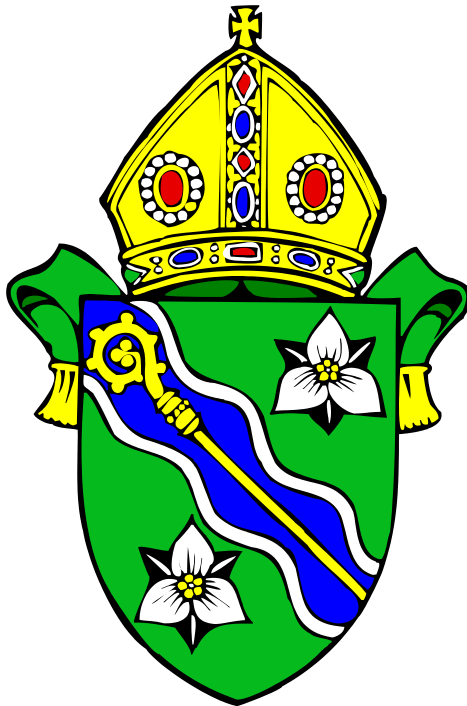


# **CONVENING CIRCULAR**

*for a meeting of*  
**THE 138<sup>th</sup> SYNOD OF THE DIOCESE OF NIAGARA**



**St. Christopher's  
662 Guelph Line, Burlington**

**Eucharist and Bishop's Charge  
FRIDAY, NOVEMBER 16th, 2012 at 7:30 pm**

**Synod Session  
SATURDAY, NOVEMBER 17th, 2012**

**Registration Begins at 8:00 am**

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# **Welcome the Niagara's Diocesan Synod 2012!**

*from Marni Nancekivell, Secretary of Synod*

If this is your first Synod, we hope that you will be enriched by this experience of the wider church. This year's Synod will be fast paced, as it is a "One Day" Synod. In that day, we will seek God's intention for us, as we pray, discern, debate and work towards being a Missional Church in the Diocese of Niagara.

## **What IS Synod, after all?**

The Incorporated Synod of the Diocese of Niagara is the legal entity (established by statute of the Legislature in the Province of Ontario) with responsibility for the dealings of the Anglican Church within its diocesan boundaries. As such, there are a number of legal responsibilities that we must fulfill at every Synod meeting: approving minutes, electing Synod Council, approving financial statements and budgets, and authorizing the actions of Synod Council. But a meeting of Synod is much more than that: it allows us to form the "bones" of who we are as the Anglican Church within the Diocese of Niagara. At Synod, we have a unique opportunity to gather and give expression to our diverse community under the leadership of our Bishop, The Right Reverend Michael A. Bird.

## **One Day Synod**

This will be a one-day Synod as we continue with our pattern of alternating one and two-day Synods. Therefore, this year we will need to limit ourselves to core business.

## **A Change in Venue**

The venue for this year's Synod will be St. Christopher's Anglican Church at 662 Guelph Line in Burlington, Ontario, (take the QEW exit south, St. Christopher's is on the right hand side of Guelph Line between Prospect and Woodward Streets). St. Christopher's offers ample free parking (there will be people to direct parking for those in cars – and it *really will* be OK to park on the lawn). It is an experiment to meet in a parish church, and you will have plenty of opportunity to evaluate the experience. Being in a parish church will significantly help us to save costs. We'll literally save thousands of dollars. As this has been the year for the Vision Group of Prophetic Social Justice, we will be having a sustainable synod lunch. A "100 Mile Diet" lunch will be available, for those who have pre-ordered, served by the Prophetic Social Justice Group and the Youth Ministries Team in Niagara. (You will also be free to bring your own bag lunch of course). Luncheon selections will include a choice of egg salad, turkey or roast vegetable sandwiches; a pear and either maple ice cream or apple cider sorbet. Sweet apple cider will be a beverage option during lunch. There will be fairly traded coffee, tea and water available throughout the day, with healthy snacks during the break periods. Lunch **must be pre-ordered**, the cost is \$10, and is limited to the first 200 orders. Please use the following link to access the pre-order form <https://secure.niagara.anglican.ca/Synod2012/docs/100MileLunch.pdf>

**The Bishop's Charge** will be delivered during the Eucharistic Worship that will begin our Synod at St. Christopher's at 7:30 pm on Friday, November 16<sup>th</sup>.

**The Day of Synod** will convene promptly on Saturday, November 17<sup>th</sup> at 9:00 am, with registration beginning on that day at 8:00 am.

## **Important Details**

In this mailing you are receiving an agenda and your registration card. The Convening Circular will be posted at this web address: [www.niagara.anglican.ca/Synod 2012](http://www.niagara.anglican.ca/Synod2012). All motions, as well as the budget and other important information at Synod, will be presented on the overhead screen. There will be a few copies of the line item budget available at Synod. If you wish to print portions of the information provided online and do not have a computer or a printer, please contact your parish, and I am sure they will be able to assist you. **In order to register at Synod, you will need your registration card. It is much like your “entrance ticket”. Please bring it with you to Synod to exchange for your voting card.**

## **About Synod Fees:**

Each year some of the costs related to Synod meetings are included in the diocesan budget - specifically the cost of staff time and planning. The costs of the meeting itself (such as site rental, food services, AV services, and mailing) are shared among the members of the Synod and the resulting “fee” is billed to parishes. We plan carefully to keep this fee as low as possible. While some Synod members choose to contribute to this fee (and that generosity is great to see!), I want to emphasize that this is not a charge to you individually. It is simply a way to share the costs among the parishes of the Diocese.

## **Here are some special features of this year’s Synod:**

### **Core Business of Synod**

This year our fundamental business will be to hear and reflect upon the Bishop’s charge, to make changes to Canons, to elect Synod Council, to elect members of General Synod, receive financial statements, discuss and approve the 2013 budget and receive reports. We’ll also have an opportunity to hear updates from the Governance Working Group, Hands Across Niagara and others!

### **A Few Last Words:**

The emergency phone number in case you need to be contacted is: **905-815-3489**.

While you are at Synod, please set your phones to “vibrate”, as a courtesy to the people and process of Synod. As of this writing, St. Christopher’s is not a WI-FI location, so if you are “Going Green” you may wish to download Synod related documents onto your device. Of course, you also have the option to print them.

### **Preparation and Evaluation**

I hope you will have an opportunity to gather with others in your parish to discuss the issues coming before this Synod. Please help us get better at serving you by filling in an evaluation form at the end of the meeting, which is especially important as this Synod is “different”.

### **See you at Synod!**

The Reverend Canon Marni Nancekivell, Secretary of Synod

### **FORMAT OF A MOTION**

WHEREAS - reason for the motion

WHEREAS - another reason

etc.

It is therefore moved by \_\_\_\_\_

and seconded by \_\_\_\_\_

that \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### **FORMAT OF A RESOLUTION**

WHEREAS - reason for the resolution

WHEREAS - another reason

etc.

It is therefore resolved that \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Move by \_\_\_\_\_

Seconded by \_\_\_\_\_

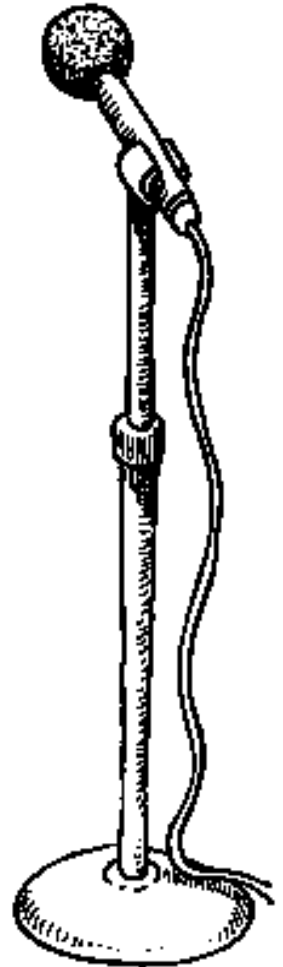
# How to Speak to a Motion

## ***Before you go to the microphone:***

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

## ***When you go to the microphone:***

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



**AGENDA FOR THE 138TH SYNOD OF THE DIOCESE OF NIAGARA  
SATURDAY, NOVEMBER 17, 2012 IN BURLINGTON**

<b>Friday, November 16, 2012 - Evening</b>		<b>St. Christopher's, Burlington</b>
7:30 pm	Synod Service - Eucharist and Bishop's Charge	
<b>Saturday, November 17, 2012</b>		<b>St. Christopher's, Burlington</b>
8:00	Synod Member's Registration	
9:00	Call to Order Gathering Worship	
9:15	Organizing Synod	
	- Credentials Committee Report	(Motion p.3)
	- Welcome to New Members of Synod	
	- Welcome to Guests	
	- Privileges of the House	
	- Election of Synod Secretaries	(Motion p.3)
	- Approval of Minutes of the 137th Synod Session	(Motion p.3)
	- Notices of Motion	
	- Agenda Committee Report	(Motion p.3)
	- Reception of all Reports	(Motion p.3)
	- Appointments to Diocesan Court	
	- Announcements	
	- Election of Trinity College Corporation	(Motion p.3)
	- Election of 2013 - 2014 Synod Council Members	(Motion p.3)
	- Affirm Actions of Synod Council	(Motion p.4)
9:30	2013 General Synod Nominations <b>General Synod Balloting Begins</b>	
9:35	Changes in Canons	(Motion p.5)
9:45	Governance Working Group Report	
10:30	Announcements Break	
10:45	Living Wage	
11:15	Cathedral Place Property	(Motion p.4D)
11:45	Questions and Answers	
12:00	Grace and Lunch (Great Hall)	
1:00	Financial Advisory Committee	
	- 2011 Audited Statements to be received	(Motion p.4)
	- Auditor's Report to be received	(Motion p.4)
	- Appointments of Auditors	(Motion p.4)
1:15	Vision Theme Video	
1:30	2013 Budget Presentation	
2:00	Hands Across Niagara	
2:15	Break <b>General Synod Balloting Ends</b>	
2:30	2013 Budget Discussion (continues) Questions and Answers	(Motion p.4)



3:00	Rectory Funds
3:30	Other Business
3:45	General Synod Results (Motion p.4)
3:50	Closing Worship
4:05	Bishop's Assent Closing Remarks
4:15	Bishop's Blessing Adjournment

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

**WE THANK THE PARISH OF ST. CHRISTOPHER'S AND ALL THE VOLUNTEERS  
FOR GRACIOUSLY HOSTING THIS SYNOD**

## **2012 SYNOD RESOLUTIONS/NOTICES OF MOTION**

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

### **1. Credentials Committee Report**

*MOTION: Canon Robert Welch/The Reverend Canon Marni Nancekivell*  
‘that the report of the Credentials Committee be accepted.’

### **2. Election of Synod Secretaries**

*MOTION: The Reverend Canon Marni Nancekivell/ Canon Robert Welch*  
‘that the Reverend Canon Susan Wells and Mrs. Carol Summers be the Honorary Secretaries of Synod at the sessions of this Synod.’

### **3. Minutes of the Session of the 2011 Synod**

*MOTION: Mrs. Carol Summers/The Reverend Canon Susan Wells*  
‘that the minutes of the 2011 session of the 137th Session of Synod, as found on pages 6 through 12 of the Convening Circular be now approved.’

### **4. Adoption of the Agenda**

*MOTION: The Reverend Canon Mark Tiller/The Reverend Canon Marni Nancekivell*  
‘that the agenda as presented by the Agenda Committee be adopted.’

### **5. Reception of All Reports**

*MOTION: The Reverend Canon Mark Tiller/The Reverend Canon Marni Nancekivell*  
‘that all reports found in the Convening Circular and obtained at registration be received.’

### **6. Trinity College Corporation**

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

(Please note: the Reverend Derek Anderson (clergy) is a continuing member of the Corporation of Trinity College.)

### **7. Synod Council Election**

*MOTION: The Reverend Canon Marni Nancekivell/ Canon Robert Welch*  
‘that this Synod elect the regional members of Synod Council and alternate regional members for the 2013-2014 term, as outlined on the nominations sheet, found on page 114 of the Convening Circular.’

## **2012 SYNOD RESOLUTIONS/NOTICES OF MOTION (continued)**

### **8. Synod Council**

*MOTION: The Reverend Canon Marni Nancekivell/The Venerable Michael Patterson*  
‘that the Synod Council Report, having been fully considered, be now finally approved, and that all the decisions, agreements and documents entered into and signed on Synod’s behalf since the last session of Synod, be hereby ratified and confirmed.

### **9. 2011 Audited Financial Statements**

*MOTION: Mr. Tim Huxley/Ms. Joanna Beck*  
‘that the audited financial statements for 2011, as found on pages 43 through 56, be received.’

### **10. Auditor’s Report**

*MOTION: Mr. Tim Huxley/Ms. Joanna Beck*  
‘that the Auditor's Report, as found on pages 41 and 42 be received.’

### **11. Appointment Of Auditors**

*MOTION: Mr. Tim Huxley/Ms. Joanna Beck*  
‘that KPMG be appointed as auditors for fiscal year 2012.’

### **12. 2013 Budget**

*MOTION: Mr. Tim Huxley/Mr. Andrew Clinkard*  
‘that this Synod approve the 2013 proposed budget.’

### **13. 2013 General Synod Election**

*MOTION: Chancellor Robert Welch/The Reverend Canon Marni Nancekivell*  
‘ that the General Synod ballots be destroyed'

## **LIVING WAGE MOTION**

WHEREAS we are a people of faith striving to live into God's vision of justice, where all have enough; AND

WHEREAS a living wage enables a person "to have a decent quality of life ... to enjoy recreation, culture, and entertainment, and participate fully in social life"; AND

WHEREAS the City of Hamilton's living wage rate has been calculated to be \$14.95/hr for 2011-2012; AND

WHEREAS the Social Planning Network of Ontario has called for minimum wage levels in 2014 to be set at \$12.50/hr and indexed thereafter so that a full-time, full-year worker earns an annual income 10% above the poverty line.

### **BE IT RESOLVED THAT:**

- 1) This Synod affirms the Bishop's request that all parishes engage in discussion about fair compensation through living wages for lay employees before setting their 2013 budgets;**  
**AND**
- 2) This Synod requests that all Parish Corporations ensure their employees are paid a minimum of \$12.50/hr by 2014.**

Moved by Ms. Jenny Street (Christ's Church Cathedral, Hamilton)

Seconded by Mr. Roy Campbell (St. Elizabeth's, Burlington)

**CATHEDRAL PLACE:  
A Motion to Exercise Stewardship of a Key Diocesan Asset**

Almost two decades ago, The Anglican Diocese of Niagara conceived of a unique innovation in the Canadian church. Niagara envisioned a place that would be more than a parish and more than just a Synod office, but would be the hub of Diocesan mission and ministry, mutually owned and cared for, to the ultimate benefit of Anglicans and parishes throughout Niagara.

Thus, in 1995, the Corporation of Christ's Church Cathedral and the Synod of the Diocese of Niagara entered into an arrangement whereby the two were to be carefully combined into a new Diocesan asset, the entity we now know as "Cathedral Place", that would be jointly owned and managed. By pooling these two Diocesan resources into one, the original vision of this merger was, in part, to exercise a more unified and efficient stewardship of an asset that is owned by all of us, the Synod of the Diocese of Niagara.

Almost two decades later, we see enormous benefits of this decision. Indeed, our Cathedral Place continues to be one of Hamilton's oldest church buildings and best examples of 19th century architecture. It is, in fact, historically designated as such. It continues to be a house of worship for every Anglican in Niagara. While it is still a richly valued part of Anglican and Ontario history, since becoming "Cathedral Place", it has given rise to - and is at the hub of - important innovations at the heart of our mission together as a Diocesan family.

Cathedral Place, besides being a compassionate, vibrant centre of direct outreach in one of Canada's most impoverished neighbourhoods on behalf of all of us, is our Diocesan Resource Centre, housing an albeit under-staffed but efficient and hard-working program, financial and episcopal offices. Through the Dean and Chapter, Cathedral Place also brings with it the benefits of a committed worshipping community that supports and works in harmony with the Diocese's mission far beyond what any balance sheet will ever show. (Fact: in financial terms, the modest cathedral congregation is a Diocesan leader in per capita giving.) Cathedral Place is a regular home to, and works in partnership with, the Jamesville Daycare Centre, HARRRP, the internationally renowned Hamilton Children's Choir, several Hamilton justice initiatives, the Hamilton and District Public School Board, Out of the Cold, our children's breakfast program, meal ticket initiatives for local people in need, a variety of other outreach initiatives, in addition to being a place of meeting, support and conversation to other community charities and services. Also, particularly through the James Street North Art Crawls, Cathedral Place is at the centre of a true renaissance of arts and culture with commensurate social and economic benefits. In all these respects, as a Diocese we have learned to "use" the Cathedral Place concept well.

Cathedral Place, the facility itself, is governed and cared for by a Property Management Committee which is assigned equal representation from the Cathedral congregation and the Synod of Niagara. Most recently, as the Diocese rearticulates and seeks to more fully animate its vision, this committee has been reflecting on the important way that mission is lived out through Cathedral Place and, in turn, how to exercise the best stewardship of Cathedral Place to ensure that the asset left in the care of this generation is still there, and in good repair, to serve future generations. In so doing, the Committee charged by Synod with this responsibility seeks Synod's participation to resolve a number of concerns that the Committee, on its own, cannot resolve:

**CATHEDRAL PLACE:  
A Motion to Exercise Stewardship of a Key Diocesan Asset (continued)**

- The committee has encountered a lack of awareness in the Diocese of the original vision from 1995: one in which the Synod Office would cease to be, and the Cathedral would cease to be a “parish” as such, and the two would become a new entity, as explained above. To foster a functioning understanding of this vision, the committee has studied the original Cathedral Place Agreement from 1995 and uncovered a greater concern: this agreement and its subsequent revisions were never signed nor ratified! This means that we are functioning on an understanding only: the lack of structure clarifying responsibilities causes confusion, for example, around practical operations, daily decisions and so forth.
- In order to fully realize the advantages and opportunities the original agreement envisioned, a properly ratified, supported and understood agreement needs to be in place and on record.
- In the course of its work, the group has found that many Anglicans still think the Cathedral is a parish with a Synod Office in it, or a Synod Office with a parish in it. It is neither, as explained above.
- Dismantling the current arrangement has been proposed (for example, going back to maintaining two facilities instead of one). But for many and obvious reasons the last 17 years cannot be unscrambled. The path forward is clear: if good fences make good neighbours, the agreement needs to be evaluated and revisited to ensure that it is both functional and understood in the Diocese, then adopted by Synod.
- The non-signing of the agreement did not, in and of itself, give rise to the depletion of the former Cathedral Parish’s financial reserves. Significant, vital and extensive repairs/restorations have been inevitable over the years, and much has been accomplished. But the absence of a ratified agreement creates a lack of clarity or authority around how decisions are to be fairly weighed about costs and responsibility for the long-term stewardship of the facility. This means Synod and Cathedral place has given the CPMC a vital responsibility but no clear authority to carry it out. For example, when emergencies arise, these result in unanticipated expenses that negatively impact Diocesan finances. Or, preventative maintenance has been deferred in order to help keep Diocesan - not just “Cathedral” - expenses in balance, but some of these repairs, when deferred, end up creating new and additional expenses that could be otherwise prevented. Churches that have experienced the real impact of deferring of expenses to a future generation will understand how this is inconsistent with a culture of generous stewardship.
- The historical designation of the Cathedral Place property, while protecting the historic integrity and fabric of the asset, magnifies the challenges involved. The designation brings with it enormous financial responsibility which are now a matter of legislation and public accountability. A vandalized wall, for example, is not simply a matter of repair, but of expensive, mandated, authentic restoration consistent with the designation.

The Diocese of Niagara has invested enormous time, money and very public effort to demonstrate its commitment to protecting and caring for the assets left in its care for mission. Cathedral Place is such an asset. Without a functional, ratified agreement with terms of reference to describe the authority of the partners working together in its care, neither Synod nor the Cathedral corporation find itself able - in practical terms - to make effective or authoritative plans to care for the facility now or in the future. Further, the Cathedral Place Property Management Committee - though charged by

**CATHEDRAL PLACE:  
A Motion to Exercise Stewardship of a Key Diocesan Asset (continued)**

Synod to do so - is unable, either practically or authoritatively, to meet its responsibilities. In short, living “between worlds” neither honours the original vision, nor offers flexibility to how Diocesan vision can be lived out through Cathedral Place in the future, nor allows the cathedral congregation to engage with clarity in a path forward. Therefore, The Cathedral Place Property Committee is bringing a motion to Synod intended to initiate a constructive and transparent conversation about the care, function, and best and future use of Cathedral Place, with results of the same to be returned to Synod in 2013. The ultimate goal of that motion is to lead to and ensure a Diocesan understanding of Cathedral Place as an asset to all Anglicans and parishes in Niagara, now and in the future.

WHEREAS “Cathedral Place” came into being over two decades ago as an innovative and coordinated asset to the ongoing benefit of Anglicans in The Diocese of Niagara; AND

WHEREAS Cathedral Place is a unique asset, not a liability, to The Anglican Diocese of Niagara; AND

WHEREAS neither the original Cathedral Place agreement, nor its subsequent revisions, were ever been signed either by the Cathedral Congregation nor the Synod of the Diocese of Niagara, yet are in use; AND

WHEREAS the exterior and interior Historical Designation of Cathedral Place, amongst other considerations, indicates that this asset will not be disposed of but will remain in our care for many years to come; AND

WHEREAS the benefits of this agreement have not been properly celebrated in the context of the wider Diocese; AND

WHEREAS the challenges of this agreement indicate a need for transparent and informed evaluation as they impact future operations, budgets and, more importantly, are at the heart of the Diocesan Vision and Mission.

**BE IT RESOLVED THAT:**

- 1) Synod direct Synod Council to initiate a study of benefits pertaining to, costs involved in, and concerns with the operation of Cathedral Place, such study to involve the Cathedral Place Property Management Committee, representatives of the Financial Advisory Committee, The Corporation of Christ’s Church Cathedral, other Synod Council members 'at large', and any others whose gifts or involvement the Council deems to be helpful to the process;  
AND**
- 2) Synod further directs that a report along with recommendations for the future benefit of Cathedral Place and its operations (particularly any recommendations affecting the draft 'Cathedral Place Agreement' and its future ratification) be delivered to Synod in 2013.**

Moved by The Reverend Canon David Pickett (St. John's, Ancaster)  
Seconded by Mr. Ian Pratt (Diocesan Synod Council)

## CANONICAL CHANGES

### **Canon 4.6 (1)-(3) On Erection or Alteration of Church Buildings**

*Motion:*     *The Reverend Canon Marni Nancekivell/ Canon Robert Welch*  
‘that Canon 4.6 be amended to read, "No church building shall be erected or altered, and no new work commenced on any real estate belonging to or held by the parish church or diocese without the written permission of the Diocesan Bishop. Municipal building permits should not be applied for until this permission is received.

Specific regulations related to procedures for approval of parish building projects and financing shall be set by the Bishop and Synod Council in consultation with those named in the regulations. It shall be the duty of the Incumbent and Church Wardens to seek out, review and comply with current regulations governing the erection or alteration of church buildings, as well as complying with conditions contained within the Bishop’s approval.

Any memorial gifts or donations of a permanent nature that affect the fixtures or fittings, fabric or structure of the church are considered to be alterations and will be subject to this Canon."







TRINITY COLLEGE CORPORATION

**MOTION: The Venerable Michael Patterson/  
The Reverend Canon Marni Nancekivell  
THAT the representatives from the Diocese of Niagara to the  
Corporation of Trinity College be the Reverend Derek Anderson  
(clergy); for a term of two years. CARRIED.**

(Please note: the Reverend Aaron Orear (clergy), Ms. Elizabeth Wensley, Sister Heather Broadwell, Mr. Ross Gillett (lay) are continuing members of the Corporation of Trinity College.)

SYNOD COUNCIL ELECTION

**MOTION: The Reverend Canon Marni Nancekivell/Canon Robert Welch  
THAT this Synod elect the regional members of Synod Council and  
alternate regional members for the 2012 - 2013 term, as outlined on  
the nominations sheet, found on page 116 of the Convening  
Circular. CARRIED.**

SYNOD COUNCIL

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

Canon Robert Welch outlined the voting process for Provincial Synod. The 8 clergy and 8 laity nominees were asked to stand. Provincial Synod Balloting began and the Chancellor informed delegates that the ballot boxes for Provincial Synod elections would be closed at 2:15 p.m.

Canon Mark Tiller made announcements and acknowledged the contribution of Cassels Brock Lawyers in sponsoring the morning break.

Bishop Michael Bird spoke about the White Ribbon campaign which is an organization that is working to prevent male violence towards women.

CANONICAL CHANGES

Canon 1.9.1(l) Synod Council

**MOTION: The Reverend Canon Marni Nancekivell/Canon Robert Welch  
'that Canon 1.9.1(l) be amended to read, "One representative elected  
from each of the Diocesan Vision groups (Continuous Culture of  
Innovation, Prophetic Social Justice Making, Generous Culture of  
Stewardship, Life Changing Worship, and Outstanding Leadership  
for Ministry), for a one year term, at its first meeting following the  
conclusion of the Diocesan Synod, provided that each Vision group  
may elect an alternate representative who may attend, and vote at,  
meetings of the Synod Council should the Vision group's elected  
representative be compelled to be absent: and**

**AMENDMENT: The Reverend Canon Marni Nancekivell/Canon Robert Welch  
'that Canon 1.9.1(l) be amended to read, "One representative  
elected from each of the Diocesan Vision groups (Continuous  
Culture of Innovation, Prophetic Social Justice Making,**

**Generous Culture of Stewardship, Life Changing Worship, Outstanding Leadership for Ministry, and Vision Values Group), for a one year term, at its first meeting following the conclusion of the Diocesan Synod, provided that each Vision group may elect an alternate representative who may attend, and vote at, meetings of the Synod Council should the Vision group's elected representative be compelled to be absent: and CARRIED.**

#### GENEROUS CULTURE OF STEWARDSHIP

Opening remarks by Jim Newman, Diocesan Stewardship Consultant. Good News Stories by St. John's, Thorold, All Saints, Erin and St. Luke's, Burlington were shown via PowerPoint video followed by table discussions.

#### ANNOUNCEMENTS

Chancellor Rob Welch announced that the Provincial Synod ballot boxes will close at 2:15 pm and that any resolution must be received by 3:35 pm Friday, November 18, 2011.

#### GRACE AND LUNCH

A representative of the Generous Culture of Stewardship Petal said Grace and lunch was served at the delegate tables. Prior to the end of lunch delegates viewed a Mission to Seafarers video.

The Bishop recognized representatives of Trinity and Wycliffe Colleges who were in attendance in the display area.

#### HANDS ACROSS NIAGARA

The Reverend Dr. Derek Anderson provided a PowerPoint presentation to delegates explaining the Hands Across Niagara campaign. This campaign is in partnership with the National Church, Diocese of Niagara and Parish with an even 1/3 split. The portion going to the diocese would fund children, food and hunger, affordable housing and Eco-Justice. The money raised from the donor's home parish would be used for local Justice and Servant Ministries. Parishes were asked to update their parish list with the Niagara Anglican to facilitate an accurate contact list for Hands Across Niagara.

#### FINANCIAL ADVISORY COMMITTEE

##### 2010 AUDITED FINANCIAL STATEMENTS

**MOTION: Mr. Tim Huxley/Ms. Joanna Beck  
THAT the audited financial statements for 2010, as found on pages 41 through 54, be received. CARRIED.**

##### AUDITOR'S REPORT

**MOTION: Mr. Tim Huxley/Ms. Joanna Beck  
THAT the Auditor's Report, as found on pages 39 and 40, be received. CARRIED.**

##### APPOINTMENT OF AUDITORS

**MOTION: Mr. Tim Huxley/Ms. Joanna Beck  
THAT KPMG be appointed as auditors for fiscal year 2011. CARRIED.**

## 2012 PROPOSED BUDGET

Mr. Andrew Clinkard, Chair of the Finance Budget Sub-Committee of the Financial Advisory Committee delivered a PowerPoint presentation on the Proposed 2012 Budget.

The Provincial Synod Balloting closed at 2:15 pm.

## BREAK

Announcements were made and FaithLife Financial acknowledged as the sponsor for the afternoon break.

## 2012 PROPOSED BUDGET QUESTIONS AND ANSWER

There were no questions concerning the budget.

## GENEROUS CULTURE OF STEWARDSHIP

Good News Stories by St. George's, St. Catharines, Grace Church, St. Catharines and St. Elizabeth's, Burlington were shown via PowerPoint video followed by table discussions.

## PROVINCIAL SYNOD ELECTION RESULTS

Chancellor Rob Welch announced the results of the Provincial Synod election as follows:

### Delegates

The Reverend David Anderson  
The Reverend Jean Archbell  
The Reverend Canon Marni Nancekivell  
The Reverend Jeff Ward

Mrs. Susan Little  
Mr. Ian Pratt  
Mr. Andrew Clinkard  
Mr. Greg Laughton

### Youth Appointee

Miss Rosemary Hopkins

### Alternate Delegates

The Venerable Lynne Marchant  
The Reverend Ralph Blackman  
The Reverend Susan Wilson  
The Venerable Bruce McPetrie

Mrs. Brenda Leboudec  
Mrs. Jean Biller  
Mrs. Jan Savory  
Mr. Michael Edwards

### Alternate Youth Appointee

Mr. Andrew Garland

## OTHER BUSINESS

No new business.

**MOTION: Canon Robert Welch/The Very Reverend Peter Wall  
THAT the Provincial Synod ballots be destroyed.  
CARRIED.**

The day ended with the closing prayer led by the Generous Culture of Stewardship. Bishop Bird gave the Blessing.

**MOTION: Canon Robert Welch/The Reverend Canon Marni Nancekivell  
THAT Synod adjourn and reconvene at 9:00 a.m. on Saturday,  
November 19, 2011  
CARRIED.**

## **SATURDAY, NOVEMBER 19, 2011**

### **CHEDOKE HALL, HAMILTON CONVENTION CENTRE**

Synod reconvened on Saturday, November 19th at 9:00 a.m. Canon Mark Tiller told the delegate that the Bishop's Charge, worship and prayers would be made available on the diocesan website. Mrs. Karen Nowicki, Administrative Assistant to the Secretary of Synod, was presented with a gift from Canon Marni Nancekivell and thanked for all her work in the preparation and organizing of Synod. Delegate sang "Happy Birthday" to Bishop Michael Bird.

### **DIOCESAN VISION UPDATE**

Continuous Culture of Innovation, Prophetic Social Justice Making, Generous Culture of Stewardship, Life Changing Worship, Outstanding Leadership for Ministry and Vision Values Groups updated delegates on what has been happening in those areas of the Diocesan Vision over the year.

### **INSTALLATION SERVICE**

Delegates witnessed the installation service of The Reverend Bill Mous, Social Justice Coordinator and The Reverend Canon Terry DeForest, Vision Advocate and Coordinator for Excellence in Ministry.

### **BREAK**

The morning refreshment break was sponsored by Ecclesiastical Insurance.

### **PROPHETIC SOCIAL JUSTICE MAKING**

Opening remarks by The Reverend Bill Mous. PowerPoint presentation by the Prophetic Social Justice Making team. Good news stories from The Reverend Sue-Ann Ward, Director of HARRRP, and Ms. Sue Carson, Greening Niagara committee.

### **PRIMATE'S WORLD RELIEF AND DEVELOPMENT FUND**

PowerPoint presentation by the PWRDF Working Group launching a initiative of the Diocese of Niagara in partnership with the Primate's World Relief and Development Fund - JUSTFOOD sharing the bread of life.

A service of Commissioning for Parish PWRDF Representatives by Bishop Michael Bird then took place.

### **GRACE AND LUNCH**

A representative of Primate's World Relief and Development Fund said Grace and lunch was served at the delegate tables.

### **PWRDF DEBRIEF**

After lunch delegates were encouraged to ask questions about the Primate's World Relief and Development Fund. A member of the National Office was in attendance to answer questions. Bishop Michael Bird extended a heartfelt thank you to Doris M'Timkulu, Diocesan PWRDF Coordinator, Canon Cathie Crawford Browning, Dorothy Johns, Canon Fran Darlington and Suzanne Rumsey for the wonderful work they are doing with PWRDF.

### **COMMUNICATIONS UPDATE**

Gemma Young and Lisa Bowman gave a brief update about the new diocesan website showing an example of the new main diocesan page and parish page. The website development is ongoing and should be up and running in 2012.

### PROPHETIC SOCIAL JUSTICE MAKING

Table discussions: What does Prophetic Social Justice Making look like in your community?

### 2012 PROPOSED BUDGET

**MOTION: Mr. Tim Huxley/Mr. Andrew Clinkard**  
**THAT this Synod approve the 2012 proposed budget.**  
**CARRIED.**

### ENERGY BREAK

The youth of the diocese led delegate in an energy break.

### PROPHETIC SOCIAL JUSTICE MAKING CLOSING PRAYER

Table discussions: Ponder your justice journey... What are your next steps? What will you pray about? What resources do you have? How will you carry on the conversation in your community?

### OTHER BUSINESS

The Reverend Max Woolaver, St. Andrew's, Grimsby, talked about NYC and how wonderful the program is. He mentioned to delegates that Jamie Barnes was nominated for the best religious music award.

The Reverend Kevin Block made the comment to hold priests' increase in salary to the same level as increase in social assistance.

### BISHOP'S ASSENT

Bishop Bird gave his assent to all actions of the Synod.

### CLOSING WORSHIP

The closing worship was led by Prophetic Social Justice Making group.

Bishop Michael Bird closed the session with the blessing. The 137<sup>th</sup> Synod of the Diocese of Niagara was prorogued at 3:00 p.m.

Respectfully submitted,

The Reverend Canon Marni Nancekivell, Secretary of Synod

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

Mrs. Carol Summers, Honorary Lay Secretary

The Reverend Canon Susan Wells, Honorary Clerical Secretary

## **REPORT OF THE BISHOP'S ADVISORY COMMITTEE ON CHURCH BUILDINGS**

While members of the BACCB have in the past assisted parish clients by responding impartially to requests for advice and by serving as non-voting members of parish Building Committees, it seems some changes may be coming. As building projects have become more complex, both in their design and execution, and as municipal requirements have become more demanding; the affect has been to push costs higher.

At the same time there is a growing awareness that building-investment decisions made today can have far-reaching consequences. To prevent either under-estimating or over-spending, the roles of the BACCB and its companion committee, the Financial Advisory Committee (FAC), may in future be more rigorous in assessing parish investments in buildings and in property development.

Canon 4.6 (On Erection or Alteration of Church Buildings) is up for review and what is being proposed is a revision to the manner in which BACCB and FAC members will work together with parishes in the broader interests of not just an individual parish but the diocese as a whole. The overall intention is to avoid price shocks, extra-over items and other such nasty surprises. Asking the right questions early on and introducing timely reality checks will better protect budgets and save us all embarrassment.

In the last year BACCB committee members have answered enquiries from more than a dozen parishes and made many "house-calls". They also have attended and offered advice at Building Committee meetings at churches in Oakville, Burlington, St. Catharine's, Lincoln, Wellington and Hamilton. Separately, they have provided occasional reports for regional Archdeacons.

BACCB members are always ready to answer questions. Feel free to contact Karen Nowicki, the Committee Secretary, at the Synod Office or to call the Chairman, Ian Chadwick. 905-988-7873 (cell).

As ever, we owe it to those who give to the church to ensure that their treasure is spent faithfully and fruitfully, with our eyes on the vision, the mission and the prize.

### **Committee members**

Ms. Brenda Brownlee  
The Reverend Ian Chadwick, Chair  
Mr. Brian Culp (Cemetery Consultant)  
Mr. William Filer  
Mr. Andre Gravelle  
Mr. John Layfield  
Mr. Ian Milroy (Chair, BDIC)  
Mr. David Ricketts

Mr. Ken Schroeder  
Mr. Roy Shoalts  
Mr. Michael Skafel (Greening Niagara)  
Mr. Steve Swing  
Mrs. Karen Nowicki, Recording Secretary  
The Venerable Michael Patterson  
The Right Reverend Michael Bird

Respectfully submitted,  
The Reverend Canon Ian Chadwick, Chair



## **BISHOP'S DECENNIAL INSPECTION COMMITTEE**

During fiscal 2012 we reported on all outstanding parish properties as determined from the historical list. Work has begun and or finished on each of these properties.

We have reviewed and set up a listing of properties requiring inspection/review over 2013. All of these Parish Churches will be contacted and advised of the requirement for review. This Committee will provide a list of approved inspection firms and will be available for any questions and concerns that any Parish may have in that regard.

As a side bar, Ian has requested that the Decennial Inspection Committee be expanded to include a strong and larger component of Priests, skilled folks in structure and property as well as, at least, on a part time basis as needed an expert in the effect that site graveyards may affect any Parish response.

Ian is hoping to expand the committee from its current membership of three to some where around 6 or 7 members. It should be noted that outside of one general meeting during the year all activities of report review may be handled via email.

We believe that the committee should review the terms of reference set up for inspectors as well as seeking a larger representation of qualified inspection companies to present to the Diocese for consideration. It is expected that these considerations will occupy the majority of our first RENEWAL meeting.

We are hopeful that in this grand collection of folks there are many who would welcome an involvement in saving our history and service.

Respectfully submitted,  
Mr. Ian Milroy, Chair  
Email: imilroy@cogeco.ca  
Telephone: 904-333-3189

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

### **Focus:**

**It is our desire that the Church be a safe and holy place for all whom our ministry effects.**

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

It is our mandate to share a body of knowledge that embodies “best practice resources” within Niagara. A significant part of our work therefore, is that of educating and mentoring lay people and clergy within the Diocese. We offer workshops, some of which are mandatory (such as our basic policy orientation), and others which are tailored to regional or parish need (such as workshops designed for Church School and Youth workers and volunteers, those who work with fragile adults, or those working to maintain Healthy Boundaries, etc.). However in terms of the hours spent on Safe Church we work most extensively in the investigation of situations where misconduct is alleged to have taken place, with pastoral concern both for the person making the complaint as well as the alleged perpetrator.

The tasks of maintaining a Safer Church are therefore, both “pro-active” and “re-active”.

### **Activities:**

During this past year, we have continued to provide basic education to clergy and lay people in the creation of an environment of a Safe Church. This includes the prevention of individual misconduct, but goes beyond that to support individuals in the maintenance of healthy interpersonal boundaries. We have also worked at resolving three formal complaints, and on an informal basis, coached a number of individuals through personal and professional challenges. Support is always available for parishes, regions and clericus groups to educate people around the nature of harassment, abuse and the misuse of power.

Following up on the Partnering for Prevention Conference of 2011, a world-wide Anglican Communion event, we have been working extensively with partner Dioceses throughout Canada and with the National Office at the first steps of forming a National Safer Church Policy. It is our hope that in the spring of 2012, an event will lead to further conversations, as we prepare to bring this issue to the House of Bishops. We are indebted to our Diocesan Bishop, The Right Reverend Michael Bird for being an ongoing champion of Safe Church initiatives.

It was my privilege this year to take a course with The Reverend Dr. Marie Fortune of the Faith Trust Institute. This eight week course on Healthy Boundaries was done in webinar format to reduce the cost of travel.

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

We thank individuals who are involved with the work of this committee, especially Canon Robert Welch, Diocesan Chancellor; Ms. Joyce Wilton; The Venerable Jim Sandilands, The Reverend Max Woolaver, The Reverend Pam Guyatt, Mr. David Ricketts, our Diocesan Insurance Broker; The Reverend Canon Barry Randle, who has been a special consultant with us, Mrs. Alison D'Atri and Ms. Jane Wyse all of whom continue to give generously of their time and of their considerable talents in the work of the Bishop's Committee for a Safer Church.

Members during the past year were:

The Right Reverend Michael A. Bird  
The Reverend Pam Guyatt  
The Reverend Deacon Roderick McDowell  
The Reverend Canon Marni Nancekivell (Chair)  
The Venerable Jim Sandilands  
Ms. Joyce Wilton

Respectfully submitted,  
The Reverend Canon Marni Nancekivell, Chair

## 2012 DIOCESAN SYNOD COUNCIL

### **Representatives from Regions**

Mrs. Patricia Davis	Brock
The Reverend Paul Sherwood	Brock
The Venerable Lynne Marchant	Brock
The Reverend Susan Wilson	Greater Wellington
Mr. Bradley Cook	Greater Wellington
The Venerable Peter Scott	Greater Wellington
The Reverend Canon Robert Fead	Lincoln
Ms. Janet Kaye	Lincoln
The Venerable Bruce McPetrie	Lincoln
The Reverend Matthew Griffin	Mohawk
Mr. Andrew Clinkard	Mohawk
The Venerable James Sandilands	Mohawk
The Reverend Jean Archbell	Trafalgar
Ms. Connie Price	Trafalgar
The Venerable Stephen Hopkins	Trafalgar
Mr. Stan Bowers	Undermount
Ms. Brenda Brownlee	Undermount
The Venerable Richard Jones	Undermount

### **Canterbury Hills Representative**

Mr. Norm Read

### **Financial Advisory Committee Representative**

Mr. Tim Huxley

### **Diocesan Vision Groups**

The Reverend Rob Hurkmans, Continuous Culture of Innovation  
Mrs. Carolyn Vanderlip, Prophetic Social Justice Making  
The Reverend Canon David Pickett, Generous Culture of Stewardship  
Ms. Christyn Perkons, Life Changing Worship  
The Reverend Renee Desjardins, Outstanding Leadership for Ministry  
The Reverend Canon Dr. Margaret Murray, Vision Values Group

### **Bishop's Appointees**

Mr. Ian Pratt  
Mr. Dean Sutton-Greenhalgh  
Ms. Sharon White

### **Members by Office**

The Right Reverend Michael Bird	Bishop
Canon Robert Welch	Chancellor
The Venerable Michael Patterson	Executive Officer
The Very Reverend Peter Wall	Dean
The Reverend Canon Marni Nancekivell	Secretary of Synod
Ms. Joanna Beck	Treasurer

## **REPORT OF THE DIOCESAN SYNOD COUNCIL**

This report summarizes the actions of the Synod Council from the November 2011 Synod to the Synod Council meeting of October 2, 2012 inclusive. Eight meetings were convened. Attendance averaged 74.91%.

### **Membership**

- all changes in membership were in accordance with Canon 1.9 and the election of members and alternate members by Synod in November 2011

### **Election and Appointments**

- elected Mr. Jim Sweetlove as President of the Anglican Church Ministries Foundation, Niagara, for a one-year term
- elected Mr. Andrew Bucknall as Vice-President of the Anglican Church Ministries Foundation, Niagara, for a one-year term
- elected members of the Anglican Church Ministries Foundation as follows: Mr. Andrew Bucknall (Jan. 2009 - Dec. 2012); Mrs. Judy Conning (Jan. 2009 - Dec. 2012); The Venerable Lynne Marchant (Jan. 2008 - Dec. 2012); Ms. Alice Murray (Dec. 2011 - Dec. 2012); Mr. James Sweetlove (Jan. 2009 - Dec. 2012); Mr. David Watson (Jan. 2009 - Dec. 2012)
- appointed KPMG auditors of the Anglican Church Ministries Foundation, Niagara for fiscal year 2011
- elected members of the Financial Advisory Committee for 2012 as follows: Mr. Mitch Banks, The Reverend Kevin Bothwell, Mr. Andrew Clinkard, Mrs. Pat Davis, The Reverend Pam Guyatt, Mr. Lloyd Hicks, Mr. Tim Huxley, Mr. Ian Pratt, Mr. David Ricketts, The Reverend Jeff Ward, Ms. Joanna Beck
- elected members of the Audit Committee for 2012 as follows: Mr. Gord Archbell, Ms. Joanna Beck, The Reverend Dianne Distler, Mr. Jim Higginson, Mr. Gerald Jenkins, Ms. Alice Murray, Mr. Mike Mansfield, Mr. David Page
- authorized the following as signing officers: The Right Reverend Michael Bird, Diocesan Bishop; The Venerable Michael Patterson, Executive Officer; The Reverend Canon Marni Nancekivell, Secretary of Synod; The Very Reverend Peter Wall, Dean; Ms. Joanna Beck, Diocesan Treasurer, Ms. Debbie Young, Assistant Treasurer
- required that the signature of one of the following must appear on cheques: the Treasurer, the Assistant Treasurer, or the Executive Officer
- ratified the appointment of The Reverend Paul Sherwood as the Brock Region representative to Synod Council for a two-year term from January 2012 to December 2013
- elected the following to serve as the Synod Council Coordinating Team; Brenda Brownlee, Michael Patterson, Connie Price, Peter Wall, Sharon White, working with Canon Marni Nancekivell, Secretary of Synod
- appointed the Synod Council Coordinating Team to be the General Synod Nominations Committee for the purpose of securing names for the ballot
- appointed Ms. Brenda Brownlee, Mr. Bob Tilbury, Canon David Pickett and Mr. Ian Pratt to the Cathedral Place Property Management Committee for a two year term, effective March 6, 2012
- appointed Mr. Paul Clifford to the Jamesville Day Care Board for a two year term, effective March 6, 2012

## **REPORT OF THE DIOCESAN SYNOD COUNCIL (continued)**

### **Policy Matters**

- that Annual Vestry meetings be held by February 29, 2012 under Canon 4.1.4
- authorized the Secretary of Synod to conduct an electronic poll on previously discussed time sensitive property matters prior to the September 4, 2012 and December 4, 2012 meeting dates if required
- deemed to have considered an amendment to Canon 4.6

### **Parish and Property Matters**

- authorized the Incumbent and Churchwardens of St. Stephen's Anglican Church, Hornby to enter into a site use agreement with Canada Post Corporation for the installation of a community Mailbox on an approximate 6 by 6 foot area on the property for a term of 15 years, subject to the conditions outlined
- approved in principle the request from Church of the Ascension to sever and sell the Parish Hall Complex to St. Joseph's Healthcare System with provision that the final arrangements be approved by Synod Council at the appropriate time and authorized the Secretary of Synod to conduct an electronic poll
- approved in principle the sale of St. Philip-by-the-Lake, Grimsby located at 377 Park Road North, Grimsby at a price not lower than \$225,000
- approved the sale of St. Philip-by-the-Lake, Grimsby to Grimsby Bible Church for \$253,000 to close on March 16, 2012
- approved the Incumbent and Churchwardens of St. John's, Ancaster to enter into a site use agreements under the terms of the Parish Licensing Agreement, as approved at the Vestry meeting January 29, 2012, with Ancaster Community Theatre and Baden Powel Scouts from January 29, 2012 to February 1, 2013
- approved in principle the sale of a portion of land Parcel A, 3104 and 3114 Dundas Street West Part of Lot 31, Concession 1, Trafalgar Township, Part of Lot 32, Concession 1, Trafalgar Township, and Block 8 to FRAM Borron Construction Inc. for \$1,600,000 with the following conditions: 1) conditional upon the approval of the Lane Division Committee on the creation of easements 2) subject to parish vestry approval
- approved St. Mark's Anglican Church, Orangeville to enter into a change of control agreement over the operation of Hiwhois, conditional upon the Diocesan Solicitor's approval of the amendments to the bylaws of Hiwhois Assistance Group which give effect to the transfer
- agreed to the resituating of the building of St. Luke's Palermo, to facilitate the agreement between FRAM Borron Construction, St. Luke's Palermo and the Synod of the Diocese of Niagara
- affirmed the mission of St. Luke's, Palermo and agree in principle to the expenditure of up to \$1 million over the period 2012 to 2020 to support the development of our mission in this community
- to proceed formally to disestablish St. Hilda's Anglican Church in Oakville and Church of the Good Shepherd in St. Catharines
- approved in principle the sale of St. Hilda's Rectory at a price not lower than \$600,000 and authorized the Secretary of Synod to conduct an electronic poll

## **REPORT OF THE DIOCESAN SYNOD COUNCIL (continued)**

### **Financial Matters**

- approved the recommendation from the Financial Advisory Committee for All Saints, Hagersville to borrow up to \$16,000 from their Rectory Fund to facilitate the replacement of the entire church building roof with the loan being repaid according to the repayment schedule submitted by All Saints, Hagersville
- approved the Audited Financial Statements December 2011 as presented
- accepted the recommendation from the Compensation Sub-Committee of an increase to the minimum clergy stipend scale for 2013 which reflects a 1.5% increase over the scale for 2012
- accepted the recommendation from the Compensation Sub-Committee of a 1.5% increase to clergy housing allowances for 2013
- accepted the recommendation from the Compensation Sub-Committee of a minimum 1.5% increase in the compensation of lay employees in addition to increases appropriate to recognize the experience and performance of parish lay employees
- urged parishes to seriously consider at least a 1.5% Cost of Living increase for all employees

### **Other**

- approved the process for General Synod nominations as presented
- extended sincere thanks and deep congratulations on behalf of the Diocese, to Bishop Michael Bird and Archdeacon Michael Patterson for their generosity, deep commitment, grace under pressure, wisdom, and determination in the successful recent conclusion to our deliberations, through the courts, with the Anglican Network in Canada

Respectfully submitted,

The Reverend Canon Marni Nancekivell, Secretary of Synod

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

## **REPORT OF THE FINANCIAL ADVISORY COMMITTEE (FAC)**

The task of the committee is to advise and report to Synod Council and the Bishop on the management and administration of funds and assets held by or under control of the Synod. In addition, the FAC provides advice and recommendations to Synod council and the Bishop on all financial matters that are to come before them for resolution. There are three active subcommittees of FAC who bring expertise in specific areas including investment, insurance and risk management, and budget. Their reports are included with this report. FAC works closely with the Treasurer and finance staff.

We wish to acknowledge the dedicated service this past year of our Treasurer Jody Beck and her diocesan finance staff and their competent attention to the details so important in managing the financial aspects of the diocese.

While there has been a definite improvement in the overall cash flow position of the diocese, it still faces challenges to overcome its accumulated deficit and to have the cash to fund the programs that it wishes to advance such as those arising from the diocesan vision exercise as well as potential new growth areas like Palermo. The diocese has weathered the financial costs of the ANiC litigation but is still faced with an overall accumulated deficit of about \$2MM that has to be paid down if the diocese is to achieve real financial health and a solid financial position for the future. As such, FAC continues to recommend caution in the expansion of new programs that have a financial impact on the diocese. It continues to advocate strict cash flow management and at least balanced budgets if not mildly surplus budgets, the latter to help pay down, over time, the accumulated deficit.

During the past year, the committee has been working on the following matters.

### **KEY PERFORMANCE INDICATORS FOR PARISHES**

FAC has concluded that more needs to be done to develop indicators of a healthy parish. This is in furtherance of work done already on Parish Viability Tools and is intended to be a set of indicators that can assist parishes in their ministry. The new indicators being reviewed are widely focused, not just on monetary issues but also other matters in a parish, like outreach, that provide a more complete indication of a healthy parish. While this is about parishes, FAC is well aware that overall diocesan health is about ensuring healthy parishes. This is a complex issue and work continues at this time.

### **HEALTHY DIOCESE INDICATORS**

This is similar work to the effort dealing with parishes and evolved out of a discussion by FAC as to what might be indicators of a healthy diocese. The purpose of this exercise is to ultimately give to Synod Council some guidelines /indicators to keep in mind when engaging in overall diocesan governance. The idea is to avoid the difficulties the diocese faced in past years with deficits and an expanding line of credit and the adverse implications of these.

### **SABBATICALS**

This review arose from some clergy sabbaticals that were financially difficult for parishes. This review also concluded that sabbatical leave does not appear to be uniform across the diocese raising the issue of equity. This review has resulted in the matter being taken up for discussion and resolution by senior staff of the Diocese.



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

### **RECTORY FUND REVIEW AND AMENDMENT**

The review of the 2008 Rectory Fund Policy resulted in recommendations being forwarded to Synod Council for consideration. Synod council has heard the recommendations (twice) and as a result, the Rectory Fund Policy presentation is being made at every Regional Pre-Synod meeting. FAC'S primary concern with the existing policy is the continued erosion of the funds, but due to the complex nature of the issue, and the impact on parishes who are drawing on these funds, it is felt that due diligence is required before implementing the proposed changes.

### **IMPLICATIONS OF NEW PROGRAMS USING DIOCESAN FACILITIES**

During the year there have been new or existing programs that have been granted permission to use existing diocesan facilities that were no longer being used for parish facilities. Some of these have raised questions about the amount of consideration given to planning and execution of these new arrangements as they affect the financial cost position of the diocese. FAC recommends careful consideration of the go forward cost implications and also formal documentation of responsibilities and accountabilities on the part of the diocese and other parties involved, particularly as to who is responsible for paying occupancy use and capital costs for the building. This will reduce misunderstandings with building users and reduce the potential of costly unplanned impacts on the diocese. Given that the diocese operates on very tight budgets, any costs arising from these situations fall adversely to the bottom line.

### **RECEIVABLES – MEDIUM AND LONG TERM OWED TO THE DIOCESE**

FAC monitoring of the overall indebtedness of parishes to the diocese is ongoing for the simple reason that this debt is the source of the diocesan need for a substantial line of credit. While the line of credit has been reduced, it is still well over \$600,000 on a continuous basis. Receivables will be an ongoing focus of FAC.

### **TIMELINE DEVELOPMENT**

To address the difficult issue of ensuring FAC and its Budget Subcommittee achieves the creation of a draft budget that can be reviewed by senior management of the Diocese and Synod Council in a timely manner that allows as well for the pre consultation process that worked so well last year, FAC has established Timelines for completion of the various steps required to complete a budget. While this has worked to a degree it is not perfect and FAC continues to work at making it better.

### **RISK**

FAC has concluded that given how fast the overall financial health of the diocese can change adversely, that pre-emptive risk identification is essential to protecting the diocese. This has to do with clearly set out policies and procedures for all diocesan and parish matters and also clear lines of reporting being in place. It is also about the need for very clear position descriptions with responsibilities and accountabilities set out. Transparency is also a major requirement in avoiding adverse consequences. FAC believes significant progress has been made but there is still much to do. FAC regularly asks "What are we missing that could adversely impact this diocese and what can we do about the identified risk?" This analysis also involves checking on any adverse impacts the diocese has just suffered not covered by the existing budget and what can be done to prevent these events in the future. This will be an ongoing process as Synod Council and senior management continue to improve overall governance of the diocese and continue to expand the diocesan Vision.

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

A sincere thank you to the members of FAC for 2012:

Mr. Mitch Banks

The Reverend Kevin Bothwell

Mr. Andrew Clinkard

Mrs. Pat Davis

The Reverend Pam Guyatt

Mr. Lloyd Hicks

Mr. Ian Pratt

Mr. David Ricketts

Mr. Ralph Sykes

The Reverend Jeff Ward

Ms. Jody Beck, Diocesan Treasurer

The Venerable Michael Patterson, ex-officio

Ms. Ruth Anne Martin, Recorder

Respectfully submitted,

Mr. Tim Huxley, Chair

## **REPORT OF THE FINANCE/BUDGET SUBCOMMITTEE**

(This Subcommittee is responsible to the Financial Advisory Committee)

The Finance/Budget Subcommittee (FBSC) assists the Treasurer with the preparation of the Diocesan budget and in conjunction with the Financial Advisory Committee (FAC) monitors Diocesan financial operations, including parish loans, loan guarantees and debt repayment plans.

During 2012 the Budget Subcommittee members attended the regularly scheduled FAC meetings, during which time FAC and FBSC reviewed the statements provided by the Treasurer and ensured that reasonable explanations were provided for both positive and negative variances to the budgeted amounts. Church extension loans, loans payable, and parish receivable for payroll and DMM were also reviewed at each meeting. FBSC shared progress on the budget with FAC, and when appropriate, sought the advice of FAC. Both FAC and FBSC believe this budget process was an efficient and effective use of both the Treasurer's and FBSC member's time.

Throughout 2012 it has been the intent of FBSC to work closely with the Diocesan Treasurer Jody Beck to create a budget that honours the Diocesan Vision, uses our resources wisely, and remains flexible in nature.

In the spring of 2012 FBSC sought input from the various stake holders, including the Vision group leaders as to what resources they thought were required for 2013. FBSC received many more asks for 2013 compared to 2012, with funding requests exceeding \$160,000. An initial draft budget with all asks was prepared and presented to the Bishop in late June, during which feedback was obtained, and amendments made to the first draft.

The revised draft budget was presented to Synod Council at their September meeting, and the following week to FAC. At the FAC meeting, FAC in conjunction with myself and Jody Beck prepared a second draft budget to incorporate feedback received from the Bishop and Synod Council. In the creation of that second draft some difficult decisions were made to ensure the primary messages received from the Bishop and Synod Council were reflected in the budget; a breakeven budget on a cash flow basis to enable the Diocese to continue to reduce its debt and past deficit, a reduction in the DMM rate, and increased funding at the Diocesan level for Vision initiatives.

In preparation for the budget presentation at Fall Synod, five regional budget meetings from mid-September to late October were held with the objective of communicating the proposed budget to as many people as possible prior to Synod.

The presentations followed a similar pattern to last years, and were primarily PowerPoint based with a two page handout. The advantages to this format are several fold: it was environmentally friendly, it was easy to follow, and it allowed for the budget to continue evolving in advance of Synod. The presentation was not line item focused, but rather expenses were grouped into seven readily understandable categories to provide for greater clarity. A feedback sheet was provided to each attendee, and subsequent to each meeting the presentation and budget were refined based on oral and written feedback received.

Final minor changes to the proposed budget occurred in early November at a meeting between the Bishop, the Treasurer and myself two weeks prior to Synod.

## **REPORT OF THE FINANCE/BUDGET SUBCOMMITTEE (continued)**

Based on the feedback we have received from the regional meetings, it would appear the proposed budget for 2013 meets most people's expectations. Although we didn't hear it at the regional meetings, I know the budget may fall short of the expectations of many groups that submitted asks. The reality is less that given our church structure and current financial constraints, less that 10% of the Diocesan budget is discretionary. As we approach 2013, FBSC, the Bishop and the Treasurer will be working towards an improved budget process for the 2014 and 2015 years.

The highlight as Chair of FBSC has continued to be the opportunity to catch a glimpse of the bigger diocesan picture; visiting five churches in our Diocese this fall, and meeting with you the people. I want to thank Bishop Michael for his vision, candour and willingness to assist us, for the forthrightness and competence of the Diocesan Treasurer Jody Beck, and for the dedication and abilities of each FBSC member, and the support of FAC.

Respectively submitted on behalf of the Finance Budget subcommittee,  
Mr. Andrew Clinkard, Chair

## **REPORT OF THE INSURANCE AND RISK MANAGEMENT SUBCOMMITTEE**

(This subcommittee is responsible to the Financial Advisory Committee)

### **Mandate**

The Insurance / Risk Management Sub Committee functions as a subcommittee of the Diocese of Niagara's Financial Advisory Committee and provides advice on those matters related to its oversight of the Synod's Insurance Program and Risk Management related matters.

### **Subcommittee Members include:**

Kathryn Anderson, Linda Daniels-Smith, Brent Davis, Neil Groombridge, Pat Johnson, Violet Whitehouse, Peter Zulauf – Chair, Judy Conning FAC representative, Kim Waltmann, Secretary, Jody Beck, Diocesan Treasurer (Ex Officio)

### **Staff Support**

Our Staff, Treasurer Jody Beck and Insurance Administrator and Secretary, Kim Waltmann are Ex-Officio members of the Subcommittee and are owed a vote of thanks by all our members for their ongoing encouragement and support of the work of this Sub Committee.

### **Insurance Carrier**

The insurance carrier for the Diocese is ECCLESIASTICAL INSURANCE OFFICE PLC. The Ecclesiastical is an independently owned business founded in the United Kingdom in 1887 by Anglican churchmen. Current group assets are approximately £1.8 billion and net assets of approximately £450 million. The Canadian branch was established in 1972 with offices located in Vancouver, Calgary, Toronto, and Halifax.

Representation is through the independent broker network. Ecclesiastical remains a market of choice for faith & related non-profit organizations.

Ecclesiastical is regularly audited by independent rating agencies. In 2011, ratings reflected its financial strength and stability with an A.M. Best A (Excellent) rating.

### **Insurance Broker**

Our insurance Broker, PEASRON DUNN INSURANCE has provided insurance products and service for thousands of commercial, institutional and specialized entities in Ontario and across Canada for over 40 years. Areas of business include but are not limited to the insurance of public entities, not for profit entities, religious institutions, education/ private schools, athletics.

After working for a major insurer for 35 years, DAVID RICKETTS O.N., UE, CIP, CPD joined Pearson Dunn Insurance and became the broker of record for the Synod in 1997.

The Subcommittee wishes to thank David for keeping on top of changes in the market place and acting in an advisory capacity to this Subcommittee and the parishes.

### **Ongoing Services from PEARSON DUNN / ECCLESIASTICAL INSURANCE**

Services include but are not limited to: direct response in serving the insurance needs of the Diocese; attendance at meetings with staff, the Diocese and this Subcommittee; maintenance of exposure data; professional appraisals of church owned properties; insurance inspection of church owned properties through Sun Corp.; participation in preparation of the annual insurance report, provision of information on market trends and pricing; conducting an annual market search; confirmation of placement and binding of coverage; issuance of certificates of insurance as may be required; liaise

## **REPORT OF THE INSURANCE AND RISK MANAGEMENT SUBCOMMITTEE (con't)**

and communicate with Diocese staff and account managers at Ecclesiastical; provide advise on matters related to self insured retentions, deductibles, gaps in coverage, inadequate and alternative coverage; provide advice on risk management issues; provide assistance with claims coverage / adjustment related matters as needed

A summary of all coverage, limits and deductibles is available to keep parishes informed on the Diocesan Insurance Program.

### **Risk Management**

A manual on Church Insurance and Risk Management is available to each parish through the web in the password protected area accessible to Rectors, Wardens and Treasurers. This manual will assist Wardens and Treasurers with their duties and responsibilities regarding matters related to Liability, Money Handling, Fiduciary issues and the mitigation of risk.

### **Insurance and Market Conditions**

The Subcommittee completed its annual review of the Synod's policies, with the support of our insurance broker David Ricketts. The Subcommittee was apprised of overall insurance industry performance and current market conditions.

Challenges regarding market availability remain for our specialized class of business where insurers are prone to look selectively at risk and the classes of business they wish to underwrite. This is very much the case with Physical and Sexual Abuse insurance. While markets have stiffened somewhat, measures undertaken over the course of our relationship with Pearson Dunn and the Ecclesiastical, have contributed to rate stabilization for the Diocese.

Recent claims in 2011 and 2012 have impacted our property loss ratio, which currently sit well in excess of an "acceptable" 60% range however given the size of our account our broker is hopeful that this will not unduly influence our overall pricing. Barring any additional adverse experience prior to the commencement of the coming round of negotiations between ourselves, our broker and the Ecclesiastical we anticipate little if any change in overall pricing.

It has been the practice that Pearson Dunn complete an annual market search to ensure our contracts remain price and coverage competitive. The outcomes of the search are reviewed with the Subcommittee as part of the annual insurance review.

