



SYNOD
2023
MAY 26-28

Forward!
Together
in the
Spirit

Íhtshent skáthne
atonhnhehtsherá:kon

Diocese of Ontario
Synod 2023
Pre-Synod Meetings

May 2 – 3 - 4, 2023



AGENDA

Pre-Synod Meetings 2023

1. Opening Prayers

**2. Welcome, Introductions,
Bishop's Update**

3. Finance

4. Synod Agenda Overview

5. Nominations

6. Resolutions

7. Resources

8. 160th Anniversary Service

9. Other Items

10. Closing Prayer & Blessing

Finance

Financial Status Overview

2023 Operating

March YTD Actuals

- Income above Budget 1.5%
- Expenses below Budget 8%
- Deficit below Budget 86%

Tracking +’ve

April Forecast

- Income down slightly <1%
- Expenses down slightly 1%
- Tracking to a lower than budgeted deficit 11%

Tracking +’ve

OVERALL

Slightly
Lower
Deficit
Than
Budgeted

2023 Budget to 2023 April Forecast

(Thousands of \$)

	2023 Budget	2023 April Forecast	Change – Better/(Worse)
TOTAL INCOME	1475	1470	(5)
Bishop's Office	223	221	2
Bus/Finance/Admin	668	664	4
Communications	100	97	3
Governance	44	50	(6)
Clergy Support & Dev	52	56	(4)
Lay Support & Dev	16	15	1
Parish Support & Dev	109	105	4
Ministry Support & Dev	98	80	18
Beyond our Borders	316	316	-
TOTAL EXPENSES	1626	1605	21
SURPLUS/(DEFICIT)	(151)	(135)	16

Funding the Deficit

1.	Unused Pandemic Reserve to balance Income	\$ 90k
2.	Use Income from Ministry Allocation Fund to support Ministry in the Operating Budget	\$ 50k
	Total	\$140k
	Current Budget Deficit	\$151k
	Fund the balance (\$11k) from General Deficit/Surplus and manage in year	
	<ul style="list-style-type: none">Continue to pursue cost and income opportunities	



