

CONVENING CIRCULAR

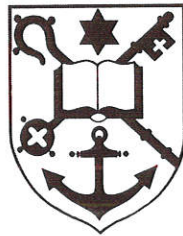
of the

151st Annual Synod

of the

Diocese of Montreal

2010



2010

CONVOCAATION

au

151^e Synode Annuel

du

Diocèse de Montréal

Bring this document with you to Synod
Apportez ce document avec vous au Synode



INDEX
To the Convening Circular
2010

	SECTIONS
Convocation Letter to Synod Delegates	A 1-2
Information for Synod Delegates	B 1-2
Synod Agenda	C 1-4
Nominating Committee of Synod	D 1-3
Proposed Canonical Changes	E 1-4
Motions	F 1-5
Synod Reports	G 1-40
Minutes of Synod 2009	H 1-14
Financial Statements 2009	I 1-31
Parochial Statistics 2009	J 1-34
Diocesan Budget 2011	K 1-4
Ministry Action Plan	L 1-14



September 1, 2010

To the members of Synod

Ladies and Gentlemen:

Greetings! Let it be known that this year's Synod of the Diocese of Montreal will convene for its 151st Annual Session at 3 pm on Friday, October 15th, 2010 in Fulford Hall, on the second floor of Cathedral Place, 1444 Union Avenue, located behind the Cathedral.

All chosen delegates are welcomed to register in the foyer of Fulford Hall from 2 pm until 2:55 pm. Late registration will also be available and take place prior to the Saturday session, October 16th, from 8:30 am until 8:55 am. It is important to note for all delegates and clergy that there will be a required \$10 registration fee payable during the registration periods; this fee will include lunch, refreshments and snacks on Saturday as well as administration costs of Synod. It is also important to note that in order to have a voice on the floor of Synod and to be able to vote, delegates must register during the times allotted.

The Synod Eucharist will be held in the Cathedral at 4 pm on the first day of Synod. Bishop Clarke will deliver his Charge during the worship, in lieu of a sermon.

Synod will re-convene business at 7 pm in Fulford Hall, after the dinner break.

Clergy are asked to dress in their clerical attire, so that they may be identified by lay and new members of Synod.

Blessings,

+ Barry Montreal, President
Alan Perry, Clerical Secretary of Synod
Valerie Taylor, Lay Secretary of Synod

Le 1^{er} septembre 2010

Aux membres du synode

Mesdames et messieurs:

Veuillez prendre note que le synode du diocèse de Montréal se réunira pour sa 151^e assemblée annuelle à compter de 15 heures, le vendredi 15 octobre 2010 à la salle Fulford, au deuxième étage de la Place de la Cathédrale, 1444 avenue Union, derrière la Cathédrale.

Les secrétaires-greffiers du synode seront présents dans le hall d'entrée de la salle Fulford pour l'inscription des délégués de 14h à 14h55 ainsi que de 8h30 à 8h55 le samedi. Des frais de 10 dollars seront perçus à l'inscription; ces frais serviront à défrayer certains coûts afférents à l'administration du synode ainsi que pour les rafraichissements, collation et lunch du samedi. Nous vous rappelons que pour avoir droit de parole et de vote durant l'assemblée synodale, les délégués doivent s'être inscrits à l'une ou l'autre des périodes d'inscription.

L'eucharistie synodale se tiendra dans la Cathédrale à compter de 16 heures, vendredi le 16 octobre. Monseigneur Barry B. Clarke, Évêque de Montréal, prononcera son discours épiscopal à la place de l'homélie.

Après une pause pour le souper, l'assemblée synodale sera de nouveau convoquée à 19 heures à la salle Fulford.

Les membres du clergé sont priés de bien vouloir porter un habit ecclésiastique convenable (chemise et col romain) afin qu'ils soient facilement identifiables par les laïcs et nouveaux membres du synode.

+ Barry Montreal, Président
Alan Perry, secrétaire-greffier du clergé
Valerie Taylor, secrétaire-greffière des laïcs

Information for Delegates to the 2010 Synod

1. The Convening Circular

This circular is printed on three-hole punched paper, designed to conveniently fit into binders. Please **do not discard your Convening Circular after Synod**. It contains reports of committees, financial statements, and parish statistics that are part of the official proceedings. In order to conserve paper and cut costs, it was decided at the 1996 Synod not to reprint this information in the Synod Journal. The official bound copy of the Journal kept on file in the Diocesan Archives will contain a complete set of reports.

2. Directions to Business Meeting of Synod

The business meeting of Synod will take place in Fulford Hall, which is located on the second floor of Cathedral Place – Tour KPMG - entrance located at 1444 Union Avenue.

3. Parking

Indoor public parking is available in the Cathedral Place – Tour KPMG Parking Garage (on Union Avenue, south of de Maisonneuve) – **FOR FRIDAY ONLY parking after 12 Noon will be available at the reduced rate of \$6 until midnight with voucher available at registration – subject to availability**, and \$6 all day on Saturday (open at 8 am), also until midnight. Additional parking is also available in the vicinity at *Stationnement Parkade*, located at 2020 Aylmer Avenue, between de Maisonneuve and President-Kennedy. Parking costs **\$13** per day on weekdays until midnight, \$6 after 5 pm, until midnight, and \$6 per day on Saturday, but only open until **6 pm**. If you prefer to use public transit, the nearest Metro station is McGill.

4. Registration

Please note that there will be a \$10 registration fee due at the time of registration to Synod. This fee includes all snacks and refreshments, as well as lunch on Saturday.

5. New Delegates

On Friday afternoon, October 15th, from 2:15 pm until 2:45 pm, a briefing session for new Synod Delegates will take place in St Anselm's Chapel on the second floor of Cathedral Place – Tour KPMG.

6. Coffee Cups

Unfortunately, we do not have facilities to wash 300 coffee cups following each coffee break; taking an eco-stance, this year the Synod Planning Committee kindly asks you to please bring your own reusable cup or mug to Synod. There will only be a *limited* supply of eco-friendly cups available

7. Water Coolers

Water coolers will be located on the second floor of Cathedral Place - Tour KPMG near Fulford Hall. You are welcome to bring your own water bottles for refill.

8. No Smoking

Cathedral Place - Tour KPMG is a non-smoking area.

9. Coffee Stations

Refreshment stations will be located in the Rotunda, the Passerelle, and in Hollis Lounge (just outside Fulford Hall on the second floor of Cathedral Place - Tour KPMG).

10. Agenda

The Chairman will attempt to deal with motions at the times listed in the Agenda, but the debating process may make changes necessary.

11. Concerning Delegate Status

Only delegates and/or substitute delegates whose names were previously submitted to Synod Office may register and vote at Synod. If both delegate(s) and substitute delegate(s) are unable to serve, the parish must hold another Vestry Meeting to elect a new delegate(s). Please note that Kim Northcott (knorthcott@montreal.anglican.ca or (514) 843-6577 ext. 232) must be notified (**in advance of Synod**) of the date of the Vestry Meeting and given the name(s) and the pertinent information of the new delegate(s) elected. Delegates and/or substitute delegates registered on the first day of Synod are the representatives for the entire Synod and may not be replaced at any point during Synod.

12. Voting Privileges

We draw your attention to point 13 under Section A – Constitution of Synod:

A.13 No delegates shall be allowed to take part in the proceedings of Synod, so long as any assessment payable to the Diocese by the parishes, missions or cures which they represent, for any prior year remains unpaid.

Diocesan Council, at their meeting of September 8, 1998, approved the following interpretation of Section A.13:

- 1) *The intent of A-13 is to illustrate the seriousness of not paying all assessments, but without excluding congregations from any part of diocesan life.*
- 2) *The impediment at Synod would apply only to votes on matters financial.*
- 3) *It would apply only to lay delegates (the licensed clergy being present by right).*
- 4) *It applies to arrears for the **previous** year.*



The Diocese of Montreal
2010 Synod Agenda

Registration – Friday, October 15th 2010 – Cathedral Place

2 – 2:55 pm	Registration of Delegates	Foyer of Fulford Hall – 2 nd floor
2:15 – 2:45 pm	Briefing of New Delegates	St Anselm's Chapel – 2 nd floor

Opening Session of Synod – Friday Afternoon, October 15th, 2010

3 pm	Opening Worship	Fulford Hall – 2 nd Floor
		Archdeaconry of Bedford and the Richelieu
3:10 pm	Safety Announcements	Executive Archdeacon
3:15 pm	Greetings from Partners	
	Election of Lay Secretary of Synod	
	Election of Clerical Secretary of Synod	
	Election of Diocesan Treasurer	
	Election of Auditors	
	Approval of Minutes of 2009 Synod	
	Appointment of Committees of the House	As posted and on handout table
	Privileges of the Floor	
	Regrets	
	Report of Synod Nominating Committee	Convening Circular
	Introduction of Nominees	Convening Circular
	Presentation of Motions, Memorials and Petitions	Convening Circular
	Presentation of Canonical Changes	Convening Circular
	Reception of Report of Diocesan Council	Convening Circular
	Reception of Reports on Parochial Statistics	Convening Circular
	Reception of Other Reports	Convening Circular
4 pm	Synod Eucharist	Christ Church Cathedral

**The Diocese of Montreal
2010 Synod Agenda**

Evening Session – Friday, October 15th, 2010 – Fulford Hall – 2nd Floor

7 pm	Opening Worship	Synod Planning Committee
7:10 pm	Financial Statement and Budget	
7:50 pm	Refreshment Break	
8:05 pm	General Synod Reports	
8:50 pm	Closing Worship and Episcopal Blessing	Archdeaconry of Montreal

Morning Session – Saturday, October 16th, 2010 - Fulford Hall – 2nd Floor

8:30 – 8:55 am	Late Registration <hr/> <i>Morning Refreshments will be provided by St. George's, Ste-Anne de Bellevue</i>	Foyer of Fulford Hall – 2 nd floor
9 am	Opening Worship	Archdeaconry of St Andrews
9:10 am	Proposed Canonical Changes and Motions	Convening Circular
10:15 am	Balloting begins	St Anselm's Chapel - 2nd Floor
10:15 am	Refreshment Break	Provided by members of the Parish of Vaudreuil.
10:30 am	Youth	
11 am	Mission Action Plan – MAP	
12 pm	The Stewardship Council	Sue Winn/Michael Johnson
12:10 pm	Noonday Worship	Archdeaconry of St Lawrence
12:20 pm	Lunch	Catered by The Wednesday Nites Church of the Epiphany, Verdun

Afternoon Session – Saturday, October 16th, 2010 – Fulford Hall, 2nd Floor

1:20 pm	Balloting ends	
1:20 pm	Opening Worship –	Partners in Mission
1:30 pm	Bishop of Masasi Outstanding Items / Members' Forum Announcement of Elections	
4 pm	Vote of Thanks, Closing Worship, Adjournment and Dismissal	The Bishop



**Diocèse de Montréal
Ordre du jour Synode 2010**

Inscription – Vendredi 15 octobre, 2010 – Place de la Cathédrale

14h – 14h55	Inscription des délégués	Foyer de la salle Fulford – 2 ^e étage
14h15 – 14h45	Orientation pour nouveaux délégués	Chapelle St-Anselm – 2 ^e étage

Session d'ouverture du synode – Vendredi 15 octobre, 2010 – Salle Fulford

15h	Hymne et prière d'ouverture	Salle Fulford – 2 ^e étage
		Archidiaconé de Bedford et du Richelieu
15h10	Règles de sécurité	Archidiacre de direction
15h15	Salutations des partenaires diocésains	
	Élection du secrétaire-greffier (laïcs)	
	Élection du secrétaire-greffier (clergé)	
	Élection du trésorier diocésain	
	Élection des vérificateurs-comptables	
	Adoption du procès-verbal du synode 2009	
	Nomination des comités de la chambre	Tel que publié et disponible sur table de documentation
	Droit de parole à l'assemblée	
	Absences	
	Rapport du comité des candidatures du synode	Circulaire de convocation
	Présentation des candidats	Circulaire de convocation
	Présentation des propositions, mémoires et pétitions	Circulaire de convocation
	Présentation des changements canoniques	Circulaire de convocation
	Dépôt des rapports du Conseil diocésain	Circulaire de convocation
	Dépôt des rapports des statistiques paroissiales	Circulaire de convocation
	Dépôt des autres rapports	Circulaire de convocation
16h	Eucharistie synodale	Cathédrale Christ Church

**Diocèse de Montréal
Ordre du jour Synode 2010**

Session du soir – Vendredi 15 octobre, 2010 – Salle Fulford

19h	Hymne et prière d'ouverture	Comité organisateur du synode
19h10	États financiers et prévisions budgétaires	
19h50	Pause	
20h05	Rapports sur le synode général	
20h50	Hymne et bénédiction	Archidiaconé de Montréal

Session du matin – Samedi 16 octobre, 2010 – Salle Fulford

8h30 – 8h55	Inscription tardive des délégués <hr/> <i>La collation du matin sera offerte par l'église St. Georges, Ste-Anne de Bellevue</i>	Foyer de la Salle Fulford 2 ^e étage
9h	Hymne et prière d'ouverture	Archidiaconé de St Andrews
9h15	Changements canoniques proposés et propositions	Circulaire de convocation
10h15	Début du scrutin	Chapelle St-Anselm 2^e étage
10h15	Pause	fourni par des membres de la paroisse de Vaudreuil
10h30	Présentation du groupe des jeunes	
11h	PAM – Plan d'action ministériel	
12h	Conseil de l'intendance	Sue Winn / Michael Johnson
12h10	Prière du midi	Archidiaconé de St Lawrence
12h20	Pause pour le déjeuner	Offerte par les Wednesday Niters L'église de l'épiphanie

Session d'après-midi – Samedi 16 octobre, 2010 – Salle Fulford

13h20	Fin du scrutin	
13h20	Hymne et prière d'ouverture	Partenariats de mission
13h30	Évêque de Masasi Affaires inachevées / Forum des délégués Dévoilement du scrutin	
16h	Vote de remerciements, prière de clôture, ajournement et renvoi	

D

**NOMINATING
COMMITTEE
REPORT**



COMMITTEES OF SYNOD APPOINTED BY SYNOD

- **Nominating Committee for Boards, Delegations, & Committees Appointed or Elected by Synod**

The Territorial Archdeacons, the Executive Archdeacon, the Dean, the Clerical and Lay Secretaries, the Comptroller
Convenor: The Executive Archdeacon

- **Diocesan Court**

The Revd Dr Chris Barrigar, The Ven. James W. Bennett, The Ven. Gordon E. S. Guy, The Ven. Peter D. Hannen, The
Revd Canon Paul Jennings, The Ven. George Lambert, The Revd Canon Ralph Leavitt, The Revd Canon Dr Donald J.
Meloche, The Revd Alan T. Perry, The Very Revd Michael J. Pitts, The Revd Mark Rogers, The Ven. Edward Simonton,
OGS

COMMITTEES OF SYNOD ELECTED BY SYNOD

Nominations for Election to Diocesan Council by Synod 2010

(3 of each order to be elected for a one-year term)

Clergy

The Revd Geoff Chapman, South Shore

Laity

Mr. Douglas Hall, Brome-Shefford/Bedford

- *More names to come from the floor of Synod*

Elected to Diocesan Council by Deanery Chapters

(one lay or clergy elected for a three-year term, alternating)

Clergy

The Revd James Pratt (2008)

The Revd Linda Borden Taylor (2008)

The Revd Jeffrey Hall, Pointe-Claire (2009)

The Revd Canon Tim Smart, Brome-Shefford/Bedford (2009)

Laity

Mr. Philip Goernet, South Shore (2008)

Mrs. Ann Cumyn, Ste-Anne (2009)

Mrs. Mary Pickup, Pointe-Claire (2009)

Alternate Clergy

Alternate Laity

COMMITTEES OF SYNOD ELECTED BY SYNOD

Elected to Diocesan Council by Deanery Chapters in 2010
(three-year term)

Clergy

Laity

Laurentians

Alternate Clergy

Alternate Laity

2009 Diocesan Council

Ex-Officio Members: The Diocesan Bishop, The Executive Archdeacon, The Clerical and Lay Secretaries of Synod, The Treasurer, Members of the Council of General Synod and of Provincial Council

Non-Voting Members: The Comptroller, The Chancellor, The Vice-Chancellor, The Church Advocate, and Chairpersons of Diocesan Council Standing Committees

Elected to Diocesan Council by Youth Synod in 2009, for a two-year term

- No election

***Synod Planning Committee elected by Diocesan Synod in 2009**

Responsibilities begin immediately following the 2009 Synod,
and end with the Conference Synod in the year 2012

Clergy

Laity

The Revd Eileen Steele
The Revd Linda Borden Taylor
The Revd Maida Vandendorpe
The Revd Michael Johnson
The Ven. Janet Griffith

Mrs. Ann Cumyn (Chair)
Mrs. Mary Pickup
Mrs. Sue Winn
Mr. Doug Hall
Ms. Kimberly Northcott (office staff)

COMMITTEES OF SYNOD ELECTED BY SYNOD

Diocesan Delegates to General Synod elected by Diocesan Synod in 2009

(4 of each order, plus 4 alternates of each order)

Clergy Delegates

The Rev. Karen Chalk
The Rev. Canon Paul Jennings
The Rev. Canon Alan Perry
The Rev. Canon Joyce Sanchez

Lay Delegates

Mrs. Wendy Crooks
Mrs. Ann Cumyn
Mr. David Johnstone
Mrs. Sue Winn

Clergy Alternate Delegates

The Ven. Edward Simonton
The Ven. Michael Robson
The Rev. Gwenda Wells
The Rev. Mark Rogers

Lay Alternate Delegates

Dr. Douglass Dalton
Mrs. Lyn Shepherd
Mrs. Christine Creighton
Mr. Raymond Noel

Diocesan Delegates to Provincial Synod elected by Diocesan Synod in 2008

(4 of each order)

Clergy

The Revd Ralph Leavitt
The Revd Neil Mancor
The Ven. Janet Griffith
The Revd Eileen Steele

Laity

Mr David Eramian
Mrs. Marilyn Wray
Mrs. Barbara Hill
Mrs. Freda Prosser

E

**PROPOSED
CANONICAL
CHANGES**



Motion "1" – Canonical Motion re: Structural Alterations to Immoveable Property

Moved by The Revd Canon Alan Perry
Seconded by The Venerable Janet Griffith

THAT Synod accept and adopt the proposed Canon regarding structural alterations to immoveable property.

CANON ●
STRUCTURAL ALTERATIONS TO IMMOVEABLE PROPERTY

1. **All Church Property Held for the Diocese**

All church property, in the absence of express provisions to the contrary, is deemed to be held for the benefit of the Anglican Church of Canada in the Diocese of Montreal as a whole, with the holder of title exercising stewardship of the property for the time being.

2. **Alterations to Immoveable Property**

No church, rectory or other parish building shall have any structural alterations, or any alterations costing in excess of \$25,000, made thereto without the prior written consent of the Bishop and after full compliance with this Canon. For the sake of clarity, any changes that do not affect the structure of a building, or that can be considered routine maintenance are not covered by this Canon.

3. **Consultation**

Before calling a meeting of the vestry to deal with matters outlined in this Canon, the Incumbent and Churchwardens shall first consult with the Bishop or the Bishop's designate.

4. **Contracts**

No contract or other legally binding document shall be signed prior to receiving the Bishop's written consent to the project or to that step of the project covered by the contract.

5. **Loans**

No parish shall incur any financial obligation regarding alterations to immoveable property not expected to be liquidated within one (1) year without the prior written consent of the Bishop.

6. **Special Vestry and Notice**

- i) If the proposed structural alteration is not dealt with at the annual vestry meeting, a special meeting of the vestry must be called by giving due notice thereof during Divine Service on the two Sundays next preceding the date of the special meeting to approve the proposed alterations.
- ii) All notices of special vestry meetings shall state precisely the purpose for which the meeting is called, and no other business shall be dealt with at that meeting.

iii) A certified copy of the vestry resolution is to be forwarded to the Bishop.

7. **Material to be sent to the Bishop after Vestry approval**

In order to facilitate approval, parishes are required to forward the following information and material to the Bishop in a timely manner:

- i) First Step (to obtain approval in principle)
 - Vestry resolution
 - Preliminary plans with architectural confirmation
 - Estimated cost
 - Method of financing

- ii) Second Step (to obtain final approval)
 - Final plans
 - Actual cost as established by a tender or draft contract
 - Method of financing
 - Particulars of performance bond furnished by contractor, with the Synod of the Diocese of Montreal listed as an additional insured
 - Draft contracts to be signed

- iii) Building Permit

A copy of any building permit required to be obtained by the Parish shall be sent to the Bishop.

8. **Professional Fees**

Any legal or other professional fees incurred by the Diocese as a result of any transaction covered by this Canon shall be the responsibility of the Parish.

Proposition « 1 » – Motion canonique au sujet de modifications structurales apportées aux immeubles

Proposée par : Le révérend Canon Alan Perry
Appuyée par : La vénérable Janet Griffith

QUE ce synode accepte et adopte la proposition de Canon sur les modifications structurelles apportées aux immeubles.

CANON ●
MODIFICATIONS STRUCTURALES APPORTÉES AUX IMMEUBLES

1. Tout bien de l'Église détenu par le diocèse

À moins de dispositions explicites au contraire, tout bien de l'Église est réputé être détenu pour le bénéfice de l'Église anglicane du Canada au sein du Diocèse de Montréal dans son ensemble, le détenteur du titre ayant la responsabilité de la saine gestion des biens pour l'instant.

2. Modifications d'immeubles

Aucune église ni aucun presbytère ou autre immeuble paroissial ne peut faire l'objet d'une modification structurale, ou de toute modification de plus de 25 000 \$, et ce, sans le consentement écrit préalable de l'Évêque et à condition de respecter pleinement le présent Canon. Par souci de clarté, tout changement qui n'affecte pas la structure d'un bâtiment, ou qui fait partie d'un entretien de routine n'est pas soumis à l'application du présent Canon.

3. Consultation

Avant de convoquer une assemblée paroissiale au sujet de questions mentionnées au présent Canon, le titulaire et les marguilliers doivent tout d'abord consulter l'Évêque ou la personne désignée par l'Évêque.

4. Contrats

Aucun contrat ou autre document ayant force obligatoire ne peut être signé sans le consentement écrit préalable de l'Évêque pour le projet ou l'étape du projet prévu au contrat.

5. Emprunts

Aucune paroisse ne peut engager des obligations financières pour des modifications à un immeuble qu'on ne prévoit pas liquider à l'intérieur d'un délai d'un (1) an sans le consentement écrit préalable de l'Évêque.

6. Assemblée paroissiale extraordinaire et avis de convocation

i) Si le projet de modification structurale n'est pas abordé lors de l'assemblée paroissiale annuelle, une assemblée paroissiale extraordinaire devra être convoquée au moyen d'un avis de convocation conforme à cet effet pendant le service religieux au cours des deux dimanches qui précèdent immédiatement la date de l'assemblée extraordinaire pour approuver le projet de modification.

- ii) Tout avis de convocation d'une assemblée paroissiale extraordinaire doit préciser l'objet de l'assemblée; aucune autre affaire ne peut être traitée pendant cette assemblée.
- iii) Une copie conforme de la résolution paroissiale doit être transmise à l'Évêque.

7. **Documentation à être transmise à l'Évêque suite à l'approbation paroissiale**

Afin de faciliter l'approbation, les paroisses doivent transmettre les renseignements et la documentation qui suivent à l'Évêque, et ce, en temps opportun :

- i) Première étape (pour obtenir l'approbation de principe)
 - Résolution paroissiale
 - Plans préliminaires avec confirmation des architectes
 - Coûts estimatifs
 - Méthode de financement
- ii) Deuxième étape (pour obtenir l'approbation finale)
 - Plans définitifs
 - Coûts réels prévus dans une soumission ou un projet de contrat
 - Méthode de financement
 - Détails du cautionnement d'exécution de l'entrepreneur, avec le nom du Synode du Diocèse de Montréal prévu comme assuré additionnel
 - Projet de contrats à être signés
- iii) Permis de construction

Une copie de tout permis de construction que la paroisse doit obtenir devra être transmise à l'Évêque.

8. **Honoraires professionnels**

Tous les frais juridiques ou autres honoraires professionnels engagés par le Diocèse en raison d'une transaction prévue au présent Canon sont à la charge de la paroisse.

F

MOTIONS



Motion "A" – Election of a Diocesan Treasurer

Moved by: Mr. Michael Hiles
Seconded by: The Venerable Janet Griffith

Be it RESOLVED, that Synod elect Mr Norman Spencer as Diocesan Treasurer.

Motion « A » – Élection du trésorier diocésain

Proposée par : M. Michael Hiles
Appuyée par : La vénérable Janet Griffith

Qu'il soit RÉSOLU que le Synode élise M. Norman Spencer à titre de trésorier diocésain.

Motion "B" – Nomination of Auditors

Moved by: Mr. Michael Hiles
Seconded by: The Venerable Janet Griffith

Be it RESOLVED, that Synod nominate the firm of BDO Dunwoody LLP to serve as Auditors for the 2010 fiscal year.

Motion « B » – Nomination des vérificateurs

Proposée par : M. Michael Hiles
Appuyée par : La vénérable Janet Griffith

Qu'il soit RÉSOLU que le Synode nomme la firme BDO Dunwoody s.r.l. à titre de vérificateur pour l'exercice financier 2010.

Motion "C" – Budget

Moved by: M. Michael Hiles
Seconded by: The Venerable Janet Griffith

Be it RESOLVED, that Synod adopt the 2011 Operating Budget as published.

Motion « C » – Budget

Proposée par : M. Michael Hiles
Appuyée par : La vénérable Janet Griffith

Qu'il soit RÉSOLU que le Synode adopte le budget de fonctionnement pour l'année 2011 tel que publié.

Motion "D" – Regarding the Ministry Action Plan

Moved by: The Ven. Janet Griffith
Seconded by: The Rev. James Pratt

Be it RESOLVED, that Synod adopt the Ministry Action Plan as presented.

Background

The Ministry Action Plan (MAP) expresses the diocese's call to be a ministry faithful to God's action in Jesus Christ through the Holy Spirit: true to the Gospel; spiritually alive in prayer, worship and service; and engaged attractively and meaningfully with our neighbours. This plan follows on from our previous Strategic Plan 2005-2010. It builds upon the accomplishments of this work, and on what we have learned from the *Planning "Boken" Study*, the *National Church's Stewardship Planning Study*, and the *Communication Report and Recommendations* (Hirst Communications).

Parishes and faith communities are founded in God's radical hope for a better world. This hope is realized by participating in God's mission for the world. Now is the time we need to rediscover the deep roots of real hope in congregational life, in our diocesan relationships, and in our community-based ministries. Real hope, rather than wishful thinking, will give courage for the challenges that lie ahead.

The Ministry Action Plan is an invitation to stretch ourselves, reaching further into the world around us with courage and trust, challenging each other to do a new thing inspired by God's promise, joy and abundant hope.

Motion « D » – Au sujet du Plan d'action ministériel

Proposée par : La vénérable Janet Griffith
Appuyée par : Le révérend James Pratt

Qu'il soit **RÉSOLU** que le Synode adopte le Plan d'action ministériel tel que présenté.

Contexte

Le Plan d'action ministériel (PAM) énonce l'appel du diocèse à un ministère fidèle à l'action de Dieu en Jésus-Christ par le Saint-Esprit : fidèle à l'Évangile; spirituellement actif par la prière, le culte et le service; et engagé de manière attrayante et significative avec nos voisins. Ce Plan s'inscrit dans la foulée du précédent Plan stratégique 2005-2010. Il prend appui sur les réalisations de ces travaux et sur ce que nous avons appris de l'*Étude Boken sur la planification*, de l'*Étude de planification de l'intendance de l'Église nationale*, et du *Rapport sur les communications et les recommandations* (Communications Hirst).

Les paroisses et les communautés confessionnelles sont fondées sur l'espoir radical de Dieu pour un monde meilleur. Cet espoir est réalisé en participant à la mission de Dieu pour le monde. Le temps est venu de redécouvrir les racines profondes du véritable espoir au sein de notre vie paroissiale, de nos rapports diocésains, et de nos ministères à caractère communautaire. Le courage dont nous avons besoin pour relever les défis à venir proviendra d'un véritable espoir, et non pas de vœux pieux.

Le Plan d'action ministériel est une invitation à nous outrepasser, allant plus loin dans le monde qui nous entoure avec courage et confiance, et acceptant un défi personnel de faire quelque chose de nouveau sous l'inspiration de la promesse, de la loi et de l'espoir abondant de Dieu.

Motion "E" – Resolution from the Mission Committee

Moved by: The Rev. Gwenda Wells
Seconded by: Mrs. Susan Winn

Be it **RESOLVED**, that this Synod:

- endorse the addition of a proposed sixth mark of mission to the current list of Five Marks of Mission, one that relates to peace, conflict transformation and reconciliation.
- encourage the Council of General Synod to support the addition of the proposed sixth mark of mission to the Marks of Mission, to be addressed by our delegates at the next meeting of the Anglican Consultative Council in New Zealand in 2015
- encourage the Council of the General Synod to incorporate the proposed sixth mark of mission in all its work and planning, including Vision 2019, as soon as possible and to whatever extent possible.
- request the Executive Archdeacon of Montreal to write to the General Secretary of the Anglican Church of Canada, to inform him of this motion, and to recommend that this proposal be forwarded to the next meeting of the Council of General Synod in November 2010.

Background

In 2007, the Anglican Church of Canada proposed a sixth Mark of Mission, one relating to peace, conflict transformation, and reconciliation. This proposal was based on the realization that given the extent and severity of conflict in many parts of the world, Christians need to turn their attention to the work of peace and reconciliation. The recommendation for the sixth Mark of Mission was accepted by the Anglican Consultative Council at its meeting in Jamaica in 2009, though the exact wording has yet to be proposed.

The Marks of Mission are going to become a major force in shaping the future of the Anglican Church of Canada. At General Synod 2010, members learned how the church's plan for the next ten years, Vision 2019, is shaped by a Marks of Mission framework. The plan was received and accepted and will be reflected in study materials and worship resources in the triennium from 2010 to 2013.

Motion « E » – Résolution du Comité des missions

Proposée par : La révérende Gwenda Wells
Appuyée par : Mme. Sue Winn

Qu'il soit RÉSOLU que le Synode :

- appuie la proposition d'un sixième signe de la mission, en ajout à la liste actuelle des Cinq Signes de la Mission, qui a trait à la paix, la transformation des conflits et la réconciliation;
- encourage le Conseil du Synode général à appuyer l'ajout de la proposition d'un sixième signe de la mission aux Signes de la Mission, sujet qui fera l'objet de discussion par nos délégués à la prochaine réunion du Conseil consultatif anglican qui se tiendra en Nouvelle-Zélande en 2015;
- encourage le Conseil du Synode général à incorporer la proposition d'un sixième signe de la mission dans ses travaux et sa planification, y compris Vision 2019, et ce, dès que possible et dans la mesure du possible;
- demande à l'archidiacre de direction de Montréal d'écrire au secrétaire général de l'Église anglicane du Canada afin de l'informer de la présente motion, et de recommander que cette proposition soit transmise à la prochaine réunion du Conseil du Synode général au mois de novembre 2010.

Contexte

En 2007, l'Église anglicane du Canada proposait un sixième Signe de la Mission se rapportant à la paix, la transformation des conflits et la réconciliation. La proposition découlait de la réalisation que, vu l'étendue et la sévérité des conflits à plusieurs endroits dans le monde, les personnes chrétiennes doivent prêter une attention particulière à des efforts pour la paix et la réconciliation. Le Conseil consultatif anglican a accepté la recommandation pour le sixième Signe de la Mission à sa réunion tenue en Jamaïque en 2009, même si le libellé en question n'a pas encore été proposé.

Les Signes de la Mission vont devenir une force déterminante pour modeler l'avenir de l'Église anglicane du Canada. Lors du Synode général de 2010, les membres ont pu apprécier l'impact important des Signes de la Mission sur le plan décennal de l'Église, soit Vision 2019. Le plan a été reçu et accepté et sera évident dans la documentation et les ressources pour le culte dans le triennium de 2010 à 2013.

Motion "F"

Moved by: The Revd David Sinclair
Seconded by: The Revd Kay Richardson

RESOLVED that the Synod of the Diocese of Montreal update and keep current the Diocesan website and look to develop linked web pages between the Diocesan website and all parochial websites.

Proposition « F »

Proposée par : Le révérend David Sinclair
Appuyée par : La révérende Kay Richardson

Qu'il soit RÉSOLU que le Synode du Diocèse de Montréal actualise et tienne à jour le site Web diocésain, et qu'il cherche à développer des pages Web liées entre le site Web diocésain et tous les sites Web paroissiaux.



G

**SYNOD
REPORTS**



Index to Synod Reports 2010

Diocesan Council

Diocesan Council Report	Valerie Taylor and Alan Perry	G 3
The Nominating Committee of Diocesan Council.....	Jane Bell.....	G 5

The Standing Committee on Finance

Chair of the Committee	Michael Hiles	G 5
Anglican Funds	Norman Spencer	G 7
The Audit Committee.....	Tom Burpee.....	G 7

The Standing Committee on Mission

Chair of the Committee	Gwenda Wells	G 8
Anglican Church Women	Eileen Hussey	G 9
Council on Aging.....	Marion Standish	G 9
Partners in Mission	Penny Noel.....	G 10
Primate's World Relief & Development Fund.....	Angela Andrews	G 10
Stewardship of the Environment	Catherine Gillbert	G 12
Kidstuff	James Catto	G 13

The Standing Committee on Human Resources

Chair of the Committee	Edward Simonton	G 14
------------------------------	-----------------------	------

Community Ministries

Action Réfugiés Montréal.....	Glynis Williams	G 15
Mile-End Community Mission.....	Roslyn Macgregor	G 16
Saint Michael's Mission.....	Maria Trudel	G 18
Tyndale-St George's Community Centre	Allan Marjerison	G 20

Other Reports

Archives	Richard Virr	G 21
The Bishop's Commission on Ministry	Janet Griffith Johnson	G 22
Centre for Lay Education	Tim Smart.....	G 22
Crosstalk Ministries.....	Linda Faith Chalk	G 24
Ecumenical Officer	Alan Perry.....	G 25
eMERGE.....	Nick Brotherwood	G 26
Fresh Start	Michael Johnson	G 26
Lay Readers' Association.....	Sue Winn.....	G 28
Montreal Anglican Montréal	Ivor Wharf.....	G 28
Montreal Boys' Choir Course	Marcel de Hêtre.....	G 29
Montreal Diocesan Theological College.....	John Simons.....	G 30
Spiritual Direction Group.....	Vivian Lewin	G 31
Synod Planning Committee.....	Ann Cumyn.....	G 31
Youth Chaplain	Christopher Belle.....	G 32

Index to Synod Reports 2010

Chaplaincies

Concordia University Ecumenical Chaplaincy.....Ellie HummelG 33

Prison Chaplaincies

Federal Penitentiary ChaplainciesPeter Huish.....G 33

Montreal-Southwest Community Ministries.....Peter Huish.....G 34

Hospital Chaplaincies

Ste-Anne's Veterans HospitalStephen Petrie.....G 35

Chaplaincies

Port Chaplaincy.....Alfred Chinniah.....G 36

Provincial Council.....James PrattG 37

Reports on National Committees

Council of General SynodSue Winn and Dion LewisG 37

Partners in Mission & Ecojustice.....Sue Winn.....G 39

December 8, 2009

Council elected the Venerable Edward Simonton as Vice-Chair for the 2009-10 year

Council heard a report from the Trustees of the Parish of Nelsonville (Cowansville).

Council reviewed financial reports.

Council heard a report from the Bishop's Task Force on Implementing Diocesan Structure, and approved mandates for the revised Standing Committees, and a document outlining staffing requirements for these Committees.

Council adopted a motion protesting cuts to KAIROS funding by the federal government.

January 12, 2010

Council welcomed Bishop Barbara Andrews, of the Parishes of the Central Interior, as a guest.

Council appointed the Revd James Pratt to the Audit Committee.

Council heard a report from the Trustees of the Parish of Nelsonville (Cowansville).

Council reviewed financial reports.

Council heard an extensive report on the state of the diocese from Myrlene Boken (AMB Consultants).

February 9, 2010

Council learned of the formation of a new parish, the Church of the Epiphany, in Verdun.

Council heard a report from the Trustees of the Parish of Nelsonville (Cowansville).

Council reviewed financial reports.

Council discussed follow-up efforts with respect to the Boken Report.

Council approved a revision to the Memorandum of Understanding with Tyndale-St Georges.

March 9, 2010

Council learned that St Matthew's, Hampstead, had adopted a resolution at its Vestry meeting to wind down operations.

Council heard the final report from the Trustees of the Parish of Nelsonville (Cowansville).

Council reviewed financial reports.

Council held an *in camera* discussion on safer church policy and insurance.

Council discussed the interpretation of voting rights at Synod for lay delegates from parishes in arrears.

Council requested the Audit Committee to review its terms of reference and report back.

Council adopted Rules of Operation for the Synod Planning Committee.

April 13, 2010

Council received a working paper on communication and confidentiality policy.

Council received the final report of the Bishop's Task Force on Implementing Diocesan Structure, approved its final recommendations, and dissolved the task force with thanks.

Council reviewed financial statements, including draft statements for the 2009 year-end.

Council adopted a statement calling on the Quebec government to withdraw Bill 94.

Council received a statement from Jewish-Christian Dialogue protesting Quebec government introduction of legalized on-line gambling, and endorsed the statement.

Council learned of an initiative to form a Ministry Action Plan working group.

May 18, 2010

Council was informed of a reorganization of the Greater Parish of Lachute into two new parishes.

Council was informed that a new liturgy and protocol for the Blessing of Civil Marriages had been approved and was now available for use.

Council heard a presentation on the Tyndale-St George's Community Centre.

Council learned that a task force was being formed to explore collaboration between the Dioceses of Montreal and Quebec.

Council reviewed financial reports.

Council heard a presentation on Back to Church Sunday, to be held in the fall.

Council heard an update on the Ministry Action Plan, and learned of the formation of a working group for Managing Our Resources.

June 9, 2009

Council heard a report about a recent Justice Camp.

Diocesan Council*continued...*

Council heard a report from the Finance Committee, particularly regarding the recent audit.

Council heard from the Synod Planning Committee about plans for the upcoming Diocesan Synod.

Council reviewed financial statements.

Council heard some preliminary comments about the recent General Synod.

Council was introduced to the new Stewardship Officer, Janet Marshall.

Nominating Committee**Jane Bell**

This year was a challenge for the Nominating Committee.

Jane Bell was appointed chair and Sheila Garner continued to be secretary of the committee. With the exception of four current members, five new members were added to fill the nominating committee. The Committee now meets at 1 pm, the same Tuesday as the Diocesan Council, in order to facilitate members being able to attend both meetings.

At the Synod last Fall, the new committee structure was announced. December 2009 and January 2010 was a time when the nominating committee met more frequently to begin the process of filling the committees.

In order not to depend on the same volunteers over and over again, we endeavored to find new recruits by inviting people in the Diocese as guests to our meeting.

The one weakness in the nominating committee is that members of the committee do not show up for our meetings and do not notify us and thereby, occasionally, we have experienced a lack of a quorum.

We look forward to connecting with new participants in the upcoming year, with the co-operation of all the people in the diocese.

Standing Committee on Finance**Michael Hiles**

The Synod's Standing Committees were reviewed and reorganized by Diocesan Council with effect from January 1 of this year. The new Finance Committee has been meeting monthly (July excepted) since then.

Briefly, the Committee's mandate is to assist the Treasurer with respect to the articulation, promotion, coordination, and supervision of the Synod's financial affairs, and to do so in a manner consistent with strategic goals set out by Council. In addition, members bring a "parish" perspective to the Committee, helping us to remember that the Synod office and structure exists in great measure to help parishes thrive.

In practice this means meeting monthly and reviewing, with the Treasurer and Manager Financial Services, the monthly and year-to-date accounts of the Synod, both with respect to income and expenses, and assets and liabilities. We also look at the income from parishes, with particular focus on late payments, which are shown on an Aged Receivables Report.

The agenda usually contains items of a longer term nature, and in these items we review, watch, encourage and assist where and when that is possible and appropriate.

Our job is made pleasant and straightforward by the Treasurer and Manager Financial Services. We get complete and timely reports each month, and our questions receive thoughtful and knowledgeable responses. I am completely confident that I speak for the whole committee when I say that we have a very high level of confidence that both financial reporting and financial controls are operating at a very high standard.

Some specifics that stand out:

- The audit for 2009 was completed very early this year – we had draft statement at our end-of-March meeting.
- The audit was clean and the auditors were very pleased with the efficiency of the process.
- The audit fees are down, dramatically.
- There is no need for a "Management Letter" listing our sins of omission and commission.
- Expenses are essentially on budget, demonstrating good control and budget planning. Variances are insignificant.

The Committee has taken an interest in a variety of issues:

- Discussions led by the Treasurer looked at the definition of parish income for assessment purposes.
- The Treasurer and Manager Financial Services have developed a revised data input form to make life a little easier and consistent when parishes need to submit financial data.
- Some discussions focused on systems for automatic withdrawal for parish donations.
- We have been asked to consider and develop an audit policy or guidelines for parishes, to provide consistency in financial reporting and control.

The current issue as this is written is the budget for 2011. This is a joint responsibility of the Treasurer and Finance Committee, who present Council with a proposed budget, which Council then presents to Synod at its annual meeting.

It has been pointed out that the current operating budget is finely tuned, and there is little left to cut or even shave. For ongoing healthy finances we will need to look to fundraising and the Finance Committee, with the Treasurer and the Bishop will be taking an interest in this issue. In this regard there are no easy answers, but it is clear that we need to get into the 21st century and shed our reluctance to discuss money on a personal level. The best approach is not yet evident, but our current approach is outmoded and needs to change. We welcome Adrienne Clements, who is focusing on this topic, and is bringing energy and ideas.