The Ecclesiastical policy is a standard policy when compared with other mainline church's policies, being no more restricted or extended than others. The program covers a broad scope of property casualty exposures, which are highlighted in the summary of coverage made available to the parishes by our Broker and more specifically in the detailed policy wordings maintained by staff at the Diocese. The User Group Insurance program is a mandatory program throughout parishes in the Diocese. The program provides coverage for outside groups using church owned premises.

In May 2012, a review of the Diocese Insurance Program and Risk Management related matters was presented at the Synod's Wardens and Treasurers Workshop by representatives from the Insurance Risk Management Subcommittee and our staff.

## **REPORT OF THE INSURANCE AND RISK MANAGEMENT SUBCOMMITTEE (con't)**

In closing, I would like to express my personal appreciation to the Subcommittee Members for volunteering your valuable time in support of this important work. On behalf of the Subcommittee, I would like to convey the thanks from all our members to the Diocese Financial Advisory Committee for its support and to our Diocese staff of Jody Beck and Kim Waltrann for your commitment and valued support for the work of this Subcommittee.

Respectfully submitted,  
Mr. H. Peter Zulauf, Chair

## REPORT OF THE INVESTMENT SUBCOMMITTEE

(This subcommittee is responsible to the Financial Advisory Committee)

On behalf of Synod Council of the Diocese of Niagara, the Investment Sub-Committee monitors the investment funds of the Diocese of Niagara and the Anglican Church Ministries Foundation, Niagara Investment Fund.

A system of participation units is employed (a system similar to individual purchasing units in a mutual fund). Monies that the Diocese or the parishes wish to invest are used to purchase participation units. Originally valued at \$10.00 per unit, participation units at August 2012 were worth \$17.39. The Investment Funds totaled \$24,484,502 as of August 31, 2012.

As of September 30, 2012, the Investment Funds, totaling \$24,893,991, are invested by Russell Investments Canada, the Investment Manager since 2002, according to the asset allocation strategy shown below:

Asset Allocation	Target Asset Mix	Tolerance Ranges
Russell Canadian Equity Fund	30%	+/- 2%
Russell U.S. Equity Fund	15%	+/- 2%
Russell Overseas Equity Fund	15%	+/- 2%
Russell Global Equity Fund	5%	+/- 2%
Russell Fixed Income Fund	35%	+/- 2%
TOTAL	100%	

Russell Investments Canada employs a multi-asset, multi-style, multi-manager approach to reduce risk and to deliver returns that outperform the benchmarks.

Performance Benchmarks	
Russell Canadian Equity Fund	S&P TSX Capped Composite Index
Russell U.S. Equity Fund	Russell 1000 Index
Russell Overseas Equity Fund	MSCI EAFE Index
Russell Global Equity Fund	MSCI World Index
Russell Fixed Income Fund	DEX Universe Bond Index

Annual **calendar year** rates of return of the Diocese of Niagara Investment Fund and the Anglican Church Ministries Foundation, Niagara Investment Fund are:

Year	Rate of Return by Year	Year	Rate of Return by Year
2003	11.014	2007	0.728
2004	7.962	2008	-20.839
2005	11.112	2009	17.993
2006	12.094	2010	9.390
		2011	-2.789

The **annualized** rate of return for the six-year period 2006 to 2011 was 3.1%. As of September 30, 2012 the **annualized** return for the last ten years was 6.4%.



## **REPORT OF THE INVESTMENT SUBCOMMITTEE (continued)**

Diocese of Niagara Investment Fund returns have been volatile in recent years reflecting the world financial market turmoil and volatility. Partly in response to this, the Investment Sub-Committee has initiated a review to determine whether the current asset allocation remains appropriate for meeting the objectives of the Investment Funds and obtaining the highest possible return at an appropriate and acceptable level of risk.

Audited financial statements for the Anglican Church Ministries Foundation, Niagara Investment Fund can be found in the Foundation's report.

The committee met three times during 2012 with a Parish Information Night at St. George, St. Catharines in September. They will meet again in January 2013 to start the New Year.

Current members of the Investment Sub-Committee are. Andrew Bucknall, Reverend Canon Robert Fead, David Ricketts, Derek Wood, Steve Fricker, Judy Conning and Fred Roach. The Committee receives information and support from Ms. Joanna Beck, Diocesan Treasurer and Ms. Kim Waltmann, Administrator of Investments.

Respectfully submitted,  
Mr. Fred Roach, Chair

## **REPORT OF THE DIOCESAN TREASURER**

It has been a busy year in the Finance Department of the Diocese. While we continue with our daily activities and answering calls from parishes on a variety of topics (Payroll & benefits, employment issues, insurance coverage and claims, investments, donations, DMM reporting, health and Safety, and other financial related matters) we have also completed a number of other initiatives.

- Issued a new Treasurer's Manual for parishes including additional topics (Chart of Accounts, Auditing, reporting requirements).
- Hosted a 1 day Warden's and Treasurer's Workshop (attended by over 100 parishioners)
- Hosted an evening Investment session for parishes to listen to a presentation by Brian Goguen of Russell Investments, our investment advisor and ask him questions about the Diocesan portfolio and its management.
- Prepared a report on parish financial and statistical information for all parishes for the years 2007 through 2011. All of the submitted information was vetted and amended as necessary to conform to the line item being reported. Information was analysed by Diocese and Region and forwarded to the Archdeacons for each region. Information gathered is used regularly at the Diocese for planning.
- Upgraded the AccPac financial system to the new version as our version was out of date and no longer supported. The new system will allow for more efficient processes, and reduce paper /mailing costs in the long term.
- As part of the AccPac upgrade, the payroll system was converted from the former stand alone system to the AccPac system. By integrating the payroll into AccPac, we have reduced the time to prepare and issue the payroll, reduced the amount of paper used to issue payroll invoices to parishes, we can now get more reports and information from the new system.
- Completed a review of the Rectory Funds and their administration resulting in a recommendation for changes to the Rectory Fund policy. This policy has been vetted by FAC and has been presented to Synod Council as well the Regional Meeting attendees. Feedback from Synod Council is expected in early 2013 with implementation dates for the new policy are still to be determined.

Our departmental goals this past year were to focus on issuing accurate and timely information to all requestors and diocesan stakeholders, to look for and implement more efficient ways to complete activities and to make the most of our resources. Without identifying the individual changes made, we have completed many changes this year with the result that we have more time to work on other projects. Many of the initiatives have allowed us to be more proactive to happenings in the Diocese, and some have allowed us to reduce overhead or administrative costs.

Projects started in 2012 that will continue to be worked on in late 2012 and early 2013 include:

- Completion of the 2013 / 2014 Diocesan Budget
- Complete a review and update the policy guideline for Canon 4.6 (On Erection or Alteration of Church Buildings).
- Redesign the online reporting system for DMM, Parish Statistics and Parish Financials to streamline the process, make it clearer for those reporting and provide more clear information for the Diocese.
- Continue the AccPac upgrade changes to automate more of the functionality, thus reducing administrative costs.

## **REPORT OF THE DIOCESAN TREASURER (continued)**

- Finalize the Rectory Fund review, including issuing confirmation statements to all parishes which have rectory funds.

From a financial perspective, the Diocesan financial health continues to strengthen. While the 2011 year end was a break-even in terms of operating results, since a large portion of the expenses recorded were actually paid for in prior years, our short term debt position to the bank was reduced from Dec 2010 to Dec 2011 by \$350,000. Long term bank debt was reduced by \$155,000. Parish debt due to the Diocese is also down significantly from Dec 2011 values.

The trend from 2011 has continued into 2012, with additional debt reductions. An operating surplus, before restricted income is recognized, is anticipated in 2012.

None of the above could have been accomplished without a lot of effort from many individuals and groups. At this time I would like to thank;

The Treasurers, Wardens, Incumbents and parishioners of the Diocese – your support for our Diocese is part of our success;

The many Committee's who work with the Finance department and assist us with communicating to the wider Diocese about their particular area of concern and who help to guide some of our initiatives;

My friends and co-workers throughout the Diocese who make life more enjoyable and help me to keep perspective;

The Finance staff, Kim, Debbie and Ruth Anne who make my job easier and whose enthusiasm and laughter brightens any gloomy days.

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

	Actual 2010	Actual 2011	Authorized Budget 2012	Estimated Actual 2012	2012 - 2013 % Budget Change	Proposed 2013 Budget For Approval	Projection of Budget 2014	
<b>Summary</b>								
<b>Revenue</b>								
DMM	3,095,407	3,006,724	2,950,000	3,016,938	0.0%	2,950,000	2,900,000	
Hands across Niagara	-	0	-	8,325	New	15,000	15,000	
Interest / Investment Income	97,970	(5,299)	15,000	15,000	-33.3%	10,000	10,000	
Sundry / Admin fees from Ins, Invest, ACMF	146,795	167,014	125,000	167,000	0.0%	125,000	125,000	
Bequests / Donations	228,303	155,000	30,000	270,000	0.0%	30,000	30,000	Restricted Funds, cannot be used for General Operating costs
	3,568,475	3,323,439	3,120,000	3,477,263	0.3%	3,130,000	3,080,000	
<b>Expense</b>								
Employment & Parish Ministry Support	\$1,391,229	\$1,408,548	\$1,405,951	\$1,478,255	7.5%	\$1,511,720	\$1,608,348	
Programs & Vision Initiatives	\$26,737	\$32,371	\$40,820	\$42,320	44.5%	\$58,990	\$89,540	
Diocesan Administration	\$563,303	\$450,051	\$448,625	\$448,625	-3.2%	\$434,477	\$443,977	
Cathedral Place - Building	\$253,074	\$278,461	\$287,125	\$300,000	2.6%	\$294,515	\$299,385	
Beyond Parishes & Hands Across Niagara	\$172,108	\$75,672	\$44,005	\$56,379	59.1%	\$70,005	\$63,005	
Beyond Niagara	\$648,923	\$639,443	\$649,643	\$649,643	1.8%	\$661,483	\$645,643	
Diocesan Buildings Upkeep	11,104	49,241	-12,000	55,650	-83.3%	-2,000	-12,000	
Contingency	\$-	\$299,022	\$-	\$-		\$20,000	\$-	
	\$3,066,478	\$3,232,809	\$2,864,169	\$3,030,872	6.5%	\$3,049,191	\$3,137,898	
<b>Net Surplus (Deficit) excluding depreciation &amp; long term debt payments</b>	<b>\$501,996</b>	<b>\$90,630</b>	<b>\$255,831</b>	<b>\$446,391</b>	<b>-68.4%</b>	<b>80,809</b>	<b>(57,898)</b>	
<b>Non-Operating Expense uses of Surplus</b>								
DMM Revisions Prior Years	-		50,000		-60.0%	20,000	20,000	
Parish Extension Loan Reduction	115,010	115,000	115,000	115,000	-28.3%	82,500	82,500	
Collection of LT Receivables: Sal, Ins, DMM		(89,000)	-		New	(50,000)	(50,000)	
Capital Purchases - Equipment		28,396	3,500		0.0%	3,500	3,500	
Capital Purchases - Website Stage 2			10,000		-100.0%	-	-	
Diocese Long Term Debt reduction			50,000		-20.0%	40,000	50,000	
	115,010	54,396	228,500	115,000	-58.0%	96,000	106,000	
<b>Cash Surplus available / &lt;Deficit&gt; to finance</b>	<b>386,986</b>	<b>36,234</b>	<b>27,331</b>	<b>323,066</b>	<b>-155.6%</b>	<b>(15,191)</b>	<b>(163,898)</b>	

	<b>Actual 2010</b>	<b>Actual 2011</b>	<b>Authorized Budget 2012</b>	<b>Estimated Actual 2012</b>	<b>2012 - 2013 % Budget Change</b>	<b>Proposed 2013 Budget For Approval</b>	<b>Projection of Budget 2014</b>
<b><u>RECEIPTS</u></b>							
Diocesan Mission & Ministries	3,178,234	3,022,037	2,950,000	3,016,938	0.0%	2,950,000	2,900,000
Less: Diocesan Mission & Ministries Grants	(82,827)	(15,313)	-			-	-
Anglican Appeal (Hand's Across Niagara)	-	-	-		New	15,000	15,000
Interest on Trust Funds / Investment gains	97,970	(5,299)	15,000	15,000	-33.3%	10,000	10,000
Sundry	58,469	73,427	30,000	72,000	0.0%	30,000	30,000
Gifts and Bequests	228,303	155,000	30,000	270,000	0.0%	30,000	30,000
<b>TOTAL RECEIPTS</b>	<b>3,480,149</b>	<b>3,229,852</b>	<b>3,025,000</b>	<b>3,373,938</b>	<b>0.3%</b>	<b>3,035,000</b>	<b>2,985,000</b>
<b><u>EXPENDITURES</u></b>							
<b><u>EPISCOPAL OFFICE</u></b>							
<b>Staff Compensation:</b>	<b>389,359</b>	<b>484,579</b>	<b>493,906</b>	<b>517,398</b>	<b>3.9%</b>	<b>513,036</b>	<b>520,424</b>
<b>Expenses:</b>							
Episcopal Expenses/Discretionary	26,747	40,474	40,000	40,000	0.0%	40,000	40,000
Synod Council Committees	(3,176)	(1,606)	-	5,000		-	-
	<b>23,571</b>	<b>38,868</b>	<b>40,000</b>	<b>45,000</b>	<b>0.0%</b>	<b>40,000</b>	<b>40,000</b>
<b>Lambeth 2018:</b>							
Core Budget	2,571	2,572	2,572	2,572	0.0%	2,572	2,572
Funding Bursaries	2,571	2,571	2,571	2,571	0.0%	2,571	2,571
Conference Fee	1,000	1,500	1,500	1,500	0.0%	1,500	1,500
Travel Expenses	1,500	1,000	1,000	1,000	0.0%	1,000	1,000
Additional Appeals	1,000	1,000	1,000	1,000	0.0%	1,000	1,000
	<b>8,642</b>	<b>8,643</b>	<b>8,643</b>	<b>8,643</b>	<b>0.0%</b>	<b>8,643</b>	<b>8,643</b>
<b><u>EPISCOPAL OFFICE TOTAL</u></b>	<b>421,572</b>	<b>532,090</b>	<b>542,549</b>	<b>571,041</b>	<b>3.5%</b>	<b>561,679</b>	<b>569,067</b>

	<u>Actual 2010</u>	<u>Actual 2011</u>	<u>Authorized Budget 2012</u>	<u>Estimated Actual 2012</u>	2012 - 2013 % Budget Change	<u>Proposed 2013 Budget For Approval</u>	<u>Projection of Budget 2014</u>
<b><u>PARISH MINISTRY SUPPORT</u></b>							
Staff Compensation:							
Program Department	158,108	148,819	180,953	162,454	8.9%	197,082	200,250
Vision	-	14,503	84,550	85,050	6.0%	89,611	91,403
Cemetery Consultant	12,832	12,625	13,238	13,239	1.5%	13,436	13,705
Finance Staff:	224,096	286,290	288,304	307,114	4.2%	300,555	306,566
Less: Service Fees							
Investment Fund Administration Transfer	53,326	58,587	55,000	55,000	0.0%	55,000	55,000
Insurance Fund Administration Transfer	25,000	25,000	25,000	25,000	0.0%	25,000	25,000
Administrative Fee - ACMF, Niagara	10,000	10,000	15,000	15,000	0.0%	15,000	15,000
	88,326	93,587	95,000	95,000	0.0%	95,000	95,000
<b><u>Stewardship &amp; Financial Development</u></b>							
Stewardship Consultant	29,088	29,088	-	12,500	Reinstated in 2013	30,000	30,000
Less: Consultant Grant (to be applied for)	(30,000)	(30,000)	-	(12,500)		(30,000)	(30,000)
Expenses	1,478	3,112	5,000	5,000		10,000	5,000
<b><u>Stewardship &amp; Financial Development - Expenses incl Compensation and Grants</u></b>	566	2,200	5,000	5,000	100.0%	10,000	5,000

	<u>Actual 2010</u>	<u>Actual 2011</u>	<u>Authorized Budget 2012</u>	<u>Estimated Actual 2012</u>	2012 - 2013 % Budget Change	<u>Proposed 2013 Budget For Approval</u>	<u>Projection of Budget 2014</u>
<b><u>Youth Ministry</u></b>							
General Program Expenses	300	1,006	1,650	1,650	3.0%	1,700	1,700
Serverfest	400	-	-	-		-	-
Niagara Youth Conference	15,544	18,152	16,500	16,500	3.0%	17,000	17,500
Away...	2,450	(171)	515	515	2.9%	530	530
Youth Leadership Training Program	2,622	3,036	3,600	3,600	2.8%	3,700	3,700
Youth Synod	996	819	1,550	1,550	3.2%	1,600	1,600
Youth Members of Diocesan Synod Orientation	201	575	360	360	2.8%	370	370
Youth Ministry Training Initiatives	911	104	515	515	2.9%	530	530
Regional Youth Ministry	1,082	1,911	1,600	1,600	3.1%	1,650	1,650
Youth Ministry Resources	-	-	515	515	2.9%	530	530
Youth Ministry Committee & Resources	841	623	515	515	2.9%	530	530
	25,347	26,055	27,320	27,320	3.0%	28,140	28,640
<b><u>Children's Ministry:</u></b>							
Children's Ministry Advisory Committee	200	-	-	-		-	-
Children's Ministry Leadership Devel. & Res.	1,464	2,685	3,500	3,500	0.0%	3,500	3,500
	1,664	2,685	3,500	3,500	0.0%	3,500	3,500
<b><u>Nurturing Congregational Growth</u></b>							
Resources for Parish Planning & Development	-	-	-	-		-	-
Direct Parish Ministry Support	203,111	280,601	180,000	233,000	5.6%	190,000	180,000
Palermo Support	-	0	-	-	New	60,500	115,500
Mission Strategy & Planning	-	(35)	500	500	0.0%	500	500
Congregational Support Coord. Team	1,509	74	2,000	2,000	0.0%	2,000	2,000
Training & Resources	(1,783)	1,049	-	1,500		-	-
	202,837	281,689	182,500	237,000	38.6%	253,000	298,000
<b><u>Vision Initiatives</u></b>							
Continous Culture of Innovation	-	-	2,000	2,000	150.0%	5,000	25,000
Vision Animation Expenses	-	701	2,500	2,500	0.0%	2,500	2,500
Life Changing Worship Expenses	-	1,807	3,500	3,500	11.4%	3,900	3,900
Outstanding Leadership	-	-	-	-	New	5,000	15,000
Prophetic Social Justice Making	-	-	-	-	New	5,500	5,500
Journey's in Faith	-	-	-	-	New	3,450	3,500
	-	2,508	8,000	8,000	216.9%	25,350	55,400
<b><u>PARISH MINISTRY SUPPORT TOTAL</u></b>	<b>537,124</b>	<b>683,787</b>	<b>698,365</b>	<b>753,677</b>	<b>18.2%</b>	<b>825,674</b>	<b>907,464</b>

	Actual 2010	Actual 2011	Authorized Budget 2012	Estimated Actual 2012	2012 - 2013 % Budget Change	Proposed 2013 Budget For Approval	Projection of Budget 2014
<b><u>PARISH LEADERSHIP &amp; SUPPORT</u></b>							
Divinity Students	9,523	5,905	10,000	10,000	-50.0%	5,000	5,000
Ordinations	2,906	1,928	2,000	2,000	0.0%	2,000	2,000
Parish Priesthood 101 (Transitional Deacons)	-	900	2,000	2,000	0.0%	2,000	2,000
Niagara Continuing Education	3,530	2,344	3,000	3,000	0.0%	3,000	3,000
Employee Assistance Program	17,347	15,159	18,500	18,500	0.0%	18,500	20,000
Clergy/Licensed Lay Workers Conference	6,316	(868)	25,000	25,000	-50.0%	12,500	15,000
Clergy Days	200	-	2,000	2,000	-50.0%	1,000	1,000
Mentoring	-	899	-	-		-	-
Committee Expenses	(20)	2,608	-	-		-	-
Regional Deans	1,500	2,956	1,500	1,500	0.0%	1,500	1,500
Interim Ministries	384	1,429	2,000	2,000	0.0%	2,000	2,000
Vocational Diaconate	3,030	2,104	2,000	2,000	0.0%	2,000	2,000
Archdeacons	9,000	9,000	9,000	9,000	0.0%	9,000	9,000
<b><u>PARISH LEADERSHIP &amp; SUPPORT TOTAL</u></b>	<b>53,716</b>	<b>44,364</b>	<b>77,000</b>	<b>77,000</b>	<b>-24.0%</b>	<b>58,500</b>	<b>62,500</b>
<b><u>ADMINISTRATIVE SUPPORT</u></b>							
<b><u>Pension Commitments:</u></b>							
Pension Support - Retired Bishops	30,000	30,000	30,000	30,000	0.0%	30,000	30,000
Louisa Parke Commitment	40,195	39,569	40,000	40,000	0.0%	40,000	40,000
	70,195	69,569	70,000	70,000	0.0%	70,000	70,000
Other Compensation Expenses							
Sabbatical Pension Costs	-	-	-	-	New	-	20,000
Employee / Retiree Life Insurance Benefit Cost	20,678	20,416	-	20,000	New	22,000	25,000
Additional Payroll (temporary and/or part time)	28,576	2,477	5,000	5,000	0.0%	5,000	5,000
Living Wage	5,529	4,896	-	-	New	5,500	5,500
	54,783	27,789	5,000	25,000	550.0%	32,500	55,500
<b><u>Diocesan Operations:</u></b>							
Archives	10,087	10,503	10,250	10,250	0.0%	10,250	10,250
Conferences/Travel	7,798	5,905	4,000	4,000	50.0%	6,000	6,000
Personnel Transition and Severance	349,852	154,254	160,000	135,000	-28.1%	115,000	125,000
Police Checks	670	955	750	750	0.0%	750	750
Safe Church	-	-	-	-	New	1,500	1,500
Parish Interest /Other Expense	26,634	28,761	30,000	30,000	-16.7%	25,000	25,000
Interest Recovered from Parishes	(17,343)	(13,818)	(15,000)	(15,000)	20.0%	(18,000)	(15,000)
Staff Training & Development	11,886	12,952	12,000	12,000	0.0%	12,000	12,000
Fresh Start	-	-	-	-	New	1,500	1,500
Contingency	-	299,022	-	-		20,000	-
Interest Bank Operating Loan	30,224	27,496	30,000	20,000	-16.7%	25,000	25,000
	419,808	526,030	232,000	197,000	-14.2%	199,000	192,000



	<u>Actual 2010</u>	<u>Actual 2011</u>	<u>Authorized Budget 2012</u>	<u>Estimated Actual 2012</u>	2012 - 2013 % Budget Change	<u>Proposed 2013 Budget For Approval</u>	<u>Projection of Budget 2014</u>
<b><u>Administrative Expenses:</u></b>							
Telephone	16,354	14,318	15,000	15,000	6.7%	16,000	16,000
Communications:							
Niagara Anglican News	46,594	25,867	40,000	40,000	0.0%	40,000	40,000
Web Site Support	30,518	20,468	30,000	30,000	10.0%	33,000	33,000
Mailing	13,763	5,898	7,000	7,000	-14.3%	6,000	6,500
Office Supplies	12,210	10,665	10,250	10,250	2.8%	10,537	10,537
Payroll System	4,731	(2,602)	-	-		-	-
Cost Recovery from user Groups	0	0	(3,500)	(3,500)	0.0%	(3,500)	(3,500)
Equipment Rentals	2,573	2,424	2,500	2,500	5.4%	2,635	2,635
Equipment Service/Contracts	15,114	12,467	12,375	12,375	27.7%	15,806	15,806
Equipment/Furniture Purchases	-	-	1,500	1,500	-33.3%	1,000	1,000
Computer Systems Support	1,743	339	2,000	2,000	0.0%	2,000	2,000
Printing	1,365	2,574	1,000	1,000	0.0%	1,000	1,000
Resources	1,701	1,095	3,000	3,000	0.0%	3,000	3,000
Audit & Actuarial	34,880	28,421	31,000	31,000	12.9%	35,000	37,000
Legal	62,919	49,988	20,000	20,000	-25.0%	15,000	20,000
Other Expenses & Recoveries	19,714	(32,450)	5,000	5,000	0.0%	5,000	5,000
Bank Charges	7,487	5,926	7,000	7,000	-14.3%	6,000	6,000
Bad Debts	72,721	64,844	-	5,000	New	3,000	3,000
Impairment of Capital Asset	-	11,177	-	-		-	-
	344,387	221,419	184,125	189,125	4.0%	191,477	198,977
<b><u>Cathedral Place Building:</u></b>							
Maintenance	72,512	115,626	40,000	75,000	42.9%	57,150	60,000
Utilities	50,156	57,649	55,000	57,000	10.1%	60,530	60,530
Insurance	47,650	48,089	49,000	51,000	4.8%	51,349	51,349
Facility Rental Revenue	(10,470)	(14,029)	(20,000)	(20,000)	15.0%	(23,000)	(22,000)
Day Care Facility Rental Revenue	(36,000)	(36,000)	(40,000)	(38,000)	5.0%	(42,000)	(44,000)
Renovations/Major Repairs	7,526	-	25,000	25,000	-32.0%	17,000	18,000
Property / Reception	171,700	157,126	228,125	200,000	-0.9%	225,986	230,506
	303,074	328,461	337,125	350,000	2.9%	347,015	354,385
HACCC Share	50,000	50,000	50,000	50,000	5.0%	52,500	55,000
Total Contribution	253,074	278,461	287,125	300,000	2.6%	294,515	299,385
<b><u>ADMINISTRATIVE SUPPORT TOTAL</u></b>	1,142,247	1,123,268	778,250	781,125	1.2%	787,492	815,862

	<u>Actual 2010</u>	<u>Actual 2011</u>	<u>Authorized Budget 2012</u>	<u>Estimated Actual 2012</u>	<u>2012 - 2013 % Budget Change</u>	<u>Proposed 2013 Budget For Approval</u>	<u>Projection of Budget 2014</u>
<b><u>INITIATIVES BEYOND OUR PARISHES - MISSION &amp; JUSTICE SUPPORT</u></b>							
<b><u>Canterbury Hills Camp</u></b>							
Capital Costs	25,000	30,000	25,000	25,000	0.0%	25,000	20,000
Summer Camp Program	60,000	17,707	15,000	15,000	0.0%	15,000	15,000
	85,000	47,707	40,000	40,000	0.0%	40,000	35,000
<b><u>University Chaplaincies</u></b>							
Brock	15,121	7,561	-	-		-	-
Guelph	22,568	11,284	-	-		-	-
McMaster	12,187	6,094	-	-		-	-
	49,876	24,939	-	-		-	-
<b><u>Outreach Within The Diocese</u></b>							
Missions to Seafarers	10,026	-	1	1,550	0.0%	1	1
St. Matthew's House	27,475	-	1	1	0.0%	1	1
Bethlehem Place	-	-	1	1	0.0%	1	1
The Bridge Hamilton	-	-	1	1	0.0%	1	1
Hand's Across Niagara	-	-	-	8,325	New	15,000	15,000
Program Administration & Support	-	-	1	1	0.0%	1	1
	37,501	-	5	9,879	New	15,005	15,005
<b><u>Social Justice Ministry</u></b>							
Advocacy & Coalition Support	200	1,698	500	500	200.0%	1,500	1,500
Program Resources & Support	1,065	-	-	-	New	5,000	5,000
Justice Working Groups (PWRDF, PIM, Refugees, Greening)	-	1,328	1,000	3,500	250.0%	3,500	1,500
	1,265	3,026	1,500	4,000	566.7%	10,000	8,000
<b><u>INITIATIVES BEYOND OUR PARISHES - MISSION &amp; JUSTICE SUPPORT TOTAL</u></b>							
	173,642	75,672	41,505	53,879	56.6%	65,005	58,005

	<u>Actual 2010</u>	<u>Actual 2011</u>	<u>Authorized Budget 2012</u>	<u>Estimated Actual 2012</u>	2012 - 2013 % Budget Change	<u>Proposed 2013 Budget For Approval</u>	<u>Projection of Budget 2014</u>
<b><u>MINISTRY OF THE ANGLICAN CHURCH BEYOND NIAGARA</u></b>							
General Synod:							
Apportionment	600,000	600,000	600,000	600,000	0.0%	600,000	600,000
Delegate Fees	10,281	-	-	-	New	15,840	-
	610,281	600,000	600,000	600,000	2.6%	615,840	600,000
Provincial Synod:							
Assessment	19,800	20,300	21,000	21,000	4.8%	22,000	22,000
OPCOTE	10,200	10,500	20,000	20,000	-25.0%	15,000	15,000
	30,000	30,800	41,000	41,000	-9.8%	37,000	37,000
General & Provincial Synod	640,281	630,800	641,000	641,000	1.8%	652,840	637,000
Global Partnerships							
Companion Dioceses	(1,534)	-	2,500	2,500	100.0%	5,000	5,000
	-1,534	-	2,500	2,500	100.0%	5,000	5,000
<b><u>MINISTRY OF THE ANGLICAN CHURCH BEYOND NIAGARA TOTAL</u></b>	638,747	630,800	643,500	643,500	2.2%	657,840	642,000
<b><u>Diocesan Buildings - Upkeep</u></b>							
St Peters	(4,468)	9,494	(12,000)	16,650	0.0%	(12,000)	(12,000)
Grace		26,200	-	14,000		-	-
All Others	15,572	13,547	-	25,000		10,000	-
<b><u>Diocesan Buildings - Upkeep</u></b>	11,104	49,241	(12,000)	55,650		(2,000)	(12,000)
<b><u>TOTAL EXPENDITURES</u></b>	2,978,152	3,139,222	2,769,169	2,935,872	6.7%	2,954,191	3,042,898
<b><u>NET SURPLUS (DEFICIT)</u></b>	501,996	90,630	255,831	438,066		80,809	(57,898)

Financial Statements of

**SYNOD OF THE DIOCESE OF  
NIAGARA**

Year ended December 31, 2011



**KPMG LLP**  
**Chartered Accountants**  
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St. Catharines Ontario L2R 7L2  
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## INDEPENDENT AUDITORS' REPORT

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

We have audited the accompanying financial statements of the Synod of the Diocese of Niagara, which comprise the statement of financial position as at December 31, 2011, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

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

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

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

### *Basis for Qualified Opinion*

In common with many charitable organizations, the Synod of the Diocese of Niagara derives revenue from donations, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Synod of the Diocese of Niagara and we were not able to determine whether any adjustments might be necessary to revenues, excess of revenues over expenses, current assets and net assets.

### *Qualified Opinion*

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of the Synod of the Diocese of Niagara as at December 31, 2011, and its results of operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

A handwritten signature in black ink that reads "KPMG LLP". The signature is written in a cursive, stylized font. Below the text, there is a single horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Accountants, Licensed Public Accountants

Hamilton, Canada  
September 4, 2012

# SYNOD OF THE DIOCESE OF NIAGARA

## Statement of Financial Position

December 31, 2011, with comparative figures for 2010

	2011	2010
<b>Assets</b>		
Current assets:		
Cash	\$ 355,922	\$ 357,493
Restricted cash (note 2)	36,943	167,865
Due from parishes (note 3)	721,704	654,590
Other receivables	85,006	48,362
Prepaid expenses	12,079	9,380
Loans receivable (note 4)	708,286	777,886
	<u>1,919,940</u>	<u>2,015,576</u>
Investments (note 5)	1,438,541	1,346,827
Long-term receivables (note 6)	839,880	1,400,906
Capital assets (note 7)	1,471,305	1,442,909
	<u>\$ 5,669,666</u>	<u>\$ 6,206,218</u>

## Liabilities

Current liabilities:		
Bank indebtedness (note 8)	\$ 1,130,690	\$ 1,480,369
Due to parishes	166,407	245,789
Accounts payable and accrued liabilities	483,012	461,228
Bank loans - special purposes (note 9)	1,379,711	1,534,910
	<u>3,159,820</u>	<u>3,722,296</u>
Supplemental insurance reserve (note 10)	368,121	357,680
Long-term liabilities	253,434	249,934

## Fund Balances (Deficit)

Invested in capital assets	1,471,305	1,442,909
Externally restricted (note 11)	1,278,245	1,147,254
Internally restricted	1,208,993	1,180,515
General	<u>(2,070,252)</u>	<u>(1,894,370)</u>
	<u>1,888,291</u>	<u>1,876,308</u>
Subsequent events (note 16)		
	<u>\$ 5,669,666</u>	<u>\$ 6,206,218</u>

See accompanying notes to financial statements.

On behalf of the Board:

\_\_\_\_\_  
Director

\_\_\_\_\_  
Director

# SYNOD OF THE DIOCESE OF NIAGARA

## Statement of Operations

Year ended December 31, 2011, with comparative figures for 2010

	2011	2010
Revenue:		
Diocesan assessment	\$ 3,006,725	\$ 3,095,407
Administrative fees and rental income	237,626	166,365
Gifts and bequests	155,000	227,305
Bishop's Company revenue	90,128	-
Programs	78,916	150,343
Sundry	73,427	64,467
Interest income	13,818	17,343
Investment income (loss)	(5,299)	97,970
Insurance premiums from parishes	833,631	777,297
Parish wages	10,705,012	10,682,179
	15,188,984	15,278,676
Expenses:		
General and Provincial Synod:		
Commitments	639,443	648,924
Programs:		
Congregation support	60,298	124,429
Canterbury Hills	47,707	85,000
Ministry support	33,412	60,525
Outreach	28,060	87,108
Operations:		
Diocesan staff	995,983	857,092
Office, building and committees	571,030	813,027
Building	252,919	179,708
Building wages	157,126	171,700
Other:		
Parish subsidies	278,517	198,945
Depreciation	93,242	88,253
Loss on disposal of capital assets	11,177	-
Bad debts	91,171	73,220
Interest	27,496	30,224
Restricted fund expenses (income)	(300)	4,100
Insurance	810,152	760,498
Parish wages	10,705,012	10,682,179
Bishop's Company expenses	81,224	-
Breakaway parish expenses (note 16)	299,023	-
Total expenses	15,182,692	14,864,932
Excess of revenue over expenses	\$ 6,292	\$ 413,744

See accompanying notes to financial statements.



# SYNOD OF THE DIOCESE OF NIAGARA

## Statement of Changes in Net Assets

Year ended December 31, 2011, with comparative figures for 2010

	Invested in capital assets	Externally restricted	Internally restricted	General fund	2011	Total 2010
Fund balance (deficit), beginning of year	\$ 1,442,909	\$ 1,147,254	\$ 1,180,515	\$(1,894,370)	\$ 1,876,308	\$ 1,462,564
Excess of revenue over expenses (expenses over revenue) for the year	(104,419)	125,300	53,478	(68,067)	6,292	413,744
Interfund transfers:						
Net change in invested in capital assets	132,815	-	-	(132,815)	-	-
Insurance administrative fee	-	-	(25,000)	25,000	-	-
Transfer in of Bishop's Company fund	-	5,691	-	-	5,691	-
Fund balance (deficit), end of year	\$ 1,471,305	\$ 1,278,245	\$ 1,208,993	\$(2,070,252)	\$ 1,888,291	\$ 1,876,308

See accompanying notes to financial statements.

# SYNOD OF THE DIOCESE OF NIAGARA

## Statement of Cash Flows

Year ended December 31, 2011, with comparative figures for 2010

	2011	2010
<b>Cash provided by (used in):</b>		
Operations:		
Excess of revenue over expenses for the year	\$ 6,292	\$ 413,744
Adjustments for non-cash items		
Change in supplemental insurance	10,441	11,392
Depreciation	93,242	88,253
Impairment of capital assets	11,177	-
	121,152	513,389
Change in non-cash operating working capital:		
Restricted cash	130,922	(155,984)
Due from parishes	(67,114)	(263,183)
Other receivables	(36,644)	10,303
Prepaid expenses	(2,699)	6,090
Due to parishes	(79,382)	(127,618)
Accounts payable and accrued liabilities	21,784	7,219
	88,019	(9,784)
Investing:		
Purchases of capital assets	(132,815)	(45,564)
Change in investments, net	(91,714)	(201,281)
Change in long-term receivable	561,026	(51,759)
Collection of loans receivable	129,600	243,982
Advances of loan receivable	(60,000)	(10,000)
Transfer in of Bishop's Company fund balance	5,691	-
	411,788	(64,622)
Financing:		
Changes in long-term liabilities	3,500	3,500
Repayment of bank loans - special purposes	(215,199)	(194,068)
Issuance of bank loans - special purposes	60,000	-
Change in bank indebtedness	(349,679)	378,081
	(501,378)	187,513
Change in cash	(1,571)	113,107
Cash, beginning of year	357,493	244,386
Cash, end of year	\$ 355,922	\$ 357,493

See accompanying notes to financial statements.

# SYNOD OF THE DIOCESE OF NIAGARA

## Notes to Financial Statements

Year ended December 31, 2011

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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 which includes approximately 100 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 Synod and the Diocese.

### 1. Significant accounting policies:

#### (a) Basis of presentation:

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles. These financial statements do not include the operations nor the assets and liabilities of the individual parishes.

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

#### (b) Fund accounting:

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

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

The Restricted Funds report resources contributed for which the use is restricted by the donors or management.

#### (c) Investments:

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

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

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

---

## 1. Significant accounting policies (continued):

### (d) Revenue recognition:

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

### (e) Capital assets:

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

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

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

### (f) Contributed services:

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

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

---

## 1. Significant accounting policies (continued):

### (g) 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 employees contribute to the fund at a rate of \$0.60 per employee per pay cycle.

The Diocese accrues its obligation using the accrued benefit method. The measurement date of the obligation coincides with the year end of the Diocese. The most recent full actuarial valuation was December 31, 2009 with an update for December 31, 2010 and December 31, 2011.

Actuarial gains (losses) on the accrued benefit obligation arise from differences between actual and expected experience and from changes in the actuarial assumptions used to determine the accrued benefit obligation. The excess of the net accumulated actuarial gains (losses) over 10% of the accrued benefit obligation is amortized over the average remaining service period of active employees.

### (h) Financial instruments:

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

The Diocese has classified its financial instruments as follows:

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

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

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## 1. Significant accounting policies (continued):

### (i) Use of estimates:

The preparation of 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 financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

## 2. Restricted cash:

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

## 3. Due from parishes:

Amounts receivable from parishes consist of:

	2011	2010
Payroll due from parishes	\$ 258,732	\$ 276,930
Diocesan Mission and Ministries	381,697	345,761
Other	91,530	81,899
Provision for doubtful accounts	(10,255)	(50,000)
	<u>\$ 721,704</u>	<u>\$ 654,590</u>

## 4. Loans receivable:

Loans receivable are comprised as follows:

### (a) Employees:

Loans receivable from employees totalling \$130,855 (2010 - \$154,774) represent funds advanced to clergy and other employees at the Diocese. The loans are for terms not exceeding 48 months. Interest is charged at the quarterly prescribed rate as set by Canada Revenue Agency.

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

## 4. Loans receivable (continued):

(b) Church extension:

Church extension loans totalling \$577,431 (2010 - \$623,112) represent funds loaned to parishes for land, buildings and additions. The Diocese has borrowed money that has been re-loaned to the parishes to finance these church extension projects.

## 5. Investments:

Investments are comprised as follows:

	2011	2010
Mutual and pooled funds	\$ 1,070,083	\$ 961,582
Shares	576	576
Mortgage loans	367,882	384,669
	\$ 1,438,541	\$ 1,346,827

Investments include \$368,121 (2010 - \$357,680) set aside to fund the supplemental insurance benefits (see note 10).

## 6. Long-term receivables:

Parish	2011	2010
Cathedral Place, Hamilton	\$ 196,039	\$ 195,784
Church of the Ascension, Hamilton	141,211	151,327
Church of the Incarnation, Oakville	118,001	149,949
St. Luke, Hamilton	112,665	112,665
St. Paul, Jarvis	92,985	92,985
St. Barnabas, St. Catharines	87,162	87,162
All Saints, Ridgeway	62,406	66,428
All Saints, Hamilton	57,231	85,498
St. Matthias, Guelph	51,710	62,089
St. Luke, Palermo	20,215	85,215
Other	-	311,804
Provision for doubtful accounts	(99,745)	-
Total	\$ 839,880	\$ 1,400,906

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

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

## 7. Capital assets:

			2011	2010
	Cost	Accumulated amortization	Net book value	Net book value
Land				
Palermo	\$ 1,086,259	\$ -	\$ 1,086,259	\$ 994,641
Canterbury Hills	35,749	-	35,749	35,749
Buildings				
Leasehold improvements	1,157,142	936,503	220,639	277,134
Canterbury Hills	207,268	207,268	-	-
Building improvements	343,960	219,593	124,367	116,336
Computer equipment and software	191,210	188,341	2,869	677
Furniture and fixtures	109,103	107,681	1,422	7,195
Vehicles	15,370	15,370	-	-
Website	-	-	-	11,177
	\$ 3,146,061	\$ 1,674,756	\$ 1,471,305	\$ 1,442,909

## 8. Bank indebtedness:

The Diocese has a line of credit to a maximum of \$1,500,000 (2010 - \$1,500,000) for operating purposes. The operating loan is due on demand and bears interest at prime.



# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

## 9. Bank loans - special purposes:

	2011	2010
Loans obtained on behalf of parishes, due on demand, bearing interest at prime plus 0.25%, maturing from 2016 to 2018, with minimum annual repayments of \$21,500	\$ 177,366	\$ 143,565
Loan obtained on behalf of parish, due on demand, bearing interest at prime plus 0.25%, maturing in 2019, with a minimum annual repayment of \$54,000	374,742	448,742
Other special purpose loans for parish renovations and extensions, due on demand, bearing interest at prime plus 0.25%, with a minimum annual repayment of \$115,000	827,603	942,603
	<u>\$ 1,379,711</u>	<u>\$ 1,534,910</u>

Principal repayments over the next five years are as follows:

2012	\$ 190,500
2013	190,500
2014	190,500
2015	190,500
2016	190,500
Thereafter	427,211
	<u>\$ 1,379,711</u>

## 10. Supplemental insurance benefits:

The Diocese self insures certain life insurance benefits for current and retired employees. Current employees are entitled to \$10,000 if actively employed at the time of death and retirees are entitled to \$8,000 upon death. If a current employee leaves the Diocese before retirement their benefit is forfeited. The estimated liability for 2011 is \$368,121 (2010 - \$357,680).

The Diocese measures its benefit obligation for accounting purposes based on the most recent actuarial valuation at December 31, 2011.

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

## 10. Supplemental insurance benefits (continued):

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

	2011	2010
Current service costs	\$ 10,974	\$ 4,438
Interest cost	23,467	22,954
<b>Benefit expense</b>	<b>\$ 34,441</b>	<b>\$ 27,392</b>
	2011	2010
Accrued benefit obligation:		
Balance, beginning of year	\$ (457,201)	\$ (344,936)
Current service costs	(10,974)	(4,438)
Interest cost	(23,467)	(22,954)
Less benefits paid	24,000	16,000
Experience loss	(57,036)	(100,873)
Balance, end of year	(524,678)	(457,201)
Unamortized net actuarial loss (gain)	156,557	99,521
<b>Employee future benefits obligation</b>	<b>\$ (368,121)</b>	<b>\$ (357,680)</b>

Included in current service costs is \$4,891 (2010 - \$nil) of amortized actuarial losses.

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

	2011	2010
Accrued benefit obligation (at end of year):		
Discount rate	4.40 %	5.20 %
Assumed retirement at age 60, for those active employees less than 60	20 %	20 %

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

## 11. Externally restricted fund balances:

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

	2011	2010
Theological education	\$ 411,898	\$ 411,598
Episcopal support	347,333	347,333
Other	346,520	221,520
Mission work	151,803	151,803
Youth and children's work	15,000	15,000
Bishop's Company	5,691	-
	<u>\$ 1,278,245</u>	<u>\$ 1,147,254</u>

## 12. Financial instruments:

### (a) Fair value of financial assets and financial liabilities:

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

### (b) Risk exposure:

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

## 13. Parish funds:

From time to time, parishes deposit funds through the Diocese for investment purposes. The funds are not reflected in the financial statements of the Diocese. The capital and income earned thereon remain the property of the contributing parish. At December 31, 2011, the fair market value of the parish, Diocese, and Anglican Church Ministries Foundation funds invested through the Diocese amounted to \$23,402,990 (2010 - \$22,401,016).

# SYNOD OF THE DIOCESE OF NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

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## **14. Related party transactions:**

The Diocese is affiliated with the Anglican Church Ministries Foundation (the "Foundation") by virtue of their joint control by the Synod Council. The Foundation was established to raise funds for the use of the Diocese and its Bishop in their mission work. The Foundation is incorporated by an act of the Provincial Government of Ontario, assented to on January 1, 1999 and is a registered charity under the Income Tax Act. At December 31, 2011, the Foundation held net assets in the amount of approximately \$13.3 million, the benefit of which will accrue to the Diocese in the future.

During the year, the Foundation donated \$ nil (2010 - \$ nil) to the Diocese.

## **15. Comparative figures:**

Certain 2010 comparative figures have been reclassified to conform with the financial statement presentation adopted for the current year.

## **16. Subsequent events:**

In 2008, St. George's Lowville, St. Hilda's, Oakville, and The Church of the Good Shepherd, St. Catharines voted to leave the Anglican Church of Canada and join the Anglican Network in Canada ("ANiC"), another church organization, and in doing so claimed ownership of these church buildings. The Anglican Diocese of Niagara believed that these church buildings were the property of the Diocese and are only used for a time by any specific congregation. On May 31, 2012, the ANiC congregations agreed to leave the disputed churches and that the ownership of the buildings rested with the Diocese of Niagara. On June 1, 2012, control of the buildings were returned to the Diocese. Amounts expensed in 2011 relate to legal and property costs incurred by the Diocese. There were no other financial consequences to the Diocese.

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**FUND BALANCES**  
**As at December 31, 2011**

ember 31, 2011

		2011				2010
		Closing	Increases	Decreases		Closing
<b>Invested in Capital Assets</b>						
GL 270300	☑	(1,471,305)	121,639	93,242	ok->	(1,442,909)
<b>Total Externally Restricted Funds</b>						
GL 270600 - Bishop's Discretionary	☑	(50)	-	-	ok->	(50)
GL 270700 - S & T	☑	1,980			ok->	1,980
GL 500696 - Synod Trusts	☑	(1,274,484)	125,300	-	ok->	(1,149,184)
<b>Endowment Funds</b>						
GL 270000, 270500		-	-	-		-
	☑	(1,272,554)	125,300	-		(1,147,254)
<b>Total Internally Restricted Funds</b>						
GL 270100	☑	1,134,289	53,478		ok->	1,104,289
GL 462000	☑	74,703	23,478	25,000	ok->	76,224
	☑	1,208,992	76,957	25,000		1,180,514

ok = Spreadsheet values balance to 2010 Closing GL

☑ = Balances to 2011 closing GL

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**FUND BALANCES**  
**As at December 31, 2011**

**EXTERNALLY RESTRICTED FUND - GL #270200, 270400, 270600, 270700, 500696**

	<b>2011</b>			<b>2010</b>
	Closing	Increases	Decreases	Closing
<b><u>Episcopal</u></b>				
See House Trust	<u>313,833</u>			<u>313,833</u>
<b><u>Episcopal Discretionary Funds</u></b>				
The Vera Marion Elwin Memorial Fund	0			0
The St. Mary's Hamilton Fund	20,000			20,000
Lucy Laidman Bequest	0			0
J. & A. Gerula Memorial Fund	10,200			10,200
Alice Wickett Bequest	3,300			3,300
	<u>33,500</u>	0	0	<u>33,500</u>
<b>Total Episcopal Support</b>	<u>347,333</u>	0	0	<u>347,333</u>
<b>Total Survive &amp; Thrive Campaign</b>	-			-
<b><u>Supplementary Pension And Other Benefits</u></b>				
The Group Mutual Benefit Plan (Estate Benefits)	0			0
The L.M. Parke Estate Supplementary Pension Plan	0			0
M.J. Epps Bequest	0			0
M.C. Phillips Bequest	0			0
<b>Total Supplementary Pension &amp; Other Benefits</b>	-	-	-	-
<b><u>Theological Education Funds</u></b>				
William James Denham Turner Estate	385,500			385,500
The Arabelle Williams Bursary Fund	650	300		350
Clara Evelyn Elliot Estate	22,648			22,648
Harry Herbert Francis Bequest	1,100			1,100
Beatrice Alice Robinson Bequest	1,000			1,000
Marian Hemsworth Bequest	500			500
The Reverend P. Mayes Memorial Bursary	500			500
<b>Total Theological Education</b>	<u>411,898</u>	300	0	<u>411,598</u>
<b><u>Mission Funds</u></b>				
Isabelle Laidlaw Bequest	64,953			64,953
Minnie Maude Lenz Bequest	23,200			23,200
J.M. Wade Estate	19,500			19,500
Ethel Maude Sanders Estate	12,700			12,700
K. Leonard Bequest	10,000			10,000
Mary Lewella Jane Hannah Estate	3,900			3,900
M.G. Lowe Estate	3,200			3,200
E.M.G. Checkley Bequest	2,000			2,000
Alfred Reginal Fincher Timms Bequest	2,000			2,000
H. L. Simpson Bequest	1,100			1,100
A.O. Jose Bequest	1,000			1,000
A.G. Lorenzen	1,000			1,000
M.M. Woolverton Bequest	800			800
F.M. Spencer	0			0
The Mary McLaren Memorial Fund (J.Wade)	700			700
I.C. Morgan Bequest	500			500
E. Gunn Bequest	500			500
G.C. Counsell Bequest	500			500
E.C. Newson Bequest	500			500
E.E. Millman Bequest	500			500
Reverend F.C. Walling Bequest	500			500
E. Haskins Bequest	500			500
M.E. Wissler Bequest	500			500
M.N. Halson Bequest	500			500
S.E. Tanner Bequest	400			400
K.M. Lees Bequest	300			300
C.A. Gates Bequest	100			100
E.M. Junkinson Bequest	100			100
E.B. Moody Bequest	100			100
J.A.E. Williams Bequest	100			100
E.M.S. Baldwin Bequest	100			100
E.E. Allen Bequest	50			50
<b>Total Mission Work</b>	<u>151,803</u>	0	0	<u>151,803</u>

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**FUND BALANCES**  
**As at December 31, 2011**

**Youth And Children Funds**

	<b>2011</b>			
	<u>Closing</u>	<u>Increases</u>	<u>Decreases</u>	<u>Closing</u>
William James McEvoy Bequest	12,000			12,000
Robert J. Higginson Bequest (camp)	1,000			1,000
The Girls Auxiliary Fund	1,000			1,000
The Junior Auxiliary Fund	1,000			1,000

**Total Youth And Children Work**

<u>15,000</u>	<u>0</u>	<u>0</u>	<u>15,000</u>
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**Other Trusts And Bequest**

	<b>2011</b>			<b>2010</b>
	<u>Closing</u>	<u>Increases</u>	<u>Decreases</u>	<u>Closing</u>
Lillian May Shaw	137,000			137,000
Winnifred Gladys North Bequest	34,441			34,441
Canterbury Hills	39,881			39,881
Bishops Discretionary GL #270600	50			50
The David Russell Trust	6,915			6,915
Other	2,054			2,054
Joesph Rymal Penfold Bequest	1,179			1,179
Sarah Jane Riddell Bequest	0			0
Beatrice Pickett Fund	125,000	125,000		
Refund for Benefits - To be reversed in 2010	(0)			(0)

**Total Other Trusts And Bequest**

<u>346,520</u>	<u>125,000</u>	<u>0</u>	<u>221,520</u>
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**TOTAL EXTERNALLY RESTRICTED FUNDS**

<u>1,272,554</u>	<u>125,300</u>	<u>-</u>	<u>1,147,254</u>
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**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**FUND BALANCES**  
**As at December 31, 2011**

**INTERNALLY RESTRICTED GL #270100, 270101, 462000**

	<b>2011</b>			<b>2010</b>
	Closing	Increases	Decreases	Closing
<u>GL 270100</u>				
Parish Sale Proceeds	<u>806,026</u>			<u>806,026</u>
The Church Insurance Fund GL 462000	74,703	23,478	25,000	76,224
The Girls Friendly Society/Holiday House Fund	172,158			172,158
Minnie Easter Estate	44,056			44,056
Pollard Family - Youth Worker Fund	30,000	30,000		
Estate Benefits	0			0
Dorothy Elizabeth Roberts Estate	8,365			8,365
E. Ferres	7,115			7,115
Other	15,206			15,206
The William Aspel Legacy Fund	5,000			5,000
McComb	819			819
Anglican Business & Professional Women	500			500
Wright	100			100
<u>Canterbury Hills Camp</u>	0			0
Canada Trust Company	38,944			38,944
Estate of Paul Austin Moore	6,000			6,000
<b>TOTAL INTERNALLY RESTRICTED FUNDS</b>	<b><u>1,208,992</u></b>	<b>53,478</b>	<b>25,000</b>	<b><u>1,180,514</u></b>



**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**A/R Aged Trial Balance by Due Date (ARTBALS)**  
**Age Transactions As of 12/31/2011**

Customer No.	Customer Name						Payroll	DMM	Other /		Total
		Current	32 to 62 Days	63 to 92 Days	93 to 123 Days	over 123 Days			Insurance	payments on account	
GUSMS1	ST. MATTHIAS, GUELPH	-	-	-		51,710	41,179	18,349	-	7,818	51,710
HAALS1	ALL SAINTS, HAMILTON	- 335	-	-		57,566		48,721	10,150	- 1,640	57,231
HAASN1	CHURCH OF THE ASCENSION	-	-	-		141,211	131,010	30,627	-	20,426	141,211
HACCC1	Cathedral Place	-	-	-		196,039		106,890		89,149	196,039
HASLK1	ST. LUKE, HAMILTON	-	-	-		112,665		109,726		2,939	112,665
JASPA1	ST. PAUL, JARVIS	-	-	-		92,985	48,837	40,848		3,299	92,985
PASLK1	ST. LUKE, PALERMO	-	-	-		20,215	30,455	53,221	-	63,461	20,215
RGALS1	ALL SAINTS, RIDGEWAY	-	-	-		62,406				62,406	62,406
SCSBB1	ST. BARNABAS, ST. CATHARINES	-	-	-		87,162	4,316	78,245		4,601	87,162
<b>Sub Total Long Term Debt</b>		<b>- 335</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>821,959</b>	<b>255,797</b>	<b>486,628</b>	<b>10,150</b>	<b>69,049</b>	<b>821,624</b>

							Payroll	DMM	Insurance	Other	Total
		Current	32 to 62 Days	63 to 92 Days	93 to 123 Days	over 123 Days					
ACSAB	ST. ALBAN'S, ACTON	1,659	600	0	0	0.00		61		2,198	2,259
ANCHS	CANTERBURY HILLS	61,502	44	4	0	1,207.43	62,628		1,319	1,189	62,758
ANCMF	CANTERBURY HILLS CAMP	-63	1,569	-509	-10,929	43,281.02	34,546		-	1,197	33,349
ANSJO	ST. JOHN'S, ANCASTER	127	0	0	0	0.00				127	127
ARGRC	GRACE CHURCH, ARTHUR	991	1,132	836	834	45,958.71		41,966	5,015	2,771	49,752
BMSAB	ST. ALBAN, BEAMSVILLE	7,435	1,768	1,318	1,318	5,270.24	6,065	10,540		503	17,108
BUSLK	ST. LUKE, BURLINGTON	170	0	0	0	0.00				170	170
CASPA	ST. PAUL, CALEDONIA	2,475	3,100	2,491	2,509	42.21		9,867		751	10,618
CRA	Canada Revenue Agency	26,926								26,926	26,926
DEGR	DEGRAAF FINANCIAL	646	646	0	0	0.00				1,291	1,291
E002	Ecclesiastical Insurance Office	8,054	0	0	0	0.00				8,054	8,054
E071	ELORA FESTIVAL AND SINGERS	311	0	0	0	0.00				311	311
E073	ESSENTIALS NIAGARA	38	38	0	0	0.00				76	76
GFSPA	ST. PAUL, GLANFORD	3,556	1,268	1,268	1,268	0.00	2,264	5,070		24	7,358
GNSAB	ST. ALBAN'S, GRAND VALLEY	954	225	0	0	19,341.46	825	19,341		354	20,521
GRSPH	ST. PHILIP, GRIMSBY	178	0	2,154	2,146	3,187.47		7,470		196	7,666
GUSDP	ST. DAVID & ST. PATRICK	0	300	0	0	0.00				300	300
GUSGE	ST. GEORGE, GUELPH	0	1,050	0	0	-914.32				136	136
GUSMS	ST. MATTHIAS, GUELPH	2,607	3,207	0	0	0.00		5,214		600	5,814
H017	HAMILTON CHILDREN'S CHOIR	4	0	0	0	0.00				4	4
HAALL	ALL SAINTS, HAGERSVILLE	-1,077	0	0	0	0.00			-	1,077	1,077
HAALS	ALL SAINTS, HAMILTON	1,366	1,366	1,366	1,366	39,997.74		34,741	3,836	6,885	45,461
HAASN	CHURCH OF THE ASCENSION	4,417	3,795	3,795	3,795	90,705.35		105,884		623	106,506
HACCC	CHRIST'S CHURCH CATHEDRAL	-5	0	0	0	0.00			-	5	5
HACCD	JAMESVILLE DAY CARE CENTRE	625	0	0	0	0.00				625	625
HAHTD	TAPAWINGO DAY CARE	-898	0	0	0	0.00			-	898	898
HAHTR	HOLY TRINITY CHURCH, HAMILTON	36	0	0	0	0.00				36	36
HARRRP	HAMILTON ASSOC. FOR RESIDENTIAL & REC	0	0	1,000	1,869	0.00				2,869	2,869
HASAB	ST. ALBAN, HAMILTON	0	450	0	0	0.00				450	450
HASJO	ST. JOHN THE EVANGELIST	0	600	0	-1,081	0.00			-	481	481
HASLK	ST. LUKE, HAMILTON	23	0	0	0	6,937.90				6,961	6,961
HASMR	THE CHURCH OF THE NATIVITY	0	450	0	0	0.00				450	450
HASPD	St. Peter's Daycare Center	3,405	0	0	0	0.00				3,405	3,405
HASST	ST. STEPHEN ON THE MOUNT	17,929	9,569	9,061	31	3,241.71	35,865		1,400	2,567	39,831
JASPA	ST. PAUL, JARVIS	4,239	943	0	0	0.00	3,521	1,436		225	5,182
JDSJO	ST. JOHN, JORDAN	0	450	0	0	0.00				450	450
NESJO	ST. JOHN, NASSAGAWEYA	0	300	0	0	0.00				300	300
NFHTR	HOLY TRINITY, NIAGARA FALLS	0	450	0	0	0.00				450	450

**THE SYNOD OF THE DIOCESE OF NIAGARA**  
**A/R Aged Trial Balance by Due Date (ARTBALSY)**  
**Age Transactions As of 12/31/2011**

Customer No.	Customer Name	32 to 62		63 to 92		93 to 123		over 123		Payroll	DMM	Insurance	Other / payments	
		Current	Days	Days	Days	Days	Days	Total	Total				on account	Total
NFRCCG	Redeemed Christian Church of God	6	3	3	3		903.00	918					918	918
NFSJO	ST. JOHN THE EVANGELIST, N.F.	3,995	4,493	3,880	3,867		23,119.68	39,355			38,285		1,070	39,355
NLSMK	ST. MARK, NIAGARA-ON-THE-LAKE	39	0	0	0		0.00	39					39	39
NVSPA	ST. PAUL, NORVAL	0	442	0	0		247.83	690	192				498	690
O001	Opera Hamilton	2,500	0	0	0		0.00	2,500					2,500	2,500
OKEYP	CHURCH OF THE EPIPHANY	255	0	0	0		0.00	255					255	255
OKINC	CHURCH OF THE INCARNATION	-371	0	0	0		29,335.83	28,965	29,336			-	371	28,965
OKSAD	ST. AIDAN, OAKVILLE	980	0	0	0		0.00	980	725				255	980
OKSCB	ST. CUTHBERT'S, OAKVILLE	293	0	0	0		0.00	293					293	293
OKSJD	ST. JUDE, OAKVILLE	255	0	0	0		0.00	255					255	255
OKSSI	ST. SIMON, OAKVILLE	18,807	0	0	0		0.00	18,807	14,437		4,115		255	18,807
P001	Pioneer Waterproofing	257	257	257	0		2.59	775					775	775
PASLK	ST. LUKE, PALERMO	767	725	34	725		11,080.74	13,332			12,668		664	13,332
PCSJA	PARISH OF ST. JAMES & ST. BRENDAN, PORT	18	0	0	0		0.00	18					18	18
RDSJO	ST. JOHN, RIDGEMOUNT	225	0	0	0		0.00	225					225	225
RKSJO	ST. JOHN, ROCKWOOD	9,431	5,942	5,409	5,028		82,712.04	108,521	67,322		39,475	283	1,442	108,521
SCGRC	GRACE CHURCH, ST. CATHARINES	509	0	0	0		0.00	509					509	509
SCSJA	ST. JAMES, ST. CATH. (MERRITON)	0	300	0	0		9.19	309					309	309
SCSTM	ST. THOMAS, ST. CATHARINES	3,983	4,336	4,308	4,308		8,615.52	25,550			25,847	-	296	25,550
SCTRF	CHURCH OF THE TRANSFIGURATION	0	450	0	0		0.00	450					450	450
SHSPA	ST. PAUL, SHELBURNE	1,050	1,208	979	975		20,078.94	24,291			19,719	1,273	3,299	24,291
SSJD	Community of the Sisters of the Church	1,800	0	0	0		0.00	1,800					1,800	1,800
SYRED	CHURCH OF OUR SAVIOUR THE REDEEMER	-1,902	0	0	0		0.00	-1,902				-	1,902	1,902
WDGRC	GRACE CHURCH, WATERDOWN	0	600	0	0		0.00	600					600	600
WISJO	ST. JOHN, WINONA	-1,000	-700	0	0		0.00	-1,700				-	1,700	1,700
YKSJO	ST. JOHN, YORK	1,012	0	0	0		0.00	1,012	1,012				0	1,012
<b>Sub Total Short Term Debt</b>		<b>190,539</b>	<b>51,373</b>	<b>37,654</b>	<b>18,031</b>		<b>434,362</b>	<b>731,959</b>	<b>258,738</b>	<b>381,697</b>	<b>13,125</b>	<b>78,399</b>	<b>731,959</b>	
<b>Grand Total Long and Short Term Debt</b>		<b>190,204</b>	<b>51,373</b>	<b>37,654</b>	<b>18,031</b>		<b>1,256,322</b>	<b>1,553,583</b>						
Aging %		12%	3%	2%	1%		81%	100%						

88 customers printed

THE SYNOD OF THE DIOCESE OF NIAGARA

A/R Aged Trial Balance

[30/09/2012]