From the 2023 Budget Presentation

CONTINUING THE JOURNEY

Long way from the Beginning – Long way from the End



Diocese of Ontario Financial Journey 2011 onwards

Cuts, Closures and Suspensions



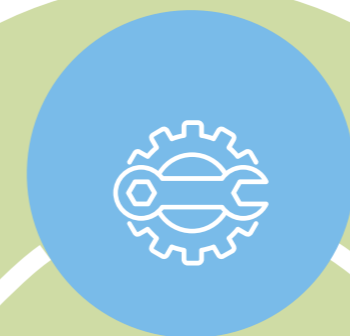
Consolidations



Re-Invention



Expense Avoidance



Shift to Ministry Investments



Pandemic





Diocese of Ontario 3 Year Financial Framework

Proposed Process



Annual preparation of a 3 year
Financial Framework



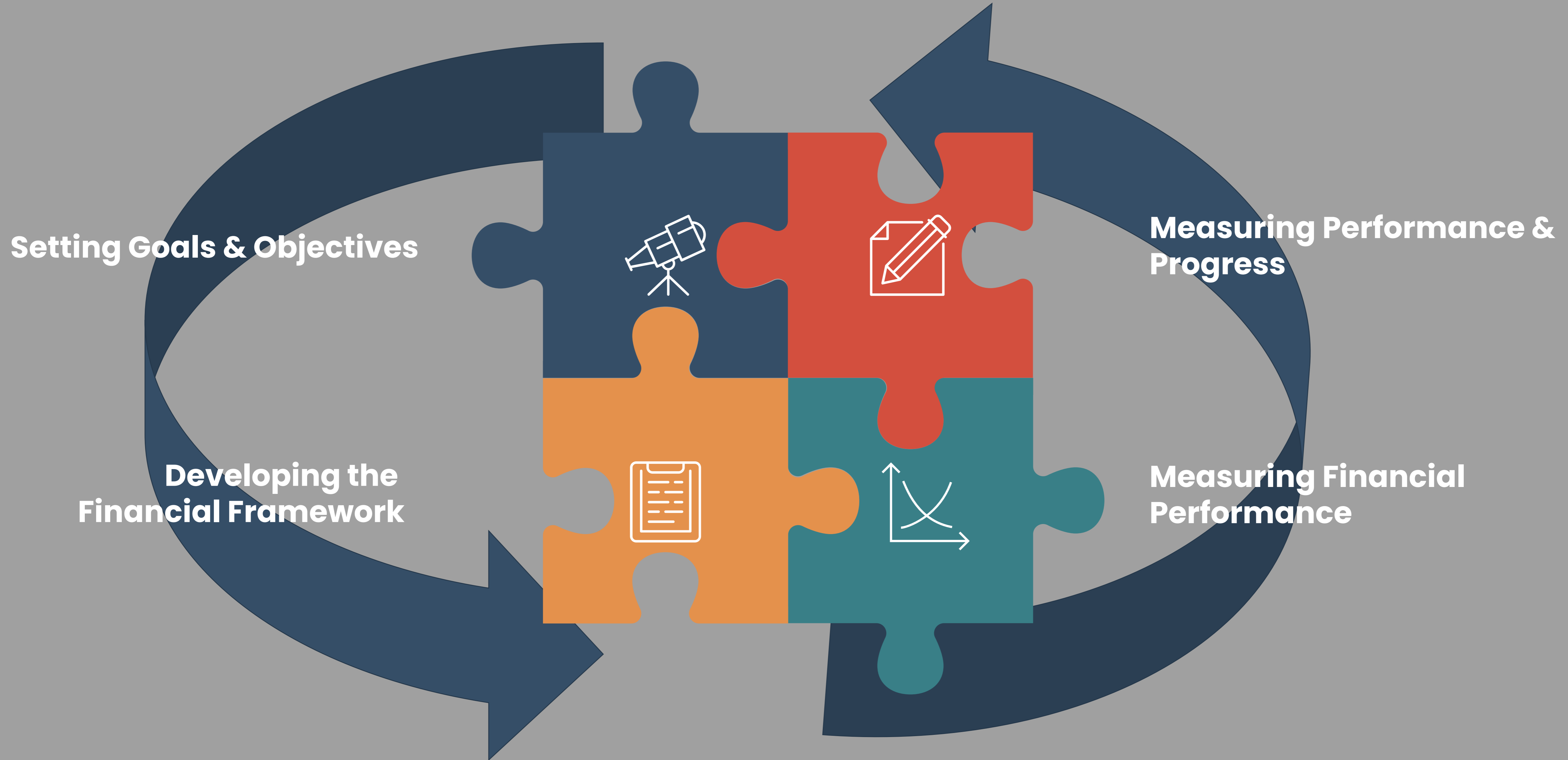
Prepared after Consultation on
Goals, Objectives and Investments



Synod Approves the 3 Year Framework
Synod Council approves the Annual Budget

Planning – All the Pieces

WRITE YOUR SUBTITLE HERE



Why Is Longer Planning Important



Change

Many elements changing in many ways over shorter timeframes

Timing



Need

Old, new and emerging needs
Need for sooner longer term change

Good Governance



Focus & Attention

Scarce and Key resources
Attention
Investment

Financial Timeline & Focus

Year

01

02

03

Budget

- Tactical
- Objective Focus
- Management Focus

Planning Framework

- Strategic
- Bridge to Goals
- Governance & Leadership focus

Who Spoke (submissions)

In Person (Napanee)	7
Online during Meeting	31
Post Meeting	<u>12</u>
Total Submissions	50



What did we hear:

Major “Global” Influences on Financial Life of the Diocese over the 2024-26

Economy (Inflation, Growth)	2	(Close to 3)
Demographics	1	(Clear)
Community Needs	3	(Close to 2)
World Events (War, Pandemic)	4	
Government & Regulatory	5	



What did we hear:

Individual Church Needs

Finance & Admin 2 (Close to 1)

Legal, HR,
Regulatory 6

Communications &
Networking 4

Ministry, Liturgy
And Pastoral Care 3

Programs, Community
Service, New Min 1 (Close to 2)

• Facilities & Property 5



What did we hear:

Shared Diocesan Ministry

Diocesan Cathedral	5	
Refugee	3	(Close to 2)
Justice & Peace	4	
Creation Care	2	(Close to 3)
Reconciliation	1	(Clear)



What did we hear:

Beyond Our Borders

National Church (GS)	3	
Ecclesiastical Province	2	
National Indigenous Ministries	1	(Clear)



What did we
hear:

Appreciation for the opportunity to be consulted.
Concern on timing and change of leadership

More Outreach

Mission. Look Outwards not Inward

Shift from Buildings and Maintenance to Mission

Be supportive. Be collaborative. Be co-operative

Respectful conversations and actions

Shared Ministries Shared Capabilities

Creativity, Imagination, Outside the Box Thinking

Look beyond. Look at How and When, not just What

What did we
hear:

Thankfulness for what we have

Urgency, need to move forward. Make hard decisions

Retiring Clergy

Focus on climate change. Support at the church level

More communications to and within churches

Recruiting new members

Evangelism

Focus on the traditional for the elderly. Be Happy as long as it lasts

-
-
-
-

Financial Timeline & Focus

Based on Feedback and further discussion:

- 1) Defer developing the 3 year Financial Framework until the Episcopal change is completed and direction established
- 2) Based on Consultation, Guidance for the 2024 Budget has been developed. Synod Council ratification now sends it to Synod 2023
- 3) 2024 Budget to be developed through the Consultation process and brought to Synod Council for approval
- 4) Bring the Framework to Synod 2025

Process to Develop the 2024 Budget

May

Sept

Nov

Guidance from
Synod

2023 Forecast

Input

Consultation
& Guidance

Approval

Group/Committee
Requests

Priorities
Consultation Sessions

CFO & Staff

Synod
Council

Budget
Consultation
Session

Synod
Council

Annual Budget

Within the Guidance approved by Synod

Aligned to Goals, Objectives & Priorities

“Line By Line” Detail, Summary and Narrative

Diocesan Consultations

Approved by Council in Oct/Nov

Diocese of Ontario
Statement of Revenues, Expenses, and Surplus(Deficit)
 2023 Proposed (Unapproved) Budget
 2022 October YTD/November Forecast

	Current YTD	Budget YTD	Forecast November View	Budget 2,022	2,021 Actuals	2,023 Proposed Budget
REVENUE						
CMM	1001600	1036667	1201920	\$1,244,000	\$1,274,622	1,150,000
Donations, Interest & Misc Fees	47634	91667	57161	\$110,000	\$115,842	75,000
Investment & Trust Fund Fees	185786	208333	222943	\$250,000	\$247,715	250,000
TOTAL REVENUE	1235020	1336667	1482024	\$1,604,000	\$1,638,179	1,475,000
EXPENSE						
Bishop's Office						
Bishop's Stipend	62918	62866	75502	\$75,439	\$74,618	78,522
Bishop's Housing	27419	27419	32903	\$32,903	\$32,449	34,219
Bishop's Benefits	23590	24617	28308	\$29,541	\$27,324	29,440
Bishop's EA Salary	38379	38706	46055	\$46,448	\$44,661	49,279
Bishop's EA Benefits	11796	11980	14155	\$14,376	\$13,957	14,721
Bishop's Travel	4211	4167	5053	\$5,000	\$3,000	7,000
Bishop's Discretionary Fund	0	4167	0	\$5,000	\$6,200	5,000
Bishop's Other Expenses	0	5000	0	\$6,000	\$5,612	5,000
Total Bishop's Office	168313	178922	201976	214,706	207,822	223,181
Business, Finance & Administration						
DEO Salary	88666	95851	106399	\$115,021	\$113,769	103,400
DEO Benefits	21357	23628	25628	\$28,354	\$26,323	26,653
Finance & Office Staff Salary	101679	145833	122014	\$175,000	\$188,191	170,000
Finance & Office Staff benefits	27997	41667	33596	\$50,000	\$50,684	45,000
Staff Travel	3229	6667	4000	\$8,000	\$3,814	10,000
Office Supplies	6618	2500	7941	\$3,000	\$14,828	3,000
Postage	593	833	712	\$1,000	\$1,967	1,000
Telephone & Internet	6000	4167	7500	\$5,000	\$12,927	8,000
Software, Services & Hardware	13500	12500	16000	\$15,000	\$24,822	15,000
Legal Fees	2117	16667	8000	\$20,000	\$21,891	15,000
Consulting	3297	8333	5000	\$10,000	\$6,439	10,000
Bank Interest & Fees	54924	41667	65908	\$50,000	\$50,094	65,000
Diocesan Centre Lease	101401	104167	121681	\$125,000	\$127,153	127,000
Caretaker	12765	8333	15317	\$10,000	\$15,845	12,000
Repairs & Maintenance	759	1667	910	\$2,000	\$1,363	2,000
Insurance	0	4583	5200	\$5,500	\$5,122	5,500
Amortization	29701	33333	35641	\$40,000	\$46,893	40,000
BF&A Staff Training	0	2500	0	\$3,000	\$2,099	3,000
HR & Related Diocesan	0	0	3000	\$0	\$827	0
Disused property costs	225	4167	2000	\$5,000	\$14,007	5,000
Archives	0	833	1000	\$1,000	\$6,111	1,000
Archdeacons & BAC	468	417	561	\$500	\$1,125	500
Total Business, Finance & Administration	475,294	560,312	588,011	672,375	735,293	668,053
Communications						
Communications Salary	59285	59284	71142	\$71,141	\$70,367	73,988
Communications Benefits	18749	19317	22499	\$23,180	\$21,682	23,399
Dialogue Mailing	1379	1667	1654	\$2,000	\$1,480	2,000
DIALOGUE Production	1285	1250	1542	\$1,500	\$2,665	1,500
Communications Travel	99	417	119	\$500	\$1,461	500
Journal Appeal	-1102	0	-1323	\$0	-\$1,918	-1,500
Dialogue Trf from Trust	0	0	0	\$0	-\$5,407	0
Total Communications	79695	81934	95634	98,321	90,330	99,886
Governance						
Audit	27656	19167	33188	\$23,000	\$22,813	28,000
Synod Council	400	0	480	\$0	\$0	500
Synod Meetings Net	396	417	475	\$500	\$8,367	15,000
Total Governance	28452	19583	34142	23,500	31,180	43,500
Clergy Support & Development						
EFAP	479	10833	13000	\$13,000	\$13,458	13,000
OPCOTE	19800	14417	19800	\$17,300	\$17,300	17,300
Grants to Students	0	833	0	\$1,000	\$0	1,000
Student placements	0	3333	0	\$4,000	\$6,692	4,000
Ordination costs	33	833	39	\$1,000	\$0	1,000
Establishment grants	1200	1000	1440	\$1,200	\$0	1,200
Equipping clergy	600	417	720	\$500	\$0	500
Clergy conferences	6439	4167	7726	\$5,000	\$0	5,000
Clergy Meeting costs	1067	417	1281	\$500	\$0	500
Mentoring	0	417	0	\$500	\$0	500
Clergy Training Bishop MDR	0	2083	0	\$2,500	\$0	2,500
Clergy post grad	1200	0	1440	\$0	\$0	0
Sabbatical & Sabbath Support	0	2917	0	\$3,500	\$3,600	3,500
Deacons	115	625	200	\$750	\$351	750

For Synod 2023 (Financial)

- Present to Synod:
 - 5 Year (historical) Trends (2018 – 2022)
 - 2023 Actuals (Q1) and Forecast
 - Investment Fund
 - Parish Receivables
 - Viability Plan Updates (5 year)
 - Summary of Consultation Sessions
 - Timing of key steps in 2024 Budget
- Motion on Guidance for 2024 Budget



Synod Guidance

Income

Diocesan Common Mission and Ministry
Rate remains 20%

Pursue and Develop
additional Income
Sources

Expense

Restrain Expenses to
Income level (Balanced
Budget)

Funding allocation
should reflect priority to:

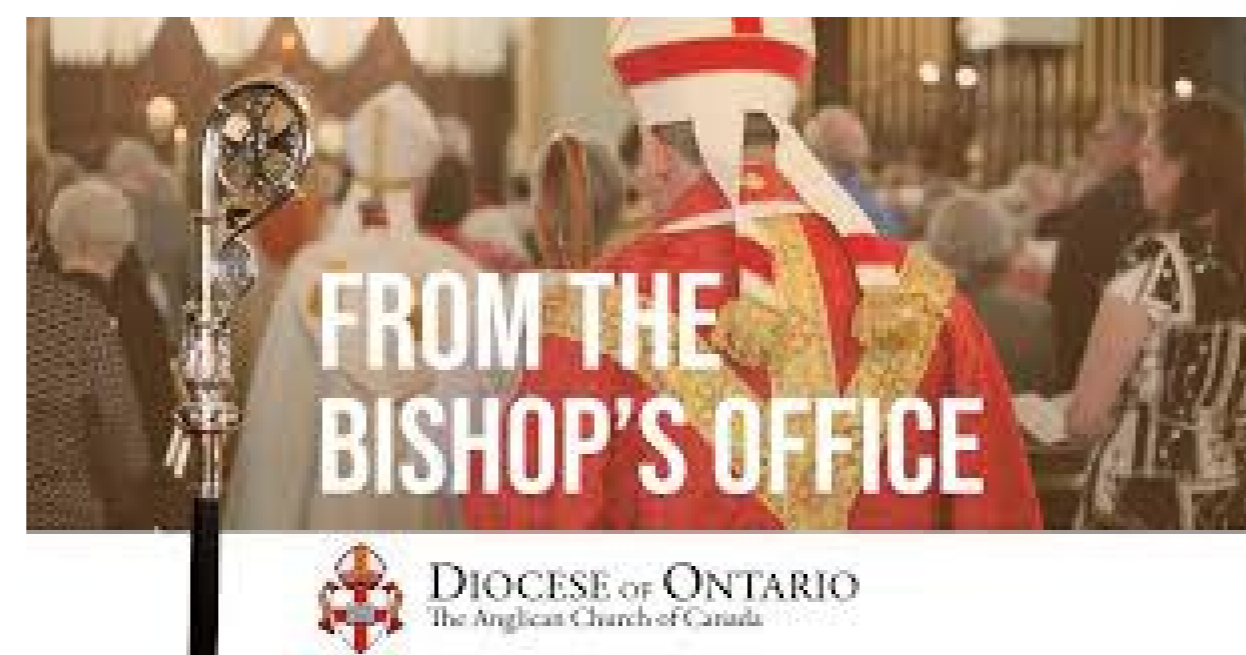
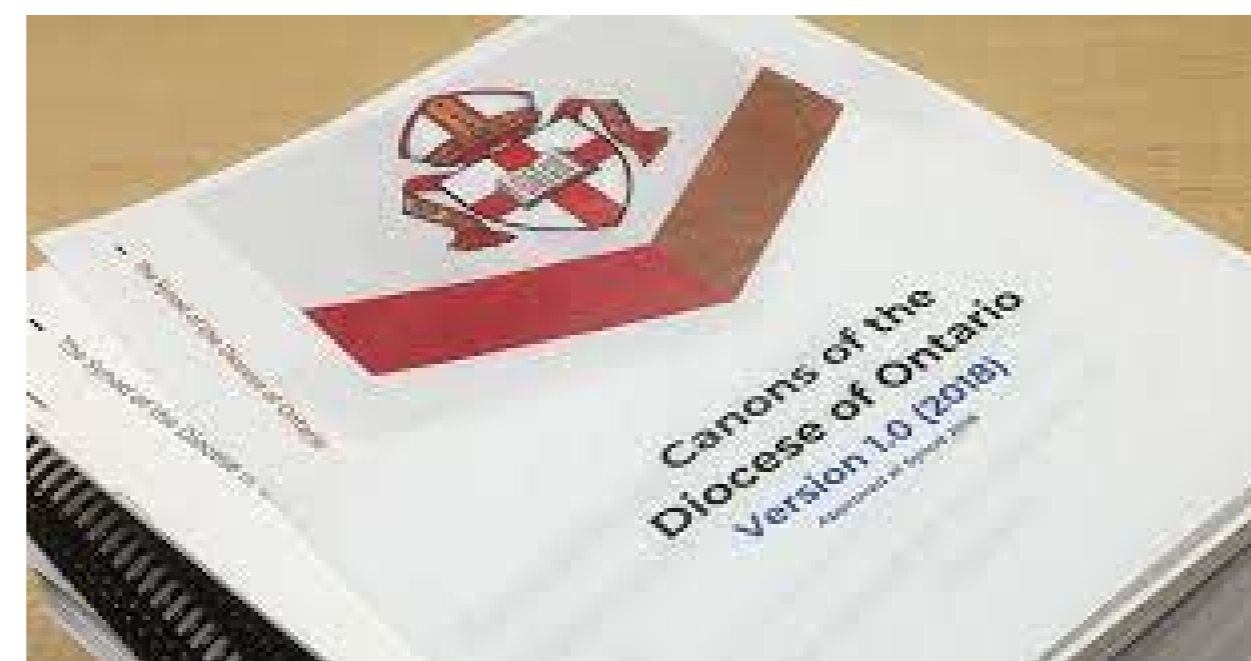
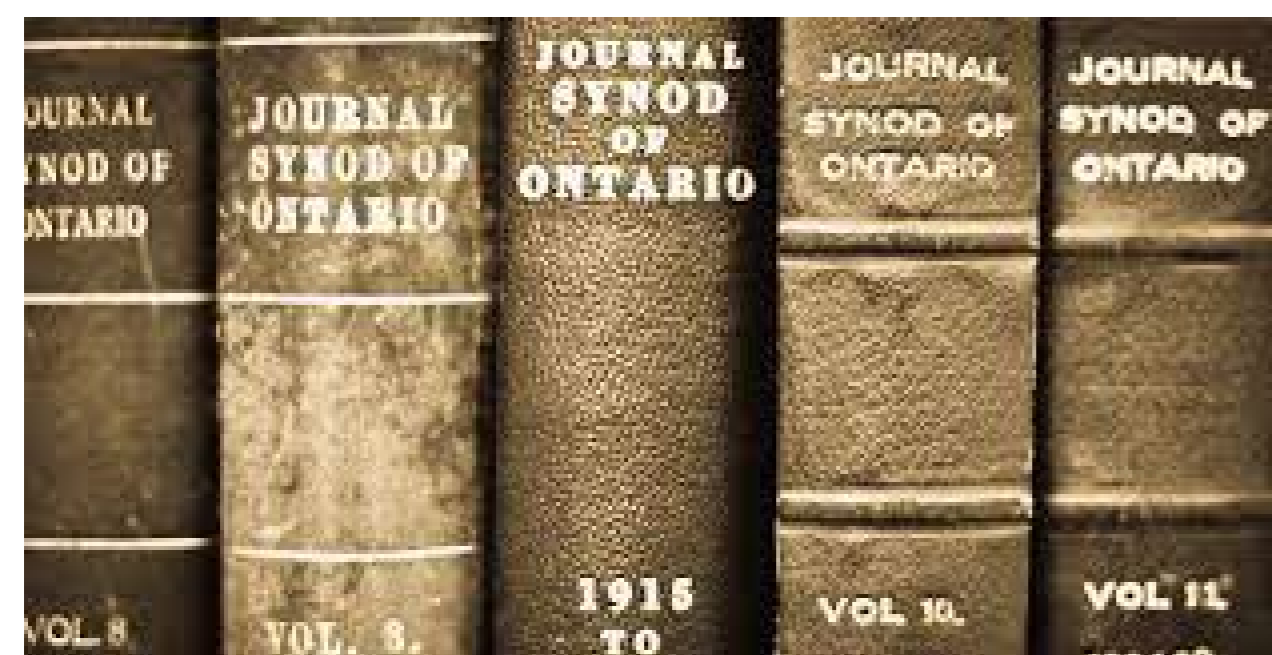
Reconciliation
National Indigenous
Ministries
New Ministries
Church Finance & Admin
Support
Creation Care