Lastly, the Finance Committee is not an operating committee. Our brief is to assist the Treasurer, jointly present the budget, and monitor financial matters on your behalf. The actual achievements are directly linked to hard work, and the credit for the hard work, many of the good ideas and achievements go to the Treasurer and Manager Financial Services, and on behalf of the Finance Committee they have our sincere thanks.

The Anglican Balanced Fund is a private mutual fund owned by the Diocese, certain parishes and related institutions. The Fund is administered by a board of trustees and is managed by Letko, Brosseau & Associates.

Assets were (\$ millions):

	June 30, 2010		Dec. 31, 2009		Dec. 31, 2008	
Cash and short-term securities	\$ 2.3	10%	\$ 2.5	12%	\$ 2.7	14%
Bonds	\$ 9.0	40%	\$ 8.4	38%	\$ 8.7	45%
Canadian equities	\$ 4.4	20%	\$ 4.5	20%	\$ 2.9	15%
Non-Canadian equities	\$ 6.7	30%	\$ 6.7	30%	\$ 5.0	26%
	\$22.4		\$ 22.1		\$19.3	
Distributions (\$ millions)	\$ 0.47		\$ 0.97		\$ 1.4	

The mix of cash and bonds versus the higher risk / higher return equities reflects a prudent but balanced investment policy.

Since March 2004 the Fund has generated an average annualized return of 6.1%. However, the turbulence in world financial markets during the past number of years has affected Fund values.

The trustees have met with the managers quarterly and have reviewed the underlying investments.

I am grateful to my fellow trustees for their support and for their most professional approach to their task.

The Audit Committee

Tom Burpee

The members of the audit committee are Thomas Burpee (Chairman), Laura Prince, Reg Patterson, Brian Davies and James Pratt. The purpose of the committee is to oversee the audit functions of Synod and to make policy recommendations on any matter affecting audit, financial reporting or compliance.

Meetings were held with the auditors at the end of 2009 to go over the audit plan. This was followed by a number of meetings in the months that followed with the Auditors, the Honorary Treasurer and the Manager of Financial Services during the process of the completion of the financial statements. Once the audit was completed and the statements finalized, the committee reviewed them and gave its approval to Council. It also recommended the reappointment of the auditors.

In addition, during the course of the year, it is the responsibility of the committee to review, amongst other things, the written representations of the auditors, the internal controls, the audit fees and compliance with regulatory requirements.

There were a number of continuing changes this year that substantially improved the audit process. For the second time, the audit file was prepared by the Synod's own accounting department in final form. As well, the accounting department prepared the complete financial statements, greatly facilitating the audit and allowing the auditors to complete their work ahead of last year. As a result of these changes, the audit time was considerably reduced and the audit fees as well.

The Audit Committee

continued...

The audit committee would like to express its appreciation to all concerned for the continuing improvements we noted this year and especially to Norman Spencer, our Honorary Treasurer and to Stephen Tam, our Manager of Financial Services. This includes the issuance of regular monthly financial statements, the budget process, the continued reduction in the number of the former trust funds and the improved preparation of the annual audit.

The Standing Committee on Mission

Gwenda Wells

The Standing Committee on Mission was created following a recommendation by the Bishop's Task Force on Structure of the Synod Office and Committees. It began its activity in April, 2010.

The Standing Committee on Mission is mandated to inform and support the parishes and ministries of the diocese in regard to resource sharing, new forms of ministry, as well as social justice, service to the community, partnerships with the worldwide church and the stewardship of creation. Its responsibilities include the creation and dissemination of helpful materials and the support of networking, new partnerships and information flow. This work focused both within the Diocese and beyond, to include other national, ecumenical, social justice, community service and interfaith bodies.

Sub-committees which fall under the Standing Committee on Mission are:

- Anglican Church Women
- Council on Aging
- Kidstuff
- Partners in Mission
- Primate's World Relief and Development Fund
- Stewardship of the Environment

The committee is also committed to maintaining communication with and offering support to these community ministries:

- Tyndale-St George's
- Action Réfugiés
- St Michael's Mission
- Mile-End Mission

The Committee on Mission oversees the budget allocations of the subcommittees and maintains an active, supportive liaison with all these ministries, bringing forward areas of concern.

The Standing Committee on Mission has a budget from which it can respond to grant requests, and a small operational budget. To date, one grant request has been approved, for the development of on-line curriculum materials for small Sunday Schools, *Stories on the Way*, and several others are pending, including one for a special programme at Tyndale-St George's and one for a tractor for the Diocese of South West Brasil.

The Standing Committee on Mission*continued...*

The Standing Committee will be seeking ways to articulate and encourage the implementation of mission programmes, and it is with this in mind that it has put forth a motion to request this Synod to encourage the promotion of the Sixth Mark of Mission, on Peace and Reconciliation, in the resources produced by the Anglican Church of Canada for *Vision 2019* and in the ACC's preparation for the next meeting of the Anglican Consultative Council, where it is hoped the Sixth Mark of Mission will be officially adopted.

The members of the Standing Committee on Mission welcome your thoughts on resources and workshops that might be found useful, as well as ideas for building up the budget available for one-time grants.

Anglican Church Women**Eileen Hussey**

I am pleased to report on the following activities of the Montreal Diocesan A.C.W. for the year 2009 to 2010.

The president traveled to Deer Lake, Newfoundland on October 1 to 4, 2009 to attend the annual national A.C.W. Conference. We were blessed to have with us the Primate and the Bishop of Western Newfoundland. Thirty-five women from across Canada attended.

On December 6, 2009, we held our fourth annual service for Victims of Violence. This commemoration was especially memorable as it marked the 20th anniversary of the Polytechnique Massacre. Our guest speaker was Fiona Brownlee, Director of the Council of the North, who spoke on the abuse of native women. Also participating was the Della Dona Choral Group and the Cathedral liturgical dancers. The Reverend Canon Joyce Sanchez celebrated. From the proceeds of the offering (\$270), we were able to donate to the Council of the North and Auberge Madeleine. Approximately 150 people attended this choral Eucharist.

Our annual Lenten Quiet Day was held on March 18, 2010.

On April 29, 2010, we held our annual Women's Day of Celebration. We were very fortunate to have as speaker, Sue Montgomery of The Gazette, who spoke of her experience in earthquake stricken Haiti. Fifty women attended and \$1500 was donated to the Thank Offering. These monies were distributed to Auberge Madeleine, Council of the North, St. Hilda's Guild, Elizabeth House Foundation, Head and Hands and La Maison Enfants Espoir in Haiti.

We are continuing to publish our quarterly newsletter, "Keeping in Touch".

Council on Aging**Marion Standish**

The Council on Aging had an interesting year. We were invited to four communities to present what became known as the ROAD SHOW, a condensed version of the presentations made at our Spring Conference in 2008.

We presented three subjects: 1) Care and help when you need it, 2) Wills, mandates and powers of attorney, and 3) Maturity in Faith, goals and opportunities in later years. The presentations were well attended, and appreciated. These presentations achieved several objectives;

- putting a face to the Council on Aging; we became more than a committee which meets regularly in Montreal and publishes a newsletter three times per year,
- we brought information to the parishes ; it is not easy for all people to come to Montreal,

- our committee members were able to meet fellow Anglicans in diverse settings, gaining appreciation for their unique situations and challenges.

We have at least one invitation pending and are still available if a parish wishes to contact us.

For the coming year, we have invited parishes to submit proposals for projects consistent with the mandate of the Council on Aging. This committee was a beneficiary of funding from a previous Bishop's Action appeal and we have been searching for ways to best use this money; instead of a diocesan-wide initiative, we decided to let the parishes tell us what they need. These proposals could include a program of ministry to seniors, outreach to isolated seniors to support their independence and inclusion, assistance for the elderly living in poverty and assistance for parishioners unable to attend services. We also intend to financially support the ministry of parish visiting.

I wish to thank the other committee members: the Rev'd Jennifer Bourque, Anne Geffrion, Carol Hutton, Erla Sandiford, Marjorie Sharpe, the Rev'd David Sinclair, and the Programme Office, Nicki Hronjak, for their help and support.

It is a continuing challenge to ensure that the committee meets the needs presented by our aging population, even though we know that aging is a life-long process and not limited to our senior years.

Partners in Mission Committee**Penny Noel**

Under the stalwart leadership of the Reverend Mark Rogers, the Partners in Mission Committee continued their liaison with the Diocese of Masasi in Tanzania and began a dialogue to institute a partnership with the Parishes of the Central Interior of Western Canada. Correspondence was maintained with the Right Reverend Patrick Mwachiko in Tanzania and with the Right Reverend Barbara Andrews in British Columbia.

In August 2009, a delegation consisting of the Right Reverend Barry Clarke, Lord Bishop of Montreal, the Venerable Janet Griffith-Johnson, Executive Archdeacon of Montreal, the Reverend Canon John Simons, Principal of the Montreal Diocesan Theological College, Angela Andrews, President of the Montreal PWRDF Committee, and Eileen Hussey, President of the Montreal Anglican Church Women visited Masasi to learn about their work, and to join in the celebration of the start of the centenary year of the Cathedral of the Virgin Mary and St. Bartholomew, which was dedicated on August 3, 1909.

The committee also prepared a presentation for Synod and prepared services for Mission Sunday for both the BCP and BAS.

Special thanks to all the members of the committee for their dedication: the Reverend Mark Rogers, former chairman, the Reverend William Blizzard, Mrs Elizabeth Hutchison, Mr William Griffiths, Mrs Mary Lennon, and Mrs Sue Winn, current vice-chairman.

Primate's World Relief & Development Fund**Angela Andrews**

As we conclude another year of PWRDF activities, I am amazed by the quick passage of time and just how busy a year it has turned out to be.

We started out with a celebration. On September 30th, 2009 along with the Parish of St. George's in Ste. Anne de Bellevue we held a Thanksgiving Service marking the anniversary of the inauguration of the PWRF. It was at a General Synod in Ste. Anne de Bellevue in 1959 that the resolution was passed to create the PWRF. The service

featured the beautiful singing of a combined choir; the celebrant was Bishop Barry Clarke, with the guest homilist being Archbishop Tom Morgan. This was followed by a lovely reception at which the anniversary CD, *One Voice*, was introduced.

The Planning Committee, comprising Judith Quinn, co-chair, Debbie Shane, Nicholas Köhner, Anne Skowronski, Rev. Gwenda Wells, Judith Pearce and Angela Andrews continued to try to keep the hearts and minds of our diocesan reps. aglow and to promote the PWRDF around the diocese through our quarterly newsletter, our program of guest presentations to which reps. and interested persons are invited and by being visible at churches and supporting their initiatives.

We began the 2009/10 program with a visit by Henriette Thompson, Director of Partnerships for the Anglican Church of Canada. She focused on our global and national partnerships and Canada's and the world's commitment to achieving the Millenium Development Goals. Her presentation was well received and the comments were that both the content and the format can be of use. Our New Resource Materials presentation was excellent. Done by Judy Oatway, it took the form of a workshop, during which the new 50th anniversary hymns were introduced and sung. The reps. now have the music for use at church. In November we looked at the ongoing work of Action Réfugiés Montreal in detention centres and with its twinning program. The guest speaker was Jenny Jeanes, program co-ordinator at ARM. Our annual World AIDS Day mass was held at St. John the Evangelist. We recognize the need to do some more publicity for this service as the attendance seems to have dropped. Bishop Barry Clarke presided, with Judy Oatway as the guest homilist.

In the new calendar year, the Rev. Lorne Tardy of St. Mary's Church, Kirkland spoke about the Refugee Project that is being co-sponsored with St. Georges's Church in Ste. Anne de Bellevue. The youth of the parish have responded to the call of the national PWRDF to sponsor 50 families in honour of the 50th anniversary. They hold the distinction of being the first youth group in the Anglican Church to rise to the challenge. Our planned visit to the Kahnawake Language and Cultural Centre in April was postponed. We hope to be able to make that trip in June. We await word from the Centre. This is important for us as we would like to continue the dialogue on the issues that face indigenous communities and above all, see the innovative work that is being done to restore language, empower youth, etc.

I have a sense that the voice of the PWRDF is being heard more often in our parishes. We have been focusing on more individual communication with reps. - for example, phone calls (the phone list has been divided among committee members) to inspire attendance at meetings and events.

At our Materials Unit meeting we invited reps. to bring along their clergy. About four of them accepted the invitation. The Montreal Anglican (Harvey Sheperd) has been present at and reports on our activities, and we have begun to use the Exchange to promote upcoming events. We have learned that because our diocese is such a hub of activity that we have to work to keep the name of the PWRDF visible. We were delighted to have had a table at this year's synod. It was truly a pleasure to meet and talk to so many new people and to establish contacts. In the course of this year I have had conversations with individuals from different parishes so I know that events are taking place on behalf of PWRDF. We continue to encourage contributions to the newsletter as well as feedback, without which we do not know whether we are meeting the needs of our readers. A very sincere thank you to all who have submitted an article or reviewed an event for us. And, a special thanks to Nicki Hronjak for her creativity and expertise in putting it all together. We are extremely grateful.

The Planning Committee would like to thank Anglicans and friends in Diocese of Montreal for responding to the call of the PWRDF for donations to the cause of Haiti. Our donations will go twice as far because we have acted together. For a clear and current picture please, read "Update on Work in Haiti" by Gwenda Wells, in the May 2010 issue of the Newsletter. The partnership format is working well for the PWRDF in this instance.

Our concerns centre on some of the same issues that face other areas of the diocese and we are in constant search for committee members who are ready to take on the required tasks.

At this year's AGM we are pleased to have Zaida Bastos, formerly PWRDF Development Coordinator, Africa and now CIDA Development Coordinator.

We thank Bishop Barry Clarke for his presence and ongoing support of the committee which would not be as efficient without the willing help and encouragement of Nicki Hronjak, Ardyth Robinson and Sherri Stephenson.

The Planning Committee remains committed to its mandate of working with our reps and congregations thereby giving relevance to the role of the PWRDF within the Anglican Church.

Stewardship of the Environment Committee**Catherine Gillbert**

The committee members were Anthony Whitehead, Duncan Shaddick, Raymond Noel, Robert Bergner, Brian Richardson, Neil Mancor and Catherine Gillbert (chair).

The committee met 6 times during the year and temporarily stopped any activities in April 2010 due to lack of members. A rejuvenated committee will start again in September 2010.

The committee was involved in 2009 Synod. We gave a presentation of the work we have done so far including highlighting a shortened form of *the Earth Day Liturgy*, giving an overview of the workshops- *Saving God's Creation* and providing information on the energy project that is supported by *the Bishop's Action Appeal*. We also took the responsibility for one liturgy.

Catherine was invited to become a member of the advisory group for the Green Church Project- an initiative of the Presbyterian Church – that is now a unit of the Canadian Centre for Ecumenism.

The committee was involved in the planning and participated in the Green Church Conference held at St Charles, Point-Saint-Charles on February 9, 2010. We gave a presentation on the work being done in the Anglican Diocese of Montreal and had a role in the service held at the end of the Conference.

We are still distributing the funds from the Bishop's Action Appeal for the years 2008 and 2009. We act as a resource for churches looking for information and will continue to improve this aspect of our work next year.

We would like to give a special thank you to Robert Bergner, Neil Mancor and Brian Richardson for their services to the committee and also thank those members who have agreed to serve again.

"Father, whose Son called children to him,
We pray for boys and girls everywhere,
That their childhood may
Be filled with laughter and happiness.
As they learn so many facts
And enter into so many new experiences,
May they learn of your love,
And how to serve Jesus as Master and Lord."¹

Two years ago, Kidstuff, the Children's Unit of the Anglican Diocese of Montreal, was close to being defunct. There were only four members left, and it seemed difficult to find anyone who was willing to be part of the committee at that particular time in the life of the Diocese. So, we had a decision to make -- do we go on or not? The four of us who were left decided that a Diocese without a Children's Unit was something we never wanted to see, and thus we chose to push on despite the challenges. We believed that it was our mission to be part of the process to rekindle interest, awareness, and the need for Children's Ministry in our Diocese. So, where would we start? .

Based on conversations with Children's Ministry volunteers, we became aware of a general feeling of isolation and loneliness that some, if not all of the volunteers, were feeling. With most of our churches aging and in survival mode, Children's Ministry seemed to be pushed down on the priority list for many of the parishes, especially if they didn't have children in their congregations. Many of the people working with the children we have, and those who would like to see children in their churches, seemed overwhelmed with the challenge of maintaining, improving, or restarting a Children's Ministry in their parish. Kidstuff therefore discerned that one of the first actions we had to make was to show support for the lay leaders, teachers, and other volunteers who were working with the children. We felt that we needed to provide a venue where they could voice their concerns, frustrations, and needs with others who were feeling the same way. We also wanted to provide food for the soul by providing a time with God, a time for discussion on a Children's Ministry topic, and to listen to a keynote speaker talk on the subject of the day. We also would provide a time of fellowship through the fellowship of a meal by providing lunch. Thus we created the Gatherings. We have had six Gatherings since the Spring of 2008. Some of the topics have been: How to Convey Spirituality to Children; The Struggle between Church and Social Pressures; and The Rights and Needs of Children. We hoped that those who attended would be uplifted, positively challenged, feel a comradeship with others in their field, and have learned something that would help them in their ministry. Based on the evaluations we received, this objective was overwhelmingly met. At least 99% of the people who responded in the evaluations had a very positive experience.

Another area we wanted to tackle was to have something for the clergy. We attempted to organize a similar venue for the clergy. as we did with the laity, who also, we felt, were probably overwhelmed with the challenge of improving or beginning a Children's Ministry while being weighed down with the responsibilities of keeping their parishes going in what some have called a Post-Christian era. No longer do we open a church and voilà people will come because society says it is the thing to do on a Sunday as it did when we were young. With Sunday Shopping, young people working sometimes 7 days a week in the retail field, amateur sports being played on a Sunday, email, texting, video games and many other distractions, we are faced with the need to mission in our communities, to go out and meet people including children, where they are at. This added burden to clergy (many, if not all, with limited training in this field), was just another reason why we wanted to organize something just for them. Unfortunately, a couple of days before the event was to happen in the spring of 2009, our keynote speaker had an accident and we had to cancel. We hope in the future to have something specific to Clergy.

¹ Bernard Thorogood, The Lion Prayer Collection, compiled by Mary Batcher, Lion Publishing plc, p. 280

Another event Kidstuff participated in was the Youth Festival last September. We had a booth and passed out pamphlets and pens, answering any questions people had. The purpose of our participation was to keep awareness of Children's Ministry (one of our responsibilities) in the forefront.

The Gatherings while a success and a positive support for those who came, were still not attended as we would have liked. The seeming apathy towards the ministry, the geographic challenges of making it to Montreal for many, and the conflict of other events, and responsibilities of overlapping ministries that some of our focus group were in, made it difficult to have the numbers we had hoped for. Maybe, also, some of the topics did not interest some, though we have not heard that response in our communication with others. Getting people to come out has been a challenge.

Thus, after the Winter Gathering, Kidstuff decided to do something a little different than what we had done before. We decided to have a conference for both clergy and laity and invite two Children's Pastors from another denomination to give us some insight into what it takes to begin and improve a Children's Ministry in our Quebec contemporary context. The Conference was called "Going Back to the Children." We invited Annie Riendeau, Children's Ministry Director for the Full Gospel Assembly Church (L'Assemblée du Plein Évangile) and founder of "Wallaby et Compagnie" a street ministry in Lasalle, and Philippe Chassé, formerly he was the Children's Pastor at the church "Sans Frontières" (the Church Without Boundaries) and also was director for "Club de l'Amitié" (a club that has a children's membership of over 1500). What's more, we changed the time from Saturday to midweek with supper provided. Annie and Philippe had a lot to say; one main point being that we need to concentrate on the needs of the children first rather than on our own needs. If we do this, everything else will fall into place.

Attendance to "Going Back to the Children" was excellent. Forty people had signed up and thirty-nine attended. It was a mix of clergy and laity, laity being the predominant group. The evaluations were overwhelmingly positive (95%).

Finally, the Kidstuff website will be up and running in early September. It is a mixture of news, rights of children, a page for parents, a page for children, and resources for Sunday School curriculums, and baptism and confirmation preparation. It also has a page showing the Churches and their locations that have Sunday Schools. In addition it has many links to YouTube films showing children in many ways. We endeavored to extend to this website what we have tried to do in our Gatherings and Conferences – to provide support, resources, and soul food to all who value Children's Ministry. We also have begun to reach out to the children directly, as well as their parents in this website. Any website is a work in progress and your comments are very welcome.

I ask that you please pray for this ministry, for the clergy, lay leaders, and teachers, for the parents and grandparents, and especially for the children in our churches, our homes, and in the street.

The Standing Committee on Human Resources**Edward Simonton**

In June of 2009 the *Final Report of the Bishop's Task Force on Structure* was presented to Diocesan Council. One of the recommendations was that a new HR Standing Committee be formed to "conduct and supervise all pertinent work concerned with personnel and benefits, provide advice and counsel to the Bishop who acts as the *de facto* CEO of the Synod Office, and report to Council as required." The new committee was formed in the beginning of 2010. In the Autumn of 2009 the members of the old HR Committee members received letters thanking them for their service and notice that the committee was disbanded. As the chair of the old HR Committee I would also like to thank those members: The Revd Canon Paul Jennings, The Venerable George Lambert, Mrs Sue Winn, Canon Flo Tracy, Mr Frank Dottin, The Venerable Janet Griffith Johnson, and Ms Kim Northcott as HR staff support. It needs to be noted

that before being disbanded this group produced the new Diocesan Clergy Handbook. The amount of time and energy that went into this publication cannot be overlooked. So the old committee went out with a bang.

At the beginning of January Diocesan Council appointed the new Human Resources Standing Committee with a new mandate, an expanded membership, and oversight of both the Clergy Remuneration Committee and the Lay Pension Committee. Four members of the old committee were asked to serve: myself, The Venerable Janet Griffith Johnson, Mr Frank Dottin, The Rev'd Canon Paul Jennings and Ms Kim Northcott remained as HR staff support. We were joined by: Ms Anne Barnett, The Rev'd Geoff Chapman, Mr Tom Lake, Mrs Susan Magor, The Rev'd Kenneth Near, and Mrs Alexandra Struck. We met for the first time in February to begin afresh. This first meeting was called to go over the new mandate and procedures as part of an overall orientation by Mrs Ann Cumyn on behalf of the Bishop's Task Force on Structure.

The result of the major transition that the HR committee structure has gone through is that no work was undertaken from the disbanding of the old committee in the autumn of 2009 and the first regular meeting of the new Committee in March of 2010. Having said that, the new committee has covered a great deal of ground in a short period of time. We have dealt with: feedback about the Clergy handbook, reviewed The Rev'd Tim Elliott's Ministry Goals and Professional Development Program, reviewed and arranged liaisons with the Clergy Remuneration Committee and the Lay Pension Committee, clarified the procedure for appointing auditors at Annual Vestry Meetings, reviewed clerical retirement resources, reviewed support for clergy families and widows/ widowers, continued monitoring the production of a manual for recruitment and selection for parishes hiring lay people. We have also discussed strategies to integrate the Clergy Handbook into the culture of the Diocese.

However the main work of the committee has been preparing a Clergy Review/ Mutual Ministry review process. The old committee worked for two years and produced a document that went through four revisions. However it has become apparent that we need a wider focus and the procedure we had envisioned did not meet the criteria needed. The new committee has reviewed Archdeacon Simonton's HR Letters of Jan 2008 and May 2007, *Ministry review of an Incumbent or Chaplain* (116 questions based on Ordination vows), Archdeacon Bennett's Guidelines for Ministry Review, Canon Paul Jennings & The Rev'd Karen Chalk's *Annual Ministry Review*, The Rev'd Tim Elliott's *Ministry Review*, Roger's Review, and the Diocese of Huron's *Mutual Study of Ministry* to gain insight into what our best approach should be. To facilitate a discussion on the subject the committee met with the Diocesan Congregational Development Officer, Janet Marshall (who wrote the Ministry Review for The National Church in the Episcopal Church of the USA), in June to discuss possible ways forward. As a result of this meeting Janet Marshall has agreed to continue to act as a resource and support a subcommittee on the Clergy Review/ Mutual ministry Review. This subcommittee is chaired by the Rev'd Canon Paul Jennings and will meet regularly throughout the summer of 2010.

Action Réfugiés Montréal**Glynis Williams*****Refugees show olympic courage***

Olympians are characterized by their determination, perseverance, physical strength, hard work and their commitment to a dream regardless of setbacks and adversity. For these reasons, many of us look up to Olympic athletes as heroes and role models—and we should. But we must remember that an Olympic spirit is not limited to the Olympic games. It lives in the hearts and souls of many people who will never be honoured with a medal or stand on a podium while their homeland's national anthem plays.

Refugees are precisely these kinds of Olympians. Some refugees walk or run for hundreds of kilometres to reach safety after fleeing their homes. With limited food and water, their physical feats are astounding. To leave all that is familiar and pursue a dream of safety and opportunity demonstrates a determination many of us can hardly imagine, especially if children are involved. Bringing your family and the few belongings you can carry into an unknown future

requires immense courage. In Action Réfugiés' programs, we meet many people who inspire us by their courage, determination and perseverance. Thank you for the support of this ministry by the Synod of the Diocese of Montreal for more than 20 years now.

Action Réfugiés Montréal assists refugees through three programs:

1. Sponsorship

An end to their search for safety from persecution was realized when 24 men, women and children arrived in Montreal during 2009 from Iraq, Burundi, Eritrea and the Democratic Republic of the Congo. There are another 36 refugees currently in process, coming from Afghanistan, Algeria, Eritrea, Rwanda and Iraq. All are grateful for the sponsorship program.

2. Matching Program

We matched nine women, accompanied by their three children, in this program which offers support and guidance to refugee women as they go through the refugee claim process. The nine volunteers who were matched gain a window into the life of a refugee and become aware of the issues confronting refugees. Many of the women become good friends.

3. Detention Program

People who are held in the immigration detention centre in Laval call it a prison. They often ask why Canada is locking them up, when they are refugees seeking safety in Canada. As always we remain concerned about those people who are the most vulnerable. In 2009, we were pleased to work with the Canadian Council for Refugees on an important report entitled : Detention and the Best Interests of the Child (www.ccrweb.ca/children-detention). This report highlights the importance of our work in monitoring and bearing witness to the realities that people, including children, face in detention. In 2009, *Action Réfugiés* assisted 403 people by providing in-depth case follow-up, finding lawyers, accompaniment to detention reviews and offering moral support.

The recent testimony of one man affirms our convictions that this work is ministry: "*When I saw Action Réfugiés people visiting from the outside, I immediately felt safer and less nervous, since if people from the outside were aware of our situation, nothing bad could happen to us*". It is easy to forget that detention can be a frightening experience, even in Canada. This statement echos the words of Jesus, reminding us that ministry is about really seeing the "other" and welcoming them into our midst.

On behalf of the Board of Directors and our Chair, Susan Winn, thank you Bishop Clarke and all the members of the Diocese, for your continued support of this ministry with refugees. Your prayers and financial support are greatly appreciated by us and the refugees we serve.

Mile-End Community Mission**Roslyn Macgregor**

Mile-End Community Mission continues to minister in the name of our diocese to many who are marginalized by poverty, age, or illness... It has been a busy and challenging year, as usual.

We continue to work increasingly with people suffering from mental illness – in conjunction with hospital, families, landlords and others to ensure care and quality of life. We also work with the CLSC, the YMCA du Parc, and other community service organizations to meet our members' needs the best we can.

We have an active and committed board of directors. It's been wonderful to see the meaning of our work catch on for more and more people. Some members have retired, and we have welcomed new ones. Last fall, friends of the mission organized our third benefit hockey game with the Canadiens old-timers at the Bell Centre.

Jennifer Divall and Sarah Lougheed were our TWO mission summer students through the Canadian government programme. Sarah prepared our newsletter, 'Mission Possible', and is organizing a music fund-raiser at the Yellow Door. Jen has us composting at last and coordinates our volunteers. Both have worked very, very hard, and we are so appreciative. A third student again worked with the Mile-End Legal Clinic along with the *stagiaires* from McGill law faculty and Geeta Narang, the lawyer and director.

Stephanie Palmer worked part-time with us until June when she began a full-time job at UQAM using her specific expertise. She was the principal organizer of the Open House and also the upcoming Second Annual Fund-raising Dinner at Le Vieux St-Gabriel in Old Montreal.

Tyler Braun, formerly our Mennonite volunteer, now a student in Ottawa, continued the upkeep of our web page from afar until we found a volunteer to take over.

Joanne Racette continues with a creative art program. Not only do we have work of our artists gracing the mission walls, but the transformative aspects of the art are visible in people's lives and work. Joanne applied for and renewed a grant for art and plans an exhibition. She brings in artists for classes. Our three public access computers are in constant use, the phone for mission members is in constant use (many have no phone), a sewing class went well (Judy Pearce is helping organize to start up again in September), and a second Yoga group has begun.

The Food bank, under the direction of Connie Olson, continues to meet the needs of 100 – 120 households each week. We provide three healthy meals weekly for up to 30 people (sometimes more), many working together in both preparation and cleanup. A grant was received to enable us to begin breakfasts as well as increase the protein and other healthy aspects of our meals. The food bank and all of our programmes are meant to provide opportunities to develop self-esteem and self-confidence through work and volunteer opportunities and by participation in decision-making processes.

Emy Adamou retired from her work with us in February, Steph took over for a period, and in August Corrie Peters will begin working with us part-time after completing an intensive French course. Guerda Lafortune has also been working with us part-time. All staff and volunteers are processed through police checks.

We are working with two Haitian families who are settling into life in Montreal after losing everything in the earthquake. Churches helped especially with furniture. These families have added so much to our community life.

The Mission is providing space to our newly formed group, Solid'Haïti. Many helped us collect tents and other emergency necessities. In September we will be looking to help in long-term ways.

We continue to 'sell' clothing for fifty cents to one dollar and the money goes towards Mission excursions and support of the mission, as well as adding an element of respect to the transactions. In February, 80+ went sugaring-off at Mirabel. A large donation from *Fondation Marcel et Jean Coutu* enabled us to return to Granby Zoo in July, take a trip to a beach, and send eight people away to Camp Kinkora for a week. A new experience for four of them and the delight and peace are a joy to see. I baptized one of our children in the lake at camp. Great excitement and fun for all! We are preparing for our annual pilgrimage to St. Thomas, Rougemont for a feast of hot dogs, fresh corn, homemade apple pie, apples and a hayride after sharing the eucharist. Thanks ☺ to our friends in Rougemont. All of these activities build community, and help people know they belong.

Mile-End Community Mission*continued...*

The Mission theme continues to be "Nourishing our community." Mile-End Mission nourishes in many ways: not only through meals and a food bank, but also emotionally, spiritually, and practically through programs that enable us all to grow and develop individually and as a community.

Thank you to everyone who has assisted and encouraged us at the Mission. We're all in this shared ministry together and we need each other.

Saint Michael's Mission**Maria Trudel**

St. Michael's Mission continues to respond to the needs of a growing clientele. In 2008 we served 44,494 total meals. This year from January to December 2009, **88,326** meals were served. This is double the amount of 2008, and it will be very interesting to see what the numbers of meals served for 2010 will be. Since mid 2009 and continuing, we are seeking out lower wholesale prices as well as asking for more donations that will enable us to lower our food costs as well as other service linked costs. The daily number of men and women frequenting the centre remains between 140 -180 yet we continue to see new faces every week. For every new client who comes to St. Michael's we try to learn something about them, assist them with their most immediate needs, provide information and referral and if necessary provide follow-up and in-depth crisis intervention depending on their individual situations.

St. Michael's Mission remains an integral link in the chain of services providing assistance to the homeless in downtown Montréal and we know we will continue to be a key partner in the fight against homelessness and poverty for some time. In 2009 our team included two full-time crisis workers (one permanent and one on a federal grant). The frontline kitchen head was on the federal grant as well as another front line worker. Presently as of 2010 we have a full time floor manager who oversees the daily operations in conjunction with the executive director.

The Mission could not operate without the help of our many volunteers –Our Angels. We have 17 in-house volunteers and 9 board members. We are most fortunate to have such a wonderful team of volunteers. At least seven volunteers help maintain our programs and services on a daily basis. Each of these individuals is invaluable to the ongoing efforts of the Mission. During the fall and winter months students perform their field placements with us from various cegeps as well as from the Alternate School in St. Lambert. All the volunteers and the staff who work and provide their various expertise and experience are crucial in the overall operations of the Mission. St. Michael's wealth is that our team is solid and dependable.

In early 2010 through federal funding we received in 2009 we were finally able to begin renovations to our kitchen, bathroom, showers and main dining hall. This September we will begin our collective kitchen and hope to begin computer classes early fall as well.

Our board of directors has increased from seven members to nine, and in October 2009 we held our first annual general meeting. Now, we are at the point of looking at long term plans including expansion of our space in whatever way possible. It was noted at our strategic planning session in 2009 that the agency besides being a soup kitchen would look into more educational programs and services that would help to empower those clients who are ready to take the next step from being on the street. This year in particular, we have been very productive in gaining much ground in identifying our goals and objectives for the next few years. Everyone is on board and without a doubt the next years although challenging will be exciting.

La Maison Jean Lapointe provided a workshop on problem gambling workshop on site. We work very closely with the local CLSC and in November 2009 our centre was one of the appointed sites for the H1N1 vaccines.

The atmosphere here is very much like that of a family and I truly enjoy working with the team. In addition it is an honor to work with the men and women who come to the centre.

While we attempt to provide all services and programs in a peaceful atmosphere it has been at times difficult due to the number of clients needing our services in the depth of winter. They are more likely to spend more times indoors due to the weather and therefore they don't have much personal space in the Mission. This in turn can lead to increased frustrations and at times altercations between some to the clients. In 2009 we received a small grant from the City of Montreal to hire a security person for six months to assist staff as well as ensuring the majority of clients a sense of safety and well being.

By providing food, showers and clothing as a day centre, we have built a strong framework for clients in need to seek out further help or take on more personal goals and responsibilities once they are comfortable at the centre. The services of immediate needs (food etc.) are like a carrot drawing clients to the Mission which in turn provides a trust and confidence between our clients and workers that encourages the clients to stay and want to participate in programs that are both educational and social. The weekly painting classes remain very popular and we know the collective cooking classes will be as well. So many clients have been asking for computer classes that it is a given there is a need for them.

Like so many other non-profit organizations St. Michaels needs to seek out additional funding . Our goal is to increase private, corporate and foundation money while applying for more grants that are or become available in the coming years. We really depend on both private and corporate donations. In addition, should anyone wish to hold a fundraiser on our behalf we would be most grateful. Every time someone gives to St. Michael's Mission, they are helping improve the lives of so many. If you are interested in knowing more you can contact us at 514-844-8127. We now have a new website which from time to time will have updates. Our web address is stmichaelsmission.ca

Please let us know if you have any comments or suggestions for us. We know you care. For more information on who comes to St. Michael's please refer to our statistics for 2009 below.

Daily stats (Monday-Friday)

180 clients avg per day

Total served

88,326 meals (breakfast & lunch) 4970 showers, 6663 visitors to the clothing room

Volunteers

9 members of the board of management (at 3 hrs month X 10 mos) total hours: 2100

17 active in-house volunteers (daily avg of 7 vols X 5 hrs/D X 250 days) total hours: 8750

Student Placements

2 student placements (yr) (at 5 hours each/week X 30 wks) total hours: 300 (2 placements/week each semester)

Sex	%	Age groups	%	Language/Ethnic Backgrounds	%
Male	95	18-30	26	Francophone	64
Female	05	31-64	65	Anglophone	13
		65+	9	Spanish	9
				Inuit	6
				Other **	8

** re other: please note that as of Jan 2008 we are now taking note of the % of other languages spoken at the mission

N.B. Of the above, at least 75 % suffer from drug and or alcohol abuse 70 % suffer from some sort of mental health problem-many compounded with or without drug and/ or alcohol abuse · 6% are low-income earners · 98% are single · 2% are couples)

In partnership with the Anglican and Presbyterian Churches, we continue our efforts at Tyndale St-George's to bring the love and light of Christ to Little Burgundy and beyond.

Through programs reaching out to people of all ages, religions, cultures and languages in the community of Little Burgundy, we offer a range of services and opportunities to women, children and men. Our programs offer a continuum of support to people of all walks of life and work collaboratively to ensure continuity and consistent quality.

In the **Early Childhood Department**, we continue our support for moms, dads and tots, with workshops on nutrition, bonding, social and mental development. Our goals are to help young children integrate into group life settings, communicate with others, enrich their lives, stimulate their potential and prepare for their future learning. Our clientele is as varied as ever, in this multi-cultural neighborhood. Our approach allows educator to help children develop problem-solving, decision-making, responsibility and creativity. The High Scope Program that is used shows strong evidence of increased self-esteem and self-confidence in children. Thus we provide children and their parents with an opportunity to participate in high quality programs provided by caring professionals. This summer the Early Childhood Summer Program has successfully reached out to many new families and currently has 25 families participating in outings, literacy and nutrition activities, animated play and socializing in local parks and many other activities that help build community and stimulate child development.

The **Children Youth and Families Department** welcomes its new Program Director, Tamara Hart whose great leadership has infused her team with energy and vision, building on a long-standing program that is well known for its quality and effectiveness. The most visible section of the work is the After School program, when upwards of seventy elementary school children come in each afternoon for a snack, homework help, special tutoring, and recreational activities, while providing support to and encouraging involvement of parents. During the summer, there is a High School Preparation program for those who are moving into that new and challenging phase of their education. We also offer a Summer Day Camp program for 55 children who are given a delicious, nutritious and lovingly-prepared breakfast to start their day which includes lots of swimming, games and play in local parks, outings and many activities to keep children engaged with learning throughout the summer months. A special highlight of the Children, Youth and Families Program this year was sending a chaperoned contingent of six students to the Toronto meeting of the National Society of Black Engineers. We encourage the dreaming of dreams, and the belief that they are achievable. Supporting all this is liaison with the schools and governing boards, and provision of parent support in all aspects of child development.

Our **Youth Internship Program** is directed toward youth at risk of joining gangs or dropping out of school. Participants are selected from the community through referrals from local high schools. We offer them nutrition and personal development workshops, advocacy, referrals, guidance within a supportive, non-judgmental environment, and the opportunity to participate in a 30 hour internship in a field related to their professional aspirations

The **Adult Development Program** is carried out at the Tyndale Little Burgundy Employment Centre which has seen a very busy and productive year. With the addition of two new projects geared for employment and life-learning, the Centre has been able to reach over 600 more people with these services. The APSI project (Appui au Passage à la Société de l'Information) helps provide services to the members of our community through individual and group computer training which deals with all of the new government on-line services. This project helps prevent the isolation in communities where opportunities are limited, by offering training about all of the technical changes that are happening in our society today. Also, through our partnership with Emploi Québec, bilingual information sessions of 9 hours per week are offered to welfare recipients. The goal is to help them realize what services are available to them to assist them in their efforts to get off the system. Finally, in partnership with the John Molson School of Business, we launched our first Entrepreneurship Program this past September for people in our community interested and

capable of starting their own businesses. The program targeted those over the age of 19 who had an idea but lacked the how-to knowledge. Of the more than 30 applicants, 18 were selected and 13 finished the demanding program, completing their business plans, registering their new businesses and participating in a celebratory trade show at the Montefiore Club in May. Encouraged by the success of this pilot project, we are already looking for ways to finance another for the coming year. With this project we are able to offer complete services to our community to help empower them to make a difference in their lives and the lives of their families. Stay tuned for another exciting year!

Due to a declining demand, and the availability of many other agencies offering **TESL (Teaching English as a Second Language)** we discontinued our program of many years' standing and our valued partnership with Concordia University. We are grateful for Concordia's support and for the many hours of volunteer teaching provided by the students. Our program has been incorporated into the similar training offered by the Mennonite House of Friendship.

Volunteers contributed 17,000 hours of service to us during the year – an estimated value of \$250,000. We could not carry on without them. We are looking, too, to a greater involvement, especially of seniors via our New Horizons program "Creating Space to Take Our Place", designed to give them not only the opportunity for service, but also for making new friendships and combating isolation. All are welcome to join our Volunteer Program. There are many wonderful learning and giving opportunities!

We are deeply grateful for Bishop Barry's interest and moral support, for Archdeacon Janet's contribution of time and wisdom on our Human Resources Committee, and for the funding support from the Diocese, as we continue in our Lord's service.

Diocesan Archives**Richard Virr**

Since August 2009, the Archives have received approximately thirty new research enquiries every month; this represents an increase of approximately seven per cent over the previous year. Most of the requests received pertain to genealogical research or the preparation of certified copies of acts of civil status. Other requests concern church property, and historical or scholarly enquiry.

Thanks to Bishop Barry's generous and invaluable support, an Anglican Diocesan Archivists' conference, originally scheduled to be held last fall in Kelowna, British Columbia, was hosted in Montreal instead. When the West Coast event was unexpectedly cancelled on short notice, Bishop Barry kindly provided Synod Office facilities for our use. For three days in October, we enjoyed conference presentations and round-table discussions on a variety of topics of shared interest; fifteen participants, representing dioceses from coast to coast, were also treated to an evening reception, graciously hosted by the Bishop, and held at Rare Books and Special Collections at McGill University.

I am grateful for the ongoing participation of Heide Kaspar-Glorieux, who has continued to donate several days of her time every month as a volunteer in the Archives. I am also heartened by Norma Bennett's recent offer to prepare a comprehensive index of the baptisms, marriages and burials of the Parish of Grace Church, l'Acadie, as recorded in the civil status registers of that parish. These generous contributions of volunteer service are greatly appreciated, and I sincerely encourage others to consider becoming part of this worthwhile ministry.

Thanks are extended to David Burnstun and Philip Peris for facilitating the shredding and disposal of documents that were, until recently, held in our Semi-Active storage area. As these items had reached the conclusion of their legal or canonical retention requirements, they were removed and duly destroyed on site.