Customer No. Customer Name		Current	31 to 61 Days	62 to 92 Days	93 to 122 Days	Over 122 Days	Total	Payroll	DMM	Insurance	Other / payments on account	Total
HAALS1	ALL SAINTS, HAMILTON	0	0	-585	-585	56,896	55,726		48,721	10,150	-3,145	55,726
HAASN1	CHURCH OF THE ASCENSION	0	0	0	0	141,211	141,211	131,010	30,627		-20,426	141,211
HACCC1	CHRIST'S CHURCH CATHEDRAL LT	0	0	0	0	196,039	196,039		106,890		89,149	196,039
PASLK1	ST. LUKE, PALERMO	0	0	0	0	20,215	20,215	30,455	53,221		-63,461	20,215
<b>Account Set Total (LTERM):</b>		0	0	-585	-585	414,362	413,192	161,465	239,460	10,150	2,117	413,192
GUSMS1	ST. MATTHIAS, GUELPH	-11,312	0	0	0	51,710	40,398	41,179	18,349		-19,130	40,398
HASLK1	ST. LUKE, HAMILTON	0	0	0	0	112,665	112,665		109,726		2,939	112,665
JASPA1	ST. PAUL, JARVIS	-705	0	0	0	91,878	91,172	48,837	40,848		1,486	91,172
RGALS1	ALL SAINTS, RIDGEWAY	0	0	0	0	62,406	62,406				62,406	62,406
SCSBB1	ST. BARNABAS, ST. CATHARINES	0	0	0	0	87,162	87,162	4,316	78,245		4,601	87,162
<b>Account Set Total (LTINT):</b>		-12,017	0	0	0	405,821	393,804	94,332	247,168	0	52,302	393,803
A009	AFFORDABLE BURIAL AND CREMAT	-455	0	0	0	0	-455				-455	-455
ACC	Anglican Church of Canada	2,500	0	0	0	0	2,500				2,500	2,500
ACSAB	ST. ALBAN'S, ACTON	0	-1,109	0	0	0	-1,109				-1,109	-1,109
ANCHS	CANTERBURY HILLS	40,681	2	0	0	510	41,193	40,680			514	41,193
ANCMF	CANTERBURY HILLS CAMP	0	28,862	0	0	0	28,862	28,862			0	28,862
ARGRC	GRACE CHURCH, ARTHUR	809	809	653	971	43,335	46,578		38,405	5,220	2,952	46,578
B001	Clergy Conference Fee - Individual atte	0	0	0	50	0	50				50	50
BMSAB	ST. ALBAN, BEAMSVILLE	1,488	0	0	0	0	1,488		1,488		0	1,488
BRKAP	brkap	0	3,317	0	0	0	3,317			3,317	0	3,317
BUSCR	ST. CHRISTOPHER, BURLINGTON	0	1,131	0	0	0	1,131	1,131			0	1,131
BUSEZ	ST. ELIZABETH, BURLINGTON	1,915	0	0	0	0	1,915		1,915		0	1,915
BUSLK	ST. LUKE, BURLINGTON	9,478	0	0	0	0	9,478		8,701		777	9,478
C020	Cakes by Caitlin	48	0	0	0	0	48				48	48
C203	THE REV. LINDA CORRY	38	0	0	0	0	38				38	38
CASPA	ST. PAUL, CALEDONIA	2,162	2,387	2,372	2,372	4,743	14,036		14,229		-194	14,036
DSSJA	ST. JAMES, DUNDAS	19	19	0	0	5,680	5,717		5,655		63	5,717
DVSPA	ST. PAUL, DUNNVILLE	11,215	13	0	13	3,892	15,133	8,739	2,463	3,892	39	15,133
E073	Anglican Communion Alliance	38	0	0	0	0	38				38	38
ELSJO	ST. JOHN, ELORA	5,636	0	0	0	0	5,636		5,636		0	5,636
ERALS	ALL SAINTS, ERIN	0	0	0	0	-0	0				-0	-0
FNHTR	HOLY TRINITY, FONTHILL	3,658	3,637	3,637	3,637	6,274	20,843		20,822		21	20,843
GESGE	ST. GEORGE, GEORGETOWN	4,502	0	0	0	0	4,502		4,502		0	4,502
GFSPA	ST. PAUL, GLANFORD	2,707	3,607	0	0	0	6,314	6,314			0	6,314
GNSAB	ST. ALBAN'S, GRAND VALLEY	1,461	-228	0	0	9,671	10,904	826	10,274		-196	10,904
GUSDP	ST. DAVID & ST. PATRICK	2	2	0	4	658	667			658	9	667
GUSGE	ST. GEORGE, GUELPH	-775	0	0	0	0	-775	-775			-0	-775
GUSJA	ST. JAMES THE APOSTLE, GUELPH	5,594	5,557	5,557	0	4,772	21,480		16,671	4,772	37	21,480
GUSMS	ST. MATTHIAS, GUELPH	2,920	0	0	2,909	11,536	17,366		17,291		75	17,366
HAALL	ALL SAINTS, HAGERSVILLE	1,046	0	0	1,046	0	2,092		2,092		0	2,092
HAALS	ALL SAINTS, HAMILTON	307	2,064	1,185	1,185	54,224	58,965		45,665	11,935	1,366	58,965
HAASN	CHURCH OF THE ASCENSION	9,078	0	0	0	95,153	104,232	6,547	91,066	6,301	317	104,232
HACCC	CHRIST'S CHURCH CATHEDRAL	333	0	0	0	0	333				333	333
HAHTR	HOLY TRINITY CHURCH, HAMILTON	2,156	2,147	2,147	2,147	2,314	10,912		10,903		9	10,912
HARRRP	HAMILTON ASSOC. FOR RESIDENT	0	0	0	0	2,869	2,869				2,869	2,869
HASAB	ST. ALBAN, HAMILTON	1,660	0	0	0	0	1,660		1,660		0	1,660
HASLK	ST. LUKE, HAMILTON	18	0	0	0	5,526	5,545		5,526		18	5,545
HASMR	THE CHURCH OF THE NATIVITY	2,615	0	0	0	0	2,615		2,615		0	2,615
HASMT	ST. MATTHEW'S HOUSE	2,662	0	0	0	0	2,662	2,662			0	2,662

[30/09/2012]

		31 to 61	62 to 92	93 to 122	Over 122	Total	Payroll	DMM	Insurance	Other /	Total
Customer No.	Customer Name	Current	Days	Days	Days					payments on account	
HASPA	ST. PAUL, HAMILTON	3,782	0	0	0	3,782		3,782		0	3,782
HASPD	St. Peter's Daycare Center	-28	0	0	0	-28				-28	-28
HASST	ST. STEPHEN ON THE MOUNT	3,418	3,418	3,318	3,410	31,415	17,896	19,907	4,800	2,375	44,978
JASPA	ST. PAUL, JARVIS	2,602	4,507	2,625	2,630	6,181	13,516	4,987		42	18,544
MCCTC	CHRIST CHURCH, MCNAB	846	0	0	0	846		846		0	846
MTSPA	ST. PAUL, MOUNT FOREST	939	937	937	0	2,813		2,810		2	2,813
NFCTC	CHRIST CHURCH, NIAGARA FALLS	3,492	3,492	3,469	3,504	11,311		20,815	4,373	81	25,268
NFRCCG	Redeemed Christian Church of God	800	0	0	0	100				900	900
NFSJO	ST. JOHN THE EVANGELIST, N.F.	4,014	4,014	3,902	4,044	30,997		46,607		365	46,972
NLSMK	ST. MARK, NIAGARA-ON-THE-LAKE	5,905	5,965	5,945	6,083	6,004		29,726		177	29,903
NVSPA	ST. PAUL, NORVAL	0	0	0	0	2				2	2
O001	Opera Hamilton	8	8	0	8	0				25	25
OKEPY	CHURCH OF THE EPIPHANY	3,459	0	0	0	3,459		3,459		0	3,459
OKINC	CHURCH OF THE INCARNATION	4,108	3,864	0	0	29,336		7,728		29,580	37,308
OKSAD	ST. AIDAN, OAKVILLE	4	0	0	0	1,000			912	92	1,004
OKSCB	ST. CUTHBERT'S, OAKVILLE	24	0	0	0	0				24	24
OKSJD	ST. JUDE, OAKVILLE	118	0	0	0	0				118	118
OKSSI	ST. SIMON, OAKVILLE	4,549	4,706	4,706	4,706	4,706		23,532		-157	23,375
P001	Pioneer Waterproofing	3	3	0	4	1,037				1,048	1,048
PASLK	ST. LUKE, PALERMO	816	816	769	858	14,271		16,511		1,019	17,531
PCSJA	PARISH OF ST. JAMES & ST. BRENC	-1,550	1,257	0	0	-293				-293	-293
QUIL	QUILTERS DREAM	51	0	0	51	0				102	102
R012	ROYAL LEPAGE	0	0	0	0	145				145	145
RGALS	ALL SAINTS, RIDGEWAY	935	10	0	0	0		935		10	945
RKSJO	ST. JOHN, ROCKWOOD	5,631	10,081	5,191	5,882	96,605	74,721	42,941	283	5,446	123,390
S002	John Laing Singers	127	0	0	0	0				127	127
SCGRC	GRACE CHURCH, ST. CATHARINES	498	0	0	0	0				498	498
SCSBB	ST. BARNABAS, ST. CATHARINES	2,882	2,882	2,863	2,863	5,726		17,178		38	17,216
SCSCA	ST. COLUMBA, ST. CATHARINES	0	7	0	0	283			283	7	289
SCSGE	ST. GEORGE, ST CATHARINES	0	300	0	0	0				300	300
SCSJA	ST. JAMES, ST. CATH. (MERRITON)	0	16	0	16	2,331			2,331	31	2,362
SCSTM	ST. THOMAS, ST. CATHARINES	86	0	0	0	25,875		25,847		114	25,961
SCTRF	CHURCH OF THE TRANSFIGURATIC	117	9,915	0	0	0	6,953			3,079	10,032
SHSPA	ST. PAUL, SHELBURNE	952	952	866	1,032	22,828		18,941	6,262	1,426	26,630
SMSLK	ST. LUKE, SMITHVILLE	738	738	738	0	0		2,215		0	2,215
STSJO	ST. JOHN, STEWARTTOWN	383	0	0	0	0		385		-3	383
SYRED	CHURCH OF OUR SAVIOUR THE RE	-974	0	0	0	0				-974	-974
T011	TRN INCOME TAX	48	0	0	0	0				48	48
THSJO	ST. JOHN, THOROLD	-8,906	0	0	30	10		-8,906		40	-8,867
WESDV	ST. DAVID, WELLAND	3,330	0	0	0	0		3,330		0	3,330
WOCTC	CHRIST CHURCH, WOODBURN	3,000	0	0	0	0	3,068	-69		-0	3,000
YKSJO	ST. JOHN, YORK	1,262	1,262	1,114	1,119	1,501	4,455	286	1,501	15	6,258
<b>Account Set Total (NIAG):</b>		162,989	111,370	51,995	50,575	542,822	215,596	591,373	56,840	55,942	919,751
<b>Report Total:</b>		150,972	111,370	51,410	49,990	1,363,004	471,393	1,078,001	66,990	110,362	1,726,745
		8.74%	6.45%	2.98%	2.90%	78.93%	27%	62%	4%	6%	

89 customers printed

3 account set records printed

## REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT

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

Through programs, events, training days and parish consultations, Congregational Support and Development continues to support the diocesan vision of **Life Changing Worship**, **Outstanding Leadership for Ministry**, **Prophetic Social Justice**, **Generous Culture of Stewardship** and **Continuous Culture of Innovation** grounded in **Spiritual Values** (spiritual discipline, valuing diversity, honesty & integrity, passion & hard work) so that we may follow Christ passionately, pursuing excellence and continuing to grow.

### **Staff of the Division are:**

- Christyn Perkons, Director of Congregational Support & Development including Children, Youth & Family Ministries, Ext. 460, christyn.perkons@niagara.anglican.ca
- Jane Wyse, Diocesan Administrative Assistant, Ext. 420, jane.wyse@niagara.anglican.ca
- Half-time position; held two hiring cycles in late Fall 2011 and early Winter 2012 but were unable to fill this position – currently regrouping

### **Congregation Support**

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

Christyn is currently working with All Saints Hagersville, St. Matthias Guelph, and St. Paul's Caledonia, and is coordinating a revamp of the Diocesan Volunteer Consultants.

### **Congregational Support & Development Resources**

- Emerging Church/Alternate Worship – books, videos, DVDs.
- Change Management – books and 'how to' manuals.
- Adult Education – programs; Via Media, Living the Questions (1 & 2) Saving Jesus, Eclipsing Empire, The Fit Life.
- Parish Guide for Same Gender Blessings Discussion.
- New Resources:
  - *Using Scripture in Worship*
  - *Crafts for Creative Worship*
  - *Creative Retreat Ideas*
  - *Creative Ideas for Children's Worship*
  - *Creative Ideas for Alternative Sacramental Worship*
  - *Creative Ideas for Pastoral Liturgy: Baptism, Confirmation...*
  - *The Art of Curating Worship*
  - *Autism and Your Church*
  - *Nurturing the Spiritual Growth of People with Autism Spectrum Disorder*
  - *Animate - Facilitator Guide, Faith Journal & DVD (Adult Bible Study)*
  - *Animate - Facilitator Guide, Faith Journal*
  - *Akaloo Adult Bible Study*
  - *Experiencing the Bible Again for the First Time (10 session study based on Borg's book)*

## **REPORT OF THE DIVISION OF CONGREGATIONAL SUPPORT (continued)**

- *Moving Back Into the Neighbourhood*(leader guide & workbooks) Roxborough's guide to becoming missional
- *Living the Questions: The Wisdom of Progressive Christianity*
- *A Hidden Wholeness*
- *Bare Foot Church: Serving the Least in a Consumer Culture*
- *The Eucharist & Social Justice*
- *Radical Gratitude*
- *The Word Militant: Preaching a Decentering Word (Brueggemann)*
- *Missional: Joining God in the Neighbourhood*
- *Earth Bread: words and wonderings – conversations with present-day prophets*
- *104 Activities that Build: Self-Esteem, Teamwork, Communication, Anger Management, Self-Discovery and Coping Skills*

### **Children and Family Ministries**

**Consultant:** Christyn Perkons

- Works to enhance the ability of the Niagara Anglican Community to nurture the spiritual growth of children and their inclusion in faith communities.
- Provides resources and leadership training for Sunday morning programming, junior youth ministry and family ministry to parishes and parish clusters by request.
- Visits parishes by invitation to get to know volunteers and staff involved in children and family ministry; to get a sense of what's happening in parishes across the diocese, and to offer resources.
- Currently providing staff support to the Undermount Children's Ministry Resource Group which arose out of the Undermount Open Space meeting in January 2012

#### **Family Ministry**

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

#### **Puppet Ministry**

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

#### **Children's Festivals**

- The consultant provides support to the regional Children's Festivals through advertising, administration, and button design/creation. Over 200 children enjoy this event annually. Planning for the 2013 Children's Festivals in Undermount/Mohawk, Lincoln/Brock, and Greater Wellington has begun.

#### **Lending Library**

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

## **REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)**

- *If Nathan Were Here*
- *Planting Seeds*
- *All Cats Have Aspergers Syndrome*
- *Worm Watching and Other Wonderful Ways to Teach Children to Pray*
- *Creative Ideas for Children's Worship*
- *Creative Ideas for Using Scripture in Worship*
- *Planting Seeds: Practicing Mindfulness with Children*
- *Listen and Hear, Wonder and Respond; Reading the Bible with Children*

### **Resources**

The consultant can provide:

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

### **Youth Ministry**

**Consultant:** Christyn Perkons

Thanks to the dedication and sacrifices of many youth ministry volunteers, current levels of programming were maintained during 2012 and youth from our parishes were well served by an outstanding array of programs and resources. We expect to hire a half-time staff person in youth ministry.

- Work to enhance the ability of the Niagara Anglican Community to nurture the spiritual growth of youth and young adults and their inclusion in faith communities.
- Develop and train a strong and committed group of lay and clergy leaders to staff our programs and to share this leadership and their abilities with the larger diocesan community.
- Provide resources and leadership training for junior/senior youth ministry and young adult initiatives to parishes and parish clusters by request.
- Visit parishes on request to get to know volunteers and staff involved in youth ministry, to get a sense of what's happening in parishes across the diocese and to offer support and resources.

### **Diocesan Youth Ministry Committee (DYMC)**

Mission:

Diocesan Youth Ministry is called by the Spirit to create and uphold authentic and transformative experiences in faith for youth, young adults and those who minister to and with them. We equip them for passionate leadership, ministry and advocacy; empower them in their response to God's call and in faith-based decision making; nurture their spiritual gifts;

## REPORT OF THE DIVISION OF CONGREGATIONAL SUPPORT (continued)

and provide opportunities for them to explore their relationship with God through intentional safe communities, creative and engaging worship, Christ-centred leadership development and relationship-based programming, rooted in the Anglican tradition.

We honour and uphold volunteers and staff in youth ministry at the parish and diocesan level; respecting their call to ministry by providing continuing education, support, recognition, and resources, and by encouraging them in faithful risk taking. In our quest for excellence in ministry, participants, volunteers, staff and parents regularly provide feedback about programs, resources and goals which is integrated into our continuously developing ministry.

The committee meets monthly to support this mission.

### The Annual Calendar of Events includes:

#### Diocesan Synod Youth Members Orientation

- An orientation to synod procedures for Youth Members of Diocesan Synod during the annual Synod meeting in November.
- The orientation will take place November 17, 2012 at St. Christopher's, Burlington, for youth member ages 16-25.
- This **Outstanding Leadership for Ministry** event provides an opportunity to create relationships amongst the youth and young adult community attending Diocesan Synod, and offers support and education about procedures and meeting content for Synod so that youth are able to take a leadership role that reflects the vision **Spiritual Values**.

#### aWay...

- An intimate spiritual retreat for youth aged 16-25 highlighting **Spiritual Values**, **Life Changing Worship** and a **Continuous Culture of Innovation**.
- SpiritQuest was held at Crieff Hills Retreat Centre in Puslinch, with 13 participants and three leaders, February 17-19, 2012.
- The new name highlights a focus on young adults joining their peers in a time apart to reflect on life transitions, God connections, and meaningful life choices
- aWay... 2013 will take place February 15-17 at Crieff Hills and registration is open.

#### Youth Leadership Training Program (YLTP)

- A three-year leadership training program (now in its third decade) held during March Break to develop youth leaders who can offer **Outstanding Leadership for Ministry**. In addition to an emphasis on developing leadership skills, participants experience and create **Life Changing Worship** and focus on a **Generous Culture of Stewardship** within the context of the vision's **Spiritual Values**. It took place at Canterbury Hills, this year from March 11-14, 2012 with 39 youth participants, ages 13-16, including seven adult leaders.
- A Commissioning Service for the 3rd year participants, their families and supporters was held at Christ's Church Cathedral on May 27, 2012.
- The 2013 event will take place Sunday, March 10 to Wednesday, March 13.
- *Applications for first year participants are available now and will be accepted until the end of January 2013.*



## REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)

### Youth Synod

- The largest youth ministry program in Niagara with a dual focus on **Prophetic Social Justice Making** and **Outstanding Leadership for Ministry**, the 24th annual Youth Synod was hosted by St. Luke, Burlington, May 4-6, 2012.
- Offers youth delegates ages 13-21 the opportunity to debate and strategize about issues important to their faith and their communities as well as providing opportunities to experience **Life Changing Worship**.
- Over 70 delegates, 12 adult observers, and over 50 adult volunteer staff were in attendance representing over 40 parishes. The minutes are available on the Youth Ministry website: [www.zipsqueal.com](http://www.zipsqueal.com). Many thanks to our host parish St. Luke's for their enthusiasm and gracious hospitality!
- A new addition to the Youth Synod program is a biannual event called **Youth Synod in Action** which will involve delegates in a more hands-on experience with justice issues raised at Youth Synod. The planning team includes youth, members of the Social Justice Committee and representatives from the host parish, Christ's Church Cathedral. This inaugural event, modeled on Justice Camp, will happen at Christ's Church Cathedral and the surrounding neighbourhood on the weekend of May 3-5. The plan is to alternate Youth Synod and Youth Synod in Action.

### Youth Synod Council

- This body drafts motions for the upcoming Youth Synod, follows up on motions post-Synod, and functions as the voice of youth in the Diocese of Niagara between Youth Synods.
- Involves seven youth representatives representing the regions along with the Chair of Youth Synod who meet monthly from October to May developing **Outstanding Leadership for Ministry** skills and broadening their understanding of **Prophetic Social Justice Making** and **Generous Culture of Stewardship**.
- Thanks to Carrie Charters for facilitating the Council's work in 2012 and for continuing in 2013.

### Youth Ministry Sunday

- A variety of resources (bulletin covers, theme ideas, and liturgical material) are offered to parishes to help them celebrate Youth Ministry in their congregation on the date of their choosing. This contextual liturgy material is developed within a **Continuous Culture of Innovation** framework and is intended to help youth and the parish families that support them celebrate their ministry through **Life Changing Worship**.
- Resource material and bulletin covers were mailed to all parishes prior to the June event (our target celebration date; parishes can use the material at their own convenience) and also available on the website at [www.zipsqueal.com](http://www.zipsqueal.com). Check out this site to view the 2012 resources and the resources from previous years. The new material is posted in early May.

### Niagara Youth Conference (NYC)

- The cornerstone event in youth ministry in Niagara with a multiple focus on **Spiritual Values**, **Life Changing Worship**, a **Continuous Culture of Innovation**, a **Generous Culture of Stewardship**, and **Prophetic Social Justice Making** - this year was the 65th Anniversary of the first NYC (formerly NLC).
- The purpose of this five day residential event is to establish a caring, spiritual, participatory, learning community that encourages inclusivity and personal sharing (mitigated, of course, by fun and frivolity).

## **REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)**

- NYC took place from August 26-31, 2012 at Canterbury Hills. The program is staffed by 18 volunteers who give nine months to the planning and execution of this conference, pictures of which can be viewed at [zipsqueal.com](http://zipsqueal.com).

### **Regional Youth Ministry**

#### Regional Youth Worship – The Gathering

- This event, reflecting the vision in the areas of **Continuous Culture of Innovation**, **Life Changing Worship**, a **Generous Culture of Stewardship** and **Outstanding Leadership for Ministry** and now completing its sixth year, offers worship quarterly with a live band and liturgy written and delivered by youth and young adult participants.
- A group of committed youth leaders and adult supporters meet along with diocesan youth ministry staff to plan this worship.
- Thank you to Church of the Resurrection, Hamilton, All Saints, Erin; and St. Paul's, Norval for hosting.

### **Lending Resource Library**

- Includes resources for program planning, current youth ministry theory and theology as well as worship and music resources all supporting the diocesan vision in **Life Changing Worship**, **Outstanding Leadership for Ministry**, **Prophetic Social Justice**, **Continuous Culture of Innovation**, and **Generous Culture of Stewardship**. Resources are available to borrow by individuals and parishes. They are located in the Program Department offices at Cathedral Place. New resources include: *Push It (Young Adults Engage the Bible) Volumes 3 & 4*, *The Wilderness of Suicide Grief*; *Finding Your Way*, *What Do I Do When Teenagers are Depressed and Contemplate Suicide*, *Out of the Darkness*; *Teens Talk About Suicide*, *The Power to Prevent Suicide*; *a Guide for Teens Helping Teens*, *Strength-Based Counseling*, *The Anxiety Workbook for Teens*.
- To check out the many resources available, an online catalogue can be found on the youth ministry website: [zipsqueal.com](http://zipsqueal.com).

### **Children, Youth and Family Ministry Consultations and Training**

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

### **Adult Education - Bishop's Diploma Course (BDC)**

- This program provides instruction related to faith issues for over 50 lay people through two eight-week terms (fall and winter) and is offered in as many as six parish centres. Course themes include Old Testament, New Testament, ethics, liturgy, history, spirituality, world religions and Anglicanism.
- Diploma requirements are completion of six course and attendance at a retreat.
- Retreats and graduations are planned biennially. The next retreat and graduation will be held in 2012/13.

## **REPORT OF THE DIVISION OF CONGEGATIONAL SUPPORT (continued)**

- Thank you to BDC leaders, Venerable Bruce McPetrie, Canon Barry Randle, Reverend John Ripley, and Reverend Paul Whitehouse for their ongoing leadership and dedication to the program.
- Jane Wyse provides staff support for BDC and may be contacted for information.

### **Thanks to our Volunteers!**

Thank you to the dozens of volunteers who have supported our work in the past year. Without you, these ministries would not be transforming the lives of children, youth and adults across the Diocese. Thanks especially to those volunteers who gifted the diocese with an extraordinary donation of time to maintain youth ministry programming in 2012 while we worked to fill the youth ministry position.

**REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION**  
**Held May 5, 2012 at St. Luke's, Burlington**

**Introduction of:**

Chair and Youth Synod Council Coordinator	Carrie Charters
Chancellor	The Venerable Dr. Stephen Hopkins
MCs	Bre Gordon and Jeremy Kennedy
Diocesan Staff	Christyn Perkons
Scribe	James Beattie
Techie	Alicia Archbell
Youth Synod Coordinator	Rob Pawson
Youth Synod Local Planning Coordinator	The Reverend Elliott Siteman

**Voting Delegates:**

Jake Allegro	Sam Hacking	Ciara Pittaway
Dani Atkinson**	Becky Halliwell	Emily Power**
Vanessa Bassett-	Chris Hemming	Joe Pugh
Bradley	Peter Howard	Vanessa Rago
Allison Bell	Danielle Kelly	Marilyn Rector
Jordyn Bell	Jeremy Kennedy	Isabelle Reid
Siobhan Bennett	Mike Lickers**	Nathalie Reid**
Maddy Bentham	Sammy Lickers	Sierra Robertson-
Aaron Branderhorst	Sarah Mackay	Roper
Erin Buttrum	Kelly Maclauchlan	Kohdy Rusk
Henry Byrnes	Aidan Maloney	Evan Shuter
Roy Campbell**	Tricia Manning	Ashley Smith
Caitlin Carter	Cory McGee	Holly Soave
Haylee Champagne	Meaghan McGill	Teresa Sookdar
Sam Chisholm	Lorynn McLean	Sam Storm
Lauren Clark	Gregory Millar	Dean Sutton-
David Collard	Anneliese Moens	Greenhalgh**
Cameron Comi	Braden Morgan	Christy Trojner
Evie Creary	Angelique Nightingale	Lily Vermolen
Lenox Daley**	Sarah Noiseux	Sarah Vermolen
Rowen Daley	Noah Ollmann	Will Wells
Chance Faida	Quinton Osmond-	Ryan Williams
Lindsay Geerkens-	Ward	Connor Wilson
Beck	Elijah Padmore	Mitchell Wittenveen
Jake Gerlofs	Isaiah Padmore	Diana Wood
Bre Gordon	Sara Parker	
Eric Greene	Louisa Pike	

\*\* Youth Synod Council Members

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **Other Adult Observers:**

Alicia Archbell	Small Group Leader
Sam Archbell	Small Group Leader
Jamie Barnes	NYC Band
Rev. Mike Deed	St. Christopher's, Burlington
Rev. Dianne Distler	Regional Dean, Undermount
Donna Ellis	Small Group Leader/Diocesan Youth Ministry
Committee	
Matt Granville	Youth Ministry Leader, St. John the Evangelist, Niagara
Falls	
Leslie Gerlofs	Divinity Student
Jessie Golem	Youth & Family Ministry Leader, Grace Church,
Waterdown	
Mary Gordon	Small Group Leader/Chair: Diocesan Youth Ministry
Committee	
Keith Halliwell	Small Group Leader
Jen Harper	Small Group Leader
Laura Harrison	Diocesan Youth Ministry Committee
Rose Hopkins	Small Group Leader
Phil Jones	Small Group Leader
Barbara Jean Lick	Diocesan Youth Ministry Committee
Rev. Bill Mous	Coordinator for Social Justice
Connie Phillipson	Divinity Student
Dennis Phillipson	St. Mark's, Orangeville
Rev. Canon Stuart Pike	Rector, St. Luke's, Burlington
Anna Ryder	Small Group Leader
Ven. Jim Sandilands	Archdeacon Mohawk Region, St. James, Dundas
Chris Saxton	Divinity Student
Emma Smith	Small Group Leader
Rev. Elizabeth Steeves	Associate Priest, St. James, Dundas
Jane Wyse	Diocesan Staff

### **Motion to Give Rights to the Floor for Observers:**

Alicia Archbell	Jen Harper	Emma Smith
Sam Archbell	Laura Harrison	Elizabeth Steeves
James Beattie	Rose Hopkins	Jane Wyse
Belle Daley	Phil Jones	
Jamie Barnes	Barbara Jean Lick	
Mike Deed	Bill Mous	
Dianne Distler	Rob Pawson	
Donna Ellis	Connie Phillipson	
Matt Granville	Stuart Pike	
Leslie Gerlofs	Anna Ryder	
Jessie Golem	Jim Sandilands	
Mary Gordon	Chris Saxton	
Keith Halliwell	Elliott Siteman	

*"that the observers listed above be granted rights to the floor.."*  
The house granted overwhelming consent.

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **1. Stolen Sisters Motion**

**WHEREAS:** The Standing Committee on the Status of Women in the House of Commons and the Native Women's Association of Canada (NWAC) report that 580 women and girls across Canada, a large percentage of whom are Aboriginal, have gone missing, and that between 2000 and 2008, 153 were murdered. Most of these cases have never been adequately investigated;

**AND WHEREAS:** The Canadian Government has set aside \$10 million to address the issue of violence against Aboriginal women and girls, but these funds have largely been used in police efforts that do not specifically address Aboriginal women's issues. Police in Canada are not required to record whether or not victims of crimes are Aboriginal or members of any other minority group;

**AND WHEREAS:** Amnesty International reports that young Indigenous women are five times more likely than other women of the same age to die of violence;

**AND WHEREAS:** The Bible says that we are to have one law for all: "You shall not render an unjust judgement; you shall not be partial to the poor or defer to the great: with justice you shall judge your neighbour" (Leviticus 19:15). The Government of Canada has not done justice in investigating these missing women.

#### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 delegates will sign Amnesty International's "Stolen Sisters" petition asking the Government of Canada to ensure effective police response to incidents of violence against Aboriginal women and to report statistics of violent crime against Aboriginal women to the public.
2. Youth Synod 2012 delegates will report to their parishes on issues related to Aboriginal women's rights and encourage them to support PWRDF initiatives that support Aboriginal women.

Moved by: Roy Campbell, St. Elizabeth, Burlington

Seconded by: Mike Lickers, All Saints, Hagersville

*Summary of debate:* The mover and seconder spoke about their concerns with the current social safety net, and spoke to the invisible nature of the issue under the status quo. One speaker asked a question of clarification regarding the matter of the material referenced in BIRT clause 2. It was stated that the petition would be made available this weekend.

**IN FAVOUR: 74**

**OPPOSED: 1**

### **2. Nutrition and Fitness Motion**

**WHEREAS:** Nutrition and fitness are two aspects of everyday life that are ignored significantly by many schools, parents and students;

**AND WHEREAS:** "Jesus replied: "Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments." (Matthew 22:37-40);

## REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)

**AND WHEREAS:** According to this scripture, if Jesus says that we are to love our neighbour as ourselves it would only make sense to care for and respect ourselves. If we are acting in a way that is detrimental to ourselves then we are acting in a way that does not live out the purpose of this passage.

### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 delegates commit to at least 30 minutes of mild to moderate exercise at least five days a week.

