Niagara
November 1, 2025
(# Indicates No Vote)

Acton **St. Alban** (Greater Wellington) 19 St. Alban's Drive 519-853-2711 stalbansacton@gmail.com	**The Reverend Michael Mernagh**	**Ms. Sara Boyd**
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Burlington **Burlington Anglican Lutheran Church** (Trafalgar) 3455 Lakeshore Road 905-637-2741 info@burlingtonanglicanlutheranchurch.ca	**The Reverend Colin Cameron**	*No representative elected*
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Burlington **St. Matthew on-the-Plains** (Trafalgar) 126 Plains Road East 905-632-1233 office@stmatthewburlington.ca	**The Reverend Canon Dr. Susan Wilson**	**Ms. Mary Rutherford** **Mr. John Wilkinson**
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Hamilton **Synod Office** (Hamilton-Haldimand) 252 James Street North 905-527-1316	**The Right Reverend Dr. Susan Bell** **The Most Reverend Colin Johnson** **The Venerable Bill Mous** **The Reverend Canon Dr. Ian Mobsby** **The Reverend Rob Miller** **#The Reverend Monica Romig Green**	**Ms. Sarah Bird** **Dr. Emily Hill** **Ms. Susie Kim** **Ms. Christine Morrow** **Ms. Deirdre Pike** **Canon Greg Tweney**

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Mission in Acts Mission garfield@missioner.ca	**#The Reverend Canon Garfield Adams**	
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Synod Council Members		**Ms. Amy Collard** **Ms. Nancy Coombs** **Canon Patricia Davis** **Ms. Bev Groombridge** **Ms. Gillian Hendry**

Bishop's Appointees to Synod

Mr. Tony Denning
Ms. Kerry Lubrick
Mr. Bruce Mackenzie
Mr. Don Morrison
Mrs. Jodey Porter
Mr. Michael Smith
Mr. Allan Wadley