Recent acquisitions to the Archives have included: deposits from individuals, including parishioners from across the diocese and beyond; serial acquisitions, such as *Exchange*, *Prayer Care*, and the *Montreal Anglican*; semi-active and permanent acquisitions from the Accounting Department; and, a variety of transfers, including records from: The Programme Office; St Aidan's, Ville-Emard; The Parish of Brome; St Philip's, Montreal West; and The Women's Auxiliary of the Parish of Arundel / Weir.

Due, in part, to the number of enquiries that pertain to the retention schedule of financial records, an article, entitled, "An Update from the Archives", was published in the January 2010 edition of the *Montreal Anglican*. In addition to providing a synopsis of the legal requirements imposed by the *Canada Revenue Agency*, the article also itemized documents which should be retained permanently, encouraging the initiation of a schedule of periodic transfers of archival material from the parish to the diocesan Archives. For more information, please contact Barbara McPherson at (514) 843-6577, extension 254, or archives@montreal.anglican.ca

I owe a debt of gratitude to Barbara McPherson for taking on the day-to-day operation of the Archives with such enthusiasm. Finally, without the continued support of the Bishop, the Executive Archdeacon and the Synod Office staff, our work in the Archives would be impossible.

The Bishop's Commission on Ministry**Janet Griffith Johnson**

The work of the Bishop's Commission on Ministry is extremely important. It is charged by the Bishop with the responsibility of guiding the discernment process of the future ordained leadership of the Diocese. The Commission meets regularly to review applications of those who are discerning a call to diaconal or priestly ministry; to consider the individual's call, charisma, character, leadership abilities etc. The Commission follows the candidates as they go through the education and experience that will provide the basis for their future ministry. Candidates are required to attend a weekend of discernment on a national level, to complete a Clinical Pastoral Education Unit for three months—generally in a hospital or prison setting, to complete the academic and field education requirements. A call to ordained ministry has to be affirmed not only by the candidate, the Bishop, the Commission, the educational institution, CPE, ACPO, but by the Church—the body of Christ—through reports from field placements and the candidate's home parish.

The Commission is comprised of: The Rt. Rev. Barry Clarke, The Ven. Janet Griffith-Johnson, Executive Archdeacon (Chair), The Rev. Chris Barrigar, Mr. Les Blackman, The Rev. Canon Peter Huish, Mr. Frank Dottin, The Rev. Canon John Simons, Ms. Velma Jones, The Rev. Canon David Sinclair, Mrs. Anne Skowronski, Mrs. Verna Asbil and Ms. Kimberly Northcott, Human Resources

There are currently seven Candidates being considered for priestly ministry and one discerning diaconal ministry.

I wish to extend my appreciation to the members of the commission for their on-going commitment of time and gifts.

Centre for Lay Education**Tim Smart**

The Centre for Lay Education exists in order to encourage lay people in their baptismal ministry of being Christ in the world. Through educational programs and events, many people are assisted in growing deeper into their faith and deeper into the heart of the world.

The director, Tim Smart, works with a Steering Committee of enthusiastic lay and ordained people to develop and oversee programs of interest in the Diocese of Montreal. My thanks to the Committee members: Linden Rogers, Dorothy Wilson, Linda Borden-Taylor, Jim McDermott, Michael Johnson, Patricia Hammond, Catherine Hughes, Yvonne Wakeland, Bill Converse and Karen Birkett.

The Education for Ministry (EFM) program continues to be offered in the diocese. This four-year program of study and theological reflection engages both the head and the heart. On January 29th and 30th I led a training of new EFM Mentors that included: Francie Keats, Yves Samson, Jim Pratt, Rhonda Waters, Shirley Newell, and Sophie Rolland. Trained mentors facilitate the small groups as they gather weekly for prayer, study and reflection.

On May 10th, 2010 Mary Pickup graduated from the EFM program at the Convocation of Diocesan College. We now have a total of 71 graduates from the program. EFM graduates often gather monthly after finishing their program for continued study and fellowship together.

In the fall of 2009 we offered a 6 week evening course entitled "Reel Faith" in which we engaged our faith with popular films.

In the spring of 2010 Professor Donald Boisvert offered a 6 week course entitled "Christian Mystics" exploring the experience of the great Christian mystics of the past.

In the fall of 2009 we held a few afternoon sessions for clergy continuing education.

In 2010, we decided to include both clergy and laity in our monthly gatherings. We looked at issues such as: The Anglican Covenant with Alan Perry; Circles of Support and Accountability with Peter Huish; and Homelessness in Montreal with Christopher Reid.

In 2010, I began to assist at a monthly discussion group at St. James Drop In Centre for homeless people living with mental illness.

The Centre for Lay Education also administered the Marriage Preparation Courses offered throughout the year. Thanks to our facilitators who give their time and energy to the couples on the 7 weekends: Sherry and Brad Stephenson, Paul Tidman and Cathy Hamilton, Joyce Schaaf, Anita Pearce and Greg Fisher. Registration has been good in this past year with many courses reaching their capacity.

The director has been Pastor to Lay Readers this past year and has continued to enjoy accompanying lay readers in their ministry. Along with attending their monthly executive meetings and encouraging lay readers in their ministry, I have been responsible for planning and hosting the monthly Saturday workshops at MDTC for the continuing education of lay readers. Linden Rogers has also been responsible for these Saturday sessions in the set-up and welcoming of people each month. We've enjoyed sessions on public speaking, Old and New Testament, Preaching, the Anglican Church, and a wonderful conference with Dr. Patricia Bays at Manoir d'Youville. Our President, Sue Winn has created a great team of lay readers who enjoy being together and supporting one another.

The Director has also served on a number of Committees over the past year: Diocesan Council, Clergy Conference Planning Committee, and the Board of Management of the Montreal Anglican Newspaper. The Director is also involved in the life of the College community as time permits; primarily being with them at their Wednesday Eucharist and lunches each week, and maintaining the College website at www.dio-mdtc.ca

The Resource Centre at Montreal Diocesan Theological College (3475 University) which contains books, videos, and DVDs, is being continuously added to with new titles each month. Linden Rogers and Dorothy Wilson have

generously given many hours to the organization and upkeep of the library. All Anglicans from the diocese are encouraged and welcomed to browse and borrow through our expanding collection for books or DVDs for personal or parish interest. There is no charge for borrowing materials. There is a one-month loan period.

The director puts out a regular email newsletter, highlighting upcoming educational events in and around the diocese. To be added to the email list, please send an email request to tsmart@montreal.anglican.ca and visit the web page www.layeducation.org

The director and the Centre for Lay Education is supported in its work by Canon John Simons, principal of MDTC, as well as by the staff at the Diocesan College, and is financially supported from the Operating Budget of the Diocese. This is a half-time position. (Tim Smart spends the rest of his week in Grace Church, Sutton and as Chaplain for two days a week at the Prison in Cowansville.)

Please feel free to contact me about your interests and ideas for adult Christian education. You can reach me anytime by email or at the College on Tuesdays and Wednesdays at 514-849-4437.

Crosstalk Ministries**Linda Faith Chalk**

Personally, due to health issues this has been a difficult year for me. The Vice-President, the Revd Nick Brotherhood has stepped in to handle some of the situations which came our way and I am grateful to him for his wisdom and oversight. We are privileged to have a lively, keen team of directors who oversee the various ministries and this past year has seen two changes. Tim Huyer has joined his wife as a Director of Senior Camp and Christine Sandilands has become the Director of Crossroads and we welcome them to the team. We continue to pray that all of our work and witness is transparent in the light of the gospel. I am reminded of the apostle Paul's teaching in 1 Corinthians 12 about the body of Christ having many parts and how it takes those many parts to make a single body.

Overview

God has been so very faithful and He has supplied our needs above what we ask or imagine. As in 2007 Day Camps were privileged to return to the Diocese of Saskatchewan where they were able to minister in three different settings amongst the first nations. This ministry was well appreciated with good support from one of the couples in the Diocese. 2009 also saw our Day Camp Ministry celebrate its 30th Anniversary, with a reunion weekend at which the Rev. Canon Dr. Brett Cane joined us as keynote speaker. The 6 Traveling Teams headed out to 7 provinces, carrying a newly refurbished, and appropriately named "Something to Celebrate" Program. Tuesday Fellowship meeting the third Tuesday of each month continues to provide an oasis for many of us and we have travelled around a bit to different locations. Communications – Wentworth continues to face the challenge of regularly publishing our Newsletter "NetWorks" and our office worker, Guylaine Chartier redesigned the format. Senior Camp - "A people to bear His name, the Church we are called to be" This is again one of the ministries where the "community" or "body" aspect of being the church is so clearly present. The speaker was Rev. Timothy Vickery and he was well received by all. The staff, under the direction of the New Director, Victoria Netten-Huyer, were phenomenal. They rose to each of the challenges presented and their commitment and love for God.

Junior Camp –...the various staff members presented the life of Jesus and the world in which He lived... their presentations were thought provoking and wonderful. Pat brings together a camp and a camp staff which provide a joyful setting where campers can learn about the depth of Jesus' love for them.

Focus Weekend – meeting over the Labour Day weekend, this small but lively camp was led by Jeremy Dearling and Amanda Foster. The guest speakers were Jean and Diane Pronovost and their participation was thought provoking and inspiring. Crossroads continues to provide a monthly worship time for the youth and we are gradually seeing an increase in participation again.

Grateful Recognition

The fruit of the ministry is seen in the changed lives of individuals as they experience an encounter with our living Lord and Saviour Jesus Christ and this is fruit for eternity.

Rod Cornell, as our Director of Finance and Administration keeps our books in order and gives us the reality of our financial situation. His hard and faithful work in this area frees up others for aspects of the ministry.

Several of our ministries are blessed with Committees or Steering committees or staff that just keep on working on the aspects of camp life from one year to the next. We were devastated by the loss of one of our committee members, The Rev. Doug Norquay. His contributions to Crosstalk over the years have been many.

How grateful I am to our Lord and Saviour Jesus Christ who invites us to be part of His ministry in bringing the good news of the Gospel to a broken and hurting world one individual at a time!

Ecumenical Officer**Alan Perry**

Following the departure of Canon David Oliver for the Diocese of Quebec in January, I was appointed to take over his responsibilities as Ecumenical Officer. I wish to begin my first report in that capacity by acknowledging David's many years of service in ecumenical dialogue and collaboration on behalf of this diocese, and by thanking Bishop Barry for his confidence in appointing me to this position.

I began my work as Ecumenical Officer with the realization that I have much to learn about the current state of the ecumenical movement, about the various dialogues - both inter-church and inter-faith - that exist, and to develop a network of contacts in the various faith communities in Montreal.

In March, I attended a Green Church conference organized by the Réseau Oecuménique du Québec. In April I met with officials of the Canadian Council on American-Islamic Relations in Ottawa to discuss Bill 94. This meeting was followed by a statement on the Bill being adopted by Diocesan Council, which denounced the Bill's infringement on the Charter rights to freedom of religion. Plans to attend the National Workshop on Christian Unity in Tampa in April were derailed by an injury I suffered, and the subsequent recovery process resulted in a pause in my efforts to develop my understanding of ecumenism. In June I was privileged to represent the Bishop at a lunch in honour of His Holiness, Aram I, Catholicos of the Holy See of Cilicia of the Armenian Apostolic Church. I look forward to attending a conference of the North American Academy of Ecumenists in Montreal in September, where I hope to learn more about ecumenism and to develop some new contacts.

2010 is an auspicious time to begin this work, as it marks the centenary of the World Missionary Conference in Edinburgh, which marks the beginning of the modern ecumenical movement. The world we live in is very different from that in which the Edinburgh Conference was held, but the need for ecumenical and inter-faith collaboration remains, if the forms of that collaboration and the issues we face are different. We live in an increasingly secularized world, in which the New Atheists push a fundamentalist anti-religious agenda, and in which there are calls in Quebec for a French-style *laïcité*. (On the former, I recommend Chris Hedges' book, *I Don't Believe in Atheists*.) It seems to me that an important area of collaboration as people of faith is to keep the perspective of faith within public discourse. This will necessarily involve developing understanding and trust among faith groups, and engaging in the task of religious apologetics. I suggest that what is needed is religious apologetics involving a multi-faith perspective, and not only a narrower Christian apologetic, although there is still need for the latter in parallel with the former. Maintaining a faith perspective in public discourse is not the same as building power-blocs, religious lobby groups or partisan political agendas, but rather to continue to draw attention of the wider society to such issues as the sacredness of

creation, the continual need for vigilance in promoting the dignity of every human being, and the legacy we are leaving to future generations for good and for ill. As I undertake this work, I look forward to the discoveries that await me, to sharing those with the diocese at large, and to hearing from you about your engagement in ecumenical and inter-faith collaboration.

Bishop's Missioner to Young Adults (eMerge)**Nick Brotherhood**

My main concentration over the past year in my half-time position as Bishop's Missioner to Young adults, has been to continue to pastor the emerge community. This has involved supporting the planning team in thinking about the future of the community, reflecting theologically, arranging for two 'arts-based community development workshops' led by an emerge member, encouraging conversation around the community and aiding us in discerning the way forward. The pastoral side of things saw me contacting and supporting individual members via the phone, email, and also over coffee. We baptized a young emerge member last September, but we also said goodbye to two members during the summer (another loss to BC.)

During the review and reflection process we carried out, we recognized the need to make room for the youngest members of our community in the way we gather week by week. This led to a decision to have a more kid-friendly way to gather as the emerge community once a month on the last Sunday. Song, story, messy activities, and of course food, all combine to create an enriching time for all ages. We call this "messymerge!" and it often is. It is open to all, but is especially appreciated by families with young children. The arrival of "messymerge" is indicative of the need to respond creatively to the changes within our community, and of our willingness to do so.

Over the past year I have:

- Helped prepare three young couples for marriage.
- Officiated at the marriages of two of those couples.
- Provided ongoing support to married couples
- Along with Chris Barrigar I helped organize a public lecture, as well as a day for clergy and lay leaders, with Dr. George Koor, Principal of Trinity College, Bristol, which took as their theme "Transformational Leadership for Mission and Ministry."
- Presented the first mark of mission, "To proclaim the Good News of the Kingdom", as well as leading a devotion, at our 2009 synod.
- Participated in a meeting called to consider the situation regarding youth ministry in the diocese.
- Led several Holy Communion services for St. Stephen's, Westmount,
- Led a morning on mission for St. Michael & All Angels, Pierrefonds.
- Spoken at a Lenten Lunch, for St. Paul's, Lachine.
- Attended the National Church Planting Congress in Calgary, AB

Fresh Start**Michael Johnson**

"Transition" can be defined as moving from one state to another and/or from one place to another. When a clergyperson leaves a Parish to either minister in another context or to enter retirement, both the clergyperson and the Parish are "in transition". Times of transition can be confusing, distressing and filled with anxiety. They can also be exciting, challenging and filled with hope and promise. At the very least, times of transition are times of change – both subtle and very visible. The **Fresh Start** program is designed to assist both clergy and Parishes to both cope with the time of transition that begins when it is announced that a clergyperson is leaving a Parish, and utilize that

time of transition as an opportunity for growth.

Fresh Start addresses such issues as exiting and entering a parish, the importance of parish history, goal setting for effective ministry, conflict management, decision making, mutual support in ministry, roles in ministry, the dynamics of power, leadership and authority, listening skills, "mutual ministry", parish council retreats, and the bishop's role and relationship with clergy and parishes.

There are both a "**Clergy Component**" and a "**Parish Component**" to the **Fresh Start** program. The "**Clergy Component**" runs on a two-year cycle, with clergy in transition (leaving one Parish to move to another, or entering ministry in the Diocese as a new Ordinand or by transferring in) meeting together monthly for mutual learning, sharing and support. The "**Parish Component**" runs on a one-year cycle of 7 sessions, from September to June, with leaders and other members of diverse Parishes in transition meeting together monthly for the same purposes.

Since its introduction to the Diocese in 2008, the Clergy Component of **Fresh Start**, at the mandate of our Bishop Barry Clarke, has become a required element for clergy being appointed to new Parishes either from within or without the Diocese. Since 2009, again by mandate of the Bishop, Parishes in transition are required to participate in the "**Parish Component**" of **Fresh Start** by sending Parish Lay Leaders and any other interested members to the **Fresh Start** sessions as a part of their transitional process (while they begin and continue in the Clergy Selection process).

In 2009/10 a number of Clergy completed the **Fresh start** program and 'graduated', and a number of clergy newly in transition began the program/ At this time there are some 15 Clergy involved. All of the Clergy in **Fresh Start** meet together as one group in a central location in the Diocese.

In 2009/10 there were more than 80 individual Congregational **Fresh Start** participants in the program, from 14 Parishes. Congregational **Fresh Start** ran in two locations central to the participating Parishes, on the West Island and in Ste-Agathe.

In early 2010 we trained four new **Fresh Start** facilitators and welcomed one who had been trained in another Diocese and has moved to our Diocese. Currently, those who have been trained as **Fresh Start** Facilitators in our Diocese include the Ven. Janet Griffith, Mr. Frank Dottin, The Ven. Edward Simonton and the Rev. Michael Johnson, the Rev. Eileen Steele, The Rev. Eleanor Caruana, Ms. Linda Lamb, Mrs. Susan Winn and Mrs. Anne Cumyn. During the past year we regretfully accepted the resignations as facilitators of Ms. Judy Oatway and the Rev. Mark Rogers, both of whom relocated out of the Diocese.

In 2010/11 we are anticipated again running Congregational **Fresh Start** in two locations, in N.D.G. and on the South Shore, again to be easily accessible by the Parishes we anticipate will be involved. A new component to be introduced this year will be the provision of "**Introduction to Fresh Start**" seminars to be offered to those Parishes who enter into transition. As well, this year, the **Fresh Start** leadership team has asked Mr. Frank Dottin to take on the role of Diocesan **Fresh Start** Coordinator. The whole **Fresh Start** program is very capably supported through the work of Ms Kim Northcott in the Human Resources Department of the Diocese. Participation in this valuable resource being provided by our Diocese can assist both Clergy and Parishes in transition in making the time of transition a positive time of growth.

For further information please contact any of the Facilitators listed above or Ms Kim Northcott, Human Resources (514) 843-6577 ext 232; knorthcott@montreal.anglican.ca).

The Lay Readers of the Diocese of Montreal have enjoyed a year of growth, learning and fellowship. With a strong and active executive, the guidance and support of the Rev. Canon Tim Smart, Pastor to Lay Readers, and the encouragement of our bishop, the Rt. Rev. Barry Clarke, the Lay Readers are thankful for a programme that has challenged members through study, sharing of faith experiences and worship.

In November 2009, the Annual Study Day and Commissioning Service was held at St. Paul's Church in Lachine, led by the Rt. Rev. Dennis Drainville, Bishop of Quebec. Bishop Dennis gave three talks around the theme of "Spirituality and the Lay Reader". The Montreal Lay Readers were delighted to welcome three Lay Readers from the Diocese of Quebec. In addition, a number of individuals who were just beginning their Lay Reader training had an opportunity to enjoy the fellowship and learning through the Study Day.

Throughout the year, monthly workshops were offered at the Montreal Diocesan Theological College, taught by a variety of skilled tutors. A number of Lay Readers are also enrolled in the four-year EFM program for further study.

A Spring Retreat drew 50 Lay Readers to the Manoir D'Youville from April 30th – May 2nd, 2010, with Patricia Bays speaking on "Being Anglican in the 21st Century." With Patricia's experience as a teacher, an author and an Anglican who serves at all levels of the Church, she challenged Lay Readers to value our church's history and to welcome our church's future. The annual retreat is a time for Lay Readers to get to know one another and to socialize in a relaxed setting.

The Annual General Meeting was held at St. James the Apostle Church, on May 19th, 2010, with a sumptuous dinner catered by the cooks of Trinity Memorial Church. This was a time to thank the hardworking executive and to welcome new members. Lay Readers were reminded that there is a bursary fund available to support their ongoing study.

Information about Lay Reader activities is available in the Fall and Spring newsletters, and on the Lay Reader website: www.layreaders.org. The next major event will be the Study Day on Saturday, November 20th with the Rt. Rev. Barbara Andrews of APCI. Interested Montreal Anglicans are always welcome to accompany the Lay Readers in their ongoing workshops and special events.

The Montreal Anglican**Ivor Wharf**

This committee meets three times a year to discuss and support the diocesan newspaper, the *Montreal Anglican*. Its members are Ivor Wharf (chair), Rev. Timothy Smart, Barbara Black Peden, Constance Middleton-Hope, Nicki Hronjak (program, *ex officio*) and Harvey Shepherd (editor, *ex officio*).

The newspaper is operating on budget, which for 2009 was \$60,000. Its future is tied to that of the *Anglican Journal*, because the diocesan newspapers across Canada are printed and mailed with the national newspaper. This spring we declined a request from the *Journal* for an emergency donation of \$2,000 on the grounds that we couldn't afford it.

Our revenue has been hit with a reduction in the amount received in 2009 from the Anglican Appeal. In 2008 and for several years before that, we received \$10,000; in 2009, we received only \$8,000.

We have an excellent relationship with Ted Sancton of Melrose Studios, which prepares the newspaper for printing, and our proofreader, Peter Denis, is a volunteer, for which we are grateful.

We are inviting commercial advertising according to what we think are reasonable rates, and we encourage word-of-mouth solicitation of appropriate clients. This policy, of course, does not apply to our own parishes. Barbara Peden

talked about the newspaper at a meeting in May of parish communicators, and encouraged them to supply the editor with news, photos and notices of events at no charge.

Editor Harvey Shepherd attended the attended national editors' conference and General Synod held this spring in Halifax.

We are pleased with the quality of the *Anglican*, whose editor continues to provide timely information and fair coverage of issues and events in readable form. We consider the newspaper an important element of our collective life and hope it continues to be read across the diocese for years to come.

Montreal's Boys' Choir Course**Marcel de Hêtre**

Fifty years ago, four Montreal parishes shared a common vision: to bring together a group of talented and committed boys and men to sing the best of the sacred choral repertoire under the direction of outstanding choral conductors. Those four parishes — St Matthias', Westmount; St Philip's; St George's Place du Canada and Trinity Memorial — sowed the seed of an organisation which, every summer since, has attracted boys, teens and adults from across Canada and the United States for a week of singing, sports, creative activities and worship. This year, for the 50th time, close to seventy church musicians — singers, organists, choir directors — gathered at Bishop's College School in Lennoxville, to celebrate 50 years of excellence in church music and to continue the tradition.

This year's guest Music Director was Mr Malcolm Archer, Director of Chapel Music at Winchester College, UK. Mr Archer is a long-time friend of the course, having first visited the course in 1986. Mr Archer was capably assisted by the course's Artistic Director, Mr Patrick Wedd, Director of Music of our Cathedral. Other staff included the Executive Director, Mr. Larry M. Tremsky, Canon Musician and Director of Music at the Cathedral of the Incarnation, Long Island, NY, the Course's Chaplain, the Reverend Ed Pickup (Rector of Emmanuel Episcopal Church, Franklin, VA), and the Programme Director, Mr Andrew Vivian, formerly of St Matthias' Church, Westmount. The numerous trebles, countertenors, tenors and basses, representing 16 American churches, 4 Canadian churches and 2 English cathedrals, sang Morning Mass and Evensong at Christ Church Cathedral under the theme "O Sing Joyfully".

The Montreal Boys' Choir Course wishes to thank all those who, from near or far, have supported the course over the years. Most of the works performed this year were written for the Course at one time or another; the Responses were written by Patrick Wedd for the 1993 course; the Magnificat and Nunc dimittis were written in commemoration of the 40th anniversary, and the final anthem was written for the 1992 course. To commemorate its 50th year, the Course commissioned our guest musical director Mr Malcolm Archer to compose a Mass setting which was premiered at the Eucharist. Thanks to Bishop Barry's generosity, we were happy to welcome back as special anniversary guests Archbishop Andrew Hutchison and his wife Lois. Archbishop Andrew was invited to celebrate the Eucharist in the morning.

Following is the complete repertoire for the 2010 services.

EUCCHARIST

Introit	Kyrie from <i>Missa Mons Regis</i> (World Premiere)	Malcolm Archer (b. 1952)
Eucharist setting	Missa Mons Regis	M. Archer
Offertory Anthem	Cantate Domino	Heinrich Schütz (1585-1672)
Communion Motet	Musica, Dei donum optimi	Roland de Lassus (1532-1594)

EVENSONG

Introit	O Sing Joyfully	Adrian Batten (1591-1637)
Versicles and Responses	"Lac MacDonald"	Patrick Wedd (b. 1948)
Psalms	104 – Benedic, anima mea	M. Archer and Francis Jackson (b. 1917)
Canticles	Montreal Evening Service	Dan Locklair (b. 1926)
Anthem	George – A Fable	Alan Ridout (1934-1996)

Great many thanks also to the Priest-in-Charge and Corporation of Christ Church Cathedral who not only allowed us again this year to hold our closing services in the Cathedral, but changed the time of their morning service to accommodate our travel arrangements. Thanks also to the many organisations and individuals who made donations to our cause and to Bishop Barry for his unwavering support.

Montreal Diocesan Theological College**John Simons**

In a break with a tradition of more than a century, the college's convocation in 2010 was held elsewhere than in Convocation Hall. On May 10, in Christ Church Cathedral, Bishop Clarke conferred degrees and a diploma on three graduates, including the Rt. Rev'd Dennis Drainville, Bishop of Quebec, who received an honorary D.D. and who addressed convocation. A graduate of the Education for Ministry program (EFM) was also recognized. We are grateful to Canon Joyce Sanchez and the staff of the Cathedral for their hospitality. One of our graduates was ordained deacon in the Diocese of Quebec on May 14; the other was ordained deacon by Bishop Clarke on May 31 in Church of the Resurrection, Valois.

Nine students were enrolled at the college during the academic year 2009-10. When I began at the college in 1991, the college had the same number of students. Anglican students represent approximately 17% of the enrolment in the Montreal School of Theology, a figure that has been stable for the past decade.

The academic year began with the annual orientation retreat led this year by the Rev'd Karen Chalk of St. Andrew and St. Mark, Dorval. During Reading Week in February 2010, eight students and faculty went on retreat to the Society of St. John the Evangelist Monastery in Cambridge, Massachusetts. In 2009, one of our students benefited from our partnership with the Society of St. John the Evangelist, and spent a week in course at St. George's College, Jerusalem. A second student will take a course in Jerusalem in the summer of 2010. One of our students was selected for the Theological Students Inter-national Intern Program of the national church and spent three months this summer in Brazil.

The Montreal School of Theology and the Faculty of Religious Studies are collaborating in a self-study in preparation for re-accreditation by the Association of Theological Schools of the U.S. and Canada. The self-study is intended to provide a thorough evaluation of our institutional life and resources, and the effectiveness of our curriculum. It is a major project and will require time commitments from the college faculty above and beyond their normal teaching and administrative responsibilities.

The MST is currently developing a program leading to a Certificate in Theological Studies. This program is intended for laypeople who would like an introduction to the theological disciplines at a professional (M.Div.) level. Applicants will therefore have the same academic qualifications as those accepted into the M.Div. program, that is, they will have a degree (B.A. or equivalent) and will be able to benefit from graduate study. Credits earned in this program may be counted toward the M.Div. degree of the MST should a student decide that this is the direction in which he/she would like to go.

Following a review of their performance, the appointments of John Simons, as principal, and Paul Jennings, as director of pastoral studies, were renewed for another 5 years by the Board of Governors.

The success of the college's academic programs is dependent on the contributions of many individuals, including field supervisors and adjunct faculty. Among those who shared their knowledge with the students this past year were Pastor Eric Dyck, Dr. Patrick Wedd, Canon Alan Perry, the Rev'd Karen Chalk, Dr. Holly Ratcliffe, Archdeacon Gordon Guy, Archdeacon Peter Hannen, Fr. Keith Schmidt, Canon Tim Smart, the Rev'd Gwenda Wells, the Rev'd Ken Near, the Rev'd Ralph Leavitt and Archdeacon Michael Johnson. We are also grateful to the parishes of St. George's, Place-du-Canada, Christ Church, Beaurepaire, St. Barnabas, St-Lambert and St. Matthias, Westmount for providing opportunities for supervised pastoral experience for our students.

Spiritual Direction Group**Vivian Lewin**

Christian Spiritual Direction is "help given by one Christian to another which enables that person to pay attention to God's personal communication to him or to her, to respond to this personally communicating God, to grow in intimacy with this God, and to live out the consequences of the relationship." (William Barry & William Connolly in *The Practice of Spiritual Direction*, p. 8).

The Spiritual Direction Group in the Diocese of Montreal provides resources for spiritual direction in our Diocese and informs individuals about the purpose and availability of spiritual direction.

There are now 11 licensed Anglican Spiritual Directors in our Diocese. They include ordained clergy and lay people. We meet every six weeks for a time of meditation, fellowship, study, mutual encouragement, and planning. These meetings are open to all who are interested; you do not have to be a Spiritual Director to attend. To find out where the next meetings will be held, send an email to sdgroupmontreal@yahoo.ca

Three events were sponsored or co-sponsored in 2009-2010. In October, "Being Beheld By God," a workshop on the spirituality and theology of Julian of Norwich, was presented by the Rev'd Holly Ratcliffe. We provided bursaries and helped with publicity for a May weekend introducing Christians to Praying with Scripture; the leader was Timothy M. Gallagher, OVM; some 70 individuals attended. Also in May, we celebrated our licensing with a day-long workshop by Cathie MacCaulay on the 'messiah trap', "When Helping You Is Hurting Me."

Vivian Lewin serves as Chair of this group and the Rev'd Ralph Leavitt takes care of the financial details.

Synod Planning Committee**Ann Cumyn**

The Synod Planning Committee is a committee of Synod mandated to work with the Bishop on the arrangements and the agenda for Synod. In many ways its report to Synod is the carrying out of the plans and arrangements it has made. The members of the committee are appointed for three years.

The Synod Planning Committee has met three times since last Synod and another meeting is scheduled in September to fine tune the details for this Synod. The first meeting included an overview of the evaluations of the 2009 Conference Synod and learning about previous synods in order to adapt to our role of doers and initiators.

The members of the Synod Planning form a dedicated and lively group, determined to frame the routine annual meeting with the joy that belongs to Christians and to promote opportunities for fellowship. One of its tasks is to determine the theme for each year. This year we have chosen is "Making a World of Difference – Our Gifts in Action" Some changes are also being introduced. These include the Saturday morning breakfast snack and the mid-morning refreshments being provided by a couple of parishes. Lunch on Saturday will be catered by the Wednesday Niter's group which is connected to the Church of the Epiphany in Verdun (formerly St. Clements). We are also trying to make the Synod as environmentally friendly as possible. The use of laptops will be a bit of a challenge considering the lack of space in Fulford Hall. However, we hope that our attempts for this year will lead to good practices for the following years.

As soon as this Synod is over we will be beginning to plan for the 2012 Conference Synod. This planning will begin with a review of last year's evaluations. We are looking forward to this continuation of our work.

Youth Chaplain**Christopher Belle**

The past year has been a year of soul-searching as we try to (re-)establish a youth ministry presence in the Diocese of Montreal. While there are young people in our Diocese, and there is an interest in ministry, the only project with any real success of late has been the Youth Council-led 'Youth Fest', held annually in the fall.

For the last year Archdeacon Edward Simonton has been chairing the Bishop's Task Force on Youth Ministry consisting of interested clergy, youth workers throughout the Diocese, and the chair of the Youth Council. We have been looking at ways in which we can generate interest in youth activity. We conducted an extensive church survey, including a poll in each of our Archdeaconries, in an attempt to find out how many young people are active in our parishes. Once this information was collected, we then set about trying to decide what we could do to encourage them, how we would encourage them, and how we could get them to work together. We were encouraged by the number of youth currently active in the life of the church. The surprising thing was that most were in Confirmation classes or serving rather than in traditional youth groups.

As a result of the finding a youth pilot project has been planned for the Deanery of the South Shore. There are six congregations involved with representation from each parish participating in organising events. We are planning a 'kick-off event' for September 2010 at Christ Church Cathedral. The Chair of Youth Council, Juliet Oppong, The Rev'd Jenn Bourke, Rhonda Waters, and The Rev'd Geoff Chapman and myself (all members of the Task Force) and local representatives and clergy from the Deanery of the South Shore have all been active in organising the pilot project.

Archdeacon Simonton has engaged the services of the Rev'd Douglas Fenton, the Director of Young Adult Ministry of the Episcopal Church of the USA, to meet with diocesan leadership for two days in September. We will be specifically looking at models of effective Diocesan youth ministry, strategies for maintaining stability, and looking at what other Diocesan structures are necessary to support long term youth ministry. Fr Fenton will meet with us, parish-level youth workers, youth or young adults currently/recently involved with Diocesan youth ministry.

The Task Force and Archdeacon Simonton have requested that the Diocesan budget include an amount for making sure that youth ministry in the Diocese is structurally re-established by the spring at the latest. The Task force is currently looking at producing, in consultation with Fr Fenton, a job description that we expect to be radically different from the last Diocesan job description.

We plan to hold a large end of year youth event in the Spring of 2011 that will combine aspects of Youth Fest and Youth Synod.

Concordia University Ecumenical Chaplaincy**Ellie Hummel**

Whom are we ministering to in a university environment? That is the question I have been asking myself over the last year. Am I, as a university chaplain, here to encourage Anglican and other protestant students in their faith, or am I here to reach out to those who find themselves in a time of personal crisis and in need of spiritual, physical and emotional support?

The answer, of course, is, "Both! Here at Concordia University, I offer Christian students the opportunity to reflect and grow in their faith, I accompany them in spiritual direction and prayer, and I connect them with student groups and churches in Montreal. Much of this work takes place in one-on-one encounters and informal gathering, as group work seems to be a challenge to get off the ground, given students' schedules affected by work, school, social commitments and life styles.

The other part of my ministry is to be present to all other students, regardless of faith and spiritual path, and offer a space to be, a listening ear and unconditional love, as shown to us by Jesus. This seems to be the bulk of my work, particularly as there are many students at Concordia University who name themselves spiritual, but not religious. For us as a church, this is a great opportunity to model what Christianity is all about. Here we have a chance to dispel some myths and stereotypes about Christians, that are prevalent in the media, and to offer a real live example of the Christian faith lived in our complex and diverse world.

And that is another part of my ministry: To challenge people to reflect on how we all live in this multi-faith world and to consider the value of faith and spirituality. This year, we have launched the Interfaith Ambassador Program at Concordia. It is a student-led initiative where students from all faiths and paths are invited to learn about and experience with each other through sacred dialogues, visits to sacred sites and faith-in-action programs.

The University Campus is a vibrant community, where people from different perspectives, backgrounds and faiths gather. It is truly a privilege for the church to be present and offer a vision of community as it could be through our particular lens of faith and it is even a greater privilege for me to serve as Chaplain. Thank you and thank God!

Federal Penitentiaries: Cowansville, La Macaza, FTC, MSFI & SAPI**Peter Huish**

At the time of writing this year I have completed 12 years of service as prison chaplain. I have served as Protestant Chaplain at Cowansville at a decreasing level during the last 12 months as Fr. Tim Smart has gradually taken over that post. I continue to serve at Federal Training Centre and at Montée St. François Institution, with occasional presence at Ste. Anne des Plaines Institution. My focus on these three prisons is strategic as they are releasing institutions and my chaplaincy work is increasingly in the community, as Community Chaplain with responsibility for MSCM (Montreal-Southwest Community Ministries) where prisoners are welcomed back into the community upon

release and assisted in their transition to safe and productive lives among us. I report separately on MSCM in this Convening Circular.

The Diocese also holds contracts with the Correctional Service of Canada for chaplaincy services at Leclerc and Drummond Institutions where Robert Bergner and Holly Ratcliffe are incumbent at the time of writing, Robert's term coming to an end in August with no apparent successor, and Holly having just commenced at Drummond, replacing Andrew O'Donnell, the new incumbent in Bedford.

This ministry continues to bless and nourish me and I am gratified that the Diocese is becoming more implicated in it, following one of the explicit requests of Jesus himself (Matt. 25:31...). Fortunately our society is still one where the great majority of those who have offended are released from prison to re-take their place in the community. We have a particular responsibility in giving leadership in the community since we are informed and shaped by the Gospel which affirms the membership of prisoners in Jesus' family, with us, insisting that the walls of prisons are not as absolute as some would have it, and as intensifying security measures in our prison system might suggest.

We are called, as gospel people, to exercise radical hospitality, to include in our family, those who are marginalized or excluded, including prisoners. As chaplains in prisons, we take leadership in this. While such hospitality is crucial for those returning to the community from prison, the process of forging relationships, of building trust, of facilitating personal conversion, genuine accountability and remorse, starts in prison. In my experience, this personal work takes place largely through the influence of community members, volunteers, who give themselves to accompaniment, over sometimes-considerable periods of time, of inmates who choose to become members of a chapel community in the prison. These volunteers, including some from the churches, who visit those in prison, carry out the request of Jesus to visit family members, his and ours, who are in prison, and by so doing, mysteriously find Jesus himself there. These volunteers exercise the radical hospitality of the gospel on behalf of us all, and by doing so, bring about far more surely and effectively than walls and other security measures, the restoration and healing of individuals and communities.

Volunteers have been the most important resource for me in chaplaincy and I am sure that is also the case for my chaplain colleagues. The recruiting, training, support and ongoing personal development of volunteers, as well as community-making and development, call for skill-sets that are not always at the fore of what we do as church people. If ministry of this kind, beyond the walls of our churches, is in our future, more attention to giftedness and skill development in these areas will be required.

Chapel volunteers in the prisons importantly become bridges between painfully isolated persons and the community and thus serve both. I am deeply grateful for the loving service of so many volunteers who have and continue to amplify my ministry. The majority of volunteers find deep satisfaction and enrichment in their service. We cannot have too many volunteers from the community helping to make the walls of the prisons disappear. I commend volunteering to your personal consideration and your prayers.

Montreal-Southwest Community Ministries (MSCM)**Peter Huish**

MSCM has as its mission, the practice of the radical hospitality that Jesus teaches and that the Gospel proclaims and celebrates - I was a stranger and you welcomed me. Our work positions us at the margins of the larger community, welcoming ex-prisoners back into community, nourishing and supporting them in a number of ways depending upon their needs and the needs of the community so that there is for each of them enhancement of their chances of successful reintegration. This work is an intentional undertaking in restorative justice that includes and considers each one of us in our essential difference.

We have grown and developed over 11 years as an autonomous Community Chaplaincy project, with the support of the Regional Chaplain of the Correctional Service of Canada, providing much needed and otherwise neglected services for English speakers in Montreal. We are grateful that our work on the margins is given place on church premises: our weekly community meeting, Open Door, held in Fulford Hall, and our offices at the Church of St. James the Apostle.

There have been some important developments in the life of MSCM in this last year.

During the last year or two the Correctional Service has become much more interested in activities and resources such as ours in the community, to ensure adequate training and accreditation for all who are involved, including volunteers, and to give some oversight. We have always been diligent in these matters and so there has been only minor impact on our practices. However, administrative tasks have multiplied. We are fortunate that willing people needed for these tasks have been found within our own community of volunteers. The Open Door project, and Volunteer Coordination (including recruitment, screening, training, deployment and ongoing support/personal development) have small committees with paid coordinators, and we have also a paid, part-time treasurer and an administrative assistant. I serve as Chaplain Coordinator and Chair of MSCM's Steering Committee

A national 5-year demonstration project was launched by the National Council for Prevention of Crime (with funding from Public Safety Canada) in October, 2009 to measure and assess the effectiveness of Circles of Support and Accountability (CoSA). We have offered CoSA in Montreal for the last 10 years and are among 16 providers across Canada who participate in this new 5 year demonstration project. Circles are a means of providing intensive accompaniment of offenders returning to the community who are the most needy and thought to be most at risk. Early research shows that they are the most effective means of ensuring reintegration, with safety, and our experience for 10 years with CoSA confirms this. The funding for this 5 year project ensures that we have the resources needed for finding, training and supporting a team of focused volunteers and to carry out the necessary data recording, and participation in the research that is overseen from Ottawa.

This is a ministry in which the blessings are many. We pause periodically to reflect and give thanks for the substantial ways in which Grace brings about significant transformations, healing and recovery in and between people. We are privileged to live in such company. We are blessed to live in a community of many who support and participate in our work, chaplaincy colleagues, church members, benefactors, volunteers, friends. I extend thanks to them all on behalf of those who are so blessed.

Please continue to encourage and support us and to pray for this ministry of hospitality for the stranger.

Ste-Anne's Veterans Hospital**Stephen Petrie**

2009 was a year of endings and beginnings at Ste-Anne's Hospital. It saw the end of an eight-year renovation project that totally updated the main tower and saw the construction of a separate pavilion for resident's living with Alzheimer's Disease. All rooms in the hospital are now private. This has reduced the number of overall beds but improved the comfort and privacy of the residents and their families. With the end of this enormous renovation project has come the beginning of new challenges for the hospital's future.

The average age of the veterans in the hospital is now 88 and rising. The demand for beds in the Alzheimer's unit is strong but the need for veterans geriatric care is dropping off. The total capacity of the hospital is 446 beds and the current population is 410 residents. 33 of those 36 empty beds are on one entire floor of the tower which never reopened after the renovations were completed. It is clear that non-veterans must be admitted as soon as possible or the hospital will slowly wind down over the next few years. This reality has spurred the federal government to

commence talks with the provincial government about handing over the hospital as has already been done in every other province. This development has led to a lot of uncertainty and anxiety for residents, their families, and staff. The high standard of care and services that the veterans deserve must be maintained while, at the same time, making the most of the available skills and facilities for the general public. This transition will likely take several years but is a necessary evolution for the hospital.

This past year also saw the opening of the new expanded residential Centre for Operational Stress Injuries program. It provides residential care for soldiers returning from Afghanistan who need residential counselling in a safe environment. The centre at Ste-Anne's is leading in the establishment of other centres across the country. It operates at arms length from the hospital so will not be part of any transfer to the province.

I would like to thank the Revd Marsha Mundy for her part time on-call ministry at the hospital and to the Revd Neil Mancor for so graciously taking the on-call duties from time to time as needed. Once again I would also like to give special thanks to our "Chaplain Emeritus" Canon George Long for his kind support and friendship.

Port Chaplaincy**Alfred Chinniah**

Mariners' House exists to serve seafarers and for more than 148 years, we have been offering practical and moral support to seafarers of all nationalities. Weary seafarers who have been traveling for weeks across thousands of miles of sea can find warmth, security, friendship and a sense of being in a home-away -from-home, albeit for a few brief hours.

Mariner's House is located in the Port of Montreal since 1862. Our usual practice over many years has been to visit ships when they arrive in port to inform the seafarers of our presence and services and make ourselves available to help. Over 13 000 seafarers pass through our doors annually. We offer transport from and to their ships to the Mariner's Center in on of our 4 buses. The center's staff and volunteers offer a wide range of much needed practical services such as; international telephoning, high-powered internet access with webcams, postage and fax services, money exchange and the opportunity to send home money and/or parcels, free books and magazines (such as National Geographic), free Bibles (available in up to 55 different languages) and free Jesus videos. There is a tuck shop where both snacks and drinks can be purchased as well as a range of Canadian souvenirs and some daily need items such as toothpaste and shampoo. The center houses indoor games such as billiards, pool, air hockey and ping pong. We even have a karaoke machine! There is a tv room with movies available, a library full of free books and a quiet room for the seafarers to sit back and relax in. We hand out warm coats donated by people from various churches, hats and scarves and gloves (many hand knit) and boots to those who come ill equipped for Montreal winters and there is always a fresh free cup of coffee for all those who pass through. And finally but very important to our outreach is our chapel which is always open for prayer and in which we daily offer chapel services for worship and Biblical counsel.

Our annual Ball took place on the last Friday of November at the Omni Hotel which was attended by over 200 of our supporters and industry colleagues. This is quite the social even with tickets selling for \$475 a couple. This is the Mariner's House largest fundraiser.

Christmas is well celebrated here at the Mariner's House. Every year we have a candlelight service where well over a hundred seafarers and well wishers come together on Christmas Eve for worship and a festive traditional North American Christmas meal. Every year Christmas parcels are handed out over 1500 seafarers. The parcels come to each ship with the good news of Christ's birth and His gift of salvation through a Bible in the main language of the crew. It is so meaningful to the seafarers to receive these gifts as they are far from home and family and the gifts serve as a testimony of the love of Christ for them.

Without the support of our patrons and sponsors, who take part in our fundraising ventures and donate clothing, food and reading materials, we could not offer such steadfast service to these workers of the sea.

The work of the Seafarers' Center continues to be a blessing to all those who pass through our port. We are most thankful for the opportunity to serve.

Provincial Council**James Pratt**

The Provincial Synod of the Ecclesiastical Province of Canada met September 10 to 13, 2009, in Gander, Newfoundland. The primary theme of the synod was examining our structures and governance, both at the provincial and national church levels. To that end, members of the national church's Governance Working Group and Primacy Task Force attended, made presentations, and engaged in discussions with members of synod. Fiona Brownlea also attended to make a presentation on the work of the Council of the North.

Following the adjournment of Synod, the new Provincial Council met and elected Claude Miller, Bishop of Fredericton, as the Metropolitan of Canada, replacing Archbishop Bruce Stavert, who retired earlier in the year. Archbishop Miller was installed in his office at the closing Eucharist at St. Martin's Cathedral, with our Primate preaching.

Montreal members of Provincial Council for the triennium are Me. David Eramian and Archdeacon Janet Griffith-Johnson, as well as Bishop Clarke. The Rev. James Pratt (Secretary) and Mr. Eric Dryden (Treasurer) are members of the Executive.

Council of General Synod**Sue Winn and Dion Lewis**

The Council, often referred to as CoGS, met six times during the triennium. Dion Lewis represented the Diocese of Montreal throughout the triennium. All meetings were held in Mississauga or Toronto.

At each meeting, days began with the Eucharist and Bible Study, and prayers were said at noonday and evening. These were organized and led by Bishop Tom Morgan, Chaplain to the Council of General Synod, and formed a worshipful and prayerful basis for all the Council's work.

At each meeting the Primate reported to the Council on his activities and outlined challenges he saw and opportunities before the Church. His observations were particularly meaningful as this was his first triennium as Primate. At many meetings, Council heard updates from Bishop Mark MacDonald, Canada's first National Indigenous Anglican Bishop. These updates were especially important because of the commitment the church has to ongoing healing and reconciliation, and because this was the first time we had experienced a bishop in this particular role.

At each meeting the Council welcomed partners who participated in the discussions and added insights to the meetings and provided the Council with significant learnings: Early in its life, Council took considerable time working with external facilitators to determine areas of priority. With limited budget and limited time, it was necessary to decide what issues were to gain priority in the agendas of the Council. In order to meet the leadership tasks set by General Synod for the Council, Council chose to focus on ways to provide: Active and Focused Ministry, Effective Stewardship, Sound Leadership and Governance, Quality Communication and Education, and Faithful Community Life. Under each category, objectives were then set and actions required were distributed over the number of meetings in the triennium. In large part, those expectations were met.

Annually, the Council approved the financial statements of the Anglican Church of Canada Consolidated Trust Fund, and the Anglican Church of Canada Resolution Corporation after there had been audited and thoroughly explained and questioned.

The Council noted with deep regret and sadness the deaths of Gini, wife of the General Secretary, Michael Pollesel; Geoff Jackson, Coordinator of Diocesan Services; and Margaret, wife of Isaac Kawuki-Mukasa. Michael Pollesel required an extended leave recovering from injuries received in the same accident that took the life of his wife. Council also noted with sadness the death of Gladys Cook, an elder who had played a remarkable role in the residential schools response.

CoGS was made aware of diminishing financial resources to support the work of General Synod. A number of difficult decisions were necessary and the programme work of the National Church has been severely limited.

Tension increased in Canada when Bishop Donald Harvey announced that he was voluntarily relinquishing his ordained ministry in the Anglican Church of Canada, his reception into the Province of the Southern Cone, and his intention to officiate at an ordination of deacons in the Diocese of New Westminster. Council faced the difficult task of writing and distributing a

Statement to the Church on this topic. Two other retired bishops, Malcolm Harding and Ronald Ferris, later joined him. Eventually an organization called the Anglican Church of North America was formed, which included some parishes, and individuals who no longer felt they could participate in the Anglican Church of Canada.

Some Council Initiatives: Committees of Council

After a presentation on current initiatives involving youth, the Council established a **Youth Initiatives Task Force** chaired by the Very Rev. Peter Wall that reviewed present work in youth initiatives and drafted a policy base, strategic objectives and budget proposal for work in youth ministries.

The Anglican Communion Working Group, chaired by Bishop George Bruce, provided draft responses to the Anglican Communion Covenant for Council to consider.

A Role of the Primacy Task Force, to be chaired by Bishop Michael Ingham, was established to respond to General Synod Resolution A240 to conduct a detailed study of the role, duties and functions of the Primate, recommend changes, if any, to Canon III, and report to General Synod in 2010 with recommendations if appropriate.

Strategic Planning Since "The Framework" adopted in 2001 expired in 2010, Council initiated work in strategic planning. A Task Force was formed, later called Vision 2019, chaired by the Very Rev. Peter Elliott.

Governance Working Group A continuation of the need for assessment and improvement in governance of the General Synod called for a continuation of a Governance Working Group as ordered by General Synod. This group was established with Mr. David Jones as Chair.

In a time of decreasing resources, it is not surprising that the Council of General Synod spent much time addressing how financial stewardship could be increased across the church, not just nationally, to enable ministry and mission. A new Department of Philanthropy was approved, encompassing the Anglican Appeal, the Diocesan Services (formerly Letting Down the Nets Initiative), Planned Giving, plus the coordination of fundraising with other efforts at raising funds by Anglican partners (Anglican Foundation, PWRDF, Journal)..

Council later authorized the use of unrestricted funds to invest in a Gift Catalogue, a Bequest Identification process, and a feasibility study for a nationwide fundraising initiative (which would encompass parishes, dioceses, provinces and General Synod).

At its last meeting, the Council asked the Primate to explore with ELCIC's National Bishop and others the possibility of a combined national office for both our churches.

A more detailed report of the work of the Council General Synod is available on the Anglican.ca website.

Partners in Mission & Ecojustice (National)**Sue Winn**

In 2007, General Synod approved the amalgamation of the Ecojustice Committee and the Partners in Mission Committee into a single standing committee and program unit of General Synod with a mandate to help engage the Anglican Church of Canada in God's mission. The amalgamation came about partly in response to diminishing resources, partly out of a growing awareness of how relationships with partners around the world can enrich our own mission and justice work.

The Committee and staff members worked closely together throughout the triennium, 2007-2010. The Ven. Peter Fenty and Ms. Sue Winn co-chaired the Partners in Mission and Ecojustice Committee. Ms. Henriette Thompson was appointed director of Partnerships in March 2008 following the retirement of Dr. Ellie Johnson. The committee's membership included an international partner, a Lutheran partner, an ecumenical partner, and three Indigenous members. The committee was large, 21 members and 8 staff, and a resolution at General Synod 2010 has reduced the number to 11 members for the new triennium.

The work of becoming one committee and making the conceptual shift toward an integrated idea of "mission" and "ecojustice" posed an important challenge for the triennium, as did the large size of the committee (21 members), a change of director part way through the triennium, and a 25% reduction in the program budget for Partners in Mission and Ecojustice. At the same time, the Committee built on successful working features from each preceding committee: meeting in different parts of Canada, making full use of resource people within and beyond the committee, dividing into working groups relating to each of the program desks and to the functions of the one committee.

The Global Relations program, staffed by Dr. Andrea Mann and Claudia Alvarez, continued to nurture "mutually responsible and interdependent" relationships with Anglican provinces and ecumenical organizations around the world through grants, visits, and exchanges. Within the Anglican Communion, the Anglican Church of Canada strengthened its partnership with provinces in Africa, Asia, Latin America, Caribbean, the Middle East and the South Pacific.

The Volunteers in Mission Program and the Theological Students International Internship Program, staffed by Ms. Jill Cruse and Ms. Clementina Thomas, were two key mechanisms by which the Anglican Church of Canada interacted with other Anglican provinces. These programs were supported ecumenically by orientation and re-entry programs and cross-cultural formation offered by the Canadian Churches' Forum on Global Mission.

Educational resources for mission and justice were prepared and posted on-line, including *Praying with our partners*, *Liturgies for the Marks of Mission*, and a study guide for the DVD *Niiganibatowaad: FrontRunners*, a drama about abuse and survival at an Indian Residential School. Improvements to the website and its ongoing maintenance helped to communicate PMEJ activities to the wider church.

The Committee and staff worked together to address issues of peace, justice, ecology and right relationship with Indigenous peoples in Canada. They did this through collaboration with ecumenical justice partners, task groups of the Ecojustice Working Group, and local networking events and conferences.

Emerging issues in the 2007-2010 triennium included:

- The environment – climate change, reducing greenhouse gas emissions, the Alberta oil sands
- Right relations with Indigenous people – the Truth and Reconciliation Commission, the UN Declaration on the Rights of Indigenous Peoples, mining and resource extraction, anti-racism training
- Social and economic justice – poverty reduction, affordable housing

Some event highlights in the triennium:

- Remembering the Children – a Church and Aboriginal Leaders' Tour of Ottawa, Vancouver, Saskatoon and Winnipeg in March 2008 and an interdisciplinary conference in Edmonton in January 2009 to highlight the Truth and Reconciliation Commission of Canada (TRC)
- Millennium Development Goals Walk of Witness – a walk through downtown Ottawa in September 2008, led by the Primate and the National Lutheran Bishop, to bring attention to the UN General Assembly debate at the midpoint for the Millennium Development Goals
- Poverty Justice Camp hosted by the diocese of Nova Scotia and Prince Edward Island in August 2009 and Community Justice Camp hosted by the diocese of Niagara in May 2010.
- 2010 Interfaith Partnership and Interfaith Leaders' Summit – initiatives that offered faith communities the opportunity to call for peace and justice ahead of the G8/G20 meetings in Canada in June 2010.

As Anglicans, when we put money on the collection plate, we not only help to fix the roof, pay the parish priest and support the diocese, we also become part of something bigger. We demonstrate our involvement in a worldwide Anglican Communion, the global Christian family, and our commitment to God's mission. Putting flesh to that involvement and commitment is the work of the Partners in Mission and Ecojustice Committee.

As I step off this committee, I am grateful that Nick Pang of the Diocese of Montreal, will be a member of PMEJ in this new triennium.

H

**MINUTES
OF SYNOD
2009**



Opening

The Right Reverend Barry Clarke called the 150th Synod of Montreal to order at 10 am upon the declaration of the Chancellor, Me David Eramian, that there was a quorum in both Houses.

Opening Prayer & Hymn

The Bishop, led the opening reading, hymn and prayer

Emergency Procedures

A representative of the Centre Antique outlined the emergency procedures to be followed in the case of an alarm bell.

Welcome

The Bishop welcomed the members of Synod, extending a special welcome to our Guests and Ecumenical Partners.

Election of Lay and Clerical Secretaries of Synod

Miss Valerie Taylor was nominated by Me David Eramian, seconded by Ann Cumyn, as Lay Secretary of Synod. Synod approved the nomination.

The Revd Alan Perry was nominated by Canon David Oliver, seconded by the Revd Eileen Steele. Synod approved the nomination.

Greetings from Ecumenical Partners

Bishop Barry invited Père Gabriel Villemure of the Roman Catholic Parish of St-Jean-Baptiste to bring greetings to Synod. The Bishop then asked Father George Chişca of the Romanian Orthodox Cathedral to bring greetings from our Orthodox Partners.

Election of Diocesan Treasurer-Motion "A"

The Revd Paul Tidman, seconded by the Executive Archdeacon, the Ven. Janet Griffith Johnson, **moved** the nomination of Mr Norman Spencer as Diocesan Treasurer. There being no further nominations, the motion was then voted upon. Carried

Appointment of Auditors-Motion "B"

The Revd Paul Tidman **moved**, seconded by the Ven. Janet Griffith Johnson, that BDO Dunwoody be appointed as Auditors for the Synod for the coming year. The motion was carried.

Approval of Minutes of Synod 2008

The Chancellor, Me David Eramian, **moved**, seconded by Canon David Oliver, that the minutes of the 149th Synod of 2008 be approved. The motion was carried.

Appointment of the Committees of the House

The Ven. Janet Griffith Johnson **moved**, seconded by Canon Oliver, that the members of the Committees of the House, as posted, be appointed by Synod. The motion was carried.

Privileges of the Floor

The Ven Janet Griffith Johnson **moved**, seconded by the Revd Eileen Steele, that the privileges of the floor be granted to:

Guests and Ecumenical Partners: The Rev Dr Ian Douglas, Père Gabriel Villemure, Father George Chişca, Ms Fiona Brownlee, Ms Catherine Gillbert, Deacon Andreis Diaz.

Regrets

The Ven. Janet Griffith Johnson reported that regrets had been received from: the Revd Stephen Petrie, the Revd Garth Morrill, the Revd Canon Peter Huish, the Revd Stephen Crisp, the Revd Dorothy Samuel, the Revd Mark Gudwin, the Revd Peter Blunt, the Ven. Peter Hannen, the Revd Alan Evans, the Ven. John Lee, the Revd Canon Jenö Kohner, the Revd Canon Don Meloche, the Ven. Brian Evans, the Revd Canon Lettie James, the Revd Thora Chadwick, the Revd Canon Paul Jennings, the Revd Canon Yves Joseph, the Revd Canon Michael Robson.

Report of Nominating Committee

The Ven. Janet Griffith Johnson presented the report of the Nominating Committee, as printed in the Convening Circular.

Additional names were solicited for election to the Synod Planning Committee, General Synod and Diocesan Council.

Synod Planning

Clergy

Canon Linda Borden Taylor
The Revd Michael Johnson

Laity

Mrs Ann Cumyn

Diocesan Council

Clergy

The Revd Michael Johnson
The Revd Neil Mancor

Laity

Mr Robert Saunders

General Synod

Clergy

Canon Joyce Sanchez
The Revd Mark Rogers
The Revd Geoffrey Chapman
The Revd Canon Paul Jennings
The Revd Michael Johnson
The Revd Dr Chris Barrigar

Laity

Mrs Christine Creighton
Mr David Johnstone
Mrs Wendy Crooks
Mr Peter Davies
Dr Douglass Dalton
Mr Raymond Noel

There being no other names offered, nominations then ceased. The Executive Archdeacon then invited the nominees to stand and be introduced to Synod.

Presentation of Motions and Memorials

The Executive Archdeacon reported that Memorials and Petitions could be found in Section 4, page F1 of the Convening Circular. The Executive Archdeacon also noted several changes:

- Motion "D-2", as printed in the Convening Circular, was not translated by the printer, a version is now available on the table outside the Hall.
- Motion "E", with the consent of the mover, the Revd Dr Chris Barrigar, and in consultation with the Bishop, has been withdrawn.

Reception of Reports of Diocesan Council

The Ven. Janet Griffith Johnson **moved**, seconded by Canon David Oliver, the reception of the summary of meetings of Diocesan Council, reproduced in the Convening Circular, pages G3 – G 5. The motion was voted upon. Carried.

Reception of Reports on Parish Statistics

The Ven. Janet Griffith Johnson, **moved**, seconded by Mr Duncan Shaddick, the reception the Parish Statistics, as printed in the Convening Circular, Section L. The motion was voted upon. Carried

The Reception of all Other Reports

The Ven. Janet Griffith Johnson **moved**, seconded by the Revd James Pratt, the reception of all other reports in the Convening Circular, Section G. The motion was voted upon. Carried.

Bishop Barry then adjourned the morning session, for the Synod Eucharist, including his Charge.

Following the Eucharist, the Bishop announced that the afternoon session would convene at 2 pm after a lunch break. He invited Archbishop Bruce Stavert to say Grace.

Afternoon Session

Thursday, November 12th, 2009

Synod reconvened at 2 pm.

Afternoon Worship was led by Canon Nick Brotherwood.

Bishop Barry asked the Will of the House regarding further nominations for General Synod. The Revd Michelle Eason nominated Canon Bruce Glencross.

The Bishop welcomed the Revd Alan Gault who has recently returned to Montreal from the Diocese of Ontario.

The Bishop then welcomed the keynote Speaker, the Revd Dr Ian Douglas, for his first session on the First Mark of Mission

Bishop Barry thanked Dr Douglas for this first session and announced that there would be an 18 minute break, resuming at 4:15 pm.

There followed a series of 6 short, audio-visual presentations focusing on the "Five Marks of Mission". Synod adjourned at 6:30 pm for a one-hour dinner break, reconvening at 7:30 pm for the second session led by Dr Ian Douglas.

Bishop Barry thanked Dr Douglas and invited members of the Stewardship of the Environment Committee to lead Synod in an Evening Devotion.

Synod adjourned at 9 pm with the Bishop reminding delegates to gather at 9:45 am the next morning.

Morning Session**Friday, November 13th, 2009**

Bishop Barry welcomed everyone and invited the Revd Mark Rogers to lead the Opening Worship.

The Bishop reminded delegates that balloting would be taking place later in the day. He then invited Dr Ian Douglas to present his Session on the Third Mark of Mission.

Following this Session, Bishop Barry invited Archbishop Stavert to say Grace before lunch.

Afternoon Session**Friday, November 13th, 2009**

Synod was called to order at 1 pm, with the Opening Devotion led by Ms Fiona Brownlee, of the Council of the North.

Notice of Motion: Bishop Barry read the text of a motion to be **moved** by the Revd Mark Rogers and seconded by the Revd Jennifer Bourque:

"That section 1 of the Constitution be amended to include under sub-section k "Vocational Deacons licensed to and active in a community and/or a parochial, institutional, academic or an administrative ministry."

He asked for the Will of the House as to whether this motion should be debated. Carried.

Bishop Barry then invited the Keynote Speaker, Dr Ian Douglas, to give his final presentation "Next Steps together in God's Mission".

The Bishop then asked Mrs Ann Cumyn to thank Dr Douglas, on behalf of Synod, for his excellent presentations and his guidance as the Diocese of Montreal seeks ways to implement the Five Marks of Mission. Mrs Cumyn thanked Dr Douglas and presented him with three gifts.

Bishop Barry announced that the Business portion of Synod would commence following a short refreshment break.

Bishop Barry then gave another notice of motion **moved**, by the Ven. Edward Simonton, seconded by Canon William Blizzard:

"That this Synod send the following message to the Primate of the Anglican Church of Canada: In light of the proposed legislation in Uganda: to impose extreme penalties for practicing homosexuals and their friends and families including the death penalty; the Anglican Church of Uganda's support of much of this legislation; and the international outcry at the human rights violations implicit in this legislation, the Synod of the Diocese of Montreal requests Your Grace to convey to the Archbishop of the Anglican Church of Uganda and the Ugandan Ambassador to Canada our objection to this proposed legislation, our support of the United Nations Declaration of Human Rights, and our desire to see it respected in Uganda."

The Bishop asked for the Will of the House as to whether the motion should be added to the agenda. Carried.

Financial Statements and Budget

Bishop Barry invited the Treasurer, Mr Norman Spencer, and Mr Stephen Tam to present the financial statements and the 2010 Budget. The Bishop noted that the Treasurer, who was suffering from the H1N1 flu, would participate in the presentation via phone link.

The Treasurer, assisted by Mr Tam, proceeded with the PowerPoint presentation, beginning with the 2008 Audited Statements and Results, up to September 30th 2009. The Treasurer commented that there is greater transparency and clarity. Investments are now shown at Market Value. Smaller losses have been incurred both due to the improvements in markets and to careful management of resources and sound fiscal responsibility. A review has taken place of a number of trust accounts, and these funds have now been incorporated into the capital of the Diocese. The Treasurer then reviewed the statement of operations for 2009.

The Treasurer proceeded to outline the 2010 Budget. He noted that this Synod will be debating a motion seeking to change to a single method of billing based on parish revenues from the previous year, as opposed to the current system which bases synod assessments on parish expenses.

The Treasurer thanked the Finance Department, Staff, Volunteers of the Administration and Finance Committee, the Chancellor, the Executive Archdeacon and the Bishop for all their support throughout the year.

The Treasurer asked if there were any questions regarding the financial statements.

There being no questions, Mr Douglas Hall, seconded by Canon David Oliver, **moved** acceptance of the financial statements. The motion was carried.

The Rev Michael Johnson **moved**, seconded by the Revd Ken Near, Motion "C". The motion was voted upon. Carried.

The Bishop asked if there were questions regarding the Budget.

Dr Douglass Dalton asked if the Convening Circular includes information regarding the 10% figure on which the assessments are to be based. Secondly, Dr Dalton asked if the changes regarding the designation of funds from trust accounts could in any way be cited as a "breach of trust". The Chancellor assured Dr Dalton that this matter has been carefully studied and that no such situation would be likely to occur.

Canon David Oliver commented on the clarity of the new statements and budget. He thanked all those involved in preparing the financial documents.

The Revd Dr Chris Barrigar asked about the breakdown of expenses regarding General and Provincial Synod and also about Francophone Ministries. This was clarified.

Mrs Bernice Camacho asked a question regarding Parish Statistics. The Bishop suggested she contact the Synod Office on this matter.

Mr Roger Spack commended all those involved in producing such clear Statements. He asked why parishes are being asked to increase their assessments by 10% when many parishes have lost members and are smaller and suggested reducing the projected revenue amount of \$1 million to \$900,000, allowing for a reduction in the increase of assessments. The Treasurer responded that the increase of 10% is not a huge amount to budget for, and that special cases will be looked at on an individual basis. He would be opposed to reducing the \$1 million to \$900,000.

Mr Spack **moved**, seconded by Dr Douglass Dalton an amendment to the Budget Motion "C"

That budgeted assessment be reduced to \$900,000.

Canon Bruce Glencross spoke in favour of the amendment.

The Revd Ralph Leavitt spoke against the amendment, citing the progress that has been made in the past couple of years and the need for the Diocese to continue moving forward with such improvements in budgeting.

Canon David Oliver spoke against the amendment, noting all the mission ministries in need of these funds as well as the ongoing and work of the Diocese.

The Revd Deacon Allan Marjerison spoke against the amendment, noting the budget still projects an operating loss and we must not plan to incur greater losses.

The Chancellor spoke against the amendment. He clarified that the assessments will not all be going up by 10%, in fact some parish assessments will be going down.

The Revd Keith Schmidt spoke in favour of the amendment, noting that we meet in Synod in order to express our opinions and that members should have the option of debating amendments and changes to the Budget.

Mr Raymond Noel spoke against the amendment, suggesting that a "last-minute change" is not the way to go.

The Treasurer then spoke, explaining that both the A&F Committee and Diocesan Council have reviewed and recommended this budget to Synod. He commented that the budget is part of an overall plan to achieve fiscal responsibility.

Diana Bouchard asked for clarification regarding the formula by which parish assessments will be calculated.

The Bishop called the question on the amendment. The amendment was voted upon and defeated.

The Bishop then called the question on the budget. The motion was voted upon. Carried.

The Bishop then thanked the Treasurer for all his hard work and wished him a speedy recovery.

Motion "D"

Canon Alan Perry then presented revised Motion "D", as circulated:

That, effective with the budget for 2010:

- a) the Administrative Assessment on three-year average parish expenditures be replaced by a Diocesan Assessment as a percentage of parish revenues for the year prior to the year in which the diocesan budget is adopted;
- b) "parish" be understood to include parishes, congregations, missions and pastoral communities;
- c) the document "Assessable Income for Diocesan Assessment" be adopted as diocesan policy, subject to amendment from time to time by the Diocesan Council;
- d) the percentage of the assessment be determined annually by the Diocesan Council;

- e) any parish facing extraordinary circumstances, or which believes that its assessment merits review, may apply to the Executive Archdeacon for review and any review which results in an amendment to the parish's assessment shall be ratified by the Diocesan Council;
- f) during the transitional period of 2010-2012 any increase to a parish's assessment caused by the change to assessment formula shall be limited to 10% annually.

He explained that the current mechanism for assessing parishes is based on expenses. The new system would be calculated on revenues. This system would be a much fairer formula.

There are six points to the Motion. Canon Perry then gave a brief review of each section.

Canon Perry then **moved** Motion "D", seconded by the Ven. Janet Griffith Johnson.

The Revd Michael Johnson asked why there is no longer to be a three-year average for calculating the assessments. Canon Perry responded that the formula would be based on revenues from the previous year. Thus, this year it would be calculated with figures from 2008.

The Revd Dr Chris Barrigar asked if Diocesan Council would be the only body making changes to the percentages. The Chancellor responded in the affirmative. Dr Barrigar commented that changes should be able to be debated by everyone at Synod.

Dr Douglass Dalton spoke against the motion commenting that it is equivalent to "taxation without representation". The Chancellor responded that Diocesan Council is made up of members elected by Synod and does act on behalf of the parishes between synods.

Canon Joyce Sanchez asked for clarification regarding the revenues from the sale of parish properties. The mover responded that income would be assessed if a parish were to roll-over such revenues for operating expenses.

The Revd Keith Schmidt asked why Synod was not given fuller information as to how the assessments were calculated. The Executive Archdeacon responded that a lot of work has been done in this area. Currently there is great disparity in parish giving to mission and the Diocese. It is very difficult to have all these accurate figures. The final parish statistics should be available within the next few days.

Sandy Montgomery asked for clarification regarding the use of reserve funds.

The Revd Ralph Leavitt spoke in favour of the motion, noting that no other diocese in the country uses a system like our present one.

The Revd Lorne Tardy asked for clarification regarding funds saved during an interregnum. He also asked about charitable donations outside of Canada.

Canon Oliver spoke in favour of the motion.

Mrs Margery Brown asked if monies from fundraising events would be assessed as revenue. Canon Perry responded in the affirmative

Mrs Marilyn Wray commented that Synod should have more opportunity to debate the Budget. She recommended that accounting the whole Diocese move to doing all accounting be done online, which would allow for accurate figures to be more readily available at all times.

Mr Robert Saunders asked what the baseline would be for 2009. Canon Perry responded that there would no longer be averaging; each year will be based on the previous year.

Mr Tony Layton spoke in favour of the motion.

Mrs Ann Cuyymn spoke in favour of the motion.

The Question was then called. The motion was voted upon. Carried.

Motion D-2

Canon Alan Perry presented this motion which seeks to unify diocesan budget such that the Administrative and Mission parts of the budget be combined. This would have the effect that the Synod Assessment and Mission Commitment would also be combined into one assessment figure from each Parish. Currently the Mission Commitment is voluntary and pariah vestries can choose not to pay the full, suggested amount. This can cause great difficulties in terms of commitments which the Diocese needs to make to other missions.

Canon Perry **moved** Motion D-2, seconded by the Ven Janet Griffith Johnson. The motion was voted upon. Carried

Canonical Changes- Section E-1

Motion "1"

Canon Perry explained that the following two motions are needed to give to give canonical effect to what was just passed. The motions are **moved** by Canon Alan Perry, seconded by the Ven Janet Griffith Johnson. All the Canonical motions would be voted by Orders. Motion "1" was voted upon and Carried in both Houses.

Motion "2"-

The motion was voted upon and Carried in both Houses

Motion 3- Proposed Amendments brought by the Bishop's Task Force on Governance

- A) Canon Perry presented this change which removes the Synod Agenda Committee from the Constitution. The Synod Planning Committee currently does this work. The question was called. The motion was voted upon and Carried in both Houses.
- B) Canon Perry explained that this series of changes come out of the Bishop's Task Force on Committees and Structures. The motion was voted upon in both Houses and Carried.
- C) This motion refers to the changes of the new Standing Committee titles. The motion was voted upon and Carried in both Houses.
- D) To change the title of the "Administration and Finance Committee" to the "Finance Committee". The motion was voted upon in both Houses. Carried.
- E) This change proposes that the Clergy Renumeration Committee would now report to the Human Resources Committee. The motion was voted upon in both houses. Carried.
- F) Canon Perry **moved**, seconded by the Ven. Janet Griffith Johnson, that Canon 19, on Rectorial Tenure, be repealed. Under Canadian law, clergy do not have tenure, and no such committee has been staffed for many years. Canon Bruce Glencross spoke in favour of the motion. The motion was voted upon in both Houses. Carried.

Motion F

Canon David Oliver **moved**, seconded by the Revd Dr Holly Ratcliffe this motion, calling for translation of a number of key documents of the Anglican Diocese of Montreal into French. Canon Oliver commented on the need to translate all these documents in a timely manner and encouraged members to support the motion.

The Revd Dr Holly Ratcliffe, seconder of the motion, also encouraged members to support the motion, citing the need for materials to be available in many areas of the Diocese.

Mr David Johnstone suggested a friendly amendment to include the words "produced by the Diocese of Montreal". The mover and seconder accepted the amendment.

Mr Robert Saunders asked if legal documents in the English Language would be the "official" ones. The Chancellor said that few documents would be "legal", in terms of Canadian Law, they fall under Canonical Law.

Mr Ian Sinclair asked what the costs might be. Bishop Barry replied that this is still unknown. Canon Oliver added that, by passing this motion, the principle would be in place, and that the practicalities would need to be worked out over time.

Ms Diana Bouchard commented that there is room in the wording to avoid excessive spending of money on every document.

The motion was then voted upon. Carried.

Memorial 1

The Revd James McDermott presented this motion, noting that it is a "motion" asking that a "Memorial" be sent to General Synod. Father McDermott spoke about the need to separate Church and State in matters of our Marriage rites.

Canon Joyce Sanchez, seconder of the motion, then spoke in favour of the motion

The Revd Mark Rogers spoke against the motion. He spoke against the concept of making clergy "an agent of the State".

Mrs Marilyn Wray spoke in favour of the motion.

Mr Sandy Montgomery asked for clarification

The Revd Dr Chris Barrigar spoke against the motion, commenting that it should go further to clarify separation of Church and State.

The Revd James Pratt spoke against the motion, stating that it would deny clergy the opportunity to reach some of the un-churched, when counseling them in preparation for a church marriage.

The Revd Gwenda Wells spoke against the motion suggesting that it would be a "strange message" to send to General Synod.

The Revd Patrick Wheeler spoke against the motion noting that it would remove the clergy's opportunity to offer pastoral support to those considering marriage.

The Revd Marsha Mundy spoke against the motion, stating that it "puts God second".

The Revd Sophie Rolland spoke against the motion commenting that it could send people away from Anglican churches, forcing them to find another denomination willing to offer them a "Church" wedding.

Ms Diane Bradshaw asked if there is a catalyst behind presenting the motion at this time.

Mr Robert Saunders rose on a point of order to ask if there was still have a quorum in the House. The Marshals proceeded to count and the Chancellor advised that there still remained a quorum in both Houses

The Revd Dr Holly Ratcliffe spoke about the need to clarify the wording of this Memorial since it is not really coherent.

The mover, the Revd James McDermott, then spoke to close the debate. He commented on the need to provoke the National Church to begin to look at this issue and to end our entanglement with the State.

The motion was voted upon and Defeated.

Closing

Bishop Barry then concluded the afternoon by inviting members of the Committee on the Stewardship of the Environment to lead in Closing Prayer. He reminded delegates that Synod would reconvene at 10 am Saturday morning, in Fulford Hall.

Synod adjourned at 6:15 pm

Morning Session

Saturday, November 14th, 2009

Bishop Barry welcomed the delegates back to the House.

The morning devotion was led by the Youth Delegation.

The Youth Members then moved into the youth presentation

Youth Presentation

The panel read out the "Top Ten Things about Teens". Following this reading, the panel described the mandate of Youth Council

They then gave a brief overview of the 2009 Youth Synod and of other events held in the past year, including the Youth Festival

Time was then provided for feedback from the booklet of "Epistles" which had been circulated to delegates on Friday afternoon, after which the group performed a song.

Finally they outlined some plans for the coming year, including the Samaritan Project, the Youth Festival and Youth Synod. They then presented a short PowerPoint overview.

The Bishop thanked the Youth Delegation for their presentation and suggested that parishes work on "youth-based" projects in the coming year.

Unfinished Business

Bishop Barry then invited Mrs Sue Winn to speak about the "Justice Camps" an initiative of the National Church.

Mrs Winn gave an overview of these inter-generational "camps". A camp will be taking place in Hamilton in May 2010. Mrs Winn offered posters about this upcoming event, which members can take back to their parishes.

The Bishop then invited Mr Nick Pang to speak about his work as part of a team of 30 young adults, in Canada, the USA and the UK under the umbrella of the Tony Blair Foundation. Mr Pang explained that the focus of the team's work is to provide malaria relief in Mali, he and his interfaith co-worker, plan to work with youth in Montreal, tying local projects into this international program.

The Bishop welcomed delegates who had not attended during the past two days. He wished a "happy birthday" to long-time delegate, Hesther Kerr, who could not be present today. Bishop Barry also mentioned the death, this week of another longstanding synod delegate, Norma Osler, a member of St Matthew's Hampstead. A moment of silence then took place.

The Bishop then presented a gift to Ms Fiona Brownlee from the Council of the North, thanking her for her participation in this Synod.

Motion "4"

The Revd Mark Rogers **moved**, seconded by the Revd Jennifer Bourque.

"That section 1 of the Constitution be amended to include under sub-section k "Vocational Deacons licensed to and active in a community and/or a parochial, institutional, academic or an administrative ministry."

This Canonical Motion calls for an adjustment to the Constitution, to include vocational deacons as full voting Members of Synod and will recognize their important role in the life of the Diocese. Father Rogers urged members to vote, unanimously, in favour of this motion.

The Revd Gwenda Wells then suggested a friendly amendment, to include retired clergy in the text. The Chancellor responded that this suggestion was out of order. He also clarified that this motion is in regard to being "voting members" not just "members".

The Revd Ralph Leavitt asked for clarification as to whether transitional deacons now have a vote. The Chancellor responded that those licensed to a cure do have a vote.

The Executive Archdeacon then spoke against the motion reminding members that motions at previous Synods had been made in order to improve the voting balance between the number of clergy and laity, and also to maintain quorum in the House. If this change is made then it is likely that an imbalance will again occur.

The Revd Deacon Jessica Bickford spoke about her feelings of being a full member of the clergy and the need for vocational deacons to have full voting privileges.

Canon Alan Perry spoke about his indecision as to how to vote on this motion. He did remind Synod about the issue of quorum.

The Revd Bryce Sangster asked for clarification about voting in orders, as to whether vocational deacons voted as lay or clergy. The Chancellor responded that they vote as clergy.

The Revd Dr Holly Ratcliffe suggested that deacons should be looked upon as "third order".

Canon Joyce Sanchez spoke in favour of the motion, likening the current situation to that of "votes for women".

The Revd James McDermott spoke about the three orders, and urged members to vote in favour of the motion.

The Revd Patrick Wheeler asked for a reading of the definition of a "cure". The Chancellor read the text of this Canon.

The Revd Dr Chris Barrigar spoke in favour of the motion and commented that clergy should be more responsible about being present in the House to maintain quorum.

The Revd Mark Rogers summed up the debate by suggesting that there has been a misunderstanding about the wording of the Canon in that "clergy" should include both priests and deacons.

The motion was voted upon by Orders and Carried in both Houses.

The Chancellor noted that the motion would only take effect at the next Synod, because it had been brought late to the floor.

Motion "G"

The Ven. Edward Simonton **moved**, seconded by Canon William Blizzard.:-

"That this Synod send the following message to the Primate of the Anglican Church of Canada: In light of the proposed legislation in Uganda: to impose extreme penalties for practicing homosexuals and their friends and families including the death penalty; the Anglican Church of Uganda's support of much of this legislation; and the international outcry at the human rights violations implicit in this legislation, the Synod of the Diocese of Montreal requests Your Grace to convey to the Archbishop of the Anglican Church of Uganda and the Ugandan Ambassador to Canada our objection to this proposed legislation, our support of the United Nations Declaration of Human Rights, and our desire to see it respected in Uganda."

The Archdeacon described the injustices in Uganda regarding legislation against homosexual practice in that country, including, in some instances, the imposition of the death penalty. This legislation would also include extradition of refugees from other countries.

Canon William Blizzard, supported the motion, quoting a section of the Lambeth Resolution 1.10.

Canon David Oliver spoke in favour of the motion.

The Revd Jennifer Bourque offered a friendly amendment, asking that the letter also go to our Bishop.

Canon Alan Perry rose on a point of order, suggesting this is a General Synod Issue. Bishop Barry then mentioned that the House of Bishops has also presented a letter.

Canon Bruce Glencross spoke in favour of the motion.

The Motion was then voted upon. Carried.

150th Anniversary Committee Presentation

The Revd Mark Rogers thanked the fellow members of his committee for their work over the past year. He gave a short overview of the various events of the year. There followed an audiovisual presentation, introduced by Mrs Ann Cumyn.

Canon Joyce Sanchez then spoke of this year also being the 150th Anniversary of Christ Church Cathedral, inviting members to participate in the events surrounding these celebrations, culminating in the Anniversary Service on December 22nd.

The Bishop suggested a five-minute break, since the proceedings were already running ahead of schedule. He noted that Myrlene Boken would not be available until after 2 pm to give her report.

The Ven. Janet Griffith Johnson was then asked to give a short report on this topic. The Executive Archdeacon noted that a list of dates for regional presentations around the report is available in the lobby for members to take back to parishes. These presentations will be detailed and involve a wide variety of observations around every aspect of the demographics of each parish.

Bishop Barry then reminded members to fill in their evaluation forms and for clergy to pick up their clergy handbooks.

Members' Forum

Mr Matthew Bergbusch from St James the Apostle thanked synod members for voting for St James' parish display as winner of the Synod 150th Anniversary display contest.

Mrs Marilyn Wray of St Michael and All Angels spoke about the memorial sent from her deanery which had not made it onto the agenda. The topic was about the idea of having a list of mission projects for partnership. She suggested that these ministries could each have a page on the website so that people would be more excited about being involved as a part of the diocesan community.

Canon John Simons spoke about the exemplary quality of the students at the Diocesan Theological College and his hopes for the future of the Church. The Bishop concurred with these comments and assured the students of our prayers for them.

The Revd Dr Holly Ratcliffe spoke about the current ministry of the church in Sorel, suggesting that members access the website of this Parish. This year marks the 225th Anniversary of this parish and the old Rectory is soon to be officially opened as the new church. Dates will be available in the near future.

The Revd Robert Bergner spoke about the poetry column, which he edits, every second month, in the Montreal Anglican. He invited others to submit their poems. He also commended the youth for their document of "Epistles".

Announcement of Elections

Bishop Barry announced the results of Balloting for Members of Diocesan Council

Clergy

The Revd Eileen Steele
The Revd Michael Johnson
The Revd Neil Mancor

Laity

Mrs Susan Winn
Mr Douglas Hall
Mrs Bernice Camacho

Bishop Barry advised Diocesan Council members that the first meeting of the new Council will take place on Tuesday December 8th 2009, commencing at 4 pm with a Celebration of the Eucharist in St Anselm's Chapel. This will be a dinner meeting.

The Bishop then announced the results of balloting for General Synod

Clergy

The Revd Karen Chalk
The Revd Canon Paul Jennings
The Revd Canon Alan Perry
The Revd Canon Joyce Sanchez

Laity

Mrs Wendy Crooks
Mrs Ann Cumyn
Mr David Johnstone
Mrs Sue Winn

Alternates

Clergy

The Ven. Edward Simonton
The Revd Canon Michael Robson
The Revd Gwenda Wells
The Revd Mark Rogers

Laity

Dr Douglass Dalton
Mrs Lyn Shepherd
Mrs Christine Creighton
Mr Raymond Noel

Vote of Thanks

The Ven. Janet Griffith Johnson offered thanks on behalf of the meeting, to all those who made this Conference Synod possible, especially to Kim Northcott, of the Synod Office. Thanks to the Synod Planning Committee.

Thanks to the Ven. George Lambert, in this his last Synod in the Diocese.

The Executive Archdeacon also acknowledged, in his absence, Dean Michael Pitts as he prepares to retire after 18 years of Ministry in the Diocese. He will continue to reside in Montreal.

Thanks to AJ Jackson, Ardyth Robinson and René Sanchez for sound both offsite and in Fulford Hall.

Thanks to the Revd Michael Johnson for lending his truck for offsite preparations.

Thanks to the Revd Robert Bergner, for accompanying all music during Synod and to the Presenters on the Five Marks of Mission, for leading devotion times.

Thanks to the Keynote Speaker, the Revd Dr Ian Douglas.

Thanks to the 150th Anniversary Committee and to the Governance Task Force and also to the Human Resources Committee and the Treasurer.

Thank you to the Bishop's Secretary, Mr Marcel de Hêtre and to the Chancellor for all his tireless work

Thanks to the Lay and Clerical Secretaries and the Synod Marshals

Synod 2010 will take place on October 15 and 16, at Cathedral Place.

Lastly, many thanks to Bishop Barry for presiding at this Synod, and to the Delegates, for their attendance.

Adjournment and Dismissal

Synod adjourned at 12:32 pm with noonday prayers and episcopal blessing.

FINANCIAL STATEMENTS 2009



The Synod of the Diocese
of Montreal
Consolidated Financial Statements
For the year ended December 31, 2009

The Synod of the Diocese of Montreal
Consolidated Financial Statements
For the year ended December 31, 2009

Contents

Auditors' Report	2
Consolidated Financial Statements	
Statement of Financial Position	3
Statement of Operations	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to Consolidated Financial Statements	7
Supplementary Consolidated Financial Information	
Schedule 1 - Investment Income	21
Schedule 2 - Management Fees and Transfers	22
Schedule 3 - Parish Ministry and Chaplaincies	23
Schedule 4 - Outreach and Mission	24
Schedule 5 - Resources for Ministry	25
Schedule 6 - Programme Support	26
Schedule 7 - Administration	27
Schedule 8 - Retired Clergy Benefits	28
Schedule 9 - Payroll Administration	29
Schedule 10 - Synod	30



Tél./Tel: 514 931 0841
Télec./Fax: 514 931 9491
www.bdo.ca

BDO Canada s.r.l./S.E.N.C.R.L./LLP
1000, rue De La Gauchetière O. Bureau 200
Montréal QC H3B 4W5 Canada

Auditors' Report

To the Members of
The Synod of the Diocese of Montreal

We have audited the consolidated statement of financial position of The Synod of the Diocese of Montreal ("Synod") as at December 31, 2009 and the consolidated statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Synod's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

These consolidated financial statements present fairly, in all material respects, the financial position of the Synod as at December 31, 2009 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

*BDO Canada LLP/s.r.l./s.e.n.c.r.l.*¹

Chartered Accountants

Montréal, Québec
March 19, 2010

¹ CA auditor permit No. 20316

The Synod of the Diocese of Montreal Consolidated Statement of Financial Position

December 31	2009	2008
Assets		
Current		
Cash	\$ 386,744	\$ 413,614
Short-term investments (Note 4)	25,837	10,076
Accounts receivable (Note 8)	422,993	534,287
Prepaid expenses	7,683	7,625
Current portion of loans and mortgage loans receivable (Note 9)	51,470	63,979
	<u>894,727</u>	<u>1,029,581</u>
Investments (Note 5)	9,072,441	7,728,294
Investment in 147368 Canada Inc. (Note 6)	40	40
Loans and mortgage loans receivable (Note 9)	168,827	294,577
Capital assets (Note 10)	216,324	220,790
Revenue-producing properties (Note 11)	178,994	35,754
Cash and marketable securities held in trust (Note 12)	1,047,878	2,051,611
	<u>\$ 11,579,231</u>	<u>\$ 11,360,647</u>
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities (Note 13)	\$ 703,090	\$ 773,525
Advances from the trust funds, non-interest bearing and payable on demand	359,722	997,850
	<u>1,062,812</u>	<u>1,771,375</u>
Amounts held in trust (Note 12)	1,047,878	2,051,611
Post retirement benefits (Note 21)	670,890	702,033
	<u>2,781,580</u>	<u>4,525,019</u>
Net assets		
General fund	(2,423,745)	(3,537,254)
Restricted Funds (Note 14)	11,221,396	10,372,882
	<u>8,797,651</u>	<u>6,835,628</u>
	<u>\$ 11,579,231</u>	<u>\$ 11,360,647</u>

On behalf of The Synod of the Diocese of Montreal

_____ Bishop

_____ Treasurer

The Synod of the Diocese of Montreal Consolidated Statement of Operations

For the year ended December 31	2009	2008
Revenue		
Administrative assessments	\$ 720,000	\$ 649,002
Mission commitments	193,121	231,533
	<u>913,121</u>	<u>880,535</u>
Investment income (Schedule 1)	425,457	692,708
Ground rent (Note 6)	371,738	372,620
Donations and other income (Note 16)	91,124	57,838
Management fees and transfers (Schedule 2)	73,476	56,211
	<u>1,874,916</u>	<u>2,059,912</u>
Expenditures		
Ministry and mission		
Parish ministry and chaplaincies (Schedule 3)	306,343	333,597
General and Provincial Synods	262,696	261,003
Outreach and mission (Schedule 4)	213,516	208,226
Resources for ministry (Schedule 5)	154,010	191,507
Programme support (Schedule 6)	178,984	140,416
	<u>1,115,549</u>	<u>1,134,749</u>
Total Ministry and mission	1,115,549	1,134,749
Administration (Schedule 7)	775,905	730,832
Office of the Bishop	207,259	203,849
Retired clergy benefits (Schedule 8)	87,118	121,756
Payroll administration (Schedule 9)	69,354	68,199
Synod (Schedule 10)	44,086	53,681
Fundraising	22,267	13,039
150 th Anniversary	13,654	-
Interest	6,548	10,627
	<u>2,341,740</u>	<u>2,336,732</u>
Deficiency of revenue over expenditures before the following	<u>(466,824)</u>	<u>(276,820)</u>
Other revenue (expenditures)		
Transfers from funds held in trust (Note 12)	919,782	-
Gain on sale of church	555,452	-
Realized gains on sale of investments	196,344	193,731
Amortization of experience gain (Note 21)	17,079	17,079
Other	3,522	(20,312)
Amortization	(12,426)	(7,482)
Discontinued operations - Diocesan Book Room	-	(104,971)
	<u>1,679,753</u>	<u>78,045</u>
Excess (deficiency) of revenue over expenditures for the year	<u>\$ 1,212,929</u>	<u>\$ (198,775)</u>

The accompanying notes are an integral part of these consolidated financial statements.

**The Synod of the Diocese of Montreal
Consolidated Statement of Changes in Net Assets**

For the year ended December 31	2009	2008	
	General Fund	Restricted Funds	Total
Balance, beginning of year, at cost	\$ (3,508,007)	\$ 9,694,111	\$ 6,186,104
Excess (deficiency) of revenue over expenditures for the year	678,847	534,082	1,212,929
Interfund transfers (Note 15)	382,049	(382,049)	-
Balance, end of year, at cost	(2,447,111)	9,846,144	7,399,033
Cumulative gains (losses) reported directly in the statement of changes in net assets, beginning of year	(29,247)	678,771	649,524
Realized gains on available-for-sale investments transferred to the statement of operations during the year	-	(196,344)	(196,344)
Changes in unrealized gains (losses) on available-for-sale financial assets during the year	52,613	892,825	945,438
Cumulative gains reported directly in the statement of changes in net assets, end of year	23,366	1,375,252	1,398,618
Balance, end of year, at market value	\$ (2,423,745)	\$ 11,221,396	\$ 8,797,651
		\$	\$ 6,835,628

The Synod of the Diocese of Montreal Consolidated Statement of Cash Flows

For the year ended December 31	2009	2008
Cash flows from operating activities		
Excess (deficiency) of revenue over expenditures for the year	\$ 1,212,929	\$ (198,775)
Items not affecting cash		
Amortization	11,226	10,514
Loss on loans and mortgage loans receivable	-	8,869
Gain on sale of investments	(196,344)	(193,731)
Gain on sale of church	(555,452)	-
Write-down of capital assets	-	23,825
	<u>472,359</u>	<u>(349,298)</u>
Changes in non-cash working capital balances		
Accounts receivable	111,294	(46,161)
Prepaid expenses	(58)	(7,265)
Accounts payable and accrued liabilities	(70,435)	(150,336)
Net assets - The Diocesan Book Room	-	30,530
Post retirement benefits	(31,143)	(28,479)
	<u>482,017</u>	<u>(551,369)</u>
Cash flows from investing activities		
Short-term investments	(15,761)	(10,076)
Sale of investment, net	(398,709)	794,046
Purchase of revenue-producing properties	(150,000)	(428)
Proceeds on sale of church, net	555,452	-
New loans and mortgage loans receivable	(5,082)	(103,738)
Repayment of loans and mortgage loans receivable	143,341	116,869
	<u>129,241</u>	<u>796,673</u>
Cash flows from financing activity		
Repayment of advances from the trust funds	(638,128)	(151,689)
(Decrease) increase in cash during the year	(26,870)	93,615
Cash, beginning of year	413,614	319,999
Cash, end of year	\$ 386,744	\$ 413,614
Additional information:		
Interest paid	\$ 6,548	\$ 10,627

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

1. Purpose

The purpose of the Synod of the Diocese of Montreal ("Synod") is to provide the administrative, legislative and management structures and processes that enable the Diocese to achieve its objectives.

The Diocese is a partner in the worldwide Anglican Communion and in the universal Church.

The Diocese, its faithful people and its associated parishes are called to:

- proclaim the Good News of the Kingdom;
- teach, baptize and nurture new believers;
- respond to human need by loving service;
- seek to transform unjust structures of society;
- strive to safeguard the integrity of creation and sustain and renew the life of the earth.

These objectives are achieved by:

- valuing our heritage of biblical faith, reason, liturgy, tradition, bishops and synods, and the rich variety of our life in community;
- acknowledging that God is calling us to greater diversity of membership, wider participation in ministry and leadership, better stewardship in God's creation and a stronger resolve in challenging attitudes and structures that cause injustice;
- committing ourselves to respond in love and service and so more fully live the life of Christ, guided by the Holy Spirit.

The Diocese was created by Letters Patent of Queen Victoria on July 18, 1851. The Synod is the legislative body which governs the Diocese. It was created in 1859 under the authority of "An act to Enable the Members of the United Church of England and Ireland in Canada to Meet in Synod" (1857), and was subsequently incorporated by "An Act to Incorporate the Members of the "Synod of the Diocese of Montreal", and to merge "The Church Society of Montreal" into such Synod (1868).

The Synod is a registered charitable organization and is exempt from income taxes.

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

2. Significant Accounting Policies

These consolidated financial statements include assets administered and liabilities incurred by the Synod but do not include the assets, liabilities, income and expenses of the parishes of the Diocese.

These financial statements are prepared in accordance with Canadian generally accepted accounting principles. Significant accounting policies are as follows:

Basis of Consolidation The consolidated financial statements include the accounts of the Synod and those of its controlled entity, the Andrews Home. All significant intercompany transactions and balances have been eliminated on consolidation.

Revenue Recognition The Synod follows the deferral method of accounting for contributions. This method involves deferring any restricted contributions to future periods and matching these revenues with these selected expenses when they are incurred.

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

Expenditures are recognized as they are incurred and measurable and the creation of a legal obligation to pay. Expenditures are recognized as expenses of the appropriate fund.

Endowment contributions are recorded as direct increases in net assets. All other contributions are reported as revenue of this current period.

Investment income includes interest, which is recognized pro rata over the term of the instrument, dividend income, which is recorded on the ex-dividend date and distribution income derived from a mutual fund, which is recognized on an accrual basis. Realized gains and losses on the sale of investments are recorded in the consolidated statement of operations while unrealized gains and losses on available-for-sale financial assets are included directly in net assets until its disposition.

Ground rent is recognized over the term of the lease and it is based on the terms of the agreement between the members of the Church Group.

Sale of churches and properties are recognized when all material requirements of the sale agreement have been met, the risks of ownership have passed to the purchaser and the amount can be reasonably determined and collectible.

Revenues from the sale of religious books are recognized in the Diocesan Book Room upon receipt of the goods by the customer and when collectability is reasonably assured.

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

Net Assets Description The purpose of each fund is as follows:

General Fund

The resources are used for the general operations of the Synod.

Restricted Funds

Use of these funds is restricted by various internally imposed constraints, certain of which the Bishop exercises discretion over, either on behalf of Synod or in his own right. Certain funds are exceptions and are subject to external restrictions.

Investments

Investments in marketable securities and Anglican Fund units are stated at market value using the bid prices, which has been determined by reference to recent listed sales of these investments.

Capital Assets and Revenue-Producing Properties

The rectories and other properties are carried at cost or donated value plus the capitalization of major repair expenditures on such properties. Amortization is provided using the diminishing balance method at the following annual rates:

Rectories and other properties	5%
The Diocesan Book Room	30%
Furniture and fixtures	20%

Leasehold improvements are amortized using the straight-line method over four years.

Contributed Services

Volunteers contribute significant hours per year to assist the organization in carrying out its activities. Owing to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

Pension Plan

The Synod is a member of a multiemployer defined benefit pension plan for certain of its employees. Defined contribution plan accounting is applied to the multiemployer defined benefit pension plan as information to apply defined benefit plan accounting is not available. The cost of defined contribution pension is expensed as earned by employees.

Post Retirement Benefits

The Synod accrues its obligation by recognizing the cost of retirement benefits over the periods in which clergy render services to the organization in return for the benefits. The cost of post retirement benefits earned by clergy is determined using the projected benefit method prorated on service and management's best estimate of expected costs, discount rate, health care cost trend rate, retirement and mortality age of clergy. Actuarial gains (losses) arise from changes in actuarial assumptions used to determine the accrued benefit obligation. The excess of the net accumulated actuarial gain (loss) over 10% of the benefit obligation is amortized over the average remaining service period of active employees.

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

Financial Instruments The Synod's financial instruments consist of cash, short-term investments, accounts receivable, investments, loans and mortgage loans receivable, accounts payable and advances from the trust funds. Unless otherwise noted, it is management's opinion that the Synod is not exposed to significant interest, currency or credit risks arising from these financial instruments and the carrying amounts approximate fair values.

The fair value of loans and mortgages receivable and advances from the trust funds are not easily determinable because there is no active market to compare these financial instruments with.

The Synod classifies its financial instruments into one of the following categories based on the purpose for which the asset was acquired. The Synod's accounting policy for each category is as follows:

Held-for-trading

This category is comprised of cash and short-term investments. They are carried in the statement of financial position at fair value which approximates carrying value. Transaction costs related to instruments classified as held-for-trading are expensed as incurred.

Loans and Receivables

This category is comprised of accounts receivable, loans and mortgage loans receivable. These assets are non-derivative financial assets resulting from the delivery of cash or other assets by a lender to a borrower in return for a promise to repay on a specified date or dates, or on demand. They arise principally through the provision of goods and services to parishes (accounts receivable), but also incorporate other types of contractual monetary assets. Transaction costs related to loans and receivables are expensed as incurred.

Available-for-sale

This category is comprised of investments. They are carried in the statement of financial position at fair value with changes in fair value recognized in the statement of changes in net assets. Transaction costs related to instruments classified as available-for-sale are expensed as incurred.

Other Financial Liabilities

Other financial liabilities include accounts payable and advances from the trust funds. These liabilities are initially recognized at fair value and subsequently carried at amortized cost using the effective interest rate method. Transaction costs related to these financial liabilities are expensed as incurred.

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

Use of Estimates

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenditures during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future and these differences could be material.

3. Changes in Accounting Policies

On January 1, 2009, the Synod adopted the following new Handbook sections issued by the CICA, effective January 1, 2009:

Financial Statement Concepts

CICA Handbook Section 1000, Financial Statement Concepts has been amended to focus on the capitalization of costs that truly meet the definition of an asset and de-emphasizes the matching principle. The adoption of these changes did not have any material impact on the financial statements.

Financial Statement Presentation by Not-for-Profit Organization

Section 4400 has been amended for the treatment of net assets invested in capital assets and for the presentation of revenue and expenditures. The adoption of this new standard did not have any material impact on the financial statements.

Disclosure of Related Party Transactions by Not-for Profit Organizations

Section 4460 has been amended to make the language in Section 4460 consistent with Related Party Transactions, Section 3840. The adoption of this new standard did not have any material impact on the financial statements.

Disclosure of Allocated Expenses by Not-for-Profit Organizations

This new Section 4470 establishes disclosure standards for not-for-profit organizations that choose to classify their expenses by function and allocate expenses from one function to another. The adoption of this new standard did not have any material impact on the financial statements. The Synod did not choose to classify their expenses by functions.

4. Short-term Investments

Short-term investments include money market investments maturing in January 2010 and their fair value approximates cost and bears interest at approximately 0.75% (2008 - 1.75%).

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

5. Investments

	2009		2008	
	Fair Value	Cost	Fair Value	Cost
Marketable securities	\$ 909,258	\$ 941,004	\$ 756,703	\$ 925,421
Anglican Balanced Fund units	8,163,183	6,733,576	6,971,591	6,153,377
	\$ 9,072,441	\$ 7,674,580	\$ 7,728,294	\$ 7,078,798

Investments in the Anglican Balanced Fund

The Anglican Balanced Fund is a mutual fund trust established under a Declaration of Trust dated November 8, 1967 subsequently amended December 9, 1982. The trust is administered by a Board of Trustees. The direct beneficiaries of the Fund are the registered unitholders. Funds are invested in a balanced portfolio of bonds and shares.

The treasurer of the Synod is the chairman of the Board of Trustees of the Anglican Balanced Fund. The Synod also appoints three of six trustees and thus has significant influence over the organization's operations.

6. Investment in 147368 Canada Inc.

The building formerly known as Anglican House was demolished in an earlier year. The land which it occupied, together with the land held by Christ Church Cathedral and the Canadian Bible Society, was transferred to 147368 Canada Inc. (the "company") which is jointly owned by the Synod and the other two entities ("Church Group"). The company was incorporated on October 9, 1985 under the *Canada Business Corporations Act* in order to act as agent for its shareholders in emphyteutic leases (the "Lease") under which the land was leased for a term ending in the year 2084, for the purpose of constructing an office tower and underground retail complex. Ownership of the land together with any emplacement thereon reverts to the Church Group at the termination of the Lease. The investment is carried at a nominal value representing 40% (40 of 100 common shares) of the issued shares.

The management of the Synod is closely involved in developing the strategic operating policies of 147368 Canada Inc. and thus has significant influence over the company's operations.

7. Ground Rent

The Synod's share of the proceeds of the leases referred to in Note 6 amounted to \$371,738 (2008 - \$372,620). In addition, the Synod may receive additional amounts based on the annual cash flow derived from the office tower and underground retail complex after absorbing accumulated losses from previous years and may share in the proceeds of any sale or refinancing of the project during the term of the leases.

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

8. Accounts Receivable

	2009	2008
Due from parishes - current	\$ 172,808	\$ 199,670
Due from other institutions - current	80,676	76,446
Due from investment broker	10,098	134,790
Sales tax receivable	49,626	23,746
Accounts receivable from related entities (Note 19)	109,785	99,635
	\$ 422,993	\$ 534,287

9. Loans and Mortgage Loans Receivable

	2009	2008
Loans to churches (see below)		
Opening balances	\$ 301,433	\$ 312,775
Add: New loans to churches	5,061	103,738
Less: Repayment of loans	(88,297)	(106,211)
Uncollectible loan	-	(8,869)
	218,197	301,433
Mortgage loan receivable, interest at 7%, due November 2015	-	55,044
Automobile loans, unsecured, interest at $\frac{2}{3}\%$ of Bank of Montreal prime rate	2,100	2,079
	220,297	358,556
Less: current portion	51,470	63,979
	\$ 168,827	\$ 294,577

Principal payments for the next five years and thereafter are as follows:

2010	\$	51,470
2011		39,013
2012		36,240
2013		28,725
2014		21,693
Thereafter		43,156
	\$	220,297

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

9. Loans and Mortgage Loans Receivable (Continued)

Loans to churches consist of the following:

	2009	2008
Deanery of Hochelaga		
St. John the Evangelist, Montréal	\$ 8,075	\$ 18,183
St. Stephen, Westmount	25,883	25,900
Deanery of South Shore		
St. James, St-Jean-sur-Richelieu	20,220	20,517
St. Paul, Greenfield Park	65	65
Deanery of the Laurentians		
St. James, Rosemère	42,671	46,769
Grace, St. Michael and St. Margaret Church, Mascouche	40,778	103,738
Deanery of Pointe-Claire		
St. Barnabas, Pierrefonds	63,245	73,325
Deanery of Ste. Anne		
St. George, Ste-Anne-de-Bellevue	10,719	10,719
St. Mark, Valleyfield	4,324	-
Deanery of Brome Shefford		
St. Martin, Otterburn Park	2,217	2,217
	\$ 218,197	\$ 301,433

Interest is charged on the interest-bearing portion of loans at the rate of prime less two percentage points, except for the Rectory loans, which are at $\frac{2}{3}\%$ of Bank of Montreal prime rate. Loans to parishes are secured by the churches and rectories.

The loans to churches include interest-free loans of \$4,324 for 2009 (2008 - \$Nil).

10. Capital Assets

	2009		2008	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Rectories and other properties	\$ 161,552	\$ 90,846	\$ 70,706	\$ 74,427
Land	95,376	-	95,376	95,376
Vacant land	47,265	-	47,265	47,265
Furniture and fixtures	6,646	3,669	2,977	3,722
Leasehold improvements	77,516	77,516	-	-
	\$ 388,355	\$ 172,031	\$ 216,324	\$ 220,790

Amortization for the year amounted to \$4,466 (2008 - \$9,583).

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

11. Revenue-Producing Properties

	2009		2008	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Rectory and other property	\$ 180,856	\$ 52,415	\$ 128,441	\$ 17,701
Land	50,553	-	50,553	18,053
	\$ 231,409	\$ 52,415	\$ 178,994	\$ 35,754

Amortization for the year amounted to \$6,760 (2008 - \$931).

12. Amounts Held in Trust Accounts

The Synod manages the following assets in trust on behalf of others. These assets are included in the accounts of the Diocese and are offset by a corresponding liability of the same amount.

	2009		2008	
Advances to the Synod	\$ 359,722	\$	997,850	
Investments in Anglican Balanced Fund units, at cost (market value \$1,201,285; 2008 - \$1,699,848)	688,156		1,053,761	
	\$ 1,047,878	\$	2,051,611	

Income of Trust Accounts of \$59,470 (2008 - \$45,958) was transferred to the General Fund.

During the year, liabilities of the Diocese included \$919,782 as held in trust. In consultation with legal counsel, it was determined that there was no longer an obligation to third parties for these amounts and as a result, these amounts were transferred to the General Fund.

13. Accounts Payable and Accrued Liabilities

	2009		2008	
Accounts payable and accrued liabilities	\$ 495,214	\$	478,090	
Insurance provision	109,020		111,960	
Due to Bishop's Action Appeal	64,309		92,861	
Due to St. Michael's Mission (Note 16)	34,547		90,614	
	\$ 703,090	\$	773,525	

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

14. Restricted Funds

	2009		2008	
	Fair Value	Cost	Fair Value	Cost
Internally restricted	\$ 8,669,325	\$ 7,749,483	\$ 7,980,617	\$ 7,597,454
Episcopal	1,935,118	1,734,038	1,816,466	1,734,038
Externally restricted	548,219	293,889	507,065	293,889
Restricted for endowment	68,734	68,734	68,734	68,734
	\$ 11,221,396	\$ 9,846,144	\$ 10,372,882	\$ 9,694,115

The externally restricted funds are limited to studies leading to ordained ministry, French ministry, social services and special projects.

The Episcopal Funds are held on behalf of the Bishop as Corporation Sole and are under the control of the Bishop, acting in consultation with the Treasurer. Income generated from the underlying assets is transferred from the Episcopal Funds to General Fund to support Episcopal expenses.

15. Interfund Transfers

Income of Restricted Funds of \$382,049 (2008 - \$460,834) was transferred to the General Fund to meet expenses, which are analyzed to ensure that specific use requirements are met and approved by the Bishop.

16. Donations

The Synod received, as an agent, the following donations which will be transferred directly to the related organizations and are not recorded in the consolidated statement of operations.

	2009	2008
Primate's World Relief and Development Fund	\$ 38,136	\$ 31,664
Bishop's Action Appeal/Anglican Appeal	\$ 36,425	\$ 16,487

During the year, the Synod received \$160,911 (2008 - \$226,876) of contributions for St. Michael's Mission. The total expenses of \$216,978 (2008 - \$227,176) was offset against contributions received during the year (Note 13).

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

17. Capital Disclosure

The Diocesan Council has determined that the capital of the Synod of the Diocese is their net assets. The restricted funds are further described in Note 14.

The objectives of the Diocesan Council in managing the capital of the Synod are to ensure the ability of the Synod to continue as a going concern and to maintain a stable income flow from investments to support the activities of the Synod. To this end, the Diocesan Council has implemented a plan to control expenditures and reduce the operating deficits. In order to achieve this, Diocesan Council monitors expenditures compared to budget on a monthly basis. The underlying assets behind the capital comprise investments. In its monthly financial statement review, the investments are monitored regularly for performance by the Trustees of the Anglican Funds and Diocesan Council.

The objectives of Diocesan Council in managing the capital of Synod did not change during the year.

18. Commitments

The Synod has two operating leases for its premises: (i) \$938 per month, under a lease expiring in 2084 with an associated monthly storage cost of \$215 a month and (ii) \$48 per month under a lease expiring in 2012.

The Synod has entered into two operating leases for its equipment expiring between 2012 and 2013, representing total annual lease payments of \$20,933 in 2010.

The total aggregate minimum lease payments up to 2084 are \$1,095,078, and estimated annual minimum lease payments for the next five years are as follows:

2010	\$	35,335
2011		35,335
2012		24,287
2013		18,191
2014		13,830
		<hr/>
	\$	<u>126,978</u>

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

19. Related Entities

These transactions are in the normal course of operations and are measured at the exchange amount (the amount of consideration established and agreed to by the related parties), which approximates the arm's length equivalent value for services.

Amounts receivable from and amounts payable to related entities are payable on demand, interest-free and have arisen from the provision of services referred to below.

At the end of the year, the related party transactions and amounts due from related entities are as follows:

	<u>2009</u>		<u>2008</u>
Management fees revenue			
The Anglican Balanced Fund	\$ 12,756	\$	8,500
147368 Canada Inc.	\$ 7,500	\$	7,500
Accounts receivable			
The Anglican Balanced Fund	\$ 95,586	\$	84,052
147368 Canada Inc.	\$ 14,199	\$	15,583

20. Controlled Entity

The Andrews Home is a corporation controlled by the Synod since the management of the Synod was closely involved in developing the policies of the Andrews Home and can influence the content.

The Andrews Home, incorporated by statute of the legislature of the Province of Québec cited as 58 Victoria, chapter 88 assented to on January 12, 1895, is a social service agency operated under the direction of the Bishop of Montreal for the furtherance of the objects and purposes of the Synod of the Diocese of Montreal in its charitable work. The institution is a registered charity under the *Income Tax Act*.

The Synod of the Diocese of Montreal Notes to Consolidated Financial Statements

December 31, 2009

21. Post Retirement Benefits

The Synod provides certain post retirement benefits to its clergy only. This plan is not funded.

An actuarial valuation as of December 31, 2009 was used to calculate the benefit cost and the accrued liability for the year ended December 31, 2009 based on the CICA Handbook Section 3461, Employee Future Benefits.

Information about the post retirement plan is as follows:

	2009	2008
Expenses for the year	\$ 55,264	\$ 53,100
Benefit cost recognized	\$ 41,200	\$ 41,700
Amortization of experience gain	\$ 17,079	\$ 17,079
Post retirement benefit liability ¹	\$ 670,890	\$ 702,033

Significant assumptions are as follows:

	2009	2008
Health care cost trend rate	2% to 7%	2% to 7%
Discount rate	6.00%	6.25%

¹ Includes unamortized experience gain of \$152,500 (2008 - \$185,800).

22. Pension Plan

The Synod is a member of a contributory, multiemployer, defined benefit pension plan for the Diocesan clergy and Synod employees under which benefits are computed in relation to the number of years of service. The Synod office also administers a defined contribution pension plan for lay employees of parishes and other entities within the Diocese.

Pension expense for the Diocesan clergy and lay employees was \$116,522 for the year ended December 31, 2009 (2008 - \$124,350).

The Synod of the Diocese of Montreal

Notes to Consolidated Financial Statements

December 31, 2009

23. Risks Arising from Financial Instruments

Interest Rate Risk

The Synod is exposed to interest rate risk with short-term notes as well as investments in bonds and debentures that are held by the mutual funds in which it holds units. The yield and fair value of these investments will vary in response to changes in the prevailing market interest rates.

Foreign Currency Risk

The Synod is exposed to foreign currency risk indirectly as investments held by the mutual funds in which it holds units include investments denominated in foreign currency (primarily in U.S. dollars) that fluctuate in value as exchange rates move.

Market Risk

Unfavorable economic conditions may impact the value of investments held by the mutual funds in which the Synod holds units. The effect is to cause a fluctuation in the trading value of the mutual fund units.

24. Comparative Figures

Certain of the comparative figures have been reclassified to conform with the current year's presentation.

**The Synod of the Diocese of Montreal
Schedule 1 - Investment Income**

For the year ended December 31	2009	2008
Dividends and distributions	\$ 405,602	\$ 639,536
Interest income	19,855	53,172
	<hr/>	<hr/>
	\$ 425,457	\$ 692,708

**The Synod of the Diocese of Montreal
Schedule 2 - Management Fees and Transfers**

For the year ended December 31	2009		2008	
Transfer from trust funds	\$	59,470	\$	45,958
Management fees		14,006		10,253
	\$	73,476	\$	56,211

**The Synod of the Diocese of Montreal
Schedule 3 - Parish Ministry and Chaplaincies**

For the year ended December 31	2009	2008
Parish Ministries		
Curates	\$ 60,900	\$ 75,878
Diocesan Chaplain	33,818	31,137
Emerge	27,341	10,722
Provision for sundry and other employment related costs	23,736	(6,073)
St. Hubert and Longueuil	10,773	20,640
Clergy assistance, rehabilitation, and retraining	10,570	16,165
Chomedey and St. Laurent	9,631	14,316
Mascouche	9,000	9,000
St. Margaret's, Tetreauville	7,200	6,900
Frelighsburg	4,930	2,833
St. Andrew's East	2,989	1,823
Delson, Châteauguay	1,984	4,604
Hudson cemetery	1,287	1,720
Outfit grants (new ordinands)	-	1,200
Verdun	-	8,942
	204,159	199,807
Chaplaincies		
Port of Montreal - Mission to Seamen	21,024	20,578
Other	5,806	13,295
McGill University	2,000	2,580
MUHC (Mtl General, Royal Vic)	-	16,301
Concordia University	-	8,000
	28,830	60,754
Other		
Clergy life insurance and other	39,970	31,990
Clergy development	23,093	29,941
Temporary duty	8,149	10,055
Post ordination training	1,461	-
Québec Religious Heritage	681	1,050
	73,354	73,036
	\$ 306,343	\$ 333,597

**The Synod of the Diocese of Montreal
Schedule 4 - Outreach and Mission**

For the year ended December 31	2009		2008	
Mile End Mission	\$	71,767	\$	69,809
Sorel		48,002		44,836
Action Refugies Montréal		34,500		34,500
Tyndale St. George's Community Centre		23,500		23,500
Partners in Mission		14,716		6,302
PWRDF		10,028		4,430
Réseau Francophone		6,000		-
Other		5,003		24,514
Multicultural and Racism Awareness		-		322
Stewardship of the Environment		-		13
	\$	213,516	\$	208,226

**The Synod of the Diocese of Montreal
Schedule 5 - Resources for Ministry**

For the year ended December 31	2009	2008
Youth Ministries	\$ 50,752	\$ 47,954
The Montréal Anglican	46,180	44,366
Centre for Lay Education	42,441	50,800
Lay Readers Association	4,080	1,637
Spiritual Direction	3,250	860
Anglican Church Women	2,028	2,864
Other	1,932	12,838
Kidstuff (Children's ministry)	1,573	1,216
Council on Aging	1,402	3,879
Lay Pastoral Visitors	372	100
Sisters' of St. John the Divine	-	23,023
Safer Church Task Force	-	1,970
	\$ 154,010	\$ 191,507

**The Synod of the Diocese of Montreal
Schedule 6 - Programme Support**

For the year ended December 31	2009	2008
Congregational development	\$ 85,476	\$ -
Salaries and benefits	75,288	118,855
Office expenses	11,047	10,085
Stewardship day	4,427	4,766
Miscellaneous	1,869	6,710
Diocesan events	877	-
	\$ 178,984	\$ 140,416

**The Synod of the Diocese of Montreal
Schedule 7 - Administration**

For the year ended December 31	2009	2008
Salaries and benefits	\$ 306,455	\$ 322,898
Parish ministry support	160,571	155,562
Occupancy costs	86,486	81,486
Professional fees	57,000	67,066
Archives	49,365	31,523
Archdeacons and Regional Deans	31,608	39,933
Computer support	25,778	26,513
Other items	20,690	20,749
Telephone, fax and postage costs	17,859	9,841
Office machinery and supplies	17,210	15,852
Insurance, taxes and permits	1,506	2,485
Synod residences	1,377	6,924
Bad debts (recovery)	-	(50,000)
	\$ 775,905	\$ 730,832

**The Synod of the Diocese of Montreal
Schedule 8 - Retired Clergy Benefits**

For the year ended December 31	2009	2008
Health and post retirement	\$ 41,200	\$ 67,200
Supplemental pensions	28,148	28,148
Dental	17,770	26,408
	<hr/>	
	\$ 87,118	\$ 121,756

**The Synod of the Diocese of Montreal
Schedule 9 - Payroll Administration**

For the year ended December 31	2009		2008	
Salaries and benefits	\$	52,684	\$	51,145
Payroll service		16,670		17,054
	\$	69,354	\$	68,199

**The Synod of the Diocese of Montreal
Schedule 10 - Synod**

For the year ended December 31	2009	2008
Costs for Synod and printing of journals	\$ 17,798	\$ 21,837
Synod salary support	16,488	12,324
Diocesan Council	4,782	5,813
Standing Committee Activities	3,581	1,281
Lay Pension Committee	2,566	8,717
Audit Committee	257	178
Human Resources Committee	(1,386)	3,525
Planned Giving	-	6
	\$ 44,086	\$ 53,681

J

**PAROCHIAL
STATISTICS
2009**



No. 1 - Measure of Congregational Size for the Year 2009

Name of Parish	S-Self-Supporting A-Assisted PC-Pastoral Community C-Closed	Name of Congregation	Year Establ	Location of Congregation	1 No. of Families	2 Indiv. Not in Families	3 Total on Parish Rolls	4 Confirmed Anglicans	5 Conf'd in Other Denoms	6 Total Ident'd Givers	7 Christmas Comm'ts	8 Easter Communicants	9 Ave. Attendance
Deanery of Cathedral													
Christ Church Cathedral	S	Christ Church Cathedral	1789	Montreal	250	80	330	0	0	148	271	335	154
Grace Church	PC	Grace Pastoral Community	1871	Montreal									
Deanery Totals		2 Congregations		1 Parishes	250	80	330	0	0	148	271	335	154
Deanery of Hochelaga													
St. George, Montreal	S	St. George's	1842	Montreal	93	110	366	300	60	182	189	252	96
St. James the Apostle	S	St. James, Apostle	1864	Montreal	44	125	226			133	205	167	80
St. John, Evangelist	S	St. John the Evangelist	1861	Montreal	24	70	158	74	30	151	141	164	77
St. Matthias, Westmount	S	St. Matthias	1873	Westmount	198	152	798	355	35	0	327	341	65
St. Margaret of Scotland	A	St. Margaret	1907	Montreal	22	31	93	68	12	55	30	36	26
St. Stephen, Westmount	S	St. Stephen's	1848	Westmount	5	13	23	13	10	12	175	115	19
La Nativité	A	L'Église de la Nativité	1974	Montreal	56		160	104		98	77	128	98
St. Cuthb/St.Hild/SLK	A	St.Cuth/St.Hil/SLK	1894	Montreal	22	31	93	68	12	55	30	36	26
Mile End	A	Mile End Community Mission	1991	Montreal	525	210	480	3	125	380	37	40	12
St. Ignatius Montreal North	PC	St. Ignatius	1922	Montreal North	9	5	29	19	3	13	15	14	10
Deanery Totals		10 Congregations		10 Parishes	998	747	2,426	1,004	287	1,079	1,226	1,293	509
Deanery of Western Montreal													
Parish of N.D.G.													
St. Columba & St. Saviour	S	St. Columba's	1907	Montreal	34	49	140			50	50	14	10
St. Matthew, Hampstead	C	St. Saviour's	1928	Montreal	6	14	31			24	90	75	52
Cote-des-Neiges	S	St. Matthew's	1911	Montreal	21	40	90			112	141	212	172
St. Philip, Montreal West	S	St. Paul's	1932	Montreal	112	156	497	301	0	238	141	181	90
St. Thomas, N.D.G.	S	St. Philip's	1891	Montreal West	92	137	368			205	88	154	48
Trinity Memorial Church	S	St. Thomas	1841	Montreal	35	99	169			101	106	162	75
All Saints Verdun	S	Trinity, Memorial	1840	Montreal	29	121	180			281	45	148	41
St. Aidan/Redeemer	S	All Saints	1949	Verdun	26	32	58			51	94	148	30
St. Lawrence, LaSalle	S	St. Aidan/Redeemer	1910	Montreal	4	37	45			25	72	235	103
St-Laurent with Chomedey	S	St. Clement's	1897	Verdun	4	39	50			40	70	138	72
Mount Royal	S	St. Lawrence	1963	LaSalle	60	62	260	237	5	155	145	55	33
	S	St. Mark's	1924	St-Laurent	112	57	255			119	72	157	71
	S	St. Simon's/Bartholomew	1961	Chomedey Laval	39	29	171	89	6	46	110	157	71
	S	St. Peter's	1921	Town of Mt. Royal	40	60	100			99	110	157	71
Deanery Totals		14 Congregations		13 Parishes	614	932	2,414	627	11	1,546	1,083	1,531	833

No. 1 - Measure of Congregational Size for the Year 2009

Name of Parish	S-Self-Supporting A-Assisted PC-Pastoral Community C-Closed	Name of Congregation	Year Establ	Location of Congregation	1 No. of Families	2 Indiv. Not in Families	3 Total on Parish Rolls	4 Confirmed Anglicans	5 Conf'd in Other Denoms	6 Total Ident'd Givers	7 Christ-mas Comm't s	8 Easter Commu-nicants	9 Ave. Atten-dance
Deanery of Bedford													
Dunham	S	All Saints	1808	Dunham	31	38	110	96		67	25	46	21
Freighsburg	S	Bishop Stewart Memorial	1807	Freighsburg	45	10	30	22	6	45	38	40	13
Stanbridge East/	S	St. James the Apostle	1829	Stanbridge East	68	20	197	116	5	20	18	29	15
Pigeon Hill	S	St. James the Less	1859	Pigeon Hill	21	8	68	52	4		80	9	6
Stanbury	S	St. John the Evang't	1898	Stanbury									
Bedford	S	St. James'	1832	Bedford	25	14	60	56	4	29	52	54	24
Philippsburg	S	St. Paul's	1811	Philippsburg	5	6	21	17	4	5	24	16	10
Farnham	S	St. James'	1847	Farnham	11	7	40	35		5	28	16	10
Clarenceville	S	St. George's	1815	Clarenceville									
Noyan	S	St. Thomas	1815	Noyan	14	14	42	31	7	33	28	23	14
Nelsonville(Cowansvl.)	S	Trinity	1854	Cowansville	19	3	33	27	4	15	42	37	27
Sweetsburg	C	Christ Church	1854	Sweetsburg									
Deanery Totals					239	120	601	452	34	219	335	270	140
Deanery of Brome-Shefford													
Sutton	S	Grace Church	1846	Sutton	38	25	110	90	20	39	83	67	24
Abercorn	S	All Saints	1875	Abercorn	3	2	7	5	2	5	42		7
Granby	S	St. George's	1843	Granby	5	16	24	20		14	9	13	
North Ely	C	All Saints	1863	North Ely									
Abbotsford	S	St. Paul's	1822	Abbotsford	19		31	24	7	9			16
Brome	S	St. John the Evangelist	1859	Brome Village	27		41	33	8	14		31	22
Iron Hill	S	Holy Trinity	1864	Iron Hill	5		9	9		5			16
Sutton Junction	S	St. Aidan's	1908	Sutton Junction	33		47	39	8	17	37		28
West Brome	S	Ascension	1885	West Brome	52	11	130	100		43	28	26	19
Waterloo	S	St. Luke's	1821	Waterloo	10	5	25	25		5	0	0	10
Foster	S	St. James'	1910	Foster	55	60	201			88	349	157	78
Knowlton	C	St. Paul's	1842	Knowlton									
Bolton Glen	S	St. Michael's	1892	Bolton Glen	12	15	39			28	19	14	32
Mansenville	A	St. Paul's	1856	Mansenville									
South Bolton	A	Holy Trinity	1860	South Bolton									
Bolton Centre	A	St. Patrick's	1869	Bolton Centre									
Otterburn Park	S	St. Martin's	1958	Otterburn Park	4	10	14	13		13	17	11	7
Rougemont	S	St. Thomas	1840	Rougemont									
Deanery Totals					263	144	678	358	45	280	584	319	259
					7 Parishes								

No. 1 - Measure of Congregational Size for the Year 2009

Name of Parish	S-Self-Supporting A-Assisted PC-Pastoral Community C-Closed	Name of Congregation	Year Establ	Location of Congregation	1 No. of Families	2 Indiv. Not in Families	3 Total on Parish Rolls	4 Confirmed Anglicans	5 Conf'd in Other Denoms	6 Total Ident'd Givers	7 Christmas Comm't \$	8 Easter Communants	9 Ave. Attendance
Deanery of the South Shore													
Hemmingford	S	St. Luke's	1856	Hemmingford	19	20	60	54	5	40	0	35	20
Edwardstown	S	St. Matthew's	1847	Edwardstown									
Havelock	S	Trinity	1856	Havelock	5	2	11	9	2	9	45	22	10
Chateauguay	S	St. George's	1925	Chateauguay	65	35	156	138	16	76	70	85	71
Sorel	A	Christ Church	1784	Sorel	20	45	94	15	65	45	51	8	16
Odanak	A	St. Francis Anglican Indian Mission	1862	Odanak	8	17	13	13		8	9	8	11
St-Lambert	S	St. Barnabas	1877	St-Lambert	70	87	286	225		123	286	145	74
Brossard	S	St. Joseph of Nazareth	1962	Brossard	27	17	92	59	18	57	136	90	43
St-Hubert	A	St. Margaret's	1910	St-Hubert	30	41	123	86	12	102	38	40	42
Longueuil	A	St. Mark's	1842	Longueuil	14	19	59	34	8	40	22	17	17
Greenfield Park	S	St. Paul's	1910	Greenfield Park	79	88	322	214	39	89	120	121	70
Chambly with	S	St. Stephen's	1820	Chambly	74	53	127	91	36	42	127	89	41
St-Jean-Sur-Rich.	S	St. James'	1816	St-Jean	11	14	36	7	5	9	15	14	9
L'Acadie	S	Grace Church	1830	L'Acadie	4	3	11	8	3	2			15
Sabrevois	C	The Messiah	1848	Sabrevois									
St-Bruno	S	Trinity	1958	St-Bruno	51	16	112			41	81	51	40
Huntingdon	S	St. John's	1839	Huntingdon	19	24	73	59	14	43	85	60	30
Ormstown	S	St. James'	1831	Ormstown									
Herdman	C	St. Paul's	1841	Herdman									
Franklin Centre	C	Christ Church	1847	Franklin Centre									
Valleyfield	S	St. Mark's	1894	Valleyfield	5	17	28	23	5	17		18	15
Deanery Totals					21 Congregations	493	1,607	1,035	228	743	1,095	803	524
					10 Parishes								

No. 1 - Measure of Congregational Size for the Year 2009

Name of Parish	S-Self-Supporting A-Assisted PC-Pastoral Community C-Closed	Name of Congregation	Year Establ	Location of Congregation	1 No. of Families	2 Indiv. Not in Families	3 Total on Parish Rolls	4 Confirmed Anglicans	5 Conf'd In Other Denoms	6 Total Ident'd Givers	7 Christmas Comm'ts	8 Easter Communicants	9 Ave. Attendance
Deanery of the Laurentians													
Rawdon	S	Christ Church	1821	Rawdon	32	56	132	0	0	103	77	113	48
Mascouche	PC	Anglican Parish of Mascouche	1844	Mascouche	17	7	42	36	6	17	25	25	16
Arundel	S	Grace Church	1873	Arundel	40	34	101			72	57	34	35
Rockway	C	St. George's	1912	Rockway									
Weir	S	The Redeemer	1908	Weir	7	11	31	16	3	13		18	11
Laurel	C	The Good Shepherd	1894	Laurel									
St-Sauveur	S	St. Francis	1951	St-Sauveur	22	18	74	55	10	101	53	53	26
Morrin Heights	S	Trinity Church	1861	Morrin Heights	18	12	63	54	5	68	31	30	23
Kilkenny	PC	St. John the Baptist	1840	Kilkenny	11	21	43			16			21
Grenville	S	St. Matthew's	1832	Grenville	28	14	85	55		23	18	17	14
Calumet	S	Holy Trinity	1888	Calumet	14	13	27			21	37	15	14
Montebello	S	Christ Church	1935	Montebello	3		3	3		3	40	4	3
Greater Parish of St. Andrew													
Lachute	S	St. Simeon's	1878	Lachute	56	56	168			71	45	75	31
Dunany	S	St. Paul's	1840	Dunany									
Lakefield	S	Holy Trinity	1820	Lakefield	6	19	31	27	4	21	60	25	44
Millie Isles	S	Christ Church	1861	Millie Isles	19	6	44	42	2	10	30	36	25
Louisa	S	St. Aidan's	1895	Louisa	27	26	80			24	55		22
Shrewsbury	C	St. John's	1858	Shrewsbury									
Rosemere	S	St. James'	1955	Rosemere	36	0	46	42	4	36	42	23	21
Two Mountains	S	All Saints	1946	Two Mountains	20	54	159	20		59	78	90	39
Ste-Agathe	S	Holy Trinity	1900	Ste-Agathe	49	50	161			161	150	135	69
Deanery Totals		25 Congregations		10 Parishes	405	397	1,129	350	34	819	798	693	462

No. 1 - Measure of Congregational Size for the Year 2009

Name of Parish	S-Self-Supporting A-Assisted PC-Pastoral Community C-Closed	Name of Congregation	Year Establ	Location of Congregation	1 No. of Families	2 Indiv. Not in Families	3 Total on Parish Rolls	4 Confirmed Anglicans	5 Conf'd in Other Denoms	6 Total Ident'd Givers	7 Christmas Comm'ts	8 Easter Communicants	9 Ave. Attendance
Deanery of Pointe-Claire													
Dorval	S	St. Andrew & St. Mark	1894	Dorval	84	87	260			151	125	163	83
Roxboro-Pierrefonds	S	St. Barnabas	1958	Pierrefonds	60	105	190			130	176	207	92
Pointe Claire	S	St. John the Baptist	1923	Pointe Claire	61	76	233	195	18	180	250	175	69
Lachine	S	St. Paul's	1873	Lachine	52	55	202			121	128	250	62
St. Stephen, Lachine	S	St. Stephen's	1831	Lachine	8	31	68	62	4	50	46	80	33
Valois	S	The Resurrection	1924	Valois	107	76	358			103	197	90	62
Deanery Totals		6 Congregations		6 Parishes	372	430	1,311	257	22	735	922	965	401
Deanery of Ste-Anne													
Beaurepaire	S	Christ Church	1925	Beaurepaire	59	60	210			111	166	182	63
Ste-Anne	S	St. George's	1898	Ste-Anne-de-Bellevue	115	46	396	328		141	258	173	90
Parish of Vaudeuil													
Hudson Heights	S	St. James	1841	Hudson Heights	117	51	364			91	98	238	70
Como	S	St. Mary's	1866	Como	59	28	181			55	61	71	25
Evergreen	PC	Evergreen Anglican Mission		St. Lazare	19	3	72			31	59	39	28
Beaconsfield-Kirkland	S	St. Mary's	1956	Kirkland	47	39	179	129	10	80	131	74	68
St Michael/All Angels	S	St Michael/All Angel	1961	Pierrefonds	78	44	316			83	250	196	91
Deanery Totals		7 Congregations		5 Parishes	494	271	1,718	457	10	592	1,023	973	435

No. 2a - Worship and Sacraments - For the Year 2009 - No. 2b - Christian Education

Name of Congregation	10 - Sunday Services				Confirmations		14 Rec'd Other Denom.	15 Marr- iages	16 Burials	17 Church School Teachers	18 Church School Pupils	19 Youth Group Members	20 Teach & Leaders	21 Adult Groups	22 Persons in Adult Groups	Group Membs vs vs Attend
	Communi- ons	Morn'g Prayer	All Other	Total Sunday Services	11 Weekday Services	12 Bap- tisms										
Deanery of Cathedral																
Christ Church Cathedral	104	0	52	156	780	8	0	1	2	8	20	0	4	0	50	32%
Grace Church																
Deanery Totals	104	0	52	156	780	8	0	1	2	8	20	0	4	0	50	32%
Deanery of Hochelaga																
St. George, Montreal	91	10	11	112	58	12			16	8	4	2	3	3	90	94%
St. James the Apostle	83	14		97	66	4	1		3	2	6		5	5	69	86%
St. John, Evangelist	104	52	13	169	396	4			2	3				3	25	32%
St. Matthias, Westmount	51	9		111	56	2			3	12	18		6	2	35	54%
St. Margaret of Scotland	40	10	2	52		4			1	7	10			1	14	54%
St. Stephen, Westmount	21	31		52		4			1		30			2	10	53%
La Nativité	40	20		60	2	4			1	7	10		1	1	25	26%
St. Cathb/St. Hilid/St. Lk	40	10	2	52	4	1			1	1	10			1	14	54%
Mile End	4			4		1			1	1				1	12	100%
St. Ignatius Montreal North	29	19		48												0%
Deanery Totals	503	197	57	757	578	35	0	1	27	40	78	3	15	19	294	55%
Deanery of Western Montreal																
Parrish of N.D.G.																
St. Columba &	51			51						4						
St. Saviour	22	20		42	3											0%
St. Mathew, Hampstead	81	20		101	28	1			1	4	16	8	2	2	10	19%
Cote-des-Neiges	84	12	53	149	143	49	4	2	37	6	20	7	2	2	26	15%
St. Phillip, Montreal West	103	3		106	114	12			4	10	13	10	2	2	20	0%
St. Thomas, N.D.G.	82	19	2	103	38	9			2	1	18	8	4	1	8	17%
Trinity Memorial Church	84	7		84	64	1			1	5				2	16	21%
All Saints Verdun	39	7	7	53	9	3	1		1	3	10	5	2	1	10	24%
St. Aidan/Redeemer	31	5	2	38	3	1				2				2	10	33%
St. Clement, Verdun	35	6		41	38	8			1	4				2	20	56%
St. Lawrence, LaSalle	70	6		76	34	7			1	9	20		1	1	9	9%
St-Laurent with	51	1		52	9	5				3	12			1	9	0%
Chomedey	49	3	3	55	8	1				2	4			1	15	45%
Mount Royal	71	27		98	1	3				2	23	11	1	3	21	30%
Deanery Totals	853	126	70	1,049	492	100	5	2	48	55	136	49	15	17	145	21%

No. 2a - Worship and Sacraments - For the Year 2009 - No. 2b - Christian Education

Name of Congregation	10 - Sunday Services			11 Weekday Services	12 Bapt- isms	Confirmations		14 Rec'd Other Denom.	15 Marr- riages	16 Burials	17 Church School Teachers	18 Church School Pupils	19 Youth Group Members	20 Teach & Leaders	21 Adult Groups	22 Persons in Adult Groups	Group Memb's vs Attend
	Commu- nions	Morn'g Prayer	All Other			Total Sunday Services	< age 16										
Deanery of Bedford																	
Dunham	51	1	1	53	1	2	4	2	1								0%
Freighsburg	53			53													0%
Stanbridge East	52			52	2				4								0%
Pigeon Hill	21			21				3									0%
Starbury																	
Bedford	50	3		53	3			1	3		1	2					0%
Phillipsburg	36	14		50				1									0%
Farnham	25	16		41					3								0%
Clarenceville																	
Noyan	13	12		25					1								0%
Nelsonville(Cowansvl.)	49	3	2	54					3								0%
Sweetsburg																	
Deanery Totals	350	49	3	402	6	2	4	0	7	15	1	2	0	0	0	0	0%
Deanery of Brome-Shefford																	
Sutton	41	11		52	4			1	15						1	6	25%
Abercorn	2			2													0%
Granby	16			16	1			1	1								0%
North Ely																	
Abbotsford	0			0													
Brome	10	1	2	13					2								0%
Iron Hill	10	2	1	13				1	4								0%
Sutton Junction	12	1	1	14					1								0%
West Brome	9	2	3	14					3								0%
Waterloo	24	28		52	2			1	11								0%
Foster	6		2	8					1								0%
Knowlton	72	21	8	101	4			3	14		3	9		4	40		51%
Bolton Glen																	
Mansonsville	16			16	1												0%
South Bolton																	
Bolton Centre																	
Otterburn Park	16	15	3	34							1						0%
Rougemont																	
Deanery Totals	234	81	20	335	12	0	0	0	7	52	4	9	0	3	5	46	8%

No. 2a - Worship and Sacraments - For the Year 2009 - No. 2b - Christian Education

Name of Congregation	10 - Sunday Services			11 Weekday Services	12 Bapt- isms	Confirmations		14 Rec'd Other Denom.	15 Marr- riages	16 Burials	17 Church School Teachers	18 Church School Pupils	19 Youth Group Members	20 Teach & Leaders	21 Adult Groups	22 Persons in Adult Groups	Group Membs vs Attend		
	Commu- nions	Morn'g Prayer	All Other			Total Sunday Services	< age 16											> 16 yrs & up	
Deanery of the South Shore																			
Hemmingford	26	22		48					1	1								0%	
Edwardstown																			
Havelock	4	3	7	14	1													0%	
Chateaugay	81	11		92	17				4	6	2	5		2	2	15		21%	
Sorel	49	3		52	3							1		3	1	12		75%	
Odanak	7	1		8														0%	
St-Lambert	96	3	2	101	6	1		1	3	3	1	10		2	2	25		34%	
Brossard	41	7	3	51	3	0		7	0	2	3	13		5	3	22		51%	
St-Hubert	51			51	2			2	2	19	2	5			1	5		12%	
Longueuil	51			51				3	3	1					1	4		24%	
Greenfield Park	64	24	9	97	11				1	12	8	25		2	3	20		29%	
Chambly with	59	4		63	4	9		1	1	3	3	4		3	2	5		12%	
St-Jean-Sur-Rich.	37	3	1	41					1	2	2							0%	
L'Acadie	4		1	5						1								0%	
Sabrevois																			
St-Bruno	45	2		47	1					2	1	4						0%	
Huntingdon	39	12	2	53	3	4			1	1								0%	
Ormstown																			
Herdman																			
Franklin Centre																			
Valleyfield	23	27	1	51					1	2								0%	
Deanery Totals	677	121	27	825	205	49	8	8	18	55	22	67	20	15	15	108		16%	

No. 2a - Worship and Sacraments - For the Year 2009 - No. 2b - Christian Education

Name of Congregation	10 - Sunday Services			11 Weekday Services	12 Bapt- isms	Confirmations		14 Rec'd Other Denom.	15 Marr- riages	16 Burials	17 Church School Teachers	18 Church School Pupils	19 Youth Group Members	20 Teach & Leaders	21 Adult Groups	22 Persons in Adult Groups	Group Memb vs Attend
	Commu- nions	Morn'g Prayer	All Other			Total Sunday Services	< age 16										
<i>Deanery of the Laurentians</i>																	
Rawdon	51	4	1	56	1					8	3	6		2	3	40	83%
Mascouche	22	24		46						2							0%
Arundel	36	16		52	1					5	2	3		2	1	15	43%
Rockway																	
Weir	7	4		11													0%
Laurel																	
St-Sauveur	44	6	1	51					3	2					1	4	15%
Morn Heights	44	6	1	51						5					1	4	17%
Kilkenny	3	3	1	7						1					1	4	19%
Grenville					2												0%
Calumet	14	5		19	1												0%
Montebello	12	32		44													0%
Greater Parish of St. Andrew																	
Lachute	48	11	7	66	4				2	4	7	11					0%
Dunany																	
Lakefield	4	6	1	11													0%
Mille Isles	3			3					1	2							0%
Louisa	13	2	1	16						1							0%
Shrewsbury																	
Rosemere	24	25	3	52	2				2	1							0%
Two Mountains	22	29	1	52	6				3	6	2	17	12	4	3	6	15%
Ste-Agathe	83	21	2	104	2				6	7	1	3				15	22%
Deanery Totals	430	194	17	641	23	1	6	17	46	15	40	12	8	10	88	13%	

No. 2a - Worship and Sacraments - For the Year 2009 - No. 2b - Christian Education

Name of Congregation	10 - Sunday Services				Confirmations		14 Rec'd Other Denom.	15 Marr- iages	16 Burials	17 Church School Teachers	18 Church School Pupils	19 Youth Group Members	20 Teach & Leaders	21 Adult Groups	22 Persons in Adult Groups	Group Membs vs Attend
	Commu- nions	Morn'g Prayer	All Other	Total Sunday Services	11 Weekday Services	12 Bap- tisms										
Deanery of Pointe-Claire																
Dorval	104	1	1	105	50	5		6	12	3	6			3	28	34%
Roxboro-Pierrefonds	104	1	1	105	132	8		1	15	3	12			4	40	43%
Pointe Claire	79	22	1	102	9	7		2	6	5	17	17	5	2	60	87%
Lachine	95	4	4	99	282	7		5	23	3			3	3	15	24%
St. Stephen, Lachine	48		4	48	49	7	4	4	11	2	2		2	2	12	36%
Valois	98	8	8	106	52	1		4	4				5	5	18	29%
Deanery Totals	528	22	15	565	574	28	0	18	71	13	37	17	10	19	173	42%
Deanery of Ste-Anne																
Beausaire	104	1		105	36	3		6	10	1	8		2	3	27	43%
Ste-Anne	104	4	4	108	13	11	1	4	4	8	18		2	4	20	22%
Parrish of Vaudeuil	70	11		81	10	7		5	20	2	7			1	10	14%
Hudson Heights	47	4	8	59	2	8		4	7	1	6		3	1	10	40%
Como	31	14	9	54		1				4	18	19	3			0%
Evergreen	94	2		96	60				3	3	25	12	2	2	14	21%
Beaconsfield-Kirkland	85	1	1	86	38	1		1	4	5	12	20	15	6	137	151%
St Michael/All Angels																
Deanery Totals	535	32	22	589	159	31	1	20	48	24	94	51	27	17	218	42%

No. 3 - Congregational Revenues (Regular and Extraordinary) for the Year 2009

Name of Congregation	26 Committed Givings	Total Givings (Qns 25-29)	30 Interest Income	31 From Rental	32 Grants from all sources			33 Rev. from all other sources	34 Total Revenue (Qns. (25- 33))	Givings as Percent of Revenues	Extraordinary Revenue	
					Dioc'n Support	Dev. Fund Grants	Other Grants				53 Special Gifts Legacies	54 Sale of Land /Bldgs
Deanery of Cathedral												
Christ Church Cathedral	123,924	152,961	29,502	367,698				550,161	28%	26,000		
Grace Church												
Deanery Totals	123,924	152,961	29,502	367,698	0	0	0	550,161	28%	26,000	0	
Deanery of Hochelaga												
St. George, Montreal	150,400	157,200	73,000	89,700			176,500	496,400	32%	535,000		
St. James the Apostle	105,013	461,744	23,440	32,270			16,463	533,917	86%	358,150	384,565	
St. John, Evangelist	98,451	103,291	27,338	55,705		11,000	127,460	324,794	32%	25,000		
St. Matthias, Westmount	185,415	206,347	23,227	68,193			3,630	301,397	68%	104,000		
St. Margaret of Scotland	11,041	12,005	26,426					38,431	31%	560	25,546	
St. Stephen, Westmount	137,151	140,291	24	4,182		45,369	11,455	201,321	70%			
La Nativité	33,124	35,988	806				7,202	43,996	82%			
St. Cuthb/St.Hild/St.Lk	21,579	30,255	10,157	7,500			24,287	72,199	42%			
Mile End	63,877	74,679	803	840	70,108	13,067	23,714	183,211	41%			
St. Ignatius Montreal North	5,080	5,475	4	23,452			30	28,961	19%			
Deanery Totals	811,131	1,227,275	185,225	281,842	70,108	69,436	390,741	2,224,627	50%	1,022,710	410,111	
Deanery of Western Montreal												
Parish of N.D.G.												
St. Columba &	39,932	56,004	5,537	71,595			38,102	171,238	33%		134,215	
St. Saviour	1,095	1,876	1,029	3,565			2,335	8,805	21%			
St. Matthew, Hampstead	74,003	83,341	4,359	35,237			14,312	137,249	61%	119,841		
Cote-des-Neiges	97,908	156,465	690	7,700			39,216	204,071	77%			
St. Philip, Montreal West	144,282	173,887	2,312	29,523			28,712	234,434	74%			
St. Thomas, N.D.G.	97,976	127,853		21,506			12,787	162,146	79%			
Trinity Memorial Church	82,755	86,330	10,885	36,555		1,674	41,760	175,530	49%	2,850		
All Saints Verdun	41,057	46,341					15,011	63,026	74%			
St. Aidan/Redeemer	12,915	13,770					10,201	23,971	57%			
St. Clement, Verdun	32,383	43,629		20,213			28,887	92,729	47%			
St. Lawrence, LaSalle	88,551	99,005	2,698				17,652	119,355	83%			
St-Laurent with	46,128	48,599	1,466	18,180			40,959	109,204	45%			
Chomedey	23,862	30,251	7,940	9,740			3,650	51,581	59%			
Mount Royal	95,026	99,657	7,292	30,191			12,925	150,065	66%	7,389		
Deanery Totals	877,873	1,067,008	44,208	284,005	1,674	0	306,509	1,703,404	59%	130,080	134,215	

No. 3 - Congregational Revenues (Regular and Extraordinary) for the Year 2009

Name of Congregation	26 Committed Givings	Total Givings (Qns 25-29)	30 Interest Income	31 From Rental	32 Grants from all sources			33 Rev. from all other sources	34 Total Revenue (Qns. (25- 33)	Givings as Percent of Revenues	Extraordinary Revenue	
					Dioc'n Support	Dev. Fund Grants	Other Grants				53 Special Gifts Legacies	54 Sale of Land /Bldgs
Deanery of Bedford												
Dunham	17,059	30,873	19,559	475			16,302	67,209	46%			
Frelighsburg	7,740	11,762	2,365				4,839	18,966	62%			
Stanbridge East/ Pigeon Hill	9,270	9,300	26,777	7,575		50,000	9,919	103,571	9%			
		1,186					3,475	4,661	0%			
Stanbury												
Bedford	23,546	54,729	43	1,676			10,256	66,704	82%			
Phillipsburg	4,889	11,006	4,238				80	15,324	72%			
Farnham	7,736	11,843	8,253				1,847	21,943	54%			
Clarenceville												
Noyan	6,806	7,218	1,926				215	9,359	77%			
Nelsonville(Cowansvl.)	23,526	42,518	10,916	440				53,874	79%			
Sweetsburg												
Deanery Totals	100,572	179,249	75,263	10,166	0	50,000	46,933	361,611	53%	0	0	0
Deanery of Brome-Shefford												
Sutton	47,391	51,526	11,745	3,953			5,558	72,782	71%			
Abercorn	370	703	686					1,389	51%			
Granby	4,930	6,521	20,208	13,551			5,629	45,909	14%			
North Ely												
Abbotsford												
Brome	4,419	8,345	2,284					3,620	59%		28,609	
Iron Hill	5,853	10,234	769					5,876	61%			
Sutton Junction	4,770	5,446	919					1,869	66%			
West Brome	12,691	16,825	1,648					1,534	84%			
Waterloo	10,646	12,385	2,774	7,154				4,784	46%			
Foster	370	7,135	12,558					10,508	36%			
Knowlton	96,482	145,844	4,610	1,695				162,657	90%			
Bolton Glen												
Mansonsville	7,516	9,754	881	475				454	84%			
South Bolton												
Bolton Centre		1,653	105					80	90%			
Otterburn Park	3,727	4,472	662	8,780				952	30%			
Rougemont	5,540	10,350	5,471	8,503				14,890	26%			
Deanery Totals	204,705	291,193	65,320	44,111	0	0	55,754	456,378	58%	28,609	0	0

No. 3 - Congregational Revenues (Regular and Extraordinary) for the Year 2009

Name of Congregation	26 Committed Givings	Total Givings (Qns 25-29)	30 Interest Income	31 From Rental	32 Grants from all sources			33 Rev. from all other sources	34 Total Revenue (Qns. (25- 33))	Givings as Percent of Revenues	Extraordinary Revenue	
					Dioc'n Support	Dev. Fund Grants	Other Grants				53 Special Gifts Legacies	54 Sale of Land /Bldgs
Deanery of the South Shore												
Hemmingford	19,424	19,424	18,298	7,440			7,069	52,231	37%			
Edwardstown	1,000	1,000						1,000	100%			
Havelock	4,234	4,334	2,231					6,565	66%			
Chateauguay	50,540	54,960	1,428	1,140			10,928	68,456	80%			
Sorel	5,009	9,041	2,128	200			545	182,871	5%			
Oranak	982	1,576	685	1,950			185	4,396	36%			
St-Lambert	133,042	141,930	12,697	7,090			18,200	179,917	79%			
Brossard	66,007	75,591		6,717			5,847	88,155	86%			
St-Hubert	32,415	38,533	5	2,060	5,500		18,343	64,441	60%			
Longueuil	21,285	23,560	137	25,822	5,500		5,340	60,359	39%			
Greenfield Park												
Chambly with	29,637	36,216	8,469	27,565			48,041	120,291	30%			38,000
St-Jean-Sur-Rich.	3,788	4,936	9,552	19,175			10,203	43,866	11%		10,000	
L'Acadie	110	1,201	195					1,396	86%			
Sabrevois												
St-Bruno	61,204	65,789	18,760				2,255	86,804	76%			
Huntingdon	23,140	29,469	6,977	1,325			28,712	66,483	44%			
Ormstown	10,195	18,474	11,456	25			3,261	33,216	56%			
Herdman												
Franklin Centre												
Valleyfield	9,725	10,069		10,715			20,054	40,838	25%			
Deanery Totals	471,737	536,104	93,018	111,224	11,000	0	170,957	1,101,286	54%	10,000	38,000	

No. 3 - Congregational Revenues (Regular and Extraordinary) for the Year 2009

Name of Congregation	26 Committed Givings	Total Givings (Qns 25-29)	30 Interest Income	31 From Rental	32 Grants from all sources			33 Rev. from all other sources	34 Total Revenue (Qns. (25- 33))	Givings as Percent of Revenues	Extraordinary Revenue	
					Dioc'n Support	Dev. Fund Grants	Other Grants				53 Special Gifts Legacies	54 Sale of Land /Bldgs
<i>Deanery of the Laurentians</i>												
Rawdon		63,630	20,456	4,085			6,162	94,333	67%			
Mascouche	9,440	12,630		2,040			12,166	26,836	47%			
Arundel/	7,233	7,768	2,118				673	10,559	74%			
Rockway												
Weir	15,997	29,569	706				7,368	37,643	79%			
Laurel												
St-Sauveur	31,479	39,698	3	3,690			15,957	59,348	67%			
Morin Heights	25,915	38,305	5,306				7,896	51,507	74%			
Kilkenny	2,285	3,032						3,032	100%			
Grenville	11,061	14,686	6,139				3,400	24,225	61%			
Callumet	10,028	10,456	27				5,424	15,907	66%			
Montebello	2,400	2,910	10,634					13,544	21%			
Greater Parish of St. Andrew												
Lachute	34,070	48,922	10,000				9,582	68,504	71%			
Dunany	1,921	6,415	2,598					9,013	71%			
Lakefield	2,526	9,269	2,544				7,463	19,276	48%			
Mille Isles	515	1,788						1,788	100%			0
Louisa	7,239	8,126	608				3,782	12,516	65%			
Shrewsbury												
Rosemere	20,827	22,821		22,198			4,957	49,976	46%			
Two Mountains	27,027	33,212	887	15,340			11,279	60,718	55%			
Ste-Agathe	67,507	75,564	2,718	11,456			5,919	95,657	79%			
Deanery Totals	277,470	428,801	64,744	58,809	0	0	102,028	654,382	66%	0	0	0

No. 3 - Congregational Revenues (Regular and Extraordinary) for the Year 2009

Name of Congregation	26 Committed Givings	Total Givings (Qns 25-29)	30 Interest Income	31 From Rental	32 Grants from all sources			33 Rev. from all other sources	34 Total Revenue (Qns. (25- 33))	Givings as Percent of Revenues	Extraordinary Revenue	
					Dioc'n Support	Dev. Fund Grants	Other Grants				53 Special Gifts Legacies	54 Sale of Land /Bldgs
Deanery of Pointe-Claire												
Dorval	119,288	131,314	2,263	37,300			3,000	14,853	188,729	70%		
Roxboro-Pierrefonds	130,474	146,950	0	24,326				8,370	179,646	82%		
Pointe Claire	94,000	105,536	14,910	28,914				11,000	160,360	66%		
Lachine	86,328	120,748	96	15,900					136,744	88%	1,981	
St. Stephen, Lachine	25,626	42,588	26,268					4,273	73,129	58%		
Valois	56,215	65,916	8,812	42,500				15,291	132,519	50%		
Deanery Totals	511,931	613,052	52,349	148,940	0	0	3,000	53,787	871,127	69%	1,981	0
Deanery of Ste-Anne												
Beaurepaire	131,661	169,058	363	11,896				14,619	195,936	86%		
Ste-Anne	121,746	135,640	968	15,965				7,560	160,133	85%		
Parish of Vaudeuil												
Hudson Heights	95,072	186,448	16,143	24,945			108,718	39,114	375,368	50%	6,100	
Conco	45,121	55,704	5,081	11,454				10,410	82,649	67%		
Evergreen	16,051	24,966	4					1,355	26,325	95%		
Beaconsfield-Kirkland	114,973	124,504	2,333	425				23,718	150,980	82%		
St Michael/All Angels	120,349	130,271		9,697				10,262	150,230	87%		
Deanery Totals	644,973	826,591	24,892	74,382	0	0	108,718	107,038	1,141,521	79%	6,100	0

No. 4 - Congregational Expenditures for the Year 2009

Name of Congregation	Pastoral Workers		Ministry-Related Expenses							Church Buildings				Synod			Outreach		Other
	No. of Clergy	24b No. Of Lay Workers	35a Stipend Rector	35b Stipend Assistants	37 Salaries Lay	36, 38 All Pensions & Benefits	39, 43b All Rect. Expenses	40 All others Min Expenses	41 Operation & Maintenance	42 Major Repairs	43a, c Debt Paid (non recty)	45 Synod Assessment	46 Synod Mission	47, 48 Other Mission	44 All Other Expenses				
<i>Deanery of Cathedral</i>	1.50	8.00	56,303	24,277	204,633	70,179	7,667		170,780	27,051		53,892	22,500	5,687	113,914				
Deanery Totals	1.50	8.00	56,303	24,277	204,633	70,179	7,667	0	170,780	27,051	0	53,892	22,500	5,687	113,914				
<i>Deanery of Hochelaga</i>	1.25	2.50	40,000	10,500	37,700	37,700	106,100		82,600	17,600		29,000	15,000	6,400	17,500				
St. George, Montreal	1.00		40,803		54,049	21,811	22,508		144,105	50,503	0	26,083	4,000		6,807				
St. James the Apostle	1.00	0.50	43,742	1,825	31,897	19,464	19,200		75,380	61,950	10,000	21,458	2,000	4,526	7,708				
St. John, Evangelist	1.00	0.00	45,659	1,325	85,692	19,758	9,831		122,735	32,937		28,818	10,000	3,310	3,005				
St. Mathias, Westmount	0.50	0.25	19,175		20,989	4,496	174		4,215	89	0	3,486	1,718	2,575	989				
St. Margaret of Scotland			8,425				7,460		37,311		0	20,911		83,128	12,914				
St. Stephen, Westmount	0.25		33,309	660		3,024	383		7,200	4,808	0	2,839	873		9,209				
La Nativité	0.50	0.50				35,000	65,964		17,824		660	5,984	1,500	672	10,381				
St. Cuthb/St-Hild/SLLK	0.50	0.50					2,850		36,870						4,623				
Millie End									17,405			2,927	500		2,803				
St. Ignatius Montreal North																			
Deanery Totals	6.00	3.75	240,197	14,310	192,627	141,253	9,831	224,639	545,645	780,421	10,660	141,506	35,591	100,611	284,483				
<i>Deanery of Western Montreal</i>																			
Parish of N.D.G.	0.50		22,819	8,406	17,020	9,900	7,690	225	50,118			12,410	8,000	3,915	26,298				
St. Columba & Saviour	0.50	0.45	2,400	4,053	32,727	8,483	9,031	4,003	63,159	2,937	0	842	1,700	70	2,480				
St. Matthew, Hampstead	1.00	0.50	51,600		28,552	23,037	9,241	8,245	33,282	7,776	5,495	16,038	2,500	1,115	7,385				
Cote-des-Neiges	1.00	0.40	32,785		27,529	13,971	6,991	12,680	67,409	5,567		14,370	2,000	3,596					
St. Philip, Montreal West	1.00		47,092		15,665	16,087	6,856	2,556	37,933			20,010	2,000	2,608	37,193				
St. Thomas, N.D.G.	0.50		14,198		18,872	8,299	8,299	8,299	99,513	98,717	0	13,233	6,000	587	10,698				
Trinity Memorial Church	0.33	0.50	16,243		4,260	1,761	6,429	2,605	17,277	1,517		18,145	5,000	400	5,061				
All Saints Verdun	0.33	0.25	8,963		1,726	452	452	26,622	4,088			4,831	300	2,754	2,826				
St. Aidan/Redeemer	0.33	0.50	18,278		14,482	2,969	2,374	125	35,254	1,743		12,941	592	5,426	294				
St. Clement, Verdun	1.00	0.60	15,078	15,768	16,780	12,696	3,860	6,200	21,378			9,397	2,958	1,141	10,864				
St. Lawrence, LaSalle	0.50		40,826	977	0	4,907	2,242	12,070	29,284	1,799	0	10,484	545	6,190					
St-Laurent with Chomedey	0.50		25,683		3,207	1,675	1,675	17,606	17,606			5,373	2,300	1,955	2,541				
Mount Royal	1.00		41,138		29,794	16,244	5,860	44,940	302,059			16,998	2,000	345	27,678				
Deanery Totals	8.49	3.20	379,763	29,204	201,007	133,860	61,026	55,155	547,778	492,227	5,495	159,140	35,895	56,283	185,344				

No. 4 - Congregational Expenditures for the Year 2009

Name of Congregation	Pastoral Workers		Ministry-Related Expenses							Church Buildings			Synod		Outreach		Other
	No. of Clergy	24b No. Of Lay Workers	35a Stipend Rector	35b Stipend Assistants	37 Salaries Lay	36, 38 All Pensions & Benefits	39, 43b All Rect. Expenses	40 All others Min Expenses	41 Operation & Maintenance	42 Major Repairs	43a, c Debt Paid (non recty)	45 Synod Assessment	46 Synod Mission	47, 48 Other Mission	44 All Other Expenses		
Deanery of Bedford																	
Dunham	0.40		17,912			6,659			40,026		0	4,799	1,300				
Frelighsburg	0.20	0.03	4,648		1,500	1,330		720	4,311	1000		1,208	500	938			2628
Stanbridge East/	0.40		24,197			4,141		2,751	12,989	86556	0	3,758	1,136	30			2215
Pigeon Hill	0.40		1,200					526				255	150				1122
Stanbury																	
Bedford			7,200		4,900	864		3,154	24,971			6,297	2,500	11694			2135
Philipsburg			13,460						10,547			2,987	1,000				367
Farnham			6,300		2,275	756		2,760	6,023	7196		3,715	1,000	814			2077
Clarenceville																	
Noyan	0.52	0.48	1,800		105				7,949			764	150				1680
Nelsonville(Cowansvl.)	0.60		5,754		1,685	2,043		1,512	28,559			2,118	300	5628			2604
Sweetsburg																	
Deanery Totals:	2.52:	0.51	82,471	0	10,465	15,793	13,912	10,897	135,901	94,752	0	25,901	8,036	19,104	14,828	14,828	
Deanery of Brome-Shefford																	
Sutton	0.50		19,814			16,061		580	18,784	8087		6,563	3,000	2625			5640
Abercorn								341	1,364			148	100				
Granby				2,454				7,490	28,937			5,590	1,000				6965
North Ely																	
Abbotsford																	
Brome	0.10		3,700			1,142		1,453	7,633	12269		1,718	400				1064
Iron Hill	0.15		10,612				40	190	1,171			1,468	450				7859
Sutton Junction	0.09		2,691			1,697		321	3,540			716	200				971
West Brome	0.16		5,214			3,288		368	18,002	1616		1,332	500				1908
Waterloo	1.00		3,150					3,248	5,454	5644		3,445	584				8822
Foster					150	1,030			31,277	12305		8,872	3,800				9343
Knowlton	1.00		37,977			13,060		12,458	6,523			1,205	540	200			640
Bolton Glen								675									
Mansonville			5,390														
South Bolton									1,366			368	200				12
Bolton Centre								970	8,680			2,165	180	25			1923
Otterburn Park								1,288	9,518	22004		1,854	200	1425			626
Rougemont																	
Deanery Totals:	3.00:	0.00	88,548	2,454	150	36,278	12,548	25,853	142,249	61,925	75	36,066	11,654	16,641	45,774	45,774	

No. 4 - Congregational Expenditures for the Year 2009

Name of Congregation	Pastoral Workers		Ministry-Related Expenses							Church Buildings			Synod		Outreach		Other
	No. of Clergy	No. Of Lay Workers	35a Stipend Rector	35b Stipend Assistants	37 Salaries Lay	36, 38 All Pensions & Benefits	39, 43b All Rect. Expenses	40 All others Min Expenses	41 Operation & Maintenance	42 Major Repairs	43a, c Debt Paid (non recty)	45 Synod Assessment	46 Synod Mission	47, 48 Other Mission	44 All Other Expenses		
Deanery of the South Shore																	
Hemmingford	0.80		20,300						5,378	13,750		2,172			2,765		
Edwardstown			1,500						1,428			142	91		14		
Havelock																	
Chateauguay	0.50	0.50	14,935			3,562	2,420	2,600	21,926		0	5,151	1,081		190,216		
Sorel	0.50							1,909	5,484	81,492	19,433				108,200		
Odanak									4,845		0				1,681		
St-Lambert	0.80		35,212			12,968	6,238	12,675	43,331		0	13,300	10,000		44,060		
Brossard	1.00	0.00	44,322			7,642	18,486	7,642	18,486			7,389	800		26,889		
St-Hubert	0.50	0.04	19,991			4,165	2,024	275	10,667		0	4,445	900		953		
Longueuil	0.50	0.01	19,991			4,165	1,752		21,031		0	4,352	300		3075		
Greenfield Park	1.00																
Chambly with	0.65	0.40	36,600			4,642	1,187		21,649	35,880	0	7,385	1,500		15,752		
St-Jean-Sur-Rich.	0.34	0.20	18,797			2,160			33,633		720	5,323	700		64,511		
L'Acadie									454			142	80		360		
Sabrevois								50									
St-Beno	1.00		43,280			16,898	5,862	218	513		0	8,595	500		7,610		
Humington	0.75	0.25	9,600						17,832	10,703		3,332	300		14,261		
Ormstown								6,400	8,882	3,876		3,716	300		11,273		
Herdman																	
Franklin Centre																	
Valleyfield								4,793	2,583	15,561	738	1,958	458		16,535		
Deanery Totals	8.35	1.40	264,528	0	18,694	56,202	19,483	28,920	218,321	161,262	195,771	67,392	17,010	17,560	157,654		

No. 4 - Congregational Expenditures for the Year 2009

Name of Congregation	Pastoral Workers		Ministry-Related Expenses							Church Buildings			Synod		Outreach		Other
	No. of Clergy	24b No. Of Lay Workers	35a Stipend Rector	35b Stipend Assistants	37 Salaries Lay	36, 38 All Pensions & Benefits	39, 43b All Rect. Expenses	40 All others Min Expenses	41 Operation & Maintenance	42 Major Repairs	43a, c Debt Paid (non recty)	45 Synod Assessment	46 Synod Mission	47, 48 Other Mission	44 All Other Expenses		
<i>Deanery of the Laurentians</i>																	
Rawdon	1.00		48,509			6,962	9,032	450	27,366		0	10,190	1,333	2210	14265		
Mascouche			2,200	2,200					15,758		2707	4,399			2908		
Arundel	0.25		2,222				4,578	1,964	1,267		0	900	700	553	1543		
Rockway																	
Weir	0.25		5,555				6,865	2,945	9,637			2,226	700	3095	2516		
Laurel																	
St-Sauveur	0.50	0.10	23,577		2,385	4,203	6,000		13,811		0	6,186	1,000	1242	3611		
Morin Heights	0.50	0.10	24,430		4,336	4,203	6,000		4,982			4,361	2,500	1053			
Kilkenny	0.05					500		465	1,423		0	278					
Grenville	0.33		15,777	751					6,086		0	2,789	1,400	1146	11476		
Calumet	0.20		8,606	788			2,812	0	1,672		0	1,414	400	77	395		
Montbello	0.10		4,803				1,064	378	580			826	2,450	3300	1658		
Greater Parish of St. Andrew																	
Lacdule	0.08		9,052	5,276		3,146	3,643	1,756	16,084			4,913	3,000		1863		
Duriany								4,000	2,060			501	300		323		
Lakefield	0.08							4,898	4,383	7358		1,264	1,600		2603		
Mille Isles	0.08		1,000						1,953			329	500	0			
Louisa	0.08		3,664						3,129	3194		1,897	45		854		
Shrewsbury																	
Rosemere	0.25		20,031						15,849	4554	4065	4,521	1,200	1168	8079		
Two Mountains	0.25		13,581			5,150	4,507	2,151	15,258	5203		3,751	1,500	866	4103		
Stie-Agathe	0.75		41,710			11,077	7,255	6,638	29,071			11,485	4,909		14491		
Deanery Totals	4.75	0.30	224,717	9,015	6,721	35,241	51,746	25,645	170,169	20,309	6,772	62,230	23,537	14,730	70,688		