Other Financial

Expand use of Other
Diocesan Funds
available to support
specific initiatives

Optional Accounting
Services for churches

Synod Agenda



Synod 2023

Friday May 26

Synod Convenes – (Queen's University)

The Business of Synod

Saturday May 27

Ministry and Mission

Synod Adjourns

Sunday May 28

Diocesan Service (Pentecost)

Reception & Celebration

Synod Convenes – Friday May 26th

8:00	Registration – <i>Queen’s Biosciences’ Building Atrium</i>
9:00	Opening Prayer/Worship/Enabling Items and Announcements
9:30	Bishop’s Charge
10:00	Discussion Groups - <i>Atrium</i>
10:30	Break (Ballot Boxes Open)
10:45	Business - Financial Framework Presentation – <i>Lecture Hall</i>
Noon	Litany of Reconciliation - Bishop Michael
12:15	Lunch – Booths Open – <i>Atrium</i>
1:00	Tsi Tyonnheht Onkwawen:na Presentation – Callie Hill, <i>Executive Director</i> The Past, Present and Future of the Mohawk Language on Tyendinaga
2:00	Motions to Synod and Other Business – <i>Lecture Hall</i>
3:00	Break - <i>Atrium</i>
3:15	Report of the Scrutineers – <i>Lecture Hall</i> Response to the Bishop’s Charge Reflections by Synod Observer
4:00	Worship (DWC) & Installation of Synod Council Members
4:30	Reflections – Bishop Bell
5:00	Close for the day

Day on Ministry and Mission - *Saturday May 27th*

8:30	Check In
9am	Plenary Session 1 with Bishop Bell Table Discussion
10:30	Break
10:45	Plenary Session 2 with Bishop Bell Table Discussion
12:15	Lunch
1:00	Ministry Presentation – Reach and Stretch
1:15	Plenary Session 3 with Bishop Bell Table Discussion
2:45	Break
3:00	Plenary Session 4 with Bishop Bell
4:30	Closing Reflection Archbishop Germond
5:00	Synod Adjourns

Nominations

Synod Council (One Lay, One Clergy, One either) per Deanery

Bold names are those serving a second term

Leeds-Grenville

Rev Robert Porter (Clergy)
Mary Haigh (Lay)
Angela Kelman (Lay)

Frontenac

Rev Sandra Hounsell-Drover (Clergy)
Aveleigh Kyle (Lay)
Susan Orgill (Lay)
Tony Ashworth (Lay)

Quinte

Rev Noel Henry (Clergy)
Rev Richard Hetke (Clergy)
Cathy Seymour (Lay)

Hastings

Rev Jeff O'Hare (Clergy)
Rev Brad Beale (Clergy)
Ann Striker (Lay)

Provincial Synod (Four Lay, Four Clerical, One Youth, Alternates)

Canon Nancy Beale
Rev Jeff O'Hare

Ven William Clarke

Very Rev Doug Michael

Rev Lynn Mitchell

Philip Bury

Jane Kirkpatrick

Resolutions

- 1) Support of SSJD (Toronto)**
- 2) Greenhouse Gas Reduction**
- 3) Tree Planting (Anglican Communion Forest Project)**
- 4) Becoming a Blue Community (bottled water reduction)**

See you at Synod!!



Synod2023@ontario.anglican.ca