



Diocese of Toronto
Anglican Church of Canada

162nd Regular Session of Synod

November 17 – 18, 2023

CONVENING CIRCULAR

SECTION D

PRIORITIES AND PLANS 2024 & 2025

Approved by Synod, November 2023

Introduction

Jesus said to them, “Cast the net to the right side of the boat, and you will find some.” So they cast it, and now they were not able to haul it in because there were so many fish. John 21.6

The invitation by Jesus to “Cast the Net” has been our summons too. Since the middle of 2022 we have been invited to gather, to pray and to reflect on ministry in the Diocese of Toronto as we step into a new time, post pandemic. This process has been ably led by the Cast the Net Steering committee, co-chaired by The Rev’d Alison Falby and Mr. Dave Toycen ODT and by our consultants Canon Ian Alexander, Ms. Anita Gittens ODT, The Very Rev’d Peter Elliott and Dr. Sarah Johnson. We have gleaned insights, dreams, hopes, concerns and experiences of hundreds of clergy and laity in large and small parishes from every corner of the Diocese. And from this gathering of reflections and experiences is an emerging vision for how we are being summoned to serve in the future. A full report of the committee’s findings and recommendations will be presented at Synod.

Follow me, is the last word Jesus gives to the disciples in Chapter 21 of the Gospel of John. Following Jesus is at the heart of all that we strive to do in our mutual ministry. Building on the ministry initiatives of 2023 and the emerging vision of Cast the Net we strive to move forward in faith.

The Season of Renewal

Surfacing from all that was gleaned in the listening process of Cast the Net was a desire for us to deepen our call to discipleship, formation, prayer and worship.

- The Season of Renewal will take place in 2024-2025
- Congregations, ministries and missions in every part of the Diocese will be invited to participate in worship, study, prayer and renewal events.
- Funds from an Our Faith Our Hope grant will be used to support this season.

Leadership, Vision and Governance

- The budget provides support for the Diocesan Bishop and two Suffragan Bishops through a ministry team that includes six archdeacons and other administrative support.
- Draft Canons are being presented to Synod to formally establish the governance structure that has been piloted over the course of 2022 and 2023.



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- We are committed to continuing to explore new models of ministry that are emerging through the clustering of parish resources in urban and rural settings.
- The appointment of the new Diocesan Missioner will help us focus on planting and fostering new and innovative ministries

Creation Care, Justice and Reconciliation

- The Diocese will continue to move down the road towards a path of creating a Church that seeks to dismantle racism and other forms of bias. The draft budgets for 2024 and 2025 includes a part-time role, similar to our current archdeacon role to facilitate this work.
- We will continue to deepen our commitment to the Truth and Reconciliation Commission of Canada: Calls to Action in every parish and ministry of the Diocese.
- We will support and challenge the Diocese to address the climate crisis through education, prayer, liturgy, and advocacy, in partnership with the wider Church. The Property Committee and the Bishop's Committee for Creation Care will work collaboratively to provide resources for parishes to reduce their own carbon footprint.
- We will continue to advocate for affordable housing at all levels of government and encourage the creation of affordable housing as part of parish redevelopment projects in the Diocese.
- We will advocate at all levels of government for adequate income supports, wages and working conditions that enable people to meet their basic needs and uphold human dignity and well-being.

Financial Stewardship

- We will continue to support clergy and lay leaders to speak about money with their congregations through educational stewardship programs provided by our Stewardship department and continue to encourage promoting wills, estates, and gifts of encouragement.
- We will work collaboratively with the Executive Director of the Anglican Diocese of Toronto Foundation to identify and support new stewardship resources.
- We will ensure that FaithWorks is promoted enthusiastically in all parishes and that every household in the Diocese is invited to participate.

Congregational Development & Mission

- Throughout 2024 and 2025, the Congregational Development will continue to work alongside congregations to facilitate visioning, priority setting, and planning.
- We will resource ministry and mission, sharing best practices from within the Diocese and the church nationally and internationally.



- We will continue to explore new regional models of ministry that look beyond the traditional parish model to help our churches better serve and support the spiritual, missional, and practical needs of their communities.
- We will continue to expand our understanding and support of immigrant/diaspora churches and our congregations of colour.
- We will continue to develop and expand our Diocesan volunteer corps to represent the full diversity of our Diocese, and to provide support for emerging diocesan priorities such as online ministries, regionalizations, and property developments.

Property and Administrative Resources

- Strengthening the bond between the Property Resources Department and parishes; promoting the department as an invaluable resource partner and trusted advisor, cultivating a proactive approach to property-related matters, and enriching the journey towards fulfilling our collective mission
- Undertake a comprehensive review of property-related processes and procedures, transforming them to be user-friendly, streamlined and accessible; thereby celebrating a seamless experience for everyone
- Aimed at nourishing and serving the diverse and ever-evolving needs of the Church and the broader community, we will chart an innovative path forward by crafting dynamic property strategies that harness the true potential of our real estate portfolio
- We will continue the digitalization of archival records. This process will help us retrieve information more efficiently, ensure the preservation of important and historical documents, and reduce storage space.
- We will explore providing cloud storage and security support in a standardized package available for purchase by each, relieving individual churches of the burden of managing this increasingly complex and risky task.

Communications

- We will continue to support Cast the Net, the Diocese's vision and strategy process, including the Season of Spiritual Renewal.
- We will continue to provide timely information, resources and support to clergy and laity of the Diocese through the website, The Anglican and social media channels such as Facebook, Instagram, and YouTube.
- We will continue to support leadership and mission through the Bulletin Board.
- We will continue to produce the Bishop of Toronto's regular communications to the Diocese, including seasonal video messages and weekly letters.



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**The Incorporated Synod of the Diocese of Toronto
Income and Expenditures**

	Budget 2025	Budget 2024	Current Forecast 2023	Budget 2023	Actual 2022	Actual 2021
INCOME						
Income from Parishes - Allotment	(5,750,000)	(5,650,000)	(5,750,000)	(5,750,000)	(5,870,244)	(5,915,720)
Allotment reduction					686,037	5,937
Interest on Capital Funds and Leases	(2,182,500)	(2,132,500)	(1,992,500)	(1,717,500)	(1,918,197)	(1,082,447)
Income from the Anglican Diocese of Toronto Foundation	(377,000)	(377,000)	(477,000)	(477,000)	(377,000)	(377,000)
Income from the Anglican Diocese of Toronto Foundation (Aboriginal Ministry Grant)	(25,500)	(25,500)	(25,500)	(25,500)	(25,560)	-
Fees and Donations	(5,000)	(5,000)	(5,000)	(5,000)	(822)	(5,638)
TOTAL INCOME	(8,340,000)	(8,190,000)	(8,250,000)	(7,975,000)	(7,505,786)	(7,374,868)
EXPENDITURES						
Episcopal Care and Leadership	1,899,500	1,850,300	1,808,400	1,858,400	1,531,602	1,433,004
Church Growth and Development	1,951,150	1,918,650	1,790,600	1,915,600	1,575,022	1,574,558
Support for the Wider Church	1,633,070	1,585,070	1,617,000	1,617,000	1,573,251	1,443,302
Corporate Governance & Support Services	2,102,050	1,910,300	2,081,000	2,131,000	1,496,230	2,349,372
Supporting Ordained and Lay Leaders	971,600	949,700	929,400	929,400	684,084	527,991
Diocesan Property Management	196,000	187,000	116,700	116,700	130,420	155,565
Covid-19 Relief	-	-	-	-	-	(217,677)
TOTAL EXPENDITURES	8,753,370	8,401,020	8,343,100	8,568,100	6,990,609	7,266,115
York Simcoe Area Church Planting Project (St. Stephen, Maple)	-	-	-	-	-	49,740
Benefit from Capital	-	-	-	-	-	7,700
Surplus/(Deficit)	(413,370)	(211,020)	(93,100)	(593,100)	515,178	(51,313)
Funded from OFOH	295,880	211,020	93,100	400,000		
Funded from Unrestricted fund				193,100		
Surplus/(Deficit)	(117,490)	-	-	-		