No. 4 - Congregational Expenditures for the Year 2009

Name of Congregation	Pastoral Workers		Ministry-Related Expenses							Church Buildings			Synod	Outreach		Other
	No. of Clergy	No. Of Lay Workers	35a Stipend Rector	35b Stipend Assistants	37 Salaries Lay	36, 38 All Pensions & Benefits	39, 43b All Rect. Expenses	40 All others Min Expenses	41 Operation & Maintenance	42 Major Repairs	43a, c Debt Paid (non recty)	45 Synod Assessment		46 Synod Mission	47, 48 Other Mission	
Deanery of Pointe-Claire																
Dorval	1.00	1.00	35,384		27,806	16,327		18,000	44,078	11,708		14,904	2,200	4234	14852	
Roxboro-Pierrefonds	1.00	0.50	42,083		25,493	16,752	6,049	2,232	53,586		10,682	15,650		6742	7799	
Pointe Claire	1.00	0.85	44,246		26,195	16,896	5,922	4,622	48,790			15,381		9534	5275	
Lachine	1.20	0.75	44,015	3,087	20,496	20,323	5,716	4,723	71,560	5807		16,399	500	911		
St. Stephen, Lachine	0.50	0.50	8,126		10,544			9,584	22,674			5,054	3,000	3936		
Valois	0.50	0.75	29,727		17,296	4,425			35,932	12986		9,760	4,600	6029	9849	
Deanery Totals	5.20	4.35	203,581	3,087	127,830	74,723	17,687	39,161	276,620	30,501	10,682	77,148	10,300	31,386	37,775	
Deanery of Ste-Anne																
Beaurepaire	1.00	0.50	46,422		16,691	16,388	4,328	1,132	60,451			10,931	5,000	13323	1818	
Ste-Anne	1.00		21,243	1,950	22,189	21,243	7,181		39,237			12,690	4,000	567	11155	
Parish of Vaudeuil																
Hudson Heights	0.02	0.01	31,858		28,867	11,784	11,918	1,139	65,727	158058	0	14,720	9,000	10122	44952	
Como	0.02	0.02	20,036			3,562	9,357	35,536				6,550	8,000		20035	
Evergreen	0.50		13,107	2,177		2,455	135	4,000				19			1942	
Beaconsfield-Kirkland	1.00		45,248		10,904	37,059		873	31,510	17665	0	12,830		4795	13068	
St Michael All Angels	0.50	0.75	21,194		31,027	16,291	2,704		26,375			12,809	333	20018	11481	
Deanery Totals	4.04	1.28	199,107	4,127	109,678	105,220	29,693	12,636	262,836	175,723	0	70,549	26,333	48,825	104,451	

No. 5 - Analysis of Expenditures and Trends for the Year 2009

Name of Congregation	51 Use of Reserves/ Savings	52 Annual Surplus (Deficit)	Percent of Total Expenditures				26b Com- mitted Givers	Average Comm'd Contr'n	Total Ident. Givers	Average Ident'd Contr'n	Capital & Property Value	Tot. Roll (#3) 4 years	Trends - % up (down) over X years			
			Mini- try	Ch. Bldgs	Out- reach	Syn- od							Other	Attend- ance 1 year	Attend- ance 5 years	Adults in Gps 1 year
<i>Deanery of Cathedral/</i> Christ Church Cathedral Grace Church		-\$206,722	48%	26%	4%	7%	15%	148	\$870	\$142,643	-17	22	-10	0	23	21
Deanery Totals	\$0	-\$206,722	48%	26%	4%	7%	15%	148	\$870	\$142,643	0	0	0	0	0	0
<i>Deanery of Hochelaga</i> St. George, Montreal St. James the Apostle St. John, Evangelist St. Mathias, Westmount St. Margaret of Scotland St. Stephen, Westmount La Nativité St. Cuthb/St. Hilid/St. Lk Mile End St. Ignatius Montreal North		-\$24,000 -\$352,496 \$40,271 -\$90,324 -\$2,811 \$4,939 \$15,067 -\$5,963 -\$1,906 \$2,476	37% 16% 32% 42% 47% 21% 30% 47% 55% 11%	50% 73% 40% 40% 10% 19% 25% 29% 20% 66%	4% 0% 2% 3% 10% 42% 3% 3% 0% 2%	6% 3% 6% 7% 8% 11% 10% 8% 0% 11%	3% 8% 21% 8% 24% 7% 32% 13% 25% 11%	182 133 151 0 55 12 98 55 380 13	\$826 \$3,442 \$652 0 \$218 \$11,493 \$338 \$471 \$168 \$411	\$101,139 \$115,520 \$74,607 0 \$1,163 \$329,273 \$102 \$16,628 \$212 \$68,847	-21 16 7 63 35 -94 23 2 0 -9	-7 7 -1 18 117 -85 40 -4 0 -17	-26 7 0 -28 18 -89 40 1300 -14 -38	11 0 19 250 0 -85 317 0 0 0	-100 -56 -32 221 907 -128 0 0 0 0	123 0 32 0 0 0 0 0 0 0
Deanery Totals	\$84,000	-\$414,747	34%	37%	7%	7%	15%	1,079	\$2,002	\$78,610	0	0	0	0	0	0
<i>Deanery of Western Montreal</i> Parish of N.D.G. St. Columba & St. Saviour St. Matthew, Hampstead Cote-des-Neiges St. Philip, Montreal West St. Thomas, N.D.G. Trinity Memorial Church All Saints Verdun St. Aidan/Redeemer St. Clement, Verdun St. Lawrence, LaSalle St. Laurent with Chomedey Mount Royal		\$4,437 -\$2,690 -\$1,243 \$0 \$26,702 -\$3,703 -\$172,264 \$2,223 -\$3,677 -\$2,349 \$3,235 -\$120 -\$9,799 -\$35,407 -\$248,059	40% 21% 43% 53% 34% 56% 22% 51% 26% 40% 61% 56% 19% 19%	30% 35% 43% 22% 44% 24% 57% 31% 63% 39% 18% 28% 29% 71%	7% 15% 2% 18% 2% 4% 2% 5% 0% 6% 4% 0% 7% 0%	7% 7% 8% 7% 7% 8% 5% 8% 10% 14% 8% 10% 9% 3%	16% 22% 4% 0% 13% 7% 15% 5% 1% 0% 9% 6% 4% 6%	50 24 112 238 205 101 281 51 25 40 155 119 46 99	\$1,097 \$57 \$729 \$626 \$829 \$1,227 \$295 \$891 \$517 \$1,060 \$613 \$388 \$640 \$980	\$87,502 \$22,686 \$51,007 \$6,523 \$23,097 \$51,408 \$29,601 \$23,760 \$77,958 \$77,311 \$15,088 \$19,051 \$25,143 \$55,793	-1 -24 -53 -3 23 -31 22 -56 -57 -57 -7 14 -2 -35	-100 -9 0 -2 8 -53 -19 3 20 -20 -14 -16 -3 3	0 0 -17 4 -100 -33 100 -33 150 16 0 -16 -48 9	-1 0 12 -100 9 0 0 0 0 -100 -87 11 -100 -100 2762	40 -71 0 0 60 0 0 0 0 0 0 0 0 0	
Deanery Totals	\$418,783	-\$248,059	41%	38%	5%	8%	8%	1,546	\$711	\$565,929	0	0	0	0	0	0

No. 5 - Analysis of Expenditures and Trends for the Year 2009

Name of Congregation	51 Use of Reserves/ Savings	52 Annual Surplus (Deficit)	Percent of Total Expenditures					26b Com- mitted Givers	Average Comm'd Cont'n	Total Ident. Givers	Average Ident'd Cont'n	Capital & Property Value ID Giver	Trends - % up (down) over X years				Endow Funds 4 years	
			Mini- try	Ch. Bldgs	Out- reach	Syn- od	Other						Attend- ance 1 year	Adults in Gps 1 year	Reserve Funds 4 years	Tot. Roll (#3) 4 years		
Deanery of Bedford																		
Dunham		-\$3,487	35%	57%	2%	7%	0%	67	\$450	\$40,578	90	-9	-19	0	0	0	-3	
Freighsburg		\$183	44%	28%	8%	6%	14%	45	\$257	\$69,216	-14	0	-19	0	50	0	0	
Stanbridge East	\$40,000	\$1,182	25%	70%	1%	3%	2%	20	\$465	\$136,040	0	-17	-6	0	-30	0	0	
Pigeon Hill		\$1,408	37%	16%	5%	8%	34%				0	0	-40	0	-100	-9	0	
Stanbury											-100	0	0	0	0	0	0	
Bedford	\$10,000	\$10,124	29%	38%	21%	9%	3%	29	\$1,859	\$78,993	-58	-11	-35	0	0	0	-26	
Phillipsburg		\$13,037	47%	37%	4%	11%	1%	5	\$2,158	\$231,804	-70	-9	-38	0	0	0	0	
Farnham	\$5,000	-\$8,480	41%	37%	5%	10%	6%	5	\$2,315	\$212,312	-22	-23	-29	0	-15	0	0	
Clarenceville											0	-100	-100	0	0	0	0	
Noyan	\$0	-\$3,089	15%	64%	1%	6%	13%	33	\$209	\$32,020	2	17	40	0	-41	0	0	
Nelsonville(Cowansvl.)		-\$253	28%	53%	11%	4%	5%	15	\$2,835	\$167,719	-66	-10	-40	0	0	0	366	
Sweetsburg											0	0	0	0	0	0	0	
Deanery Totals	\$55,000	-\$15,449	33%	44%	6%	7%	9%	219	\$1,318	\$121,085	0	0	0	0	0	0	0	
Deanery of Brome-Shefford																		
Sutton		-\$8,374	45%	33%	7%	8%	7%	39	\$1,282	\$47,034	57	-4	-17	500	0	0	0	
Abercorn		-\$664	17%	70%	5%	8%	0%	5	\$114	\$83,296	0	0	-13	0	0	0	-100	
Granby		-\$6,527	19%	55%	2%	11%	13%	14	\$459	\$299,638	9	-100	-100	0	0	-21	0	
North Ely											0	0	-100	0	0	0	0	
Abbotsford											-100	0	0	0	0	0	0	
Brome		-\$15,130	21%	68%	1%	6%	4%	9	\$781	\$90,617	-59	0	45	-100	62	73	0	
Iron Hill		-\$3,550	52%	0%	2%	7%	38%	14	\$672	\$57,676	-63	0	100	-100	-100	-40	0	
Sutton Junction		\$277	62%	15%	3%	9%	12%	5	\$986	\$56,845	-88	0	60	-100	-100	105	0	
West Brome		\$3,236	57%	21%	3%	8%	11%	17	\$923	\$39,363	0	0	65	0	0	9	0	
Waterloo		-\$2,948	21%	65%	2%	11%	0%	43	\$276	\$95,488	16	-5	-30	-100	75	-92	0	
Foster		-\$2,528	5%	50%	2%	3%	40%	5	\$1,359	\$179,494	0	0	0	0	0	0	0	
Knowlton		\$13,516	48%	29%	11%	6%	6%	88	\$1,574	\$69,623	7	10	28	3900	-53	0	0	
Bolton Glen											0	0	0	0	0	0	0	
Mansonsville	\$0	-\$3,609	40%	43%	5%	8%	4%	28	\$309	\$43,650	5	113	129	0	-82	0	0	
South Bolton											-100	-100	-100	0	0	0	0	
Bolton Centre	\$250	\$142	0%	70%	10%	19%	1%	13	\$330	\$88,272	-62	-22	-63	0	0	0	0	
Otterburn Park		\$173	11%	60%	1%	15%	13%				-100	-100	-100	0	0	0	0	
Rougemont		\$2,299	3%	85%	4%	5%	2%				-100	-100	-100	0	0	0	0	
Deanery Totals	\$250	-\$23,587	29%	47%	4%	9%	11%	16	276	\$755	\$95,916	0	0	0	0	0	0	

No. 5 - Analysis of Expenditures and Trends for the Year 2009

Name of Congregation	51 Use of Reserves/ Savings	52 Annual Surplus/ (Deficit)	Percent of Total Expenditures						Total Ident. Givers	Average Ident'd Cont'n	Capital & Property Value ID Giver	Trends - % up (down) over X years				Endow Funds 4 years		
			Mini -try	Ch. Bldgs	Out- reach	Syn- od	Other	26b Com- mitted Givers				Attend- ance 1 year	Attend- ance 5 years	Adults in Gps 1 year	Reserve Funds 4 years			
Deanery of the South Shore																		
Hemmingford		\$7,866	46%	43%	0%	5%	6%	40	\$486	\$29,485	0	0	-17	0	0	0	-100	
Edwardstown		-\$747	86%	0%	5%	8%	1%				0	0	0	0	0	0	-27	
Havelock		\$2,471	64%	35%	0%	0%	2%	9	\$482	\$101,504	-27	100	43	0	0	0	0	0
Chateaugay		-\$1,554	33%	31%	2%	7%	27%	76	\$681	\$22,168	-17	15	15	-17	100	0	0	0
Sorel		-\$109,238	0%	88%	0%	0%	4%	45	\$152	\$44,205	2	33	-27	-28	-10	0	0	0
Odanak		-\$2,130	0%	74%	0%	0%	26%	8	\$185	\$61,483	-73	0	-27	0	0	0	0	0
St-Lambert		-\$517	34%	24%	10%	7%	24%	123	\$1,154	\$42,667	-13	4	-5	0	0	0	-100	-100
Brossard		\$424	66%	21%	4%	8%	0%	57	\$1,301	\$16,025	12	2	-22	0	0	0	0	0
St-Hubert	\$1,507	\$12,298	58%	22%	4%	9%	7%	102	\$364	\$8,778	-10	-7	8	-69	133	0	0	0
Longueuil	\$1,645	\$3,127	49%	37%	1%	8%	5%	40	\$581	\$44,388	4	-11	0	-60	16	0	0	0
Greenfield Park								88	\$0	\$15,734	-4	-4	-33	0	-100	0	0	0
Chambly with	\$40,500	\$5	38%	43%	2%	6%	12%	42	\$800	\$57,117	0	3	-9	0	0	0	0	0
St-Jean-Sur-Rich.	\$27,000	\$917	33%	48%	1%	8%	9%	9	\$529	\$402,057	-20	-25	-59	0	0	0	0	0
L'Acadie		\$310	5%	42%	7%	13%	33%	2	\$263	\$102,232	0	-12	-25	0	0	0	0	0
Sabrevois											0	0	-100	0	0	0	0	0
St-Bruno		-\$5,150	78%	1%	4%	9%	8%	41	\$1,586	\$15,347	-54	0	-18	-100	0	0	0	0
Huntingdon	\$11,935	\$19,174	17%	50%	2%	6%	25%	43	\$671	\$52,731	18	-12	-17	0	-100	0	0	0
Ormstown		-\$1,231	19%	37%	1%	11%	33%				-100	-100	-100	0	-100	-100	0	0
Herdman											0	0	0	0	0	0	0	0
Franklin Centre											0	0	0	0	0	0	0	0
Valleyfield		-\$1,788	11%	43%	1%	5%	39%	17	\$572	\$107,569	-36	-25	-25	0	-100	0	0	0
Deanery Totals	\$82,587	-\$75,762	3%	38%	3%	6%	15%	743	\$613	\$70,218	0	0	0	0	0	0	0	0

No. 5 - Analysis of Expenditures and Trends for the Year 2009

Name of Congregation	51 Use of Reserves/ Savings	52 Annual Surplus (Deficit)	Percent of Total Expenditures					26b Com- mitted Givers	Average Comm'd Contr'n	Total Ident. Givers	Average Ident'd Contr'n	Capital & Property Value ID Giver	Trends - % up (down) over X years																		
			Mini- try	Ch. Bldgs	Out- reach	Syn- od	Other						Attend- ance 1 year	Attend- ance 5 years	Adults in Gps 1 year	Reserve Funds 4 years	Endow Funds 4 years														
Deanery of the Laurentians																															
Rawdon		\$25,984	54%	23%	3%	8%	12%	103	\$598	29	\$31,744	9	19	54	-13	-28															
Mascouche		-\$3,336	15%	61%	0%	15%	10%	17	\$714	147	\$30,489	-6	33	0	-100	-100															
Arunde/	\$4,800	\$1,632	64%	9%	9%	7%	11%	72	\$107	-41	\$7,471	3	-13	88	0	0															
Rockway										0		0	-100	0	0	0															
Weir		\$4,104	46%	29%	11%	7%	8%	13	\$2,194	0	\$96,008	-21	-27	0	-65	-100															
Laurel										0		0	-100	0	0	0															
St-Sauveur		-\$2,667	58%	22%	4%	10%	6%	101	\$375	-5	\$11,958	-16	-30	-50	0	0															
Morn Heights		-\$358	75%	10%	7%	8%	0%	68	\$549	-2	\$14,607	-23	-21	33	93	0															
Kilkenny		\$366	36%	53%	0%	10%	0%	16	\$143	39	\$7,432	0	31	0	0	0															
Grenville		-\$15,200	42%	15%	6%	7%	29%	23	\$600	98	\$54,516	17	-7	-100	0	-41															
Calumet		-\$257	76%	10%	3%	9%	2%	21	\$478	-18	\$16,753	-7	8	0	0	0															
Montebello		-\$1,505	41%	4%	38%	5%	11%	3	\$800	-40	\$102,234	-40	-25	0	0	-2															
Greater Parish of St. Andrew																															
Lachute		\$17,352	47%	33%	6%	10%	4%	71	\$660	0	\$20,132	-43	-44	-100	0	-100															
Dunany		\$1,829	56%	29%	4%	7%	4%			-100		-100	0	999	0	0															
Lakefield		-\$2,830	22%	53%	7%	6%	12%	21	\$371	-40	\$29,721	120	100	0	0	0															
Millie Isles		-\$1,994	26%	52%	13%	9%	0%	10	\$159	-44	\$39,936	25	-17	0	0	0															
Louisa		-\$267	29%	49%	0%	15%	7%	24	\$302	-1	\$10,101	-59	-12	-100	0	0															
Shrewsbury										0		0	0	0	0	0															
Rosemere		-\$9,291	34%	34%	4%	8%	14%	36	\$617	-71	\$42,368	5	-5	0	0	0															
Two Mountains	\$6,751	\$10,371	45%	36%	4%	7%	7%	59	\$535	-24	\$30,101	8	-5	-25	0	0															
Ste-Agathe		-\$30,979	53%	23%	4%	9%	11%	161	\$445	-100	\$13,002	17	-3	-38	-50	-100															
Deanery Totals	\$11,551	-\$59,014	45%	30%	7%	9%	8%	819	567	0	\$2,857	17	-3	-38	-50	-100															

No. 5 - Analysis of Expenditures and Trends for the Year 2009

Name of Congregation	51 Use of Reserves/ Savings	52 Annual Surplus (Deficit)	Percent of Total Expenditures				26b Com- mitted Givers	Average Comm'd Contr'n	Total Ident. Givers	Average Ident'd Contr'n	Capital & Property Value ID Giver	Trends - % up (down) over X years				
			Mini -try	Ch. Bldgs	Out- reach	Syn- od						Other	Attend- ance 1 year	Attend- ance 5 years	Adults in Gps 1 year	Reserve Funds 4 years
Deanery of Pointe-Claire																
Donval		-\$763	51%	29%	3%	8%	8%	151	\$853	\$27,014	-4	0	15	75	183	0
Roxboro-Pierrefonds	\$10,682	-\$6,768	50%	34%	4%	8%	4%	130	\$1,104	\$31,526	-43	-8	-26	14	-35	0
Pointe Claire	\$10,000	-\$6,501	55%	28%	5%	9%	3%	180	\$576	\$28,864	-11	0	-15	3	4	0
Lachine		\$56,793	51%	40%	1%	8%	0%	101	\$855	\$43,895	-58	-13	-60	-81	-66	-94
St. Stephen, Lachine		\$10,211	45%	36%	11%	8%	0%	50	\$832	\$47,742	-64	10	3	0	1193	4
Valbis		\$1,915	39%	37%	8%	7%	8%	103	\$632	\$39,424	15	22	0	38	-100	0
Deanery Totals	\$20,682	-\$58,699	49%	34%	5%	8%	4%	735	\$820	\$36,411						
Deanery of Ste-Anne																
Beaurepaire		-\$2,657	48%	34%	10%	6%	1%	111	\$1,495	\$6,664	-13	9	-16	-33	217	0
Ste-Anne		\$18,678	52%	28%	3%	9%	8%	141	\$939	\$30,978	11	-20	-22	-62	0	0
Parish of Vaudeuil																
Hudson Heights		\$12,777	22%	58%	5%	4%	12%	91	\$2,020	\$51,543	98	8	0	25	334	34
Como		-\$20,426	32%	34%	8%	6%	19%	55	\$967	\$35,638	22	-29	-24	25	2929	-90
Evergreen		\$2,490	75%	17%	0%	0%	8%	31	\$770	\$355	-1	-7	-20	0	0	0
Beaconsfield-Kirkland	\$40,000	\$17,028	54%	28%	3%	7%	8%	80	\$1,533	\$24,141	-1	1	-17	40	0	0
St Michael/All Angels		\$6,998	50%	19%	14%	9%	8%	83	\$1,543	\$27,047	-12	-18	-24	0	-100	0
Deanery Totals	\$40,000	\$9,335	48%	31%	6%	6%	9%	592	\$1,324	\$25,195						

No. 6 Assets and Liabilities for the Year 2009

Name of Congregation	55 Current Assets	56 Congr'n Funds in Reserve	Endowments		Debt		Insured Property Value					Total Capital & Prop. Value Property (#55-56)	
			57 Endow- ments for Congr'n	58 Endow. & Beq. For Cemetery	59 Debt on Property	60 Other Debt	61 Church & Contents	62 Hall & Contents	63 Rectory	64 Other Buildings	65 Valuation Other Land		
Deanery of Cathedral													
Christ Church Cathedral	229,770	2,434,211	2,085,317		1,806,552	19,600,005	375,000					21,111,199	
Grace Church			40,000									40,000	
Deanery Totals:	229,770	2,434,211	2,085,317	0	1,806,552	19,640,005	375,000	0	0	0	0	21,151,799	
Deanery of Hochelaga													
St. George, Montreal	126,579		3,111,248		277,082	15,723,684						18,407,347	
St. James the Apostle	41,386	500,870	104,855			14,717,102						15,364,213	
St. John, Evangelist	180,807	988,318	103,427	9,594	50,000	10,142,244						11,285,608	
St. Mathias, Westmount	8,278	598,832		9,497		12,439,074						13,027,190	
St. Margaret of Scotland	9,411	39,552				15,000						63,963	
St. Stephen, Westmount	19,036	-8,464		27,500		3,157,620	838,081					3,951,273	
La Nativité						10,000						10,000	
St. Cuthb/St. Hild/St. Lk	72,570					841,945						914,515	
Millie End	41,110				229	40,000						80,652	
St. Ignatius Montreal North	18,630					876,379						895,009	
Deanery Totals:	517,807	2,089,108	3,319,530	0	37,094	57,963,048	0	838,081	0	0	0	63,979,770	
Deanery of Western Montreal													
Parish of N.D.G.													
St. Columba &	99,207	3,856	267,703			4,004,338						4,375,104	
St. Saviour	13,963	1,654	7,000			521,838						544,455	
St. Matthew, Hampstead	1,270	370,431				4,777,499						5,712,731	
Cole-des-Neiges						1,231,279						1,552,385	
St. Philip, Montreal West	16,116	125,961	40,801			4,078,915						4,734,965	
St. Thomas, N.D.G.	115,842	102,221				4,541,597						5,192,205	
Trinity Memorial Church	83,781	211,477	4,430		185,105	8,388,325						8,317,803	
All Saints Verdun	11,661	2,225				751,440	120,000					1,211,777	
St. Aidan/Redeemer	16,574					1,932,388						1,948,962	
St. Clement, Verdun	6,745	4,260				3,081,437						3,092,442	
St. Lawrence, LaSalle	1,165,188	33,284				868,697						2,338,660	
St. Laurent with						1,974,045						2,267,049	
Chomedey	51,794					1,104,805						1,156,599	
Mount Royal	63,465	349,487				4,777,490						5,523,539	
Deanery Totals:	1,645,606	1,204,856	319,934	0	185,105	42,034,093	120,000	2,988,397	26,000	0	0	47,968,676	

No. 6 Assests and Liabilities for the Year 2009

Name of Congregation	55 Current Assets	56 Congr'n Funds in Reserve	Endowments		Debt		Insured Property Value				65 Valuation Other Land	Total Capital & Prop. Value Property (#55-56)	
			57 Endow- ments for Congr'n	58 Endow. & Beq. For Cemetery	59 Debt on Property	60 Other Debt	61 Church & Contents	62 Hall & Contents	63 Rectory Buildings	64 Other Buildings			
Deanery of Bedford													
Dunham			190,117	205,382					1,974,730		553,893		2,718,740
Freightsburg	8,488	24,000	37,610	10,000				3,044,613					3,114,711
Stanbridge East/ Pigeon Hill	38,012	587,672	41,816					1,322,800	348,958		381,535		2,720,793
Stanbury	17,778		63					514,203					532,044
Bedford			194,566					212,386					212,386
Philipsburg	15,596							1,034,301	489,027		557,318		2,290,808
Farnham	93,608	57,065	157,704					1,159,021					1,159,021
Clarenceville								753,182					1,061,559
Noyan	43,498	30,000		58,868				764,069					764,069
Nelsonville(Cowansvl.)	10,386		74,000	8,000				983,153					1,056,651
Sweetsburg								2,084,277	347,115				2,515,778
Deanery Totals	227,366	698,737	695,876	282,250	0	0	15,932,261	1,185,100	1,492,746	0	0	0	19,332,086
Deanery of Brome-Shefford													
Sutton	17,165	271,481		209,804				1,545,661					1,834,307
Abercorn	297	16,166						400,026					416,479
Granby	26,878	39,212	336,624	64,447				3,792,219					4,194,933
North Ely								268,723					268,723
Abbotsford								1,020,277	385,630		588,011		1,993,918
Brome	1,452	25,156	43,179	21,707				745,765					815,552
Iron Hill	5,646		15,216					415,838	370,758				807,458
Sutton Junction	2,424		6,186					275,616					284,226
West Brome	12,435		4,910					651,827					669,172
Waterloo	32,250	50,000	5,871					4,017,874					4,105,995
Foster	1,328	19,000						723,907	153,234				897,469
Knowlton	75,709	26,326	66,275					2,976,039	1,787,975		1,194,480		6,126,804
Bolton Glen								268,779					268,779
Mansenville	27,700	17,000						1,177,496					1,222,196
South Bolton								381,263					381,263
Bolton Centre	6,984		6,085					438,851					438,851
Otterburn Park	42,418		42,651	60,004				895,424			261,307		1,147,534
Rougemont								967,899	73,299		360,276		1,486,233
Deanery Totals	252,686	464,331	526,997	355,962	3,371	7,912	20,963,474	2,770,896	2,404,074	0	0	0	27,359,892

No. 6 Assets and Liabilities for the Year 2009

Name of Congregation	55 Current Assets	56 Congr'n Funds in Reserve	Endowments		Debt		Insured Property Value					65 Valuation Other Land	Total Capital & Prop. Value Property (#55-56)
			57 Endow- ments for Congr'n	58 Endow. & Beq. For Cemetery	59 Debt on Property	60 Other Debt	61 Church & Contents	62 Hall & Contents	63 Rectory	64 Other Buildings			
Deanery of the South Shore													
Hermingford	12,070	176,837						602,776	387,725				1,179,408
Edwardstown		70,094											70,094
Havelock		8,000	21,028	8,684				884,510					913,538
Chateauguay	40,512							1,451,819	192,400				1,684,731
Sorel	17,530	42,093						1,380,961	548,641				1,989,225
Odanak								345,897	145,964				491,861
St-Lambert	231,555							5,016,511					5,248,066
Brossard								709,371	204,068				913,439
St-Hubert	15,403	9,070						678,163	192,769				895,405
Longueuil	11,255	26,324				320		1,738,579					1,775,518
Greenfield Park								1,068,197	332,165				1,400,362
Chambly with			20,345	32,000				1,479,603	898,984				2,398,932
St-Jean-Sur-Rich.	57,096	158,035				21,432		2,066,241	614,964				3,618,509
L'Acadie								204,464					204,464
Sabrevois								450,310					450,310
St-Bruno	-657	396,874						48,000	185,000				629,217
Huntingdon	66,924		113,826	17,212				1,648,002					2,267,413
Ormstown								1,118,069	222,738			438,661	1,340,807
Herdman								438,661					438,661
Franklin Centre								341,785					341,785
Valleyfield								1,583,133	245,536				1,828,669
Deanery Totals	451,688	817,233	225,293	57,896	0	21,752	23,255,052	2,317,160	2,618,811	438,661	0	0	30,080,414

No. 6 Assessts and Liabilities for the Year 2009

Name of Congregation	55 Current Assets	Endowments			Debt			Insured Property Value					Total Capital & Prop. Value Property (#55-56)	
		56 Congr'n Funds in Reserve	57 Endow- ments for Congr'n	58 Endow. & Beq. For Cemetery	59 Debt on Property	60 Other Debt	61 Church & Contents	62 Hall & Contents	63 Rectory	64 Other Buildings	65 Valuation Other Land			
<i>Deanery of the Laurentians</i>														
Rawdon	66,289	93,772	194,259	33,801		1,362,645	535,454	519,977		497,198			3,269,594	
Mascouche				41,000		289,398	228,918						518,316	
Arundel	19,273	30,676	10,600			292,674	184,655						537,878	
Rockway Weir	34,845	12,500				292,674	184,655						477,329	
Laurel						813,118	387,635						1,248,098	
St-Sauveur		549,782			15,000	118,849							118,849	
Morin Heights		279,200				370,675	317,259						1,207,716	
Kilkenny						453,237		260,843					993,280	
Grenville	75,324		131,299	59,229		118,904							118,904	
Calumet						1,047,251							1,253,874	
Montebello	18,353		228,348			351,807							351,807	
Greater Parish of St. Andrew						60,000							306,701	
Lachute								306,061					1,429,343	
Dunany	28,932	164,609				929,741							254,750	
Lakefield	23,968	16,484				214,298							624,137	
Millie Isles	3,891	77,830				624,137							399,363	
Louisa	34,335					317,642							242,426	
Shrewsbury						208,091							141,609	
Rosemere	9,561					141,609							1,525,250	
Two Mountains	42,121	7,965			52,571	1,620,831							1,775,988	
Ste-Agathe	135,232	74,348			-2,128	1,386,480		339,422					2,093,326	
Deanery Totals	492,124	1,307,166	564,506	134,030	0	12,461,206	2,250,921	1,426,303	0	497,198			18,888,538	

No. 6 Assessts and Liabilities for the Year 2009

Name of Congregation	55 Current Assets	56 Congr'n Funds in Reserve			57 Endow- ments for Congr'n		58 Endow. & Beq. For Cemetery		59 Debt on Property		60 Other Debt		Insured Property Value				Total Capital & Prop. Value Property (#55-56)
		56 Congr'n Funds in Reserve	57 Endow- ments for Congr'n	58 Endow. & Beq. For Cemetery	59 Debt on Property	60 Other Debt	61 Church & Contents	62 Hall & Contents	63 Rectory	64 Other Buildings	65 Valuation Other Land						
Deanery of Pointe-Claire																	
Donval	103,841	40,011														4,079,169	
Roxboro-Pierrefonds	2,759	10,592							65,000	22,739					298,923	4,098,365	
Pointe Claire	4,704	241,187		5,000											266,164	5,195,452	
Lachine	63,866	13,321		16,759											453,240	5,311,290	
St. Stephen, Lachine	16,389	95,080		670,386												2,387,103	
Valois	477,420			3,500					4,000							4,060,655	
Deanery Totals	668,979	400,191	0	695,645	0	65,000	26,739	17,984,008	4,548,382	1,018,327	0	0	0	0	25,132,054		
Deanery of Ste-Anne																	
Beaurepaire	57,974	44,228														739,703	
Ste-Anne		57,991							10,825	3,821,965				191,960		4,367,848	
Parish of Vaudeuil																	
Hudson Heights	111,128	660,956	240,028													4,690,429	
Como	29,823	280,293		23,564												1,960,083	
Evergreen																11,000	
Beaconsfield-Kirkland	9,158															1,931,258	
St Michael/All Angels	26,199															2,244,889	
Deanery Totals	234,282	1,043,468	240,028	154,347	0	10,825	12,186,394	629,927	1,526,482	191,960	0	0	0	0	15,945,209		

Summary of Statistics 2009

	2009	2008	Increase (Decrease) %
Number of Parishes	66	69	-4.3%
Number of Congregations	111	116	-4.3%
Measures of Congregational Size			
1. Number of families	4,128	3,824	7.9%
2. Individuals not in families	3,610	3,719	-2.9%
3. Persons on parish rolls	12,214	12,552	-2.7%
4. Members confirmed as Anglicans	4,540	4,926	-7.8%
5. Members confirmed in other denominations	671	742	-9.6%
6. Identified givers	6,161	5,842	5.5%
7. Christmas communicants	7,337	7,542	-2.7%
8. Easter communicants	7,182	7,700	-6.7%
9. Average Sunday or equivalent attendance	3,717	3,924	-5.3%
Worship & Sacraments			
10. Sunday Eucharists	4,214	4,383	-3.9%
Sunday Morning Prayer services	822	913	-10.0%
All other Sunday services	283	313	-9.6%
Total Sunday services	5,319	5,609	-5.2%
11. Weekday services	3,039	2,108	44.2%
12a. Baptisms	292	618	-52.8%
12b. Reaffirmations of Baptismal Vows	17	19	-10.5%
13a. Confirmations (under age 16)	33	105	-68.6%
13b. Confirmations (Over age 16)	15	15	0.0%
14. Persons received from other denominations	16	17	-5.9%
15. Marriages	164	164	0.0%
16. Burials, all locations	390	391	-0.3%
Christian Education			
14. Church School teachers	121	139	-12.9%
15. Church School pupils	483	574	-15.9%
16. Youth group members	152	223	-31.8%
17. Teachers & leaders (adult & youth groups)	97	99	-2.0%
18. Adult prayer or study groups	102	152	-32.9%
19. Persons in adult prayer or study groups	1,122	1,042	7.7%
24a. Clergy (equivalent to full-time)	44	46	-4.3%
24b. Lay Pastoral Workers (equivalent to full-time)	23	32	-29.0%
Parochial Income (Regular and Extraordinary)			
25. Open offerings (unreceipted)	189,875	207,611	-8.5%
26. Donations by Committed Givers	4,024,315	4,257,834	-5.5%
27. Donations by other Identified Givers	721,148	859,078	-16.1%
28. Donations for Reserve funds	243,467	288,736	-15.7%
29. Donations for Non-Parish Charities	143,428	146,922	-2.4%
30. Income from investments and interest	634,522	1,251,889	-49.3%
31. Income from rentals	1,381,177	1,322,577	4.4%
32a. Grants: Diocesan Support of Cost of Ministry	82,782	44,596	85.6%
32b. Grants: Diocesan Development Funds			
32c. Grants: Other(governments, foundations, etc)	402,111	421,818	-4.7%
33. Income from all other sources	1,241,773	1,160,596	7.0%
34. Total Regular income	9,064,597	9,961,657	-9.0%
53. Special gifts or legacies	1,225,480	654,189	87.3%
54. Sale of land or buildings	582,326	1,437,006	-59.5%

Summary of Statistics 2009

Parochial Expenditures	2009	2008	Increase (Decrease) %
35a. Stipend for Rectors	1,739,215	1,903,409	-8.6%
35b. Stipend for Curates or Assistant Clergy	86,474	83,728	3.3%
Total Clergy Stipends	1,825,689	1,987,137	-8.1%
37. Salaries of Lay Pastoral Workers	871,795	903,966	-3.6%
36-38. Pension Assessment	668,749	610,205	9.8%
39, 43 Rectory Expenses (incl. rectory debt repayments)	223,593	330,515	-32.4%
40. Other Ministry Expenses	422,906	304,533	38.9%
41. Church and Hall Operating and Maintenance	2,470,301	2,508,535	-1.5%
42. New Bldgs, Add'ns or Major repairs (net of loans)	1,844,171	1,836,961	0.4%
43. Debt Repayments (non-rectory)	229,455	129,272	77.5%
45. Synod Assessment Paid	693,823	647,807	7.1%
46. Synod Mission Commitment Paid	190,856	229,643	-16.9%
47. Other Mission Activities	187,455	197,604	-5.1%
48. Transfers to Non-Parish Charities	123,372	104,319	18.3%
49. Transfers to Reserve Funds	103,080	190,379	-45.9%
44. All Other Current Expenses	1,014,911	950,664	6.8%
50. Total Parish Expenditures	10,767,075	10,741,159	0.2%
51. Use of Reserves and Savings	712,853	1,210,921	-41.1%
52. Annual Surplus (Deficit)	-1,092,705	241,040	-553.3%
Endowments, Debt, Insured Values and Property Value			
55. Current Assets	4,720,308	5,543,468	-14.8%
56. Funds in reserve	10,459,301	9,343,643	11.9%
57. Parish endowments	8,587,445	6,578,981	30.5%
58. Cemetery endowments	1,070,166	1,177,453	-9.1%
59. Debt on property	105,465	267,080	-60.5%
60. Other debt	2,461,136	595,584	313.2%
61. Church buildings and contents	221,539,541	125,544,163	76.5%
62. Halls and contents	14,197,406	4,353,633	226.1%
63. Rectories	14,313,221	8,666,886	65.1%
64. Other buildings	656,621	1,780,222	-63.1%
65. Valuation of other land	497,198	845,000	-41.2%
Total Property Value	251,203,987	141,189,904	77.9%
Total Capital Value (subtracting debts)	21,200,453	20,613,428	2.8%
Total Capital and Property Value	269,837,839	160,950,668	67.7%

NOTE: The value of the land upon which our churches is built is not included
in the Insured Property Values listed above.

<u>Analyses</u>	2009	2008	Increase (Decrease) %
Average Attendance versus Total on Rolls	30.4%	31.3%	-2.7%
Adult Education versus Average Attendance	30.2%	26.6%	13.7%
Total Givings versus Total Income	58.7%	57.8%	1.5%
Average Property Value per Identified giver	\$40,773	\$24,168	68.7%
Average Capital Value per Identified giver	\$3,441	\$3,528	-2.5%
Average Capital & Property Value per ID giver	\$43,798	\$27,551	59.0%
Average contribution per Identified giver	\$833	\$950	-12.4%

**Diocese of Montreal
5 year Comparison**

	2009	2008	2007	2006	2005	Variance 2009/2005
Number of Parishes	66	69	69	69	68	-3%
Number of Congregations	111	116	115	116	118	-6%
Measures of Congregational Size						
1. Number of families	4,128	3,824	4,097	3,797	4,515	-9%
2. Individuals not in families	3,610	3,719	3,743	4,038	4,063	-11%
3. Persons on parish rolls	12,214	12,552	13,118	12,538	14,018	-13%
4. Members confirmed as Anglicans	4,540	4,926	4,920	5,314	6,402	-29%
5. Members confirmed in other denominations	671	742	936	746	1,066	-37%
6. Identified givers	6,181	5,842	6,441	5,659	6,981	-12%
7. Christmas communicants	7,337	7,542	8,069	8,499	9,000	-18%
8. Easter communicants	7,182	7,700	8,032	7,413	8,686	-17%
9. Average Sunday or equivalent attendance	3,717	3,924	4,222	4,173	5,137	-28%
Worship & Sacraments						
10. Sunday Eucharists	4,214	4,383	4,399	4,369	4,613	-9%
Sunday Morning Prayer services	822	913	975	1,026	926	-11%
All other Sunday services	283	313	329	403	401	-29%
Total Sunday Services	5,319	5,609	5,703	5,798	5,940	-10%
11. Weekday services	3,039	2,108	2,957	2,346	3,479	-13%
12a. Baptisms	292	618	290	308	366	-18%
12b. Reaffirmations of Baptismal Vows	17	19	14	10	11	55%
13a. Confirmations (under age 16)	33	105	77	97	110	-70%
13b. Confirmations (Over age 16)	15	15	9	19	20	-25%
14. Persons received from other denominations	16	17	15	21	35	-54%
15. Marriages	164	164	197	192	250	-34%
16. Burials, all locations	390	391	496	359	624	-38%
Christian Education						
14. Church School teachers	121	139	169	166	252	-52%
15. Church School pupils	483	574	841	622	691	-30%
16. Youth group members	152	223	199	270	236	-36%
17. Teachers & leaders (adult & youth groups)	97	99	113	131	151	-36%
18. Adult prayer or study groups	102	152	130	137	214	-52%
19. Persons in adult prayer or study groups	1,122	1,042	1,145	1,160	1,238	-9%
24a. Clergy (equivalent to full-time)	44	46	52	52	50	-12%
24b. Lay Pastoral Workers (equivalent to full-time)	23	32	38	27	27	-15%
Parochial Income (Regular and Extraordinary)						
25. Open offerings (unreceipted)	189,875	207,611	273,771	404,335	244,202	-22%
26. Donations by Committed Givers	4,024,315	4,257,834	4,405,515	4,051,984	4,403,867	-9%
27. Donations by other Identified Givers	721,148	859,078	464,353	443,556	340,494	112%
28. Donations for Reserve funds	243,467	288,736	210,498	121,496	214,003	14%
29. Donations for Non-Parish Charities	143,428	146,922	151,042	148,278	255,607	-44%
30. Income from investments and interest	634,522	1,251,899	1,025,254	1,186,699	796,655	-20%
31. Income from rentals	1,381,177	1,322,577	1,279,689	1,299,881	1,301,542	6%
32a. Grants: Diocesan Support of Cost of Ministry	82,782	44,596	7,226	78,877	42,857	93%
32b. Grants: Diocesan Development Funds			16,950	3,979	27,392	-100%
32c. Grants: Other(governments, foundations, etc)	402,111	421,818	236,584	493,867	226,773	77%
1. Income from all other sources	1,241,773	1,160,596	1,097,117	965,379	966,579	30%
2. Total Regular income	9,064,597	9,961,657	9,237,999	9,198,331	8,809,971	3%
53. Special gifts or legacies	1,225,480	664,189	245,142	157,229	390,923	213%
54. Sale of land or buildings	582,326	1,437,006	1,116,110	1,362,829	390,760	49%
Parochial Expenditures						
35a. Stipend for Rectors	1,739,215	1,903,409	1,870,495	1,730,254	1,883,422	-8%
35b. Stipend for Curates or Assistant Clergy	86,474	83,728	60,354	98,501	108,809	-21%
Total Clergy Stipends	1,825,689	1,987,137	1,930,849	1,828,755	1,992,231	-8%
37. Salaries of Lay Pastoral Workers	871,795	903,966	865,444	798,819	822,218	6%
38-38. Pension Assessment	668,749	610,205	619,198	560,392	596,155	12%
39, 43 Rectory Expenses (incl. rectory debt repayments)	223,593	330,515	256,200	258,276	259,201	-14%
40. Other Ministry Expenses	422,906	304,533	464,270	411,606	315,770	34%
41. Church and Hall Operating and Maintenance	2,470,301	2,508,535	2,253,873	1,904,886	2,144,805	15%
42. New Bldgs, Add'ns or Major repairs (net of loans)	1,844,171	1,836,961	1,147,108	781,157	1,055,622	75%
43. Debt Repayments (non-rectory)	229,455	129,272	79,109	641,310	105,527	117%
45. Synod Assessment Paid	693,823	647,807	559,825	625,653	605,380	15%
46. Synod Mission Commitment Paid	190,856	229,643	285,377	235,549	272,813	-30%
47. Other Mission Activities	187,455	197,604	220,800	162,490	253,497	-26%
48. Transfers to Non-Parish Charities	123,372	104,319	120,382	94,621	137,336	-10%
49. Transfers to Reserve Funds	103,080	180,379	146,476	104,782	128,124	-20%
44. All Other Current Expenses	1,014,911	950,664	959,522	913,333	1,032,032	-2%
50. Total Parish Expenditures	10,767,075	10,741,159	9,758,957	9,216,847	9,592,587	12%
51. Use of Reserves and Savings	712,853	1,210,921	839,650	799,409	692,702	3%
52. Annual Surplus (Deficit)	-1,092,705	241,040	172,216	676,111	-218,038	401%

**Diocese of Montreal
5 year Comparison**

Endowments, Debt, Insured Values & Property Value	2009	2008	2007	2006	2005	Variance 2009/2005
55. Current Assets	4,720,308	5,543,468	5,066,203	5,946,627	4,546,862	4%
56. Funds in reserve	10,459,301	9,343,643	10,838,066	9,425,943	9,747,876	7%
57. Parish endowments	8,587,445	6,578,981	7,042,451	6,601,523	7,353,619	17%
58. Cemetery endowments	1,070,166	1,177,453	1,289,977	1,357,041	1,193,737	-10%
59. Debt on property	105,465	267,080	218,297	247,852	430,151	-75%
60. Other debt	2,461,136	595,584	467,694	631,550	393,688	525%
61. Church buildings and contents	221,539,541	125,544,163	114,035,883	116,194,909	104,517,108	112%
62. Halls and contents	14,197,406	4,353,633	6,100,886	7,515,773	6,788,114	109%
63. Rectories	14,313,221	8,666,866	11,039,468	9,953,317	11,265,577	27%
64. Other buildings	656,621	1,780,222	1,043,445	1,653,286	1,615,412	-59%
65. Valuation of other land	497,198	845,000	1,552,715	2,727,119	2,036,522	-76%
Total Property Value	251,203,987	141,189,904	133,772,397	138,044,404	126,222,733	99%
Total Capital Value (subtracting debts)	21,200,453	20,613,428	22,260,729	21,094,681	20,824,518	2%
Total Capital and Property Value	269,837,839	160,950,668	155,347,135	158,259,693	146,223,412	85%

NOTE: The value of the land upon which our churches are built is not included in the Insured Property Values listed above.