### **Proposed Amendment: (Friendly, adopted)**

2. Youth Synod 2012 delegates will follow the Canada Food Guide at least five days of the week, **unless it will be detrimental to current health situations.**

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

Seconded by: Becky Halliwell, YAM

**IN FAVOUR: 51**

**OPPOSED:22**

### **Proposed Amendment: Friendly (Amendment is in boldface in second BIRT clause)**

Summary of debate: The spirited debate touched on topics of positive and negative self image. Some delegates spoke to their own self image and positively identified themselves as “overweight, and comfortable with it”. A question of clarification sought to solidify these resolutions as guidelines rather than strict rules. The mover clarified that these should be used as guidelines. Some concerns are raised from the house that the mover will come to their homes to check on their progress. The mover addressed these concerns and assured the house that this would not happen.

### **3. Legalization of Marijuana Motion**

**WHEREAS:** Marijuana can be regulated by government institutions in a safe and responsible manner;

**AND WHEREAS:** If marijuana were to be legalized it would help reduce the level of incarceration in the Canadian prison system and free up valuable resources that can be used in all levels of government across the country;

**AND WHEREAS:** Misinformation about the effects of marijuana use is rampant. For instance, the President of the Corners’ Society in the United Kingdom, Hamish Turner, is often quoted stating that marijuana causes “hundreds of deaths a year” but a study by Francis Young for the Food and Drug Administration found that “to induce death, a marijuana smoker would have to consume 20,000 to 40,000 times as much marijuana as is contained in one marijuana cigarette”;

**AND WHEREAS:** Genesis 1:29-31 says "Behold, I have given you every herb bearing seed which is upon the face of all the earth...And God saw everything that he had made, and, behold, it was very good."

Procedural: Motion to vote clause-by-clause

Vote to be carried out ad clausum:

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 acknowledges that much of the information disseminated to youth regarding the dangers of marijuana use is incorrect, exaggerated or falsified.

**IN FAVOUR: 53**

**OPPOSED: 21**

2. Delegates to Youth Synod 2012 will write a letter or email to their MP showing support for the legalization of marijuana.

**IN FAVOUR: 26**

**OPPOSED: 45**

Moved by: Mike Lickers, All Saints, Hagersville

Seconded by: Lenox Daley, All Saints, Hamilton

Procedural: Motion for ad clausum vote:

**IN FAVOUR: 50**

**OPPOSED: 15 Carries.**

Summary of debate: The mover and seconder began with opening comments that addressed the need to de-stigmatize and open discussion. The house brought concerns of safety, and the option of regulation and taxation could generate revenue for the government. Some speakers brought up the issue of legalization versus decriminalization, and discussed misinformation surrounding the idea of a “gateway drug”. One speaker spoke of experiences within the prison system and the fact that “without exception”, all inmates she had worked with said they began with marijuana though it was acknowledged that there are many people who do not become criminals after their experience with marijuana.

### **4. Cultural and Religious Education Motion**

**WHEREAS:** In 1 Jacob 2:17 we are told to “Respect everyone and show special love for God’s people”;

**AND WHEREAS:** Many people in our communities are discriminated against based on their cultural and religious beliefs;

**AND WHEREAS:** This discrimination could be prevented if we had a working knowledge of the practices and beliefs of other religions and cultures beyond our own, such as; Hinduism, Judaism, Buddhism, Islam, Taoism, and many others.

### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 delegates will further their cultural education by taking a World Religions or Issues class or attending a worship experience of another religion.
2. Youth Synod 2012 delegates will share what they learn in their parishes and other communities.

Moved by: Emily Power, St. Matthias, Guelph

Seconded by: Dani Atkinson, St. John the Evangelist, Thorold

**IN FAVOUR: 74**

**OPPOSED: 0**



## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

Summary of debate: The house spoke overwhelmingly in favour of this motion, citing a need to continue our own understanding of our brothers and sisters. Speakers touched on the power of interfaith dialogue, and our interconnectedness.

### **5. Stop Canadian Internet Censorship Motion**

**WHEREAS:** In Canada, the internet has become an integral part of our daily lives;

**AND WHEREAS:** Censorship by the government, in any shape or form is not something that we as a free culture should be subjected to;

**AND WHEREAS:** If censorship of open media is allowed to happen on our internet, all forms of expression will be open to censorship;

**AND WHEREAS:** The Canadian Government has put forth two bills, Bill C-30 (Online Spying Bill) and Bill C-11 (Internet Lockdown Bill) which both threaten to censor the internet that almost all of us use every day;

#### **BE IT RESOLVED THAT:**

1. That Youth Synod delegates will support putting a stop to Canadian Internet Censorship by signing the Open Media.ca petitions found on the fact sheet and writing to their MPs about Bill C-30 and C-11.

Moved by: Lenox Daley, All Saints, Hamilton

Seconded by: Eric Greene, Grace Church, Waterdown

**IN FAVOUR: 73**

**OPPOSED: 0**

Summary of debate: Debate focused on concerns of what content would be censored, or what it would be possible to censor. Many delegates were concerned that their social networks would eventually become compromised, though a counterpoint addressed the fact that social networks are not the central issue or spirit of this motion.

### **6. Media Literacy Motion**

**WHEREAS:** In the information age, reputable sources (academic papers, professional news outlets) are readily available in real time;

**AND WHEREAS:** The internet is a forum in which anyone can contribute on any topic, regardless of their expertise, experience, or research;

**AND WHEREAS:** Ephesians 4:25 says "... having put away falsehood, let each one of you speak the truth with his neighbour, for we are members one of another."

Procedural: Ad Clausum vote:

**IN FAVOUR: 26**

**OPPOSED: 38, Motion is defeated**

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **BE IT RESOLVED THAT:**

1. Delegates to Youth Synod 2012 will look for at least three reliable sources of information on a topic before committing to a viewpoint.
2. Delegates to Youth Synod 2012 will seek to understand multiple viewpoints before broadcasting a viewpoint as an absolute truth.

Moved by: Mike Lickers, All Saints, Hagersville

Seconded by: Emily Power, St. Matthias, Guelph

**Proposed amendment: Clause 2:** Delegates to Youth Synod 2012 will [...research a controversial topic before publicly displaying their opinion/viewpoint on social media] Deemed unfriendly. Debate on the amendment begins.

**IN FAVOUR of AMENDED MOTION: 24**

**OPPOSED to AMENDED MOTION: 43**

**Amendment is defeated. Debate continues.**

**IN FAVOUR: 60**

**OPPOSED: 12**

Summary of debate: Many questions were raised throughout the course of the debate as to what constitutes a reliable source, many speakers addressed the recent phenomenon of #KONY2012 (an online awareness campaign surrounded in controversy). The debate around the amendment concerned a softening of the original spirit of the motion.

### **7. Worm Composting Motion**

**WHEREAS:** Worm composting is the composting of food waste into a bin filled with worms. Soil is created as worms eat the food waste;

**AND WHEREAS:** In some municipalities, public composting results in high emissions from compost pick-up trucks and machine-based composting technologies;

**AND WHEREAS:** Worm composting is a self sufficient form of composting that limits the need for compost pick-up trucks and machine-based composting technologies;

**AND WHEREAS:** Delegates to Niagara Youth Conference (NYC) in the past year all participated in worm composting.

**BE IT RESOLVED THAT:** Youth Synod 2012 delegates all begin worm composting in their homes **[and/or discussing the possibility of worm composting in their parishes and youth events]**.

Proposed Amendment - FRIENDLY. Debate continues.

Moved by: Dani Atkinson, St. John the Evangelist, Thorold

Seconded by: Gregory Millar, Christ's Church Cathedral

**IN FAVOUR: 41**

**OPPOSED: 28**

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **8. Alberta Tar Sands Motion**

**WHEREAS:** The extraction of the Alberta Tar Sands is seriously damaging our environment, producing almost three times more greenhouse gases than conventional oil;

**AND WHEREAS:** Tar sands extraction also causes damage to human health due to large emissions of toxins that are released when they are extracted; for example hydrogen sulfide (H<sub>2</sub>S);

**AND WHEREAS:** We are the stewards of God's creation.

#### **BE IT RESOLVED THAT:**

1. That Youth Synod 2012 delegates will show their support in the prevention of further use of the Alberta Tar Sands by signing *Nature Canada's* petition.
2. Delegates to Youth Synod 2012 will write letters to their local MPs asking for more efficient and environmentally friendly extraction at the Alberta Tar Sands.

Moved by: Emily Power, St. Matthias, Guelph

Seconded by: Roy Campbell, St. Elizabeth, Burlington

PROCEDURAL: Motion for Ad Clausum voting:

**IN FAVOUR: 33**

**OPPOSED: 37**

Motion does not carry, debate resumes.

AMENDMENT: Mover: Henry Byrnes, St. Christopher's, Burlington, Seconder: Mitchell Witteveen, St. John the Evangelist, Thorold: "Will write letters to their local MPs asking for more efficient and environmentally friendly extraction at the Alberta Tar Sands." Amendment is deemed friendly. Debate will now continue on amended motion.

**IN FAVOUR: 52**

**OPPOSED: 22**

Summary of debate: The mover and seconder opened with remarks acknowledging the potential for economic benefits, yet citing the environmental impacts vastly outweighing the possible business gains. The debate raised concerns that this could be an overly simplistic response to a long term problem, addressing problems with reliance on foreign oil and costs of overseas shipping.

### **9. Niagara Anglican Motion**

**WHEREAS:** In discussion at Synod Council, members acknowledged that the Niagara Anglican is not read by a wide enough audience. This is arguably due to a lack of diverse and interesting content;

**AND WHEREAS:** The Niagara Anglican is an important communication tool for a Diocese spanning several municipalities and approximately 100 parishes.

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 Delegates commit to reading the Niagara Anglican monthly.
2. Participants in youth ministry events are encouraged to volunteer to write for the Niagara Anglican about their experiences at youth events and write letters to the editor.

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

Seconded by: not recorded

**IN FAVOUR: 60**

**OPPOSED: 8**

### **10. Living Wage Motion**

**WHEREAS:** The minimum wage (currently \$10.25/hour in Ontario) has been raised several times over the past five years, it is still at a level that is insufficient to sustain an individual working full-time above the poverty line;

**AND WHEREAS:** The true wage needed to maintain a decent standard of living varies based on area, according to research by the Social Planning and Research Council of Hamilton (SPRC) and the United Way;

**AND WHEREAS:** The salaries of higher-paid positions in have increased significantly over the past 25 years, while salaries for lower-paying positions have increased by a lesser margin or have decreased;

**AND WHEREAS:** Higher wages for workers promote better standards of living for all citizens, greater opportunities for families and youth, and greater investment in the economy;

**AND WHEREAS:** God calls us to use our faith for justice and mercy on Earth, saying: "If you offer your food to the hungry and satisfy the needs of the afflicted, then your light shall rise in the darkness and your gloom be like the noonday" (Isaiah 58:10).

### **BE IT RESOLVED THAT:**

1. Delegates to Youth Synod 2012 will ask their MPPs to support an increase to the minimum wage to meet actual costs of living in Ontario.
2. Delegates to Youth Synod 2012 will approach their parish wardens to discuss the concept of a living wage and to ensure the church staff in their parishes are earning a wage that enables them to live with dignity.

Moved by: Roy Campbell, St. Elizabeth's, Burlington

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

PROCEDURAL: Motion to refer to Youth Synod Council

**IN FAVOUR: 63**

**OPPOSED: 8**

This motion will be referred back to Youth Synod Council.

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### **11. Stop “Slut Shaming” Motion**

**WHEREAS:** It is a common practice in Western culture to attack females for being sexual, having sexual thoughts, or engaging in sexual practices;

**AND WHEREAS:** Many of these judgments are based on what women wear, how they talk, or with whom they socialize, viewed as expressions of sexuality;

**AND WHEREAS:** The words “slut” and “whore” are a tool used commonly in these attacks to manipulate women into feeling guilty for their sexuality;

**AND WHEREAS:** Slut-shaming is directly related to victim-blaming; the act of blaming a victim for her own attack based on her choice to walk alone at night, or to wear ‘provocative’ clothing, or other judgments of her behaviour thought to have led to her attack;

**AND WHEREAS:** “Judge not, that ye not be judged.” (Matthew 7:1) When women shut-shame each other, they perpetuate a misogynistic attitude that effectively limits their own freedom of expression and sexuality.

#### **BE IT RESOLVED THAT:**

1. Youth Synod 2012 will support an attitude that discourages judging others based on their sexuality and/or sexual choices both by what we do as individuals and by how we convey opinions to those who do choose to use that language.

**IN FAVOUR: 73**

**OPPOSED: 1**

2. Youth Synod 2012 delegates will engage in anti-slut shaming activities (such as Slutwalk, Take Back the Night), and discouraging slut shaming when it occurs around them.

**IN FAVOUR: 54**

**OPPOSED: 19**

Moved by: Dani Atkinson, St. John the Evangelist, Thorold

Seconded by: Nathalie Reid, St. John the Evangelist, Thorold

PROCEDURAL: Motion to vote ad clausum:

**IN FAVOUR: 59**

**OPPOSED: 11**

Amendment: [Youth Synod 2012 will support an attitude that discourages judging others based on their sexuality and/or sexual choices both by what we do as individuals and by how we convey opinions to those who do choose to use that language.] Deemed friendly by mover and seconder.

### **Closing Remarks**

Keith Halliwell, observer:

- We [the delegates/participants] are all the church of the future. Remember; if we aren’t members of the church, then we are who the church is for.

## **REPORT OF THE TWENTY-FOURTH YOUTH SYNOD SESSION (continued)**

### Bill Mous, Co-ordinator of Social Justice:

- Thanks all delegates for being present
- Reminds all delegates that it is important to have conversations with people we don't normally interact with. The conversations we have here [at youth synod] are different because of the variety of points of view available
- It is important to focus on listening to one another
- Encourages all delegates to engage with their local politicians in a way that facilitates decisions that represent the best interests of us all. How are we using oil? It is necessary to talk to politicians about oil, but also ensure that we change our own habits.

### The Venerable Dr. Steve Hopkins, Chancellor:

We heard from 16 non-voting, and 38 voting participants. It's a little low, but it's a good number. Be sure to contribute to the debate. The resolution with the most speakers was the fitness and nutrition debate. It's great that people stood up and spoke about the fact that they couldn't vote on something they couldn't live up to. Close seconds were the living wage motion and the marijuana motion.

We spend a lot of time in debate on the practical merits of resolution and less time on how we find these things to be true. How do we bring this into the Good News, and the way we live our lives? Parish Councils have this same values. We did speak about how these live up to our faith journeys, and it's worth speaking to these. It's not a Canadian constitution that makes us strive for dignity, we are ALL bearers of that dignity.

The resolution on cultural and religious understanding is positive action against violence. Living in a multicultural world, we must be able to intervene against violence perpetrated in the name of religion. We need to be on the vanguard to ensure people to not use violence against diversity. These are in favour of Jesus' non-violent vision of the kingdom of God. The debate on the living wage had a lot of depth because of the number of personal stories, and that's what a lot of people were tweeting about. The transparency and honesty shows us as a community at our best. The issue at stake is fundamental human dignity. How do we remunerate labour with dignity?

Finally, integrity: trying to make the church look like it is. If we look at the Anglican and we don't see a mirror of what we're seeing in our church, then why is it there at all? One of the biggest challenges that is going to be the factor in Canadian life in the next 10-20 years is the gap between generations, and we need to create multi-generational communities that work with each other. We need to build inter-generational bridges, and through this we will hope to see the Niagara Anglican represent the people it should be reflecting.

### Carrie Charters, Chair:

- Thanks all in attendance for their participation and thank you to St. Luke's for their generous hospitality!

### Bre Gordon & Jeremy Kennedy, MCs:

- Thanks for firing it up, and having us as your MCs!

## **REPORT OF THE CANTERBURY HILLS BOARD OF DIRECTORS**

Canterbury Hills provides a ministry of hospitality to church and community groups from the Hamilton Niagara area and beyond. This ministry of hospitality is delivered through two major functions: the Conference Centre and the Summer Camping Program.

For those not familiar with the setting, Canterbury Hills is nestled within the Carolinian forest of the Dundas Valley. The physical location is five minutes from downtown Ancaster. The beauty and tranquility of the surroundings disconnects it from the hustle and bustle of the nearby metropolitan area. For our clients this ability to escape to something so beautiful, so peaceful yet only minutes away makes Canterbury a special gift for restoring body, mind, and soul.

The past two years have been very turbulent for the economy. This has affected operations at Canterbury especially for the conferencing operation. Our total nights booked has declined over the past two years. This slight decline in revenue coupled with a slight rise in operating costs and the pressure of maintaining an aging facility has caused cash flow difficulties that the board and the management of Canterbury Hills are addressing. The good news is that we are seeing steady bookings for the coming year.

Parishes are reminded that there is a 15% discount rate for accommodation for parish groups. Just be sure to book well in advance of the desired dates.

For many people Canterbury Hills means summer camp. This year a very capable staff led by Nate Seroski provided a summer full of memories for over 600 campers. This is very close to 100% capacity. The staff team at Canterbury Camp is excellent. They provide an enriching inclusive summer experience for campers from a variety of backgrounds and abilities. Several of the more senior camp staff are off to post secondary next year and will not be returning. We thank them for their dedication and service to the camping program. Offsetting this is the number of excellent LIT's ready to move into Cabin Leader positions. We are also fortunate that Nate Seroski has agreed to carry on as Camp Coordinator for next summer.

Above all Canterbury Hills is a people place. This report is an excellent opportunity to thank all the staff and volunteers connected with Canterbury. It is their friendliness, hard work, and willingness to go the extra mile that helps to make Canterbury a very special place.

At the October 10 Board meeting, the Reverend Canon David Linn announced his intention to retire from full time ministry and from his position as Executive Director of Canterbury Hills effective January 31, 2013. After 14 years as Director this will mean a huge adjustment for Canterbury. David has provided exceptional leadership and stewardship to Canterbury Hills. Although a difficult decision; it is also an understandable one. We wish David and Susan many blessings as they embark on this part of their life together.

Respectfully submitted,  
Mr. Greg Murray  
on behalf of the Canterbury Hills Board of Directors

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

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

### **Endowment Funds**

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

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

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

### **Financial Report**

Please see the 2011 audited financial statements on the pages following.

The Foundation had Fund balances totaling \$13.2 million as at December 31, 2011.

### **Directors - 2011**

- Mr. James Sweetlove, President
- Mr. Andrew Bucknall, Vice- President
- Mr. Gordon Archbell, Secretary
- Bishop Michael Bird (Ex-officio)
- The Venerable Lynne Marchant
- Archdeacon Bob Leckey
- Mrs. Judy Conning
- Mr. David Watson
- Ms. Jody Beck, Treasurer

I would like to thank all the members of the Board of Directors for their continuing support and dedication.

Respectfully submitted,  
Mr. James Sweetlove, President



Financial Statements of

**ANGLICAN CHURCH MINISTRIES  
FOUNDATION, NIAGARA**

Year ended December 31, 2011

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## INDEPENDENT AUDITORS' REPORT

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

We have audited the accompanying financial statements of the Anglican Church Ministries Foundation, Niagara, which comprise the statement of financial position as at December 31, 2011, the statements of operations, changes in net assets and cash flows for the year then ended, and notes, comprising a summary of significant accounting policies and other explanatory information.

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

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

### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform an audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

### *Basis for Qualified Opinion*

In common with many charitable organizations, the Anglican Church Ministries Foundation, Niagara derives revenue from gifts and bequests, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the Anglican Church Ministries Foundation, Niagara and we were not able to determine whether, as at and for the year ended December 31, 2011, any adjustments might be necessary to gifts and bequests and excess of revenues over expenses reported in the statement of operations and fund balances reported in the statement of financial position.

*Qualified Opinion*

In our opinion, except for the effect of the matter described in the Basis for Qualified Opinion paragraph, the financial statements present fairly, in all material respects, the financial position of Anglican Church Ministries Foundation, Niagara as at December 31, 2011, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Chartered Accountants, Licensed Public Accountants  
DATE

Hamilton, Canada

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# **ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA**

## **Statement of Financial Position**

December 31, 2011, with comparative figures for 2010

	General Fund	Restricted Fund	Endowment Fund	2011	Total 2010
<b>Assets</b>					
Current assets:					
Cash	\$ 50	\$ -	\$ -	\$ 50	\$ 50
Accounts receivable	-	22,490	-	22,490	-
	50	22,490	-	22,540	50
Investments (note 2)	71,379	(629,652)	12,436,696	11,878,423	11,221,593
Rectory loans (note 3)	-	-	1,379,904	1,379,904	1,630,668
	\$ 71,429	\$ (607,162)	\$13,816,600	\$13,280,867	\$12,852,311
<b>Liabilities</b>					
Current liabilities:					
Accrued liabilities	\$ 31,534	\$ -	\$ -	\$ 31,534	\$ 16,534
<b>Fund Balances</b>					
Externally restricted (note 4)	\$ -	\$ (640,342)	\$13,816,600	\$13,176,258	\$12,782,795
Unrestricted	41,448	-	-	41,448	18,850
Internally restricted	(1,553)	33,180	-	31,627	34,132
	39,895	(607,162)	13,816,600	13,249,333	12,835,777
	\$ 71,429	\$ (607,162)	\$13,816,600	\$13,280,867	\$12,852,311

See accompanying notes to financial statements.

# **ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA**

## **Statement of Operations**

Year ended December 31, 2011, with comparative figures for 2010

	General Fund	Restricted Fund	Endowment Fund	2011	Total 2010
<b>Revenues:</b>					
Gifts and contributions	\$ -	\$ 118,170	\$ 215,642	\$ 333,812	\$ 311,618
Sale of rectories	-	-	583,937	583,937	-
Net investment income	(1,553)	(324,303)	-	(325,856)	948,155
Anglican Network in Canada recoveries (note 6)	-	77,437	-	77,437	-
Reimbursement of investment fee	57,984	-	-	57,984	47,137
	56,431	(128,696)	799,579	727,314	1,306,910
<b>Expenses:</b>					
Administration	30,386	-	-	30,386	25,082
Audit fee	5,000	-	-	5,000	7,434
Endowment refund to parishes	-	245,827	100	245,927	239,225
Other endowment refund	-	32,445	-	32,445	5,035
	35,386	278,272	100	313,758	276,776
<b>Excess of revenues over expenses</b>	<b>\$ 21,045</b>	<b>\$ (406,968)</b>	<b>\$ 799,479</b>	<b>\$ 413,556</b>	<b>\$ 1,030,134</b>

See accompanying notes to financial statements.

# **ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA**

## **Statement of Changes in Net Assets**

Year ended December 31, 2011, with comparative figures for 2010

	General Fund	Restricted Fund	Endowment Fund	2011	Total 2010
Fund balances, beginning of year	\$ 18,850	\$ (200,194)	\$13,017,121	\$12,835,777	\$11,805,643
Excess of revenues over expenses	21,045	(406,968)	799,479	413,556	1,030,134
Fund balances, end of year	\$ 39,895	\$ (607,162)	\$13,816,600	\$13,249,333	\$12,835,777

See accompanying notes to financial statements.

# **ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA**

## **Statement of Cash Flows**

Year ended December 31, 2011, with comparative figures for 2010

	2011	2010
Operations:		
Excess of revenues for the year	\$ 413,556	\$ 1,030,134
Change in non-cash operating working capital:		
Increase in accrued liabilities	15,000	16,534
Increase in accounts receivables	(22,490)	-
	406,066	1,046,668
Investing:		
Change in investments, net	(656,830)	(975,691)
Change in rectory loans, net	250,764	(70,977)
	(406,066)	(1,046,668)
Increase in cash	-	-
Cash, beginning of year	50	50
Cash, end of year	\$ 50	\$ 50

See accompanying notes to financial statements.

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements

Year ended December 31, 2011

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The Anglican Church Ministries Foundation, Niagara has been set up to receive and maintain a fund or funds and to apply all or part of the principal and income there from, from time to time, for charitable purposes, and in particular to assist The Synod of the Diocese of Niagara, in the Anglican Church of Canada, its Bishop or Archbishop: to preach, promote and advance the spiritual teachings of the Christian faith; and to support and maintain churches and the mission of the Church in order to propagate and express the Christian faith. The community of faith encompasses a large geographical area including the Niagara Peninsula, Greater Hamilton, the Region of Halton; Dufferin; Wellington and portions of Haldimand County. It was incorporated by an act of the Provincial Government of Ontario, assented to on January 1, 1999 and is a registered charity under the Income Tax Act.

## **1. Significant accounting policies:**

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

### **(a) Fund accounting:**

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

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

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

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

### **(b) Investments:**

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

### **(c) Revenue recognition:**

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



# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

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## 1. Significant accounting policies (continued):

### (d) Financial instruments:

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

The Foundation has classified its financial instruments as follows:

Cash is classified as held-for-trading.

Investments are classified as held-for-trading.

Rectory loans are classified as loans and receivables.

Accrued liabilities are classified as other liabilities.

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

### (e) Use of estimates:

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

# **ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA**

Notes to Financial Statements (continued)

Year ended December 31, 2011

## **2. Investments:**

The market values of investments are as follows:

	2011	2010
Russell Canadian Equity Fund	\$ 3,473,620	\$ 3,544,320
Russell Canadian Fixed Income Fund	4,126,383	3,769,857
Russell US Equity Fund	1,852,873	1,709,655
Russell Overseas Equity Fund	1,815,603	1,623,165
Russell Global Equity Fund	609,944	574,596
	<b>\$11,878,423</b>	<b>\$11,221,593</b>

## **3. Rectory loans:**

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

## **4. Endowments:**

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

	Restricted Fund	Endowment Fund	Total 2011	Total 2010
Synod – Endowment Fund	\$ (3,556)	\$ 527,060	\$ 523,504	\$ 538,524
Gerula Flower Memorial Fund	(266)	7,125	6,859	5,182
Bishop's Company Endowment	15,011	209,528	224,539	226,921
McMaster Campus Ministries Endowment Fund	18,060	77,602	95,662	98,407
Education and Training for Leadership in the Church	25,623	1,379,535	1,405,158	1,445,418
Outreach in the Name of Christ	11,911	714,652	726,563	722,709
St. George's, St. Catharine's Endowment Fund	19,875	724,911	744,786	727,874
Cathedral Place Endowment Fund	24,614	638,524	663,138	566,689
Cathedral Place Clayton/Aetyro	6,249	144,650	150,899	160,375
Charles and Bexcy Daw Endowment Fund	1,079	10,480	11,599	11,891
St. John's, Niagara Falls Endowment Fund	7,839	62,580	70,419	68,841
St. James, Dundas Endowment Fund	1,047	2,000	3,047	2,146
St. Jude's Foundation of Hope	998	87,500	88,498	95,483
Youth Worker	49	30,000	30,049	-
Rectory Funds	(768,875)	9,200,453	8,431,578	8,112,335
	<b>\$ (640,342)</b>	<b>\$13,816,600</b>	<b>\$13,176,258</b>	<b>\$12,782,795</b>

# ANGLICAN CHURCH MINISTRIES FOUNDATION, NIAGARA

Notes to Financial Statements (continued)

Year ended December 31, 2011

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## **5. Financial instruments:**

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

## **6. Anglican Network in Canada recoveries:**

During the year, funds were recovered from a former parish that had previously been withheld and not submitted to the Foundation upon the sale of the rectory.

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## **REPORT OF BROCK REGIONAL COUNCIL**

Brock Region encompasses the half of the Niagara Peninsula that includes Dunnville, Wainfleet, Port Colborne, Dain City, Fort Erie, Ridgeway and Ridgemount, Niagara Falls and Chippawa, Fonthill and Welland. Generally we would attend meetings the first Wednesday of the month.

This past year, we have been less diligent about holding our meetings and one reason may be that most parishes expect that there will be a change in the role of councils when the Governance Working Group presents their final report.

While we have not been meeting regularly, we still share electronically with the region any and all events and activities that are scheduled. In this way we are able to actively support the parishes throughout the region.

Thank you to everyone for your faithful support and participation.

Respectfully submitted,  
Mrs. Patricia Davis, Chair

## **REPORT OF UNDERMOUNT REGIONAL COUNCIL**

### **Investigating New Ministries**

The Undermount Regional Council continues to hold bi-monthly meetings five times throughout the year. At each meeting over the past year, we have discussed the progress of our new mission directions and how we can best support them. The Regional Archdeacon, the Regional Dean and the Synod Council Reps communicate what has been happening throughout the Diocese engaging representatives from most of the ten parishes which constitute Undermount Region. Such gatherings enable us to consider our common challenges and explore possibilities. Sharing perspectives strengthens us all.

This has been a significant year in the Region of Undermount because of what Bishop Michael began in October 2011. For those unfamiliar with this region, Undermount contains a wide variety of people and parishes. The region stretches from the agricultural core of Winona through the suburban sprawl of Stoney Creek, and then sweeps through the downtown core of Hamilton into some of poorest areas in the province. It settles into the considerably comfortable residential areas tucked beneath the escarpment and then concludes in the residentially prestigious part of Westdale. The parishes comprising Undermount Region are as varied as the demographics they represent. From traditionally-bound and community-based parishes to downtown ministries involving social agencies, the Region provides for the needs of a wide spectrum of people.

How can one Region respond to God's call to such diversity? Actually, it was the Bishop who last October and November spearheaded a mission to examine what new kinds of ministry might be calling to the people of Undermount to consider in order to live as the Body of Christ in the world.

A month of bible study followed Bishop Michael's mission to consider how such a varied group of parishes can take the gospel to the changing world around them. This challenge was welcomed by many in the Region. Suffering from an aging population that used to sustain the vitality of its parishes, and dwindling by a growing pattern of people moving to the outer-lying areas of Hamilton-Wentworth, Undermount Region knew it was time to change. A declining population and an increasing need for revenue have forced Undermount parishes with their generally aging population to acknowledge that they can no longer sustain the kind of ministries that defined their former 'glory-days'. Undermount Region had to wrestle with the question, "How can the Church stay true to its self while reaching out to a vastly changing world around us?"

Early in January 2012, a gathering of interested people from Undermount Region who had attended the Fall series of meetings, described several areas of interest. Later in March, with an open-space model, these areas of interest became more clearly defined and included timelines for next steps. Since then, new developments in sharing parish resources in the west end of the Region has begun, an ambitious series of Children's Ministry workshops has taken shape across the whole region, an active group meeting regularly to deepen their spirituality and a group of people to consolidate strategies to improve communication across the diocese are just four direct results of the Bishop's Mission.

## **REPORT OF UNDERMOUNT REGIONAL COUNCIL (continued)**

At this point, then, we do not know where these initiatives for new ministries will lead. What we do know, however, is that God is certainly moving in Undermount's responses to the challenge. God's Spirit is unleashing the talent, insight and energy of a host of people in the attempt to make Christ real. Although each parish in Undermount is different, each parish has the same mission: to deliberately and intentionally determine how they can make Christ 'real' to the people who live in their midst. Spreading the Good News is what it's all about!

Respectfully submitted  
Mrs. Susan Little, Chair

## **REPORT OF THE DIOCESAN ARCHIVIST**

May I first refer you to two documents. First, is the Diocesan Canon 2.6 which every parish is obliged to follow. Remember also there is no cost to the parish for keeping the original Registers at the Mills Memorial Library at McMaster University. Copies are returned to the parish in due time and be aware I have access to them at all times.

The second matter is to refer to our pamphlet "Archives, our story" which informs the parish to keep what is important and archival what is not. Copies are available from myself at Cathedral Place.

New clergy to the Diocese should also be aware of what is kept at McMaster for their parish. Just contact myself and I will send you a copy if you don't know.

If you are bringing any archive material to me for McMaster PLEASE make a complete list (4 copies) and identify the parish and person leaving it at Cathedral Place.

As penmanship is not taught in schools any more PLEASE make sure clergy names are printed legibly beside the actual signature on all registers.

Did you remember to have the Bishop sign all Confirmation registers?

If you have any building projects, copies of plans should be sent to me at Cathedral Place.

Do you know the legal, full name of your church?

Parish histories are valuable sources of information. Send me a copy of any currently being written. Also, I have information on each parish for anyone intending to write a parish history.

I requested digital pictures of all stained glass windows. If you have not yet done so please do now so they can be included in our Diocesan Stained Glass Registry.

Finally, some churches are doing a "Rogues' Gallery" of past clergy. I have some in my archives to help.

Respectfully submitted,  
The Venerable John Rathbone  
905-527-1316 Extension 450

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

The Property Committee of Cathedral Place makes recommendations to the Diocese on budget needs for Cathedral Place, monitors and reviews the actual expenses incurred vs. the budget allowed, develops long range plans for Cathedral Place in terms of maintenance, major repairs, furniture and fixtures, bearing in mind heritage designation constraints and reviews user rates and terms.

Bearing the above in mind, the Property Committee and those tasked with taking care of the property known as Cathedral Place have an ever challenging job. The property is the permanent home of the Cathedral Parish and its staff, the Diocesan staff and Jamesville Day Care. In addition, there are at least 50 events taking place in the building each week. It is a very busy place!

While it is wonderful to have so many groups welcomed into the building for their activities, it does not happen without a great deal of effort by our staff; Roger Cassey, Nick Lawson, Nancy Clause, Patrick Wall, Dennis Hurst, Turner Shaw and our cleaning contractors – Linda and Linda. We thank all of them for their continued efforts in keeping Cathedral Place in order.

However, having a building in downtown Hamilton, open for over 16 hours each day to such a large number of people is not without consequences. The expenses incurred to maintain our building have been, and continue to be a concern. Just like a house, the property needs regular maintenance to be available to all who need it. Our list of major repairs required is large in both quantity and cost. While it is always preferable to complete all projects identified as needing to be done, our reality requires that we make choices; not every identified project can get done within what some would call a reasonable time frame.

Whether reacting to an emergency issue or planning for the future, with the guidance of our Property Manager, Roger, we try to make good choices in how, where and when to spend our limited resources on the property; we must use our resources wisely. This means making long term decisions, sometimes delaying needed work until we can afford to do it correctly.

This year using both our staff resources and external vendors, we have completed a number of initiatives.

- Installed Myler Hall ceiling fans to improve heat efficiency and stop fire alarm triggers,
- Repaired and refreshed paint in Myler Hall, Niagara Room and other areas,
- Built the Day Care Stroller Hut,
- Replaced the Myler Hall flat roof shingles,
- Completed HVAC system repairs and upgrades,
- Replaced defunct lighting with more environmentally friendly bulbs and fixtures,
- Purchased a new blade for the snowplough, new lawnmowers and weed whackers - for maintenance of Hamilton properties,
- Completed a variety of general repairs to the building - elevator and lift repairs, electrical upgrades, fire and safety compliance upgrades, plumbing and electrical repairs and upgrades.

Over the next few years the Property Committee will continue to prioritize the many projects still waiting to be done, along with ensuring all routine and emergency work is completed on a timely basis.



## **REPORT OF THE CEMETERY CONSULTANT**

The Cemetery Consultant position functions as a resource offering support, advice and guidance for parish corporations and trustees entrusted with the operation and care of cemeteries, niche walls, scattering gardens and columbariums. I assist with the interpretation of and adherence to provincial guidelines and legislation governing cemetery operations and additionally, provides advice and support relating to situations and concerns that may occur.

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

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

**The biggest news is that the Funeral, Burial and Cremation Services Act SO 2002 Chapter 33 was enacted on July 1, 2012.** This will replace The Cemeteries Act RSO 1990 Chapter 4 (Revised).

This will have a profound effect on all cemeteries in the Diocese of Niagara.

Cathedral Place now has a home on the Diocese Web Site for cemeteries. This Site is found under “Resources” and will assist in drafting By-Laws, Price Lists and Interment Rights Certificates.

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

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

Respectfully submitted,  
Mr. Brian Culp

## REPORT OF THE GREENING NIAGARA COMMITTEE

**Greening Niagara** has now completed its 4th year and meets bi-monthly at the Cathedral. In April 2012, Dean Sutton-Greenhalgh made a presentation to Synod Council about our work over the past 2 years. We continue to Co-operate and communicate with other local and national Environmental groups such as KAIROS, 350.org, Greening Sacred Spaces, Faith and the Common Good; and participate in Climate Justice events and support Parish events for Earth Day and Earth Hour. We communicate and liaise with other Diocesan ministries including Bishop's Advisory Committee on Church Buildings(BACCB), Solar Energy Task Force, and Social Justice. Presentations made to parishes on greening kitchens and solar panels have been beneficial. Holy Trinity, Fonthill is so far the only church in the diocese with solar panels and they are generating revenue from the sun!

**The web site** contains material needed by parishes to help them maintain environmental action at their churches. Six areas on the web site give information on: Resources, Accreditation, Best Practices, Energy Audits, Animating Parishes and Ministry Resources. Regular updates are made for things such as Earth Hour and Earth Day Service ideas. Also included are links to KAIROS and Greening Sacred Spaces resources. <http://www.niagara.anglican.ca/green>

**Accreditation Program:** Over the past 4 years 25 bronze, 9 silver and 2 gold awards have been presented. Some parishes went straight to gold or silver but this still means that only 33 parishes have participated in the accreditation program – a number that the committee hoped would have been higher. Please contact the co-chairs for more information about parish visits if this would help with making your church more environmental friendly or for concerns over the accreditation process.

**Green Facilitators:** 52 parishes have a Green Facilitator (GF) that can be contacted directly by mail or email. Our goal this year is to increase awareness in parishes to ensure a GF is appointed. The Green Facilitator is expected to sit on parish council and their presence in this role will help keep an environmental angle present in decision making. Regular email communication is sent to GFs but contact by mail is harder to maintain. We ask that clergy or the parish administrator check to see if their Vestry Report to the Cathedral includes an email address for your GF. If not could the parish administrator receive emails for your parish to facilitate greater communication? An article was printed in the September Niagara Anglican where more details can be found.

**Two Niagara Workshops:** were held in the Fall of 2011: One at St. Davids, Welland; and one at St. Lukes, Burlington. Attendees participated in small group seminars or learnt about a data base spreadsheet – Energy Label Workbook - that can be used to record utility bills at a parish level and make comparisons over the years. A few parishes have worked on collecting their utility data and this summer 3 parishes submitted data to a nationwide Anglican study still ongoing at this time. Letters of thanks to these three parishes were sent by Randal Goodfellow, chair of Creation Matters Task Group.

**Greening Network of Ontario:** meets quarterly in Toronto or by phone with representatives from Huron, Ottawa, Toronto, Niagara, Ontario and recently Algoma. Hopefully contact with the Diocese of Moosonee will be made so all 7 Diocese in Ontario are included. The committee is happy to report that Niagara is one of the most forward and environmentally conscious Dioceses and thanks Bishop Michael for his support to our committee.

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

The Greening Niagara committee will continue in the year ahead to uphold our ideals of creating a greener world and work towards engaging more parishes and parishioners in our environmental goals.

Thanks to our supportive and enthusiastic committee for another successful year.

Mr. Donald Brown

Mrs. Susan Curran

Mr. Michael Edwards

Mr. Russell Kelk (past Co-Chair)

The Reverend Bill Mous (ex-officio)

Ms. Sarah Noiseux (youth)

Mrs. Karen Nowicki (Staff)

Ms. Nancy Pellerin

Mr. David Ricketts (BACCB)

Mr. Dean Sutton-Greenhalgh

The Reverend Max Woolaver

Respectfully submitted,

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

## REPORT OF HANDS ACROSS NIAGARA

In March, a call for applications for our pilot of the Hands Across Niagara grants process was put out to all ministries within our diocese. Hands Across Niagara grants are available to parishes proposing a ministry project in one of four key areas:

- **Food and Hunger:** partnerships that respond to the need of vulnerable people for secure access to nourishing food or projects that form partnerships to advocate for food security.
- **Children:** partnerships that address the needs of vulnerable children and youth.
- **Affordable Housing:** partnerships that make possible new and creative ways to provide safe and accessible shelter for vulnerable people in our communities, including refugees.
- **Eco-Justice:** partnerships that seek to sustain and renew the life of the earth and to transform unjust structures that impair the life of God's creation.

While the deadline was tight, ten parishes submitted applications and many more expressed interest in doing so next year. The inaugural round of Hands Across Niagara grants were awarded to six ministry partnerships in 2012. The following grants were made possible through the generous donations of Anglicans in Niagara:

St. Alban's, Acton, in partnership with Community Development Halton and Food for Life, received \$1000.00 to start a community garden. Expert gardeners will offer training to members of the community who wish to learn to grow their own food using the principles of organic gardening. At harvest time, participants will learn how to preserve some of their produce, while another portion of the produce from the garden will be shared with the help of local food banks. The project addresses food security, empowering people to grow their own food, and to learn to protect and nurture the earth at the same time.

St. Christopher's, Burlington, in partnership with the Halton Fresh Food Box Not For Profit Corporation, received \$1000.00 to fund a program of education and empowerment around issues of access to nourishing, responsibly produced food. The series of educational evenings will include current consumers of the Fresh Food Boxes distributed by St. Christopher's. Noting large-scale inequalities in the current system food production and distribution system, this program will empower participants to make sustainable food choices, and to take steps to advocate for changes to the current food system.

St. James', Fergus, in partnership with local churches and the Guelph-Wellington Poverty Elimination Task Force received \$940.00 to engage in a series of public meetings where they will begin to form relationships with the people who are in need of affordable housing, hearing their stories, and then building an action plan to advocate for their needs. This process is especially needed in the largely rural area targeted by this project. In addition to forming relationships with neighbours in the region and empowering them to advocate for affordable housing, it is hoped that the process will lead to transformation in the way that local churches view their role in the community.

St. James, Guelph, in partnership with the Guelph & Wellington Task Force for Poverty Elimination and Onward Willow, received \$1000 to help expand their Living on Less program from seven sessions to eight. The expanded program will allow participants to share their experience with local politicians and community organizations, giving participants a forum for engage in direct advocacy. Living on Less

## **REPORT OF HANDS ACROSS NIAGARA (continued)**

currently invites people in Guelph to participate in a learning community that addresses nutrition, housing, interviewing and employment skills, opportunities for education and public health.

Church of the Incarnation, Oakville, partnering with North Oakville Outreach and other ecumenical partners, received \$1000 to begin a series of summer community barbeques in the Abbeyview, a subsidized housing complex located close to the church. Sensitive to the needs of neighbours for safe and affordable housing, the bbqs will provide a platform through which to form supportive relationships. It is hoped that these relationships will, in time, enable the church to develop trust and mutual knowledge out of which partnerships in naming and acting together for social justice can be built.

St. Paul's, Westdale, in partnership with Micah House Refugee Reception Services and Canadians for Lucene Charles, received \$1000 to host an education and advocacy training event called "Keeping Families Together: Canada's Immigration System and the Problem of Family Separation." The slogan for this event is "Families not Borders." Members of an expert panel will offer brief presentations concerning parents' legal status and the rights of Canadian born children, Canada's obligations under International Treaties, such as the UN Declaration on the Rights of the Child, and options in dealing with Canadian Immigration and Citizenship and the Canadian Boarder Services Agency when parents are facing deportation. In addition to educating families at risk of being separated from Canadian born children, the event will offer an opportunity to educate local, provincial and federal politicians (who will be invited) as to the problems and issues surrounding family separation, and the rights of Canadian born children and advocate for changes to our current system.

Members of the Hands Across Niagara Committee,

Derek Anderson (Chair), Bill Mous, Christyn Perkons, and Judy Worsley, were joined by the following people to form the grant review panel which evaluated funding applications and awarded grants:

Dorothy Brown, Transfiguration, St. Catharines,  
Sandi Harper, St. Paul's, Westdale,  
Steve Hopkins, St. Christopher's, Burlington,  
Simon Jacques, St. James', Guelph,  
Ellie Johnson, St. Simon's, Oakville,  
Peter Scott, St. Mark's, Orangeville,  
Irene Walback, All Saints, Erin,  
Frank Whiting, Holy Trinity, Fonthill.

Words cannot express our gratitude to this hard working group who were asked to learn a new set of procedures and granting criteria *and* to evaluate applications in a consensus-decision-making environment.

Hands Across Niagara, of course, replaces the Anglican Appeal in our diocese. Donations to Hands Across are divided equally among:

- The Anglican Church of Canada (funding ministries such as the Council of the North, the PWRDF, and the Truth and Reconciliation process),
- The Diocese of Niagara (funding grants for ministry partnerships which target the root causes of injustice), and,

## **REPORT OF HANDS ACROSS NIAGARA (continued)**

- The donor's parish (where congregations are encouraged to use the money to fund local justice and servant ministries)

Hands Across Niagara is helping Anglicans live out our Diocesan Vision. Momentum is building behind this important program: from the inception of Hands Across Niagara in June 2010 until the first grants were awarded in May donations to Hands Across Niagara totaled \$24,600.

Hands Across Niagara is helping us to gather resources to connect with God's mission in the world. We are grateful for the generosity of everyone who made a gift to Hands Across, and we are delighted to be able to share the good news stories of the ways that Anglicans in Niagara are connecting in new and transformative ways with their neighbours as a result of Hands Across grants. For more information, or to donate, please visit <http://www.niagara.anglican.ca/handsacross/>

Respectfully Submitted,  
The Reverend Derek Anderson, Chair

## REPORT OF THE NIAGARA SOCIAL JUSTICE COMMITTEE

The Niagara Social Justice Committee has been meeting since February 2012. Our work has been focused in the following areas.

- *Providing advice and support to the Bishop on social justice policies, action and advocacy.*  
Members of our committee assisted Bishop Michael Bird in drafting responses to the Commission for the Review of Social Assistance to the provincial government, the Drummond Report, and Bill 31 (refugee rights). A number of committee members also participated in a Day of Action to protest the cuts made to the interim Federal Health program for refugees. The committee made a recommendation to the Bishop to implement a living wage policy for Cathedral Place employees and is preparing to work with the parishes on discussions of Living Wage.
- *Collaborating with partner organizations through working groups.*  
The committee heard reports and collaborated with many community and provincial and national partners and campaigns, and worked closely with Greening Niagara, PWRDF, and the Refugee group for the networking event. We are also working in partnership with the Diocesan Youth Ministry Committee to have a joint event in the spring.
- *Developing social justice ministry resources for parishes.*  
The committee is working along with Bill Mous to develop various resources for the parishes and more efforts will be concentrated in this area in the coming year.
- *Connecting people passionate about justice through yearly consultations/networking events.*  
In partnership with the Prophetic Social Justice Petal Group, our committee held **“A Day of Education and Inspiration: leading us to action”** on October 13<sup>th</sup> at St. Andrew’s, Grimsby. The day was organized around four areas of focus: poverty elimination, environmental justice issues, food security and refugees. Fifty people attended and heard leaders talk about the issues from a global, national and local perspective. Four workshops centered on the themes for further education. To wrap up the day, the parishes met in regional groups to examine their local communities and look for places of collaboration and partnership. The groups reported back that they would like more opportunities to network and share resources.

Next year, we look forward to expanding our support to the parishes and providing further opportunities for parishes and community organizations to collaborate and form partnerships.

Many thanks to the tireless leadership of Rev. Bill Mous. I am continually amazed with the skills and dedication of the committee: Alicia Archbell, Roy Campbell, Rev. Sharyn Hall, Terry Holub, Rev. Elizabeth Huether, Catherine Hughes, Dennis Hurst, Rod McDowell, Sue Pratt, Catherine Vanderlip and staff member, Rev. Bill Mous.

Respectfully submitted,  
Ms. Judy Worsley, Chair

## REPORT OF THE VISION GROUPS

The Diocese of Niagara has been engaging with our vision for ministry. This is true of us as: individuals, groups, parishes, agencies, Vision Groups, officers and staff, Committees and Councils, and a Synod. In response to its invitation, we have been noticing more carefully the vibrant present it celebrates. We have also been going more deeply into the vital future it imagines. The Vision Groups reporting below have, as distinct points of engagement, been making waves in their respective areas. Recalling some high school physics, when more than one source makes waves, the resulting interference can have one of two effects. The waves can cancel one another out or the crests and troughs can build, synergistically, to create super-crests and super-troughs. It all depends on whether the wave-making pulses are in phase.

Our Vision Groups have been pulsing, channelling our collective prayer, thought, learning and action. One labours so that a culture of continuous innovation emerges amongst us. Another fosters a culture of generous stewardship. Yet another aims at promoting life-changing worship communities. One strives to raise up and equip outstanding leaders for missional ministry; another prompts the networking and courage it takes to engage in prophetic social justice-making. Still another resonates with the central mission statement and foundational values of our vision. A vision-associated group, Journeys in Faith, amplifies the call to follow Christ passionately and anchors the vision in our lives seen as spiritual journeys. What keeps it all in phase is a commitment to focus all our wave-making through the Vision's lens and staying connected with one another. The Vision Groups are reporting to Synod together again this year as a token of a desire to continue "in phase" with vision-shaped activities throughout the diocese.

### Continuous Culture of Innovation

*To faithfully follow the God of innovation in His mission to the world by making disciples, taking risks, and creating new expressions of church in our diocese.*

*Matthew 14: 22-31 - Jesus walks on water and then calls Peter to do the same – stepping outside our comfort zone in response to God's call.*

The Innovation group began 2012 in an exciting way by sponsoring about 40 clergy and lay leaders to attend the Vital Church Planting Conference in Toronto held at St. Paul's Bloor Street. Keynote speaker Dave Male spoke about the church's need to support pioneer ministry in our changing culture. Bishop Michael and Archdeacon Michael also both attended this conference. As a follow up to the conference the Innovation group provided the resource, "Re-imagining Church," to aid churches in continuing their own conversations around missional leadership.

During the Spring and Summer the Innovation group created a Missional Mini-grant program modelled after the Diocese of Toronto's "Reach Grant" program. It is our hope that if/when funding is available, our own diocese can begin offering small grants to support local ministry initiatives to reach out and connect effectively with the "un-churched" or "de-churched" people of their own communities and neighbourhoods.

Lastly, on November 1<sup>st</sup>, the Rev. Robert Hurkmans and Prof. John Bowen will be presenting at the Missional Summit in the Diocese of Toronto.

*The Rev. Robert Hurkmans*



## REPORT OF THE VISION GROUPS (continued)

### Generous Culture of Stewardship

*By 2014, the people of the Diocese of Niagara are recognized for the way their giving reflects God's generosity, their honest and faithful care of every gift, and the manner in which their resources are used effectively to God's glory. They have established a high level of trust, and know that parishes are stronger working together than alone.*

*John 6:1-13 (Feeding 5000) - God takes every act of generosity, large or small, and magnifies it to God's purposes beyond what we could ever ask or imagine.*

The Stewardship Group of Niagara's Vision celebrates the stories shared at our past Synod: videos that illustrated how Anglicans in Niagara are living out their baptismal vows as stewards of all that God so generously places in our care. The team is committed to fostering a thriving culture of generosity in every aspect of our vision together. Our work is about generating support and resources to empower Anglicans to grow in their understanding of stewardship as central to our relationship with God and one another in Christ's name. As the name implies, the challenge before this petal group is large. Our Diocesan Vision invites all of us not just to grow as stewards, but to foster a prevailing *culture* of generosity that reflects the nature of God in Christ. This is precisely counter-cultural to a world that would often have us form identity and worth around material things or self, yet declares that there is never enough. But as we saw in the videos last year, this generosity culture is more than possible: it is already happening. No matter where the Vision's declared focus of passionately following Christ is expressed, healthy stewardship weaves into that expression with a harmony of purpose and excellence. Whatever your gifts or passion, stewardship is Christ's call to care for every gift, whether to foster God's justice, make worship a way of life, develop excellence in leadership, innovate in faith, or offer any healthy spiritual discipline which makes our shared vision even more a living reality.

2012 has seen great change in the Stewardship group. First, we gave thanks to Jim Newman for his service as he retired as Niagara's Stewardship Officer. Archdeacon Lynne Marchant and Mr. Mitch Banks of St. Elizabeth's, Burlington, retired from the group. Archdeacon Michael Thompson was called to offer his gifts in an office in the national church. Canon David Pickett accepted the role of acting Chair as we awaited news of a new Stewardship Officer. Archdeacon Lynne returned with all her gifts to this new role. Joined by new membership, this "petal" group is on track to make its contribution to the greater purposes of the whole vision in the spirit expressed above.

In 2013, supporting the work of our Diocesan Stewardship Officer, priorities include:

- resources for teaching, preaching and living Christian stewardship
- strategies and simple things that parishes can use to keep healthy stewardship bubbling away year-round
- renewed resources for gift planning and donor appreciation
- development of Narrative Budget as connecting mission with resources, in the parish and in the Diocese
- communication strategies: web, social media, print, and in human building relationship in parishes, and amongst parishes
- connecting more effectively with existing resources and partnerships in the broader church
- working in partnership with Hands Across Niagara to connect resources with local mission

## REPORT OF THE VISION GROUPS (continued)

*Generous God, source of all that is, you spoke creation into being and blessed us with life and love. In Jesus, you gave us the extravagant gift of yourself. In the Holy Spirit, you lend us our very breath. Help us to give generously like you, so as to serve you, free from fear. Give us courage to grow beyond our trust in material things, courage to place our trust in you above all, courage to give with our very lives. May our generosity reflect your purposes of love, and foster your church's true community with hope, compassion and wholeness. In Jesus we pray. Amen.*

*The Rev. Canon David Pickett*

### **Journeys in Faith**

More than two hundred people participated in Bishop Michael's inaugural Lenten book study in 2012; the feedback was quite positive, and those who read it seem to have been challenged and intrigued by the first book, John Bell's *Ten Things They Never Told Me about Jesus*. Bell's work helps us to think about what Jesus' humanity means in a deep way for our faith.

Building on the success of last year's Lenten book study, Bishop Michael has selected Mary Jo Leddy's *The Other Face of God* as his Lenten book for 2013. Questions for discussion will be made available early in the new year, and information about ordering copies should be available soon. Journeys in Faith is working to bring Ms. Leddy to the diocese for a visit to discuss the book in the latter part of Lent.

Save the Dates! The entire diocese is invited to a major new initiative on May 22, May 29, and June 5 of 2013. Taking place simultaneously at sites in the north, around Hamilton, and in the peninsula, we are looking forward to compelling presentations about how life experiences and discoveries have changed the lives of more than nine dynamic presenters. Watch for more information in the months ahead, but plan to go to as many of the sessions as you can!

*The Rev. Matthew Griffin*

### **Life-Changing Worship**

*By 2014, the Diocese of Niagara's parishes are strengthened by offering transformative worship experiences that make the Gospel message accessible to the wider world in ways that help people experience and engage God in their hearts, heads, bodies and souls.*

*Acts 2 – The birth of 'the church' – making the experience of God accessible to everyone.*

These are highlights of this year's "wave-making" for the Life-Changing Worship (LCW) Vision Group.

- Increased requests for material from a growing liturgy resource library (books, DVDs, CDs, etc), and regular posting of worship-related conferences and workshops on the LCW area of the diocesan website.
- Hosted a consultation for a working group mandated by the national Faith, Worship & Ministry Committee to begin work on a supplement to *Common Praise* which drew musicians and those interested in church music from across the diocese. It resulted in not only an interesting report for the national church's work but an appreciation for the breadth and depth of worship music and music resources used in Niagara by those participating – notes can be found on the LCW section of the website.

## REPORT OF THE VISION GROUPS (continued)

- An Undermount Children's Ministry resource group which began meeting in the late spring at which developing resources for worship that is inclusive of families and children is a significant focus.

Members of the Life Changing Worship team will lead parish workshops on various aspects of writing contextual liturgy as well as a beginning workshop focused on best practices in contextual liturgy as well as how to develop a parish liturgy team. We have consultants from a broad range of liturgical backgrounds so are able to work within your parish's liturgical preferences. To request support for your parish in liturgy renewal, please contact Christyn Perkons at [christyn.perkons@niagara.anglican.ca](mailto:christyn.perkons@niagara.anglican.ca)

Parishes, clergy and laity are welcome to borrow resources from the Resource Library including books, DVDs, CDs, music books and activity props. New resources include; Words & Wondering, Greatest Prayer, Dirt, Mess & Danger, Encounters at the Counter, The Other Face of God, Christianity After Religion, Barefoot Church, Radical Hospitality, Speaking Christian, Naked Spirituality, Using Scripture in Worship, The Art of Curating Worship, and Mission-Shaped Spirituality. Resources may be borrowed by visiting the Synod Office or by contacting Christyn Perkons or Jane Wyse at 905-527-1316.

Ms. Christyn Perkons

### Outstanding Leadership for Ministry

*Lay and clergy leaders in the Diocese of Niagara, working together in partnership, grow missional communities, nurture disciples and make new disciples who follow Christ passionately and live out God's mission in the world.*  
Luke 4:16-21 – *"The Spirit of the Lord is upon me, because he has anointed me to bring good news..."*

Highlights for this year include:

- Strengthening the focus of our goal, indicators and objectives on being missional and disciple-making as signs of the kinds of leaders we aim to raise up and equip.
- Supporting and being supported by the work of the Rev'd Canon Terry DeForest as Vision Advocate and Coordinator for Excellence in Ministry.
- After creating guidelines for learning communities and inviting the clergy and licensed lay-workers of the diocese to form such communities, we delighted when dozens of diocesan leaders accepted the invitation! They have begun to gather around numerous areas of interest: part-time ministry, rural mission & ministry, liturgical renewal, discipling, end-of-life issues, spiritual direction, women in ministry, children's ministry, modern communications, missional ministry, work-life balance, seniors' ministry, collaborative ministry, building healthy communities, *et cetera*.
- Articulating a rationale for and greater clarity about the nature of ministry covenants as they are beginning to be developed across Niagara.
- Responding, in depth, to the Competencies for Ordination to the Priesthood consultation held by the Primate's Theological Commission. Our research and reflections on these questions have helped us name priorities for promoting excellence in ministry and prompted us to adapt and recommend a resource for discerning vocations to ordained ministry.
- Exploring the use of webinars and other digital vehicles for training events and programmes and for various diocesan meetings.

## REPORT OF THE VISION GROUPS (continued)

- With thanks for their gifts for the team's work, we note that the Rev. Kevin Bothwell departed to focus on exercising leadership in a new parish and Stan Bowers and the Rev. Canon Dr. Cathie Crawford-Browning joined the team.

*The Rev. Tom Vaughan*

### Prophetic Social Justice-Making

Proposed Revised Goal: *The Diocese of Niagara engages with those seeking justice, striving to faithfully uphold the dignity of all, and with God's help to transform lives.*

*Micah 6:8 – God asks only that we act justly and kindly as we co-create the kingdom with God.*

Highlights for 2012, the year of Prophetic Social Justice-Making in Niagara, include:

- The formation of the diocesan Niagara Social Justice Committee which has already made meaningful contributions to our justice ministries on issues such as living wages, refugee rights and the Commission for the Review of Social Assistance in Ontario.
- Being a touchstone think-tank for the work of the Rev. Bill Mous, Coordinator of Social Justice (in his enabling, communication, advocacy and facilitation roles) and a range of diocesan groups, including: the Primate's World Relief and Development Fund working group, the Hands Across Niagara campaign, the Greening Niagara committee, and the Refugee Sponsorship working group.
- An electronic consultation to assist the Vision Group review and substantially revise the goal, indicators and missional objectives of the Prophetic Social Justice-Making area of our vision.
- Co-sponsoring the recent Niagara Social Justice Day of Action gathering and equipping more than 50 passionate advocates for environmental, food security, poverty elimination and refugee concerns.
- Preparing a budget submission for a two-day conference to help animate and equip people and parishes for the ministry of justice-making.

*Ms. Carolyn Vanderlip*

### Vision Values

The Vision Values Group exists to stimulate conversation within our Diocese regarding the words found at both the centre and the base of the Diocesan Vision graphic. Increasingly, we see the 'core' statement as a Mission Statement for the Diocese.

*Following Christ passionately,  
we pursue excellence,  
practise justice and grow.*

Similarly, we see the foundational values as hallmarks of our diocesan identity.

✠ Spiritual Discipline ✠ Valuing Diversity ✠  
✠ Honesty and Integrity ✠ Passion and Hard Work ✠

Our work emerged for 2012 out of the excitement of the Vision Day in October 2011 and the energetic and helpful discussion at Synod regarding the directions emerging from our Diocesan Vision. We welcomed three new committee members & met once with Canon Terry DeForest, Vision Advocate for the Diocese.

Our work focuses on the ways we understand the 'words' which shape our Vision. Teasing out the layers of meaning in words like *integrity* or *diversity* can be challenging. Our committee has begun to design resources that enable individuals

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

and communities to grasp the verbal claims we are making through our Diocesan Vision. In Advent 2011, a Bible Study Resource was developed and will be updated for

Advent 2012. Similarly, the creation of discussion starters for Parish Councils, Vestry gatherings and parish committees will continue. A key focus for the Vision Values group will be the development of additional resources to enable learning conversations about our values and mission.

Over time, it is becoming more obvious that attention to the Vision Values also exists at the crossroads of intersecting hopes and themes emerging across our Diocese. For example, the work of ALL the Vision Groups become the outward and visible sign of our underlying values, hopes and our sense of mission in following Christ. We will therefore need to deepen our sense of ongoing collaboration with the vision groups working on Continuous Innovation, Prophetic Social Justice-making, Generous Stewardship, Outstanding Leadership and Life-changing Worship and other discussion groups like Journeys in Faith.

*The Rev. Canon Dr. Margaret Murray*

### **Vision Groups Leaders**

The leaders of the various Vision Groups met on a number of occasions this year. We explored how the work of “wave-making” in each of the Vision’s nodes can, more and more, be “in phase.” We have delved into important questions about how the Vision can continue to be a “living document” and how its ongoing evolution can be affirmed. We consulted about the next diocesan theme. We heard about proposals for governance changes. We met with Bishop Michael; considered how to mark the Vision’s fifth anniversary, encouraged telling stories of “vision sightings” and suggested the creation of an annual vision calendar/time-table. These have all been features of our labours to stay “in phase.” There are quite a few new vision-related facts on the ground: Vision Group Representation on Synod Council, a growing Hands Across Niagara programme, the call for budget submissions from Vision Groups and part-time staff positions dedicated to vision engagement. All of these have been signs of Niagara’s desire to amplify the impact of our collective vision wave-making. In each Vision Group and in the Leaders’ Group, we have been aware that we have a way to go before our diocesan budget is, in both form and substance, entirely vision-driven. We have a way to go before all our ministries as individual disciples and missional communities are undertaken in light of our Vision. However, we have also been clear that the Vision is taking root and flowering in many ways. When our wave-making is blessed, it is a sign that God is, as a traditional spiritual suggests, “troubling the waters” and that those who pass through those “troubled waters” can find freedom and new, resurrected life on the other side. For that empowering and heartening reality and for the profound partnership we share with the members of all Vision-related groups, with Bishop Michael and all our diocesan leaders, and with every vision-inspired disciple across our diocese, we can give the deepest thanks to God.