Episcopal Care and Leadership					
	Budget 2025	Budget 2024	Budget 2023	Actual 2022	Actual 2021
Diocesan Bishop's Office	646,900	629,400	596,200	558,445	453,422
Suffragan Bishop Robertson's office	287,400	278,300	259,700	239,380	214,269
Suffragan Bishop Shaw's office	331,800	323,200	269,500	316,950	269,498
Archdeacons and other admin. costs	189,400	184,400	263,400	53,894	147,337
Specialized Ministries	100,000	97,000	141,100	132,819	112,692
Area Resource Funds	75,500	75,500	75,500	30,837	14,581
Regional Deans	52,000	50,000	45,000	15,610	14,256
Bishop's Committee's Expenses	15,500	15,500	13,500	8,467	3,094
Special services	16,000	16,000	16,000	13,078	19,038
Diversity	2,000	2,000	1,000	300	579
Leadership Development	12,000	12,000	12,000	5,161	20,803
Other	171,000	167,000	165,500	156,661	163,437
	1,899,500	1,850,300	1,858,400	1,531,602	1,433,004



Church Growth & Development					
	Budget	Budget	Budget	Actual	Actual
	2025	2024	2023	2022	2021
Human Resources	462,900	466,450	441,900	388,779	365,630
Social Justice	122,200	118,600	115,100	101,667	101,522
Communication	313,300	303,300	288,250	272,771	266,717
Stewardship	252,000	244,000	245,000	210,918	220,603
Congregational Development	500,750	486,300	475,350	386,221	361,855
Episcopal Area Council Budgets	300,000	300,000	350,000	214,667	258,231
	1,951,150	1,918,650	1,915,600	1,575,022	1,574,558

Support for the Wider Church					
	Budget	Budget	Budget	Actual	Actual
	2025	2024	2023	2022	2021
Provincial Synod	65,000	62,000	57,000	50,004	54,552
Anglican Consultative Council	8,070	8,070	-	8,247	-
National Church	1,560,000	1,515,000	1,560,000	1,515,000	1,388,750
	1,633,070	1,585,070	1,617,000	1,573,251	1,443,302

Corporate Governance & Support Services					
	Budget	Budget	Budget	Actual	Actual
	2025	2024	2023	2022	2021
Executive Director & Secretary of Synod Offices	694,800	552,300	612,000	559,560	616,229
Finance & Administration	960,900	926,300	1,074,400	543,896	1,385,497
Archives	187,550	181,400	177,200	177,384	157,785
Synod Office Facilities	258,800	250,300	267,400	215,390	189,861
	2,102,050	1,910,300	2,131,000	1,496,230	2,349,372

Supporting lay and ordained leaders					
	Budget	Budget	Budget	Actual	Actual
	2025	2024	2023	2022	2021
Curacy Training Grants	400,000	400,000	400,000	381,286	306,825
Ontario Provincial Commission on Theological Education (OPCOTE)	80,000	77,000	74,000	72,200	72,167
Postulancy Committee	20,500	20,500	23,000	19,714	7,073
Momentum	10,500	10,500	10,400	5,718	385
Diaconate	18,500	19,700	18,700	15,465	11,958
Clergy leadership development	396,100	377,000	358,900	159,650	128,852
Fresh Start - Clergy Program	2,000	2,000	2,400	(378)	503
Youth mentoring apprenticeship program	42,000	41,000	40,000	29,336	-
Other	2,000	2,000	2,000	1,091	228
	971,600	949,700	929,400	684,084	527,991

Diocesan Property Management					
	Budget	Budget	Budget	Actual	Actual
	2025	2024	2023	2022	2021
Departmental Costs	296,000	287,000	198,000	216,964	183,844
Diocesan property costs	150,000	150,000	141,000	136,786	188,628
Income earned from properties	(250,000)	(250,000)	(222,300)	(223,331)	(216,907)
	196,000	187,000	116,700	130,420	155,565