Analyses	2009	2008	2007	2006	2005	Variance 2009/2005
Average Attendance versus Total on Rolls	30.4%	31.3%	32.2%	33.3%	36.6%	-17%
Adult Education versus Average Attendance	30.2%	26.6%	27.1%	27.8%	24.1%	25%
Total Givings versus Total Income	58.7%	57.8%	59.6%	56.2%	62.0%	-5%
Average Property Value per Identified giver	\$40,773	\$24,168	\$20,769	\$24,394	\$18,081	126%
Average Capital Value per Identified giver	\$3,441	\$3,528	\$3,456	\$3,728	\$2,983	15%
Average Capital & Property Value per ID giver	\$43,798	\$27,551	\$24,118	\$27,966	\$20,946	109%
Average Contribution per Identified giver	\$833	\$950	\$812	\$842	\$747	12%

K

**DIOCESAN
BUDGET
2011**



**BUDGET FOR THE YEAR ENDING
DECEMBER 31, 2011**

	Sch	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Revenue:						
Diocesan assessments		\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 913,121	\$ 880,535
Investment income	1	400,000	378,663	369,571	425,457	692,708
Ground rent		372,000	372,000	372,000	371,738	372,620
Campaign for Youth Ministries and Congregational Development		100,000	-	-	-	-
Donations and other income		75,000	75,000	100,000	91,124	57,838
Management fees and transfers		40,000	40,585	40,585	73,476	56,211
Rental income		10,000	-	-	-	-
		1,997,000	1,866,248	1,882,156	1,874,916	2,059,912
Expenses:						
Ministry and Mission						
Parish ministry and chaplaincies	2	220,213	227,723	221,810	306,344	333,597
Bishop's ministries	3	159,878	100,170	101,640	147,075	168,740
Community ministries	4	177,000	178,000	178,000	177,769	172,645
Standing committee on mission	5	40,325	48,218	48,218	42,682	58,348
Programme support and parish development	6	406,863	326,488	364,052	373,728	344,628
General and Provincial Synods		262,000	262,418	262,000	262,696	261,003
Total Ministry and mission		1,266,279	1,143,018	1,175,720	1,310,295	1,338,961
Administration	7	486,691	487,178	467,779	578,725	535,337
Office of the Bishop		231,217	229,142	224,218	207,259	203,849
Retired clergy benefits	8	90,000	90,000	90,000	87,118	121,756
Payroll administration	9	76,510	73,529	74,634	69,354	68,199
Synod	10	32,937	32,601	32,345	41,520	44,964
Fundraising		20,000	30,000	-	22,267	13,039
Interest		10,000	6,382	10,000	6,548	10,627
150th anniversary		-	-	-	13,654	-
		2,213,635	2,091,849	2,074,696	2,336,740	2,336,732
Income (loss) from operations		(216,635)	(225,601)	(192,540)	(461,824)	(276,820)
Special income (expense)						
Transfers from funds held in trust		300,000	300,000	300,000	919,782	-
Reduction in the liability for post retirement benefits		17,079	17,079	17,079	17,079	17,079
Amortization		(10,000)	(10,000)	(5,000)	(12,426)	(7,482)
Legal services re funds		(5,000)	(5,000)	(5,000)	(5,000)	-
Other		-	(3,193)	-	3,522	(20,312)
Gains on sale of churches and properties		-	-	-	555,452	-
Realized gains on sale of investments		-	-	-	196,344	193,731
Discontinued operations - Diocesan Book Room		-	-	-	-	(104,971)
		302,079	298,886	307,079	1,674,753	78,045
Income (loss) for the period		\$ 85,444	\$ 73,285	\$ 114,539	\$ 1,212,929	\$ (198,775)

**BUDGET FOR THE YEAR ENDING
DECEMBER 31, 2011**

Schedule 1

INVESTMENT INCOME	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Dividends and distributions	\$ 380,000	\$ 360,848	\$ 339,571	\$ 405,602	\$ 639,536
Interest income	20,000	17,815	30,000	19,855	53,172
	\$ 400,000	\$ 378,663	\$ 369,571	\$ 425,457	\$ 692,708

Schedule 2

PARISH MINISTRY AND CHAPLAINCIES	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Curates	\$ 72,000	\$ 51,444	\$ 61,205	\$ 60,900	\$ 75,878
Clergy assistance, rehabilitation & retraining	10,000	10,000	10,000	10,570	16,165
Chomedey and St. Laurent	9,600	9,463	9,600	9,631	14,316
Mascouche	9,000	9,000	9,000	9,000	9,000
Provision for sundry & other employment related costs	5,000	4,762	-	23,737	(6,073)
St. Hubert & Longueuil	5,000	5,000	5,000	10,773	20,640
Outfit grants (new ordinands)	2,400	4,500	4,500	-	1,200
St. Andrew's East	1,200	1,200	1,200	2,989	1,823
Emerge	-	27,245	18,000	27,341	10,722
St Margaret's, Tetreauville	-	4,500	6,000	7,200	6,900
Fréhligsburg	-	-	2,900	4,930	2,833
Hudson cemetery	-	-	1,000	1,287	1,720
Clarenceville	-	-	350	-	-
Diocesan Chaplain	-	-	-	33,818	31,137
Delson, Chateauguay	-	-	-	1,984	4,604
Verdun	-	-	-	-	8,942
	114,200	127,114	128,755	204,160	199,807
Port of Montreal - Mission to Seafarers	21,513	21,362	21,555	21,024	20,578
St. Anne Veterans Hospital	8,000	6,122	-	5,806	13,295
McGill University	2,000	2,000	2,000	2,000	2,580
Concordia University	2,000	2,000	2,000	-	8,000
MUHC (MII General, Royal Vic)	-	-	-	-	16,301
	33,513	31,485	25,555	28,830	60,754
Clergy life insurance and other	44,000	44,000	44,000	39,970	31,990
Clergy development	23,500	23,500	23,500	23,093	29,941
French translation	3,000	-	-	-	-
Post ordination training	2,000	1,102	-	1,461	-
Temporary duty	-	523	-	8,149	10,055
Quebec Religious Heritage	-	-	-	681	1,050
	72,500	69,125	67,500	73,354	73,036
	\$ 220,213	\$ 227,723	\$ 221,810	\$ 306,344	\$ 333,597

**BUDGET FOR THE YEAR ENDING
DECEMBER 31, 2011**

Schedule 3

BISHOP'S MINISTRIES	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
The Montreal Anglican Youth Ministries	\$ 54,200	\$ 45,756	\$ 50,000	\$ 46,180	\$ 44,366
Centre for Lay Education	50,000	5,000	5,000	50,752	47,954
Spiritual Direction	48,368	43,640	43,640	42,441	50,800
Lay Readers Association	4,000	2,774	-	3,250	860
Lay Pastoral Visitors	3,310	3,000	3,000	4,080	1,637
Sisters' of St. John the Divine	-	-	-	372	100
	-	-	-	-	23,023
	\$ 159,878	\$ 100,170	\$ 101,640	\$ 147,075	\$ 168,740

Schedule 4

COMMUNITY MINISTRIES	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Mile End Mission	\$ 70,000	\$ 71,000	\$ 71,000	\$ 71,767	\$ 69,809
Sorel	49,000	49,000	49,000	48,002	44,836
Action Réfugiés Montreal	34,500	34,500	34,500	34,500	34,500
Tyndale St George's Community Centre	23,500	23,500	23,500	23,500	23,500
	\$ 177,000	\$ 178,000	\$ 178,000	\$ 177,769	\$ 172,645

Schedule 5

STANDING COMMITTEE ON MISSION	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Partners in Mission	\$ 12,000	\$ 12,000	\$ 12,000	\$ 14,716	\$ 6,302
Other	10,000	6,000	6,000	6,935	37,352
PWRDF	6,500	8,950	8,950	10,028	4,430
Standing Committee Activities	5,000	7,900	7,900	-	-
Anglican Church Women	3,125	2,800	2,800	2,028	2,864
Kidstuff (Children's ministry)	3,000	3,268	3,268	1,573	1,216
Stewardship of the Environment	500	700	700	-	13
Council on Aging	200	600	600	1,402	3,879
Reseau Francophone	-	6,000	6,000	6,000	-
Safer Church Task Force	-	-	-	-	1,970
Multicultural and Racism Awareness	-	-	-	-	322
	\$ 40,325	\$ 48,218	\$ 48,218	\$ 42,682	\$ 58,348

Schedule 6

PROGRAMME SUPPORT AND PARISH DEVELOPMENT	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Parish ministry support	\$ 170,668	\$ 166,589	\$ 167,696	\$ 160,571	\$ 155,562
Congregational Development	95,794	27,990	45,000	85,475	-
Programme support	55,881	54,550	52,956	75,288	118,855
Archdeacons & Regional Deans	30,000	30,000	30,000	31,608	39,933
Stewardship Officer	24,500	24,360	45,000	-	-
Programme - miscellaneous	15,000	-	-	1,869	6,710
Office expenses	10,000	8,500	8,500	11,047	10,085
Stewardship Day	5,000	5,000	5,000	4,427	4,766
Pension plan for lay employees	-	9,500	9,500	2,566	8,717
Diocesan events	-	-	400	877	-
	\$ 406,863	\$ 326,488	\$ 364,052	\$ 373,728	\$ 344,628

**BUDGET FOR THE YEAR ENDING
DECEMBER 31, 2011**

Schedule 7

ADMINISTRATION	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Salaries and benefits	\$ 235,698	\$ 230,578	\$ 227,454	\$ 306,455	\$ 322,898
Occupancy costs	90,200	90,200	90,200	86,486	81,486
Archives	49,793	50,400	49,125	49,365	31,523
Audit	45,000	45,000	35,000	52,000	67,066
Computer support	30,000	30,000	30,000	25,778	26,513
Office machinery and supplies	19,000	19,000	19,000	17,210	15,852
Telephone, fax and postage costs	15,000	15,000	15,000	17,859	9,841
Insurance, taxes, and permits	1,500	1,500	1,500	1,506	2,485
Synod residences	500	500	500	1,377	6,924
Other items	-	5,000	-	20,687	20,749
Bad debts (recovery)	-	-	-	-	(50,000)
	\$ 486,691	\$ 487,178	\$ 467,779	\$ 578,725	\$ 535,337

Schedule 8

RETIRED CLERGY BENEFITS	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Health and death benefits	\$ 41,000	\$ 41,000	\$ 41,000	\$ 41,200	\$ 67,200
Supplemental pensions	29,000	29,000	29,000	28,148	28,148
Dental claims	20,000	20,000	20,000	17,770	26,408
	\$ 90,000	\$ 90,000	\$ 90,000	\$ 87,118	\$ 121,756

Schedule 9

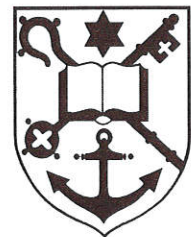
PAYROLL ADMINISTRATION	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Salaries and benefits	\$ 55,510	\$ 54,175	\$ 53,634	\$ 52,684	\$ 51,145
Payroll service	21,000	19,354	21,000	16,670	17,054
	\$ 76,510	\$ 73,529	\$ 74,634	\$ 69,354	\$ 68,199

Schedule 10

SYNOD	Budget 2011	Forecast 2010	Budget 2010	Actual 2009	Actual 2008
Synod salary support	\$ 17,537	\$ 17,201	\$ 16,945	\$ 16,488	\$ 12,324
Synod printing and stationery	10,000	10,000	10,000	17,798	21,837
Council, committees, and meetings	5,400	5,400	5,400	7,234	10,803
	\$ 32,937	\$ 32,601	\$ 32,345	\$ 41,520	\$ 44,964

L

MINISTRY ACTION PLAN



**Because we care,
we say yes to**

**Vital ministries
Life-giving partnerships
Healthy communications**



Ministry Action Plan (MAP) 2015

Draft Document for Deanery, Clergy and Diocesan Council Consultations

The Ministry Action Plan (MAP) expresses the diocese's call to be a ministry faithful to God's action in Jesus Christ through the Holy Spirit: true to the Gospel; spiritually alive in prayer, worship and service; and engaged attractively and meaningfully with our neighbours. This plan follows on from our previous strategic plan, *Choosing Our Future...A Vision for 2010*. MAP builds upon our achievements of the past five years and upon what we have learned through doing this work.

CHOOSING OUR FUTURE... A VISION FOR 2010

Despite a general impression within the diocese that *Choosing Our Future*, did not achieve its potential; in fact much has been accomplished. These accomplishments provide the foundation for MAP.

For example, since 2005 we:

- reduced our annual operating deficit by one million dollars per year.
- established a more transparent financial system with one financial statement. Diocesan Council receives monthly updates which include a financial statement. We have moved to an income-based assessment formula for parishes.
- hired Human Resources staff and established a Human Resources Committee.
- initiated clergy wellness programs such as *Fresh Start*, a program that supports clergy and parishes throughout the first two years of a new incumbency.
- facilitated a performance review for the Bishop and began developing a mutual ministry review process for parishes and clergy.
- had the courage to make some difficult decisions regarding policy, personnel and property.
- reviewed diocesan governance and diocesan centre management and made changes to right-size the organization and position it to better resource ministry.
- launched *Fresh Expressions* a program designed to help churches develop relevant and attractive ministries for people in our post-Christian society.
- commissioned a study on communications (the Hirst Report) and acted on its recommendations, for example by developing the Parish Communicator program. The Bishop's Communiqués were started and diocesan centre staff and committee members worked on developing more effective ways for the diocesan centre and parishes to communicate with each other.
- resourced stewardship and fund-raising. We invited a National Church consultation and planning study (prepared by Geoff Jackson and Rob Waller), we hired staff and begin developing program. We held our first Golf Tournament and Bishop's Dinner.
- renewed our commitment to vital and sustainable parish ministries through commissioning the Boken AMB Report and by hiring a parish development consultant.

Much of the past 5 years has been focused inward. We have set our house in order in ways that have prepared us to more effectively resource mission-focused ministry. As the Bishop stated in his charge to last year's Synod, the weakness of the Plan was not in implementation, but rather in communications. This is a critical learning, which has been heard and addressed in the development of MAP

Sir, we want to see Jesus. [John 12:21]

OUR NEW MINISTRY ACTION PLAN: BECAUSE WE CARE...

Through MAP we recommit ourselves to inspired, able leadership, healthy, sustainable parishes and community ministries, and transparent governance and management.

We reaffirm our value for diversity and continue to develop ministry that speaks to the realities of Quebec society and its peoples: its cultures, languages, ages, ethnicities.

Motivated by ministry more than maintenance, we embrace the need for courage to make difficult decisions and take risks.

Leadership in the church is not easy. There is a deep concern on the part of many that our churches may no longer have a relevant voice or program attractive to people today. Our buildings, which were once a resource and gift, are becoming increasingly burdensome, financially and with the amount of time and energy they require to manage and maintain. Decline in numbers and participation is shifting the burden of parish leadership onto fewer volunteers who are feeling tired and burned out. Clergy increasingly find themselves spending more time and energy worrying about the financial viability of their parishes than their pastoral ministries. For the sake of our participation in God's mission here in the Diocese of Montreal, this situation must change. MAP directs our next steps in this process of change.

Parishes and faith communities are founded on God's radical hope for a better world. This hope is realized by participating in God's mission for the world. Now is the time we need to rediscover the deep roots of real hope in parish life, in our diocesan relationships, and in our community-based ministries. Real hope, rather than wishful thinking, will give courage for the challenges that lie ahead. The Ministry Action Plan is an invitation to stretch ourselves, reaching further into the world around us with courage and trust, challenging each other to do a new thing inspired by God's promise, joy and abundant hope.

Jesus answered them, '... Very truly, I tell you, unless a grain of wheat falls into the earth and dies, it remains just a single grain; but if it dies, it bears much fruit. Those who love their life lose it, and those who hate their life in this world will keep it for eternal life. Whoever serves me must follow me, and where I am, there will my servant be also. Whoever serves me, the Father will honour.
[John 12.23-26]

ROOTING OUR MAP IN MISSION

In partnership with other Anglicans nationally and international MAP's strategic directions are guided by the Anglican Communion's 5 Marks of Mission. Rooted in our identity and heritage these are core activities of the church yesterday, today and tomorrow.

1. To proclaim the Good News of the kingdom
2. To teach, baptize, and nurture new believers
3. To respond to human need by loving service
4. To seek to transform the unjust structures of society
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth
6. In 2007, the Anglican Church of Canada proposed a sixth Mark of Mission, one relating to peace, conflict transformation, and reconciliation. The recommendation was accepted by the Anglican Consultative Council at its meeting in 2009, though the exact wording has yet to be proposed.

These are not new to our diocese. At Synod 2008, our Bishop extended a challenge to every parish and faith community to adopt at least one of these Marks as a focus and priority. Each parish should have a poster naming the Marks of Mission and last November 19th these were the focus of Mission Sunday in churches throughout the diocese.

GUIDING VALUES

We will be guided by particular values borne of our commitment to the Gospel and our experience of ministry in the Diocese of Montreal and its unique mission fields. We will be open-minded and open-hearted to the promises and risks these values invite.

Spirit: The Holy Spirit is at work within and among us. Led by the Spirit and deeply rooted in prayer and scripture, we yearn to participate in the unfolding of God's loving promise for the world.

Diversity: We appreciate and celebrate diversity beyond the familiar and comfortable. We embrace the opportunities and accept the challenges that diversity brings.

Relationship: Relationships are integral to the well ordering of community and are embodied in the person of Jesus. We encourage and protect healthy, life-giving relationships among our churches, communities of faith, the diocesan office and committees, and with our neighbours.

Anglicanism: We celebrate the richness and diversity of our Anglican heritage, liturgies and traditions. We look to these as our source of inspiration for new, missional expressions of faith.

Courage: We risk change courageously and show respect for those among us who advocate for caution.

Focus, planning and mutual accountability: The hope is that the strategic directions and initiatives identified in MAP become the template for planning and mutual accountability throughout the diocese: for the Diocesan office and its activities; for Synod, Diocesan Council, the standing committees and working groups; for parishes and community ministries.

MAP 2015 PRAYER

*Lord, teach us what we should care about in our area and the wider world.
Inspire us with new ideas.
Turn our ideas into decisions and our decisions into actions.*

*Lord, teach us to learn from others and to work with others.
Inspire us with a new openness and humility.
Turn our learning into action.*

*Lord, teach us what really matters.
Inspire us to think more of others than ourselves.
Turn our selfishness into compassion and care.*

*Lord, teach us to value the things we take for granted in the provision of services.
Inspire us to find new ways of improving them.
Turn us away from blame into actions that make a difference.*

*Lord, we give thanks for the dedicated work of all who serve in the synod office and
on diocesan committees, task forces and working groups, our clergy and those who
serve in our parishes.
Give us a new energy and integrity.
Help us to nourish new confidence and trust in our decision making,
our policies and our actions. AMEN*

(Adapted from the Diocese of Llandalff Spirituality Group)



MAP STRATEGIC DIRECTIONS 2010 – 2015: WE SAY YES

Recognizing our need to change and grow, and building on the diocese's commitment to implement a well-coordinated and resourced plan supporting diocesan, parish, and community ministries in realizing their potential doing God's mission in the world, MAP directs us towards

[1] Vital Ministries: resourcing forms and expressions of ministry that will help us create and cross bridges between our communities of faith and the communities we serve. We will do this through:

- Leadership development;
- Ministries of extraordinary hospitality;
- Stewardship;
- Fresh Start;
- Anglican liturgy, traditions and new expressions of faith;
- Cultural ministries e.g. French, Haitian;
- Fresh Expressions;
- Children and Youth ministries;
- Ministries of service, outreach and justice-building.

[2] Life-giving partnerships: developing relationships for mutual support, encouragement, community building, and to work together on matters of common cause. We will do this:

- Among and between parishes, community ministries, diocesan office staff, Synod, Diocesan Council and its committees;
- Between parishes and organizations within the communities they serve;
- Ecumenically and with other faith groups;
- With the National Church and with other dioceses nationally and internationally;
- With Montreal Diocesan Theological College and the Centre for Lay Education.

[3] Healthy Communications building effective and attractive communications methods that will do the following. Help us express and share our Anglican identity. Support relationships between and among the parishes, communities of faith, diocesan office, Synod, Diocesan Council and its committees – building up a better sense of diocesan community and break down the pervasive us-them attitude. Support informed engagement within the diocese and between the diocese and the world we are called to serve. Help build a compelling diocesan image speaking a life-giving message, sharing the Good News of Christ and building up the kingdom of God. We will do this through:

- Building a positive image and attitude within the diocese;
- Employing engaging, easy to access, up-to-trend technologies;
- Developing effective public relations practices to extend our presence and recognition within the communities we serve;
- Inclusion of French language and bilingual resources;
- Train, equip and support effective communication practices among diocesan and parish leaders, staff and volunteers.

1. VITAL MINISTRIES

Goal: To encourage and resource forms and expressions of ministry that will help us create and cross bridges between our communities of faith and the communities we serve.

In the Boken AMB Report it is noted that, even given our unique demographic and cultural environment, the Anglican Church is not achieving its potential in reaching and attracting newcomers. A maintenance – minded approach towards liturgy, program, music, staffing, location, communications and public relations is holding us back. A strategy focusing on mission, growth and renewal rather than maintenance is imperative.

MAP seeks to help parishes find their mission and stem decline, moving from an attitude of survival towards a life of vibrancy and hope. To do this we need to give our church leaders the tools, training and support they need to bring about change and nurture a church that can speak the Gospel to a Post-Christian society.

Proposed & On-Going Initiatives

Leadership Development: Equipping and Encouraging Leaders to be Change Agents **Status: new and newly developed**

Assess needs, then offer training, support and resources to clergy and lay leaders on leadership in change. These include diocesan workshops, mentors, and peer learning groups. Facilitate the sharing of resources between parishes, dioceses and churches ecumenically. Recognize successes and accomplishment within the diocese and share what can be learned from these.

Knowing how to lead in a time of profound change is arguably the most important practical skill for church leaders these days. Over the past generation, our social and cultural context for ministry has changed substantially, and now – planned or not - the church is changing rapidly too. We need lay and clergy leadership that can courageously and wisely lead change in their parishes and faith communities.

Leadership Development: Support Spiritual and Theological Growth with Clergy **Status: new and newly developed**

Provide resources and encouragement for clergy spiritual development to kindle and rekindle passionate spiritualities and questing minds. Provide opportunities for retreats, theological engagement and learning.

When one of our inspirational Anglican leaders, Kenneth Leech was incumbent of St Botolph's Aldgate, a high-need area of London, his induction document did not read rector, it read theologian-in-residence. Effective pastoralship, in a world that is both spiritually hungry and highly suspicious of the church and its truth-claims, is rooted in personal integrity – the pastor's connection between belief, talk and practice. We need clergy who are seen to have a passion for God, a personal spiritual vitality, and are able to make meaningful connections between scripture, faith and tradition and contemporary issues in ways that reflect the hope, strength and peace of the gospel.

Leadership Development: Mutual Ministry Reviews **Status: in progress**

Develop and implement a system of mutual ministry review for parishes and clergy. Focusing on the parish, the incumbent, and the relationship between the two, the objective of a review is to gather constructive feedback. The product is a parish ministry plan that builds on the strengths and addresses the problems in ways that are timely and healthy.

Mutual Ministry Reviews (MMR) are important tools for supporting parish life, strengthening pastoral relationships, and equipping effective mission and ministry. Outcomes are: a renewed sense of purpose; articulated expectation, goals and next steps for ministry; a higher standard of accountability; identified leadership and professional development requirements; and a stronger sense of partnership between clergy and parishioners.

Extraordinary Hospitality: Back to Church Sunday **Status: in progress**

Parishes participate in this annual, international evangelism initiative. Resources are made available through the website. Outcomes are tracked and published along with parish and personal success

8/24/10 7

stories. Training initiatives and further resources are developed based on needs identified from the experience.

What would happen if we all invited just one person to church one Sunday? Begun in Manchester UK in 2004, Back to Church Sunday is now a major international program of simple and direct evangelism that everyone can take part in. The aim is to reach people who are not in our churches through the people who are. A wealth of resources is available through a number of websites including our own.

Extraordinary Hospitality: Developing Practices of Gracious Invitation

Status: new

Offer resources and training to parishes to encourage and support them in developing a spiritual practice of extraordinary hospitality. Resources include *The Magnetic Church* program and Diana Butler Bass' *Christianity for the Rest of Us* and *The Practicing Church*. Facilitate the sharing of ideas and resources between parishes, dioceses and church's ecumenically. Recognize centres of inspiration and accomplishment within the diocese and encourage these parishes to share what they are doing and learning.

Extraordinary hospitality is one of the most successful activities for parish growth today. When hospitality becomes a spiritual practice of a parish, it connects the basic human needs to be noticed, heard and included, with the practice of Christ.

Stewardship: Parish Stewardship Development

Status: on-going

Encourage people to develop a multidimensional understanding of stewardship and give them opportunities to express their commitments through action. Provide biblically-rooted education and resources. Provide training and support to parishes equipping them for stewardship campaigns. Facilitate the sharing of resources between parishes. Recognize centres of inspiration and accomplishment within the diocese and encourage these parishes to share what they are doing and learning.

"Religion is, first, an open hand to receive a gift, and second, an acting hand to distribute gifts." [Paul Tillich] Everything we have is a gift from God – our world, our lives, our talents, and our possessions. An important part of the Christian life is to develop a greater appreciation of this abundance and what it means for our lives and ministries.

How do we respond to God's generosity? How can we open our hands, eyes, ears and hearts to perceive and receive these gifts? How do we share the bounty? These are the questions that inspire our lives as stewards of God's creation.

Stewardship and Management of Property: Building Use, Viability and Repurposing
Status: on-going

Continue to review and integrate recommendations of the *Boken AMB Report*. Support parishes making difficult decisions regarding the future of their buildings and property. Through the work of the Episcopal Council continue to consider and make courageous choices regarding parish support and investments for mission.

The AMB Report was clear in its purpose to recommend ways to “ensure churches in the diocese were positioned to serve the people living in the diocese, and that the ministry offered is geared to meet the needs of all people”. This work provides a template and particular lens through which we can analyze the opportunities and challenges of our facilities and locations. At the same time, there is a continuing need to find ways of addressing the threat to ministry created by the costs of property maintenance and upkeep; and courageous decisions to be made where this burden has drained time, energy and finance irrevocably away from ministry.

Fresh Expressions/Anglican Liturgy and Tradition: Education, Resources and New Expressions
Status: on-going

Provide education and resources on Anglicanism for people unfamiliar with the Anglican Church. In cooperation with the Diocesan Theological College and the Lay Centre for Education, provide education, training and resources for creative approaches to liturgy. Motivate and inspire those planning and leading liturgies. Celebrate the diversity of liturgical styles and practices within the Anglican tradition and use diocesan gatherings and Youtube to showcase these.

“Worship underpins all discipleship. It is the way in which we respond to the gift of life itself, as it is central to our identity as Christians and to our Anglican particularity.” [Rowan Williams, Lambeth 2008] Most newcomers make their first impression of us at worship. In growing churches liturgies are engaging and relevant. They invite people to experience the wonder and holiness of God and consider Christ’s life-giving teaching. We have a rich heritage and tradition of liturgical practice to draw from and a diocese broad enough to support a significant diversity of practice.

Ministry with Children: Kidstuff programs and Stories on the Way
Status: on-going

Provide support, resources, and soul food to all who value Children’s Ministry: parents, volunteers, clergy, and the children themselves. Continue to develop the new KidStuff website and the gatherings/conferences designed to encourage and equip volunteers, clergy and parents. Share “Stories on the Way”, a new curriculum for small Sunday Schools developed for this diocese.

The Bokun AMB Report clearly identified children’s ministry as a weakness of this diocese. For many of our churches this ministry is no longer a priority. Many do not offer any programs for children. It is crucial that we support the ministries we have and rebuild our capacity to offer attractive and relevant ministry with children and their families.

Ministry with Teens: Bishop’s Task Force on Youth Ministries & the Youth Council
Status: on-going

Explore models of effective youth ministry and initiate projects and structural support to reestablish youth ministry within the diocese. The program will include support for youth, parish youth leaders and a large gathering in Spring 2011.

2009-10 has been a year of soul-searching as the Bishop’s Task Force on Youth Ministry worked to review and revitalize youth ministry within the diocese. Pilot projects and other initiatives emerging from research done by this Task Force which included parish and archdeaconry survey to find out how many youth are currently active in our church, and consultations with experts in the field.

Outreach and Justice-Building: Equipping Parishes for Service and Advocacy
Status:

Provide resources for parishes to engage in community needs assessments and action planning. Encourage local ecumenical and interfaith partnerships to address issues of common cause. Facilitate the sharing of resources between parishes, dioceses and ecumenically. Recognize centres of inspiration and accomplishment within the diocese and encourage participating parishes to share what they are doing and learning.

What inspires our compassion, breaks our heart, or our rouses our indignation? It is the ministry of the church to respond to human need through compassionate and loving service and work to share Christ's justice, peace and health within our communities and the wider world. Frank Griswold, the former Presiding Bishop of the Episcopal Church USA, once noted that if God's grace is everywhere abundant, the Christian's task is to work to remove obstacles to this grace. Some parishes will do this on their own. Others will join with their neighbours to strengthen their voice and provide a larger resource base from which to act.

Outreach and Justice-Building: Support for PWRDF and Partnerships (National Anglican Church)
Status: on-going

Renew our commitments to PWRDF and the Anglican Church of Canada Partnership programs (e.g. Partners in Mission, Volunteers in Mission; Theological Students' Internship Program; Ecojustice). Encourage parishes to support these programs and to take advantage of the opportunities to learn and become engaged in ministries of outreach and justice-building, internationally and locally, through its resources and programs.

Over the years PWRDF and the National Partnerships and Ecojustice ministries have been strong resources helping build awareness and focusing our attention on outreach, development and advocacy needs. By working together through these programs Anglican Churches have been able to offer significant support to people in need and crisis and offer opportunities for Canadian Anglicans to have first-hand experiences of partnership and mission in action throughout the world.

Outreach and Justice-Building: Support for Community Ministries
Status: on-going

Continue diocesan support and encourage parishes to continue to support community-based missions such as Tyndale, Mile-End, St. Michael's and Action Réfugiés, Christ Church Sorel, the Council of the North and programs through the Centre for Lay Education.

The Diocese of Montreal has a long tradition of supporting community-based missions that touch people's lives by responding to practical needs with compassionate and with a strong commitment to justice.

Outreach and Justice-Building: Other Diocesan Initiatives
Status: new

In conjunction with the Public Relations initiative (see Communications) increase the profile of the Diocese and Bishop's Office through its public voice on issues of justice and the public good.

Review the role of vocational diaconal ministries within the diocese, with particular focus on the special call and gift of the deacon to interpret to the Church the needs, concerns, and hopes of the world (BAS *Ordination of a Deacon*).

2. LIFE-GIVING PARTNERSHIPS

Goal: To develop life-giving partnerships for mutual support, encouragement, community building, and to work together on matters of common cause.

We are stronger together. The challenges of leadership in parishes, dioceses and other mission-based ministries are less daunting when we have colleagues and partners. In these relationships we find support, encouragement, provocation and mentorships. Practically speaking, partnerships have a stronger resource base allowing us to accomplish those things that can best or only be done together. While there will always be people whose commitments to their own parish make partnership-building risky and difficult, increasingly leaders are realizing that our challenges are bigger than any one of us can face alone. Rather, it will be through a renewed engagement with the diocesan family and a stronger shared sense of focus and direction we will find the resources for healthy, sustainable ministry.

Proposed & On-Going Initiatives

Parish Partnerships

Status: new and newly developed

Support parish partnerships and encourage those taking the initiative to form these relationships. Typical examples of parish partnership activities are: outreach ministries, confirmation programs, Bible studies and Lenten programs, youth ministries, and parish governance. Recognize where these are happening successfully within the diocese and encourage participating parishes to share what they are doing and learning.

Potential partners may be identified from the Boken AMB Report, the 2009 Planning Study (General Synod), the work of Janet Marshall, the Bishop and his Episcopal Council. Where identified, shared issues and opportunities for parish partnerships can be encouraged. Parishes may also create partnerships on the grounds of common interests and commitments, ministry styles, financial challenge or mission opportunities.

Companion Dioceses Project

Status: continuing

Continue our Companion Diocese program with the Diocese of Masasi and the Anglican Parishes of the Central Interior (APCI).

Through our formal partnership agreements with APCI and the Diocese of Masasi in the two-thirds world, we enhance our understanding of the life of the church in different parts of the globe. We are able to hear the voice of Christians in different cultures and communities. We stand beside them in prayer and in friendships that grow out of these contacts.

Diocesan Partnerships

Status: continuing and new

Continue and develop our collegial relationships with our neighbours, the Dioceses of Ottawa, Ontario and Quebec. The Dioceses of Montreal and Quebec will, through the leadership of their bishops and executive officers, seek to discern God's call for the future of Anglican Ministry in the province of Quebec and review possibilities for closer relationships for mission. We will participate in the National Church's *Dialogue Project*, by engaging in dialogue with the Diocese of Fredericton on issues of sexuality and mission.

Ecumenical Partnerships

Status: continuing and newly developed

Encourage, support and expand ecumenical relationships in our communities locally. Develop the possibilities presented by our Church's full communion relationship with the Evangelical Lutheran Church in Canada. Potential benefits of these partnerships include:

- *Learning* - Many churches are dealing with challenges similar to our own, are developing insight, understanding, and initiatives to respond. We can benefit from networking and shared learning.
- *Affirmation and support* – There are already a variety of ecumenical relationships supporting local ministry to be celebrated, supported and encouraged.
- *Community –based ministries* - For many of our parishioners, community loyalty is crucially important and stronger than denominational loyalties. There may be situations where sustaining an Anglican presence within a community can be best or only made possible through ecumenical partnerships.
- *Outreach and justice-building ministries* – Working together, our voice is stronger and our scope of potential activity and impact is broadened.

There are compelling reasons to develop ecumenical partnerships. Canadian Anglicans have a long-standing commitment to the ecumenical movement expressed through dialogues, collaborative partnerships, shared ministries, and full communion with the Evangelical Lutheran Church. Many rural communities have a rich history and practice of Ecumenical relationships and partnerships. This initiative acknowledges and supports such relationships.

3. HEALTHY COMMUNICATIONS

Goals: To build effective and attractive communications methods that will:

- Help us express our Anglican identity.
- Build up a better sense of diocesan community and break down the pervasive us-them attitude. Support relationships and networking between and among the parishes, communities of faith, the diocesan staff, Synod, and Diocesan Council and its committees.
- Support informed engagement within the diocese and between the diocese and the world we are called to serve.
- Help build a compelling diocesan image speaking a life-giving message, sharing the Good News of Christ and building up the kingdom of God.

There is a strong desire, and recognized need within diocesan and parish leadership, to continue to work towards communications practices that support the transparent and open interchange of information and ideas essential to supporting an organization in change. Confidence in the diocesan and parish leadership must be earned and sustained. Attention to how we communicate will help build trust. It will demonstrate our willingness to accept the vulnerability that this invites and assume the accountabilities it will reveal and support. There are 4 parts to the Healthy Communications initiative:

1. Facilitating administration: information and resources to support the administrative and management functions of parishes and the diocese.
2. Personal resources: resources and information to support people in their engagement with the Christian faith through Anglican Church, Diocese of Montreal.
3. Parish resources: sharing of resources to support parish ministries and parish to parish networking.
4. Public image: building our public profile and engagement with the wider society we serve.

Proposed & On-Going Initiatives

The diocesan office is a network hub for information and resource development and promotion. Our communications practices are some of our most important tools for building and sustaining credibility, confidence and trust within the diocese. Continuing from the previous Strategic Plan there is considerable impetus to see this continue to develop and improve, using available technologies, with attention to relationship building, accuracy and timeliness of information.

Diocesan Database

Status: developing

Develop and implement a consolidated Diocesan database. In the short-term, focus on the diocesan database. Survey parishes to find out what database software they are using and for import/export compatibility with the diocesan database. In the longer term support the adoption of consistent and compatible technologies among parishes to facilitate communications more broadly throughout the diocese.

Parish Statistics

Status: developing

Develop and implement easy-to follow procedural norms for collecting, documenting and sharing parish statistics.

Redesigned Diocesan Website

Status: in progress (planning phase)

Develop a user-friendly, bilingual, attractive website that is able to support the following purposes.

- a) Forms, templates and information for parish and diocesan administration
- b) Information for people looking for a parish, the diocese, or for information on the Anglican Church more generally. Include information and links directed towards younger adults and teens.
- c) Resources for ministry and building a sense of the community of parishes and the supportiveness of diocesan programs in French and English
- d) Public Image and press relations

Establish a working group to provide advice and support for the redesign and maintenance of the website. Solve website management issues. Provide templates to parishes for their own websites.

Parish Communicators

Status: on-going

Building on the work of the Parish Communicators program, all parishes will have a Parish Communicator. Communicators are nurtured and supported through bi-annual training events and connections with diocesan staff. Develop a dedicated site for the Communicators on the diocesan website.

Building on the recommendations and achievements of the Strategic Plan 2005-2010, Parish Communicators are seen as a valuable resource to the diocese and its parishes in their role as communications facilitators. Through their efforts information and resources become more accessible between the diocese and parishes, parishes and the diocese, and among parishes.

Communications Training

Status: new

Provide training for diocesan and parish leaders on effective communications practices, including communications in conflicted situations. Provide training for parish-based communications such as email, newsletters, and websites.

Bishop's Communiqué

Status: on-going

Expand the distribution list. Redesign the format for clarity of presentation. Post the communiqué on the diocesan website along with video clips of the Bishop.

Diocesan Public Image

Status: newly developing

Create and implement a communications campaign to speak to the young and the unchurched in Quebec.

Produce an attractive and recognizable diocesan look and consistent diocesan communications protocols. Develop our relationships with external media improving our public presence and voice. Contract with a PR consultant to guide the development of this campaign.

Public confidence in the church must be earned. By expanding the dioceses' public presence and voice, showing ourselves to have meaningful messages and teaching regarding the public good, we will work towards earning the confidence of the broader community. This will include making purposeful connections with French language and culture. This initiative is a continuation and expansion of actions identified in the previous Strategic Plan and Hirst Communications Report.