*The Rev. Canon Terry DeForest*

**Continuous Culture of Innovation:**

Dr. John Bowen  
The Rev. Robert Hurkmans (Team Leader)  
Mr. Andy Kalbfleisch  
Ms. Sue Kalbfleisch  
The Rev. Sheila Van Zandwyk

**Generous Culture of Stewardship:**

The Rev. Dr. Derek Anderson  
(Hands Across Niagara Chair)  
The Rev. Jean Archbell  
The Rev. Canon Paddy Doran  
The Ven. Lynne Marchant  
(Diocesan Stewardship Officer)  
Mr. David Moriarity  
The Rev. Deanne Patchett  
The Rev. Canon David Pickett  
(Acting Chair)

**Journeys in Faith:**

The Rt. Rev. Michael Bird (ex officio)  
The Rev. Jack Cox  
The Rev. Michael Deed  
The Rev. Matthew Griffin (Convenor)  
Sr. Margaret, CSC  
Sr. Michael, CSC  
The Rev. Aaron Orear  
Ms. Christyn Perkons  
The Rev. Patricia Stansfield

**Life-Changing Worship:**

Ms. Stephanie DeForest  
The Rev. Matthew Griffin  
Ms. Janet Hope  
Ms. Christyn Perkons (Team Leader;  
Director of Congregational Support and  
Development)  
The Rev. Patricia Stansfield  
The Very Rev. Peter Wall

**Outstanding Leadership for Ministry:**

The Rev. Kevin Bothwell (-Sept. 2012)  
Mr. Stan Bowers  
The Rev. Dr. Nigel Bunce  
Mr. William Connor  
The Rev. Canon Dr. Cathie Crawford-  
Browning  
The Rev. Canon Terry DeForest (Vision  
Advocate & Coordinator for Excellence  
in Ministry)  
The Rev. Dr. Renée Desjardins  
The Ven. Dr. Stephen Hopkins  
Mr. Andy Kalbfleisch  
The Rev. Tom Vaughan (Chair)

**Prophetic Social Justice-Making:**

The Rev. Will Alakas  
Ms. Judy Connor  
The Rev. Canon Paddy Doran  
The Rev. Bill Mous (Coordinator of  
Social Justice)  
Ms. Carolyn Vanderlip (Chair)  
Mr. Steve Varey  
Ms. Ellen Woolaver  
Ms. Judy Worsley

**Vision Values:**

Ms. Cindy Blades  
Ms. Shirley Broostad  
Mr. Michael Edwards  
The Rev'd Pam Guyatt  
The Rev'd Canon Dr. Sharyn Hall  
The Rev'd Elizabeth Huether  
The Rev'd Paul Sherwood  
The Rev. Canon Dr. Margaret Murray  
(Chair)

**Vision Groups Leaders:**

The Rev. Canon Terry DeForest  
The Rev. Robert Hurkmans  
The Ven. Lynne Marchant (Sept. 2012- )  
The Rev. Bill Mous  
The Rev. Canon Dr. Margaret Murray  
Ms. Christyn Perkons  
The Rev. Canon David Pickett  
Ms. Carolyn Vanderlip  
The Rev. Tom Vaughan

## DIOCESAN SYNOD COUNCIL NOMINATIONS

	Member 2013-2014	Alternate 2013
<b>BROCK</b>		No name received
<b>GREATER WELLINGTON</b>	The Reverend Elizabeth Huether St. Matthias, Guelph	Mr. Lloyd Hicks St. George's, Guelph
<b>LINCOLN</b>	No name received	No name received
<b>MOHAWK</b>		No name received
<b>TRAFALGAR</b>		Mr. Kirk Boyd St. Simons, Oakville
<b>UNDERMOUNT</b>	Ms. Brenda Brownlee All Saints, Hamilton	The Reverend Dianne Distler St. Alban's, Hamilton

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

**Clergy Nominations for the 2013 General Synod  
(in alphabetical order)**

**Archbell, The Reverend Jean**

- Rector St. Elizabeth, Burlington September 2005 - present
- Associate Priest St. Christopher's, Burlington January 2002 - August 2005
- St. Christopher's, Burlington: Director of Pastoral Care November 1998 - January 2002; Director Inreach & Fellowship September 1996 - November 1998
- Bishops Chaplain November 2007 – present
- Diocesan Committees: Ministry Support 2002 - 2005; Generous Culture of Stewardship 2008 - present; Synod Council 2012
- Fresh Start Facilitator April 2005 – present
- Co-Facilitator of Niagara Continuing Education beginning in 2011
- Provincial Synod Delegate 2012

**Asselin, The Reverend Canon Joseph**

- Ordained in 1993. Graduate of Trinity College
- Served as Assistant Curate of St. George's, Guelph and Rector of Mount Forest.
- Rector of St. Cuthbert's, Oakville, since 1999
- Led an \$850,000 facility expansion at St Cuthbert's
- Associate (Fellowship of St John) of the Society of St. John the Evangelist in Cambridge, Massachusetts and is a keen supporter of the spiritual care of clergy
- Graduate of the Church Development Institute in the Diocese of Western New York
- Served on the Board of Governors of St. Mildred's School, the diocesan Stewardship and Financial Development Committees and Synod Council
- Supportive of a fully inclusive church and will back changes to the Marriage Canon with local options

**Galligan, The Reverend Brian**

- Rector, St. Alban the Martyr, Acton
- Ordained Deacon June 7, 2009
- Ordained Priest January 24, 2010
- Prior to ordination 40 year science career with extensive work and travel overseas
- Previous Lay Director of Niagara Anglican Cursillo Movement
- Outspoken advocate for interfaith dialogue, ecumenism, social justice and food security
- Promotes visionary new expressions of worship

**Marchant, The Venerable Lynne**

- Currently serving as a member of Council of General Synod
- Member General Synod 2007, 2010
- Nominated for Deputy Prolocutor General Synod June 2009
- I would be honored to represent Niagara and fulfill time on CoGS
- Director of Stewardship & Financial Development August 2012 to present
- Archdeacon of Brock 2003 - present
- Rector of St. John's, Niagara Falls 2000
- Ordained deacon and priest 1997
- Member Provincial Synod 2006 & 2009, first at alternate 2012
- Member Provincial Executive Council 2006 – 2009



## **Clergy Nominations for the 2013 General Synod (continued)**

### **Morgan, The Reverend Katherine**

- Ordained deacon and priest in 1996
- Previous parishes: St. Simon's Oakville (Assistant Curate) & Christ Church, Woodburn (Rector)
- Rector, St John the Divine, Cayuga & St John's, York 2007 to present
- Legion Padre 2009 to present
- Member of Decennial Inspection Committee 2011 to present
- Niagara Youth Conference Staff 1997 to present
- Regional Dean, Mohawk Clericus 2003 to 2009
- Diocesan Youth Ministry Committee 1997 - 2007

### **Pickett, The Reverend Canon David**

- 23 years experience in ordained ministry
- Rector of St. John's, Ancaster since 2001 including during the time of the parish addition and redevelopment
- Diocesan service includes Stewardship, Strategic Planning, Policy on Ethics & Professional Conduct, Diocesan Rep on Cathedral Place Property Committee and on Renison University College's Board of Governors, several years service on Synod Council
- Honorary Senior Fellow of Renison University College
- Distinguished Alumni of Huron University College
- Designated recipient of a DD *Honoris Causa* at Huron University College, fall 2013
- Extensive commitment to PWRDF as one of The 3 Cantors
- Life Member of PWRDF's Board of Governors

### **Wall, The Very Reverend Peter**

- Rector of Christ's Church Cathedral and Dean of Niagara since 1998
- Very active in Diocesan and National Church life
- Liturgical officer for Niagara
- Member of Synod Council
- Elected member of the Council of General Synod 2004-2007, Member of General Synod 2010 Planning Committee, Co-Chair, General Synod 2010 Worship Committee
- Chair, General Synod Planning Committee, 2013
- Anglican Co-Chair, Joint Anglican Lutheran Commission
- Past member of both General and Provincial Synods
- Active ecumenically - appointed Anglican member of ELCIC National Church Council; The Ontario Stewardship Network

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

- Rector, All Saints, Erin, June 2010 to present
- Rector, St. Paul's, Shelburne, September 2005 to June 2010
- Deacon/Priest-in-Charge, St. Alban's, Grand Valley, June 2003 to June 2005
- Member of the Diocese of Niagara Synod Council since June 2009
- Alternate Delegate for Provincial Synod 2009, 2012
- Chaplain to Ordinands since September 2007
- Associate, Sisterhood of St. John the Divine
- Participant in the Collegium for Small Churches at Virginia Theological Seminary in June 2009
- Earned a Master of Sacred Theology and Diploma in Spiritual Direction from Regis College, June 2012
- Passionate about Small Church Ministry, Preaching and Spiritual Direction

**Lay Nominations for the 2013 General Synod  
(in alphabetical order)**

**Barnes, Mr. Gordon Wayne**

- born in Montreal, September 1949
- married Kathy Tarr August 1971, two children Jennifer and James
- graduated Bishop's University with BA (hons) in 1971 and Queen's University in 1973 with LLB
- admitted to the Ontario bar in 1975
- worked at Goodyear Tire from 1973 to 2003, retired as President & CEO 2003
- member St Christopher's Church, Burlington
- past warden St Christopher's, retired Director of Trillium Health Centre
- member of General Synod's strategic planning task force from 2007 to 2010
- interests include reading, travel, golf, cottage and selected volunteer activities

**Clinkard, Mr. Andrew**

- Member of Church of the Resurrection
- Alternate Lay Delegate to Synod & PC member
- Former People's Warden
- Leader of Resurrection Men's small group
- Chair of the Finance Budget subcommittee
- Member of FAC
- Member of Synod Council 2011 – present
- Member of Diocesan Court 2012
- Member of Provincial Synod 2012
- Director of HARRRP 2011 - present
- Member of the Bishop's Financial Task Force 2009 – 2010
- Employed with Canada Revenue Agency since 1991

**Cook, Mr. Bradley**

- Graduated University of Waterloo, B Sc 1991
- Worked at Canadian computer manufacturer 1993-1998, attaining the role of sales manager
- Inventor & Entrepreneur 1998-2002
- VP Sales Lava Computers 2003-2005
- Owner Distant Early Warning Communications 2005-2008
- Process Optimization Consultant (Advanced Solutions) for Honeywell Process Solutions 2008-2012
- Currently Independent Process Optimization Consultant
- Married to Pamela Gayle nee Coffman, 2007
- Two children, Gillian & Alec ages 12 & 8
- Involved in outreach programmes at St John's (Dixie) 1997-2003 & All Saints' (Erin) 2003-present
- Lay Delegate to Niagara Synod 2011 on behalf of All Saints' (Erin)
- Lay Member of Niagara Synod Council 2012 on behalf of Greater Wellington

## **Lay Nominations for the 2013 General Synod (continued)**

### **Davis, Mrs. Patricia**

- Member St. James and St. Brendan, Port Colborne
- Past People's and Rector's Warden
- Choir, Past President
- Licensed Lay Reader;
- Envelope Secretary; Renovation Campaign Manager
- Committees: Worship Chair; ACW Treasurer; Screening in Faith; Church/Hall Renovations
- Chair Brock Regional Council
- Diocesan Committees: Synod Council; FAC; Governance
- Retired Elementary Principal; Retired Teachers Ontario-Niagara Executive; Director Community Living Port Colborne and Welland; Port Colborne Chorale; Harbourlite Singers

### **Gaitskell, Ms. Victoria**

- Lifelong Anglican, currently a member of St. Cuthbert's, Oakville.
- Professional journalist since 1996.
- Her work has appeared regularly in such major publications and news services as the *Toronto Star*, *Toronto Sun*, *Canada's Arctic Journal*, *Anglican Journal*, Episcopal News Service, and *Marketing Magazine*.
- At various times her beat has included travel, culture, the graphic arts, religion, ethics, business, and politics.
- Her contributions to numerous not-for-profit organizations, First Nations, and children's charities have included successful appeals of government funding, marketing and communications, setting up ethnically specific libraries, and job placements for at-risk youth.
- Her father's cousin, Hugh Gaitskell, was Britain's Leader of the Opposition from 1955-1963.

### **Holyoke, Mr. Paul**

- Married with two daughters
- Deputy Rector's Warden, St. James, Fergus
- Lay Delegate to Synod for 6 years
- Chair, St. James Social Justice Committee
- Chair, Centre Wellington Social Justice Group
- Previously, Rector's Warden at St. Peter's, Toronto
- Twice a participant in the Bishop's Curling Funspiel
- Health Services Researcher (PhD in Health Policy)
- Background in law and public policy

### **Laughton, Mr. Greg**

- Lay delegate to Niagara for over 30 years
- Deputy Lay Secretary to Diocesan Synod for 4 years
- Inaugural Chair of Brock Regional Council
- Member of design committee for Same-Gender-Blessing Liturgy for Niagara
- Member of Candidates' Committee for Niagara
- Attendance at three past General Synods: Toronto, Montreal and Halifax
- 32 years' teaching communications skills at NCAAT
- Twenty Years a Scouter

## **Lay Nominations for the 2013 General Synod (continued)**

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

- Lay delegate since 1992
- General Synod delegate 2010
- Provincial Synod delegate 2006,2009,2012
- Synod Council (2000-4) Undermount Regional Council Chair (2000-4;2011-present)
- ACPO assessor
- Diocesan Court since 1999
- Undermount Children's Ministry Task Force 2012
- Children's Festival Co-founder & Co-ordinator since 1983
- Parish small group & Bible studies leader
- Summer camp Bible study & VBS leader
- Camp Artaban & Canterbury Hills afficianado
- Cursillista
- Scouts Canada Leader, Trainer & Commissioner

### **St. Pierre, Mrs. Margaret**

- Born in England
- Trained as a physiotherapist in London
- Emigrated to Canada in 1969, attended several Anglican churches including St. Thomas' Huron St. Toronto
- Married in 1971; moved to Oshawa and attended St. George's
- Moved to Guelph in 1972; member of St. James'
- Church involvement: Parish Council, Choir, Altar Guild, Bishop's diploma course
- Continue to work as a physiotherapist in Home Care

### **White, Ms. Sharon**

- past coordinator, Social Justice Committee, St. John's Ancaster
- past intercessor, St. John's
- chair, Diocesan Compensation Committee
- Order of Niagara (2007)
- member, Synod Council
- member, Diocesan Court
- member, Diocesan Governance Committee
- lay reader, St. James Dundas
- employment lawyer practicing with Inch Hammond in Hamilton

# MEMBERS OF NIAGARA DIOCESEAN SYNOD - 2012

(# Indicates No Vote)

Acton St. Alban the Martyr (Gr. Wellington)	The Reverend Brian Galligan	Mr. Braden Morgan Mr. Keith Smith Mrs. Paulette Switzer
Ancaster Canterbury Hills (Mohawk)	The Reverend David Linn	Lay Delegates Not Applicable
Ancaster St. John (Mohawk)	The Reverend Canon David Pickett The Reverend Matthew Griffin	Mrs. Donna Ellis Mr. Peter Marsh Mr. Quintin Osmond-Ward Mr. Geoff Small Mr. Richard Wallace
Arthur Grace Church (Gr. Wellington)	The Reverend Gordon Walls	Mr. Ron Burns
Beamsville St. Alban (Lincoln)	The Reverend Canon Susan Wells	Ms. Donna Bomberly Mr. Ian Smith Mr. Connor Wilson
Burlington St. Christopher (Trafalgar)	The Venerable Steve Hopkins The Reverend Sue Nicolls The Reverend Michael Deed	Mr. Wayne Barnes Ms. Tricia Clark Mrs. Joanne Gallagher Ms. Marilyn Rector Mr. John Stephen
Burlington St. Elizabeth (Trafalgar)	The Reverend Jean Archbell	Mrs. Linda Banks Mr. Roy Campbell Mr. Louis Gallant
Burlington St. John (Trafalgar)	The Reverend Bahman Kalantari	Mr. Norm Read
Burlington St. Luke (Trafalgar)	The Reverend Canon Stuart Pike The Reverend Cheryl Fricker	Mr. Bev Alexander Mrs. Shirley Cooper Mr. Terry Raybould Mrs. Janice Skafel
Burlington St. Matthew on-the-Plains (Trafalgar)	The Reverend Dr. Derek Anderson	Mr. Jacob Gerlofs Mr. Ken Jeanes Ms. Kelly Sabourin
Caledonia St. Paul (Mohawk)	#The Reverend Cheryl Barker	Mrs. Kathy Brunton Mr. Vincett McCurdy Mr. Callum McGill
Cayuga St. John the Divine (Mohawk)	The Reverend Katherine Morgan	Mrs. Linda Mills Mr. Fred Predon
Cheapside St. John (Mohawk)	#The Reverend Richard Moorse	Mrs. Joanne Bartlett

## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

Dundas St. James (Mohawk)	The Venerable James Sandilands The Reverend Elizabeth Steeves	Mrs. Barbara Busing Mr. David Ricketts Ms. Amber Chalcraft
Dunnville St. Paul (Brock)	The Reverend Paul Sherwood	Mrs. Joan Urquhart
Dunnville The Dunn Parish, Christ Church, Port Maitland and St. John's, South Cayuga (Brock)	#The Reverend Paul Sherwood	Mrs. Monika Augustine
Elora St. John (Gr. Wellington)	The Reverend Patrick Patterson	Mrs. Susan Adams Mrs. Ellen Pearson Mr. Ian Rice
Erin All Saints (Gr. Wellington)	The Reverend Susan Wilson	Ms. Allison Bell Mr. Bradley Cook
Fergus St. James (Gr. Wellington)	The Reverend Dr. Pauline Head	Mrs. Helen Henderson Dr. Paul Holyoke Ms. Naomi Dinniwell
Flamborough Christ Church (Mohawk)	The Reverend Canon Frances Darlington	Mrs. Marie Allardyce Ms. Rosemary Horsewood
Fonthill Holy Trinity (Brock)	The Reverend Canon David Browning	Mr. Nate Duliban Mr. John Saylor Mrs. Wendy Timms
Fort Erie St. Paul (Brock)	The Reverend Dr. Wayne Fraser	Mr. Alex Catherwood Mr. John Newton
Georgetown St. George (Trafalgar)	The Reverend Canon Robert Park The Reverend Nancy Rowe	Mrs. Patricia Durant Mrs. Wendy Lovely
Glanford St. Paul (Mohawk)	The Reverend Claudine Carlson	Mrs. Maureen Peddle
Glen Williams St. Alban the Martyr (Trafalgar)	The Reverend Aaron Orear	Mr. Bill Cunningham Mrs. Linda Spencer
Grand Valley St. Alban (Gr. Wellington)	The Reverend Stephanie Pellow	Mrs. Joan Richardson
Grimsby St. Andrew (Lincoln)	The Reverend Max Woolaver The Reverend Paul Whitehouse	Mrs. Shelley Deegan Mrs. Anita Gilbert
Guelph (Gr. Wellington) St. David and St. Patrick	The Reverend Thomas Vaughan	Mr. Tom Poirier Miss Emily Steers

## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

Guelph St. George (Gr. Wellington)	The Reverend Ralph Blackman The Reverend Canon Jean Mitchell	Mr. Paul Gilmor Ms. Danielle Kelly Mr. Jeff Robinson Ms. Ella Turnbull
Guelph St. James the Apostle (Gr. Wellington)	The Reverend Dr. Barbara Sykes	Ms. Margaret St. Pierre Mr. John Zargi
Guelph St. Matthias (Gr. Wellington)	The Reverend Elizabeth Huether	Rev. Gessica Bell Ms. Jennifer Craig Mr. William Wells
Hagersville All Saints Church (Mohawk)	The Right Reverend Ralph Spence	Mr. Richard Anderson Mr. Michael Lickers Mrs. Sandi Tobicoe
Hamilton All Saints (Undermount)	#The Reverend Ronda Ploughman	Ms. Barb Havens Mr. Cole Sutton-Greenhalgh
Hamilton (Undermount) Church of the Ascension	The Very Reverend Alexander Hewitt	Mrs. Ruth Faulks Ms. Jean LePan
Hamilton Church of the Resurrection (Mohawk)	The Reverend Canon Mark Tiller The Reverend Leon Burke	Mrs. Betty Ann Bushell Mrs. Glenna Swing Mr. Colin Taylor
Hamilton Christ's Church Cathedral (Undermount)	The Very Reverend Peter Wall The Reverend Sue Channen	Mr. Dale Guenter Mr. Brian Kreps Mr. Greg Millar Ms. Jenny Street
Hamilton Diocese of Niagara Synod Office (Undermount)	The Right Reverend Michael Bird The Venerable Michael Patterson The Reverend Canon Marni Nancekivell The Reverend Bill Mous #The Reverend Canon Terry DeForest #The Venerable Lynne Marchant	Ms. Joanna Beck Ms. Christyn Perkons Canon Robert Welch
Hamilton Church of the Nativity (Undermount)	The Reverend Canon Patrick Doran	Mr. John Kelly Mrs. Blanche Robertson
Hamilton Holy Trinity (Mohawk)	The Reverend David Toth	Mrs. Catherine Curtis Miss Hillary Johnston
Hamilton St. Alban the Martyr (Undermount)	The Reverend Dianne Distler	Mrs. Laura McKenzie Ms. Shaylanna Rodgers
Hamilton St. John the Evangelist (Undermount)	The Reverend David Anderson	Mrs. Susan Little Mr. Geoffrey Purdell-Lewis

## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

Hamilton St. Luke (Undermount)	The Reverend Javier Arias	Mr. Lionel Downes
Hamilton St. Michael (Mohawk)	The Reverend Sheila Van Zandwyk	Mrs. Pat Melmer Mr. Alan Olsen
Hamilton St. Paul (Undermount)	The Venerable Dr. Richard Jones	Mrs. Nancy Brooks-Bittle Mr. Peter Howard Ms. Sharon Molnar
Hamilton St. Peter's Hospital (Undermount)	The Reverend Mary Fleming	Lay Delegates Not Applicable
Hamilton St. Stephen on the Mount (Mohawk)	The Reverend Canon Scott McNaughton	Mr. Al Rathbone Ms. Martha Sears Mr. Steve Small
Homer St. George (Lincoln)	The Reverend Dorothy Hewlett	Ms. Pat Yanik
Hornby St. Stephen (Trafalgar)	The Rev'd Canon Dr. Margaret Murray The Reverend Joan Dunn	Mrs. Deborah Keefe Ms. Emma Keefe Mr. Orest Shein
Jarvis St. Paul (Mohawk)	The Reverend Richard Moorse	Mrs. Marianne Moorse
Jordan St. John (Lincoln)	The Reverend Kevin Block	Mrs. Christine Christie Mr. Lee Tombs
Lowville St. George (Trafalgar)	The Reverend Dr. Nigel Bunce	Mrs. Jan Savory
McNab Christ Church (Lincoln)	#The Reverend Dorothy Hewlett	Mrs. Cheryl Fraser
Milton Grace (Trafalgar)	The Reverend Christopher Snow #The Reverend Wendy Phipps	Mr. Gary Hogg Mr. Simon McDermott Ms. Anneliese Moens
Mount Forest St. Paul (Gr. Wellington)	#The Reverend Gordon Walls	Mr. Bryan Elliston
Nassagaweya St. John (Trafalgar)	The Reverend Wendy Phipps	Mr. Bill Dennis
Niagara Falls Christ Church (Brock)	The Reverend Paul Maynard	Mrs. Eleanor Didemus Ms. Geraldine Wilson Black
Niagara Falls Holy Trinity (Brock)	The Reverend Canon Jim Powell	Ms. Susan Beal Mrs. Marie Haldane



## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

Niagara Falls St. John the Evangelist (Brock)	The Venerable Lynne Marchant The Reverend Deanne Patchett	Mrs. Catharine Bennett Ms. Emily Irwin-James Ms. Gill Tucker
Niagara-on-the-Lake St. Mark (Lincoln)	The Reverend Canon Dr. Robert Wright	Mr. Chris Bjorgan
Norval St. Paul (Trafalgar)	#The Rev'd Canon Dr. Margaret Murray #The Reverend Joan Dunn	Ms. Bonnie Burton
Oakville Appleby College (Trafalgar)	The Reverend Canon Robert Lennox	Lay Delegates Not Applicable
Oakville Church of the Epiphany (Trafalgar)	The Reverend Suzanne Craven	Mrs. Pamela Spicer Mrs. Sarah Thompson
Oakville Church of the Incarnation (Trafalgar)	The Reverend Canon Terry DeForest	Ms. Sarah Curran Ms. Kelly Maclauchlan Mrs. Anne Moniuk
Oakville St. Aidan (Trafalgar)	The Reverend Canon Barry Randle	Mr. Michael Edwards Mrs. Penelope Johnstone
Oakville St. Cuthbert (Trafalgar)	The Reverend Canon Joseph Asselin	Ms. Victoria Gaitskell Mr. Dave Hutchison
Oakville St. Jude (Trafalgar)	The Very Reverend James Merrett	Mrs. Barbara Burton Mr. Christopher Hemming Ms. Cheryl Hudson Mr. Chris Little Mr. Michael Nightingale
Oakville (Trafalgar) St. Mildred's Lightbourn School	The Reverend Maria Nightingale	Lay Delegates Not Applicable
Oakville St. Simon (Trafalgar)	The Reverend Canon Darcey Lazerte	Ms. Tamara Ferguson Mr. Fred Roach Mrs. Laura Sears
Orangeville St. Mark (Gr. Wellington)	The Venerable Peter Scott The Reverend Connie Phillipson	Ms. Diana Newell Mrs. Hilda Pincoe Mrs. Christine White Mrs. Cathy Wilson
Palermo St. Luke (Trafalgar)	The Reverend Jeff Ward #The Reverend Sue-Ann Ward	Mr. John Moore
Port Colborne The Parish of St. James and St. Brendan (Brock)	The Reverend Robert Hurkmans	Mr. Dave Flemming Miss Miriah Laplante Mrs. Barb Yakobowski

## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

Queenston St. Saviour (Lincoln)	The Reverend Janet Cashin	Mrs. Lou Campbell
Ridgemount St. John (Brock)	#The Reverend Dr. Wayne Fraser	Mrs. Evelyn Marchuk
Ridgeway All Saints (Brock)	#The Reverend David Thomas	Ms. Thirza Gonsalves Mr. Robert Mac Donald Miss Victoria Pollard
Rockwood St. John (Gr. Wellington)	The Reverend Owen Ash	Mr. Daryl Mason
Shelburne St. Paul (Gr. Wellington)	#The Reverend Stephanie Pellow	Mrs. Marion Little
Smithville St. Luke (Lincoln)	The Reverend Eleanor Clitheroe-Bell	Ms. Lauren Clark Mr. Jim Higginson
St. Catharines Church of the Transfiguration (Lincoln)	The Reverend Patricia Stansfield	Ms. Anna Ryder
St. Catharines Grace Church (Lincoln)	The Reverend Dr. Michael Mondloch	Mrs. Joyce Pearce Ms. Bonnie Williams
St. Catharines St. Barnabas (Lincoln)	The Reverend Trent Fraser The Reverend William Steinman	Mr. Jeffrey Strikefoot Mrs. Janet Wolanski
St. Catharines St. Columba (Lincoln)	The Venerable Bruce McPetrie	Mrs. Nancy Henry Mrs. Barb Lennard Mrs. Claire Masters
St. Catharines St. George (Lincoln)	The Reverend Canon Robert Fead The Reverend Valerie Kerr	Ms. Cheryl Bergie Mrs. Lydia Gallaway Ms. Lillian Vermolen Mrs. Sharon Vermolen
St. Catharines St. James (Lincoln)	The Reverend Pamela Guyatt	Mrs. Sue English
St. Catharines St. John (Lincoln)	The Reverend Canon Gordon Kinkley	Ms. Valerie Acott Dr. Marion Cross Mr. Byron Nicholson
St. Catharines St. Thomas (Lincoln)	The Reverend Kevin Bothwell	Ms. France Branderhorst Mrs. Joyce Ramsey Ms. Barbara Jean Lick

# **MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)**

Stewarttown St. John (Trafalgar)	#The Rev'd Canon Dr. Margaret Murray #The Reverend Joan Dunn	Mr. William Ross
Stoney Creek The Church of Our Saviour The Redeemer (Undermount)	#The Reverend Canon Chris McMaster	Ms. Alyssa Atkinson Mrs. Janet Lampman Mrs. Elaine MacKinnon
Thorold St. John the Evangelist (Lincoln)	The Rev'd Canon Dr. Cathie Crawford Browning	Mr. Joseph Gallop Mr. George Hough Miss Nathalie Reid
Toronto Wycliffe College	The Reverend Canon Dr. Alan Hayes	Lay Delegates Not Applicable
Wainfleet Christ Church (Brock)	#The Venerable Ken Cardwell	Ms. Carol Leduc
Waterdown Grace Church (Trafalgar)	#The Reverend Jeff Ward The Reverend Sue-Ann Ward	Mrs. Barbara Allemang Miss Holly Soave Mrs. Margaret Vance
Welland All Saints (Brock)	The Venerable Ken Cardwell	Mr. Gary Porcaro
Welland Holy Trinity (Brock)	The Reverend William Alakas	Mrs. Jean Biller
Welland St. David (Brock)	The Reverend Canon Dr. John Course	Mr. Greg Laughton Mr. Cecil Mitchell
Winona St. John the Evangelist (Undermount)	The Reverend Leslie Gerlofs	Mrs. Betty Denny
Woodburn Christ Church (Mohawk)	#The Reverend Claudine Carlson	Mrs. Chris Devereux
York St. John (Mohawk)	#The Reverend Katherine Morgan	Mr. Richard Summers

## MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)

### Synod Council Members who are not Parish Delegates

Mr. Stan Bowers  
Church of the Ascension, Hamilton  
(Undermount)

Ms. Brenda Brownlee  
All Saints, Hamilton  
(Undermount)

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

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

The Reverend Renee Desjardins  
St. David & St. Patrick, Guelph  
(Outstanding Leadership for Ministry)

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

Ms. Janet Kaye  
St. Thomas, St. Catharines  
(Lincoln Representative)

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

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

Mr. Dean Sutton-Greenhalgh  
All Saints, Hamilton  
(Bishop's Appointee)

Mrs. Carolyn Vanderlip  
St. Christopher's, Burlington  
(Prophetic Social Justice Making)

Ms. Sharon White  
St. James, Dundas  
(Bishop's Appointee)

**MEMBERS OF NIAGARA DIOCESEAN SYNOD – 2012 (continued)**

**Bishop's Appointees to Synod**

Miss Alicia Archbell  
Youth Representative

Mr. Brian Culp  
Diocesan Cemetery Consultant

Ms. Stephanie DeForest  
Life Changing Worship

Sister Margaret Hayward  
Community of the Sisters of the Church

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

Mr. Andy Kalbfleisch  
Continuous Culture of Innovation

Mrs. Carol Summers  
Honorary Secretary (Lay)

Mrs. Ellen Woolaver  
Prophetic Social Justice Making

**Voting Members of the College  
of Deacons**

The Reverend George Henry, Deacon  
The Reverend Roderick McDowell, Deacon  
The Reverend Jean Ruttan-Yates, Deacon

**YOUR FEEDBACK WILL HELP US IMPROVE FUTURE SYNODS.**

How could this Synod have been improved?

4	3	2	1	0
<i>excellent</i>	<i>good</i>	<i>fair</i>	<i>poor</i>	<i>bad</i>

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| •Online Convening Circular   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Worship   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Bishop’s Charge   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Registration Process  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •St. Christopher’s Meeting Space                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Lunch   |                          |                          |                          |                          |                          |
| ➤ 100 Mile Diet Concept  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ➤ Availability   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ➤ Cost   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Budget Presentation   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Process for Nomination and Election<br>of General Synod Delegates | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Governance Working Group Report                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Living Wage Discussion  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| •Vision Groups Video   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



If you rated any item at "2" or lower, please tell us how this could have been improved:  
(Please use the reverse of this paper for these or other comments.)

Would you be in favour of continuing to hold one day Synods here or in other parish churches? Yes ☐ No ☐

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

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

THANK YOU!

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