

Anglican Diocese of Ottawa
Diocesan Council
August 2025 to September 2026

The Diocesan Council meeting held on August 6, 2026 was chaired by the Ven. Linda Hill, Executive Archdeacon and Bishop's Commissary. The Rt. Rev. Michael Bird (Diocesan Administrator) chaired meetings held from September 2025 to May 2026 and by the Rt. Rev. Kathryn Otley from June 2026 onward. The Very Rev. Beth Bretzlaff (Dean of Ottawa) was the Vice-Chairperson at these meetings. The Council consisted of the following voting members:

- The Rt. Rev. Kathryn Otley (Chair from June 2026 to present);
- The Rt. Rev. Michael Bird (Chair from September 2025 to May 2026);
- The Very Rev. Beth Bretzlaff (Vice-chair);
- Tracy Albert;
- Arlene Armstrong;
- The Rev. Adam Brown;
- The Rev. Matthew Brown;
- Caroll Carkner;
- Marie Cheesman;
- The Rev. Dr. Caroline (Caz) Ducros;
- Kathryn Fournier;
- The Rev. Dr. Mary-Catherine Garden;
- Kate Jordan;
- The Rev. Canon George Kwari;
- The Rev. Dr. Alana McCord;
- Christine Ormsby;
- The Rev. Rosemary Parker;
- Canon Henry Schulz;
- The Ven. Monique Stone (resigned in March 2026); and,
- Lyoness Woodstock.

The Lay Secretary of Synod, Margaret Porter, and the Clerical Secretary of Synod, the Rev. Canon Stephen Silverthorne, are ex officio (non-voting) members of Council.

Diocesan Council, on behalf of Synod and in partnership with the Bishop, deals with all facets of the mission and life of the Church. It has the authority to act on behalf of Synod except in those matters which specifically require the action of the Synod in session. It is accountable to Synod directly or through its committees for:

- helping develop long term goals and plans for the development of the diocese and offering strategic guidance for their implementation;
- approving policies and practices for the diocese and recommending modifications to the Canons, Bylaws and Regulations to Synod;
- developing and maintaining principles and processes for effective governance;
- ensuring there is effective management of finances and risk; and
- providing advice on and assisting with the engagement of parishes and parishioners, as well as members of the broader community.

Diocesan Council met six times since the last reporting period. It took action on the following during this time:

- preparation for, and approval of, actions relating to the Episcopal Election, including appointment of an administrator, budget, public meetings, and other matters required by the Diocesan Canons, Bylaws, and Regulations;
- approved the amalgamation of the parish of Christ Church, Aylmer, the parish of Chelsea-Lascelles-Wakefield, and the parish of West Quebec into a single parish;
- approval of changes to the Diocesan Regulations pertaining to the Community Ministries of the Diocese of Ottawa;
- approval of changes to the Diocesan Regulations pertaining to the Property and Finance Committee of the Diocese of Ottawa;
- approval of changes to the Diocesan Regulations regarding various housekeeping matters;
- approval of several grant applications to the Anglican Foundation of Canada;
- endorsement of membership for Committees of the Diocese;
- approval of official partnerships with the Diocese;
- approval, subject to Synod endorsement, of changes to Diocesan Bylaws pertaining to cemeteries and to parish councils;
- approval of changes to Diocesan Regulations pertaining to cemeteries;
- approval of budget for the Episcopal consecration;
- appointment of membership for the Serson Clarke Non-Profit Housing Corporation;
- approval, subject to Synod endorsement, of the 2027 Diocesan Budget;
- approval of budget for the 2026 annual Synod;
- endorsement of slate of candidates for Diocesan Council; and,
- endorsement of the bishop's appointments to Synod membership.

A complete list of approved motions done this term is included as *Annex 4 List of Diocesan Council Motions* in this Convening Circular.

Respectfully submitted,

Margaret Porter, Lay Secretary to Synod
The Rev. Canon Stephen Silverthorne, Clerical Secretary to Synod

Ascension House

Ascension House is located at 71 Bronson Avenue, Ottawa. It oversees key aspects of diocesan life and ministry, including diocesan administration and several ministries which report directly to the Bishop of Ottawa.

ALL MY RELATIONS EPISCOPAL PANEL

The *All My Relations Episcopal Panel (AMR)* continues to thrive and remains actively engaged in our common project of Truth, Reconciliation and right relations.

The Panel expresses our deepest gratitude to several members who have led our work with dedication and wisdom for many years, including Margaret Lemaire, Irene Barbeau, the Rev. Canon Aigah Attagutsiak and the Rev. Canon Rhondda MacKay. We welcome new members Valerie Maier and Sandy Holmes and we are grateful for continued Indigenous leadership on the Panel and for the unwavering commitment of all members.

We spent a full and productive morning in conversation with Bishop Kathryn in September agreeing on several priorities going forward, including the need for strengthened relationships and effective contacts across the Diocese.

A priority activity for the AMR Panel this year continues to be work undertaken in response to our presentation at Synod 2025 on Call to Action 59 for the Churches in the Final Report of the Truth and Reconciliation Commission. We were directed to return to Synod in 2026 with updates on work being done by parishes in response to this call. With support from Diocesan Communications a survey was sent to parishes asking about current activities and desired future supports. The results and how they will inform AMR priorities going forward will be presented at the 2026 annual Synod.

Earlier this year, AMR placed its modest holdings of reference materials (including *The Indigenous Peoples Atlas of Canada*) in the Diocesan Archives for easier access by parish members. While doing so, we learned the Diocese provided 14,000 documents to the National Centre for Truth and Reconciliation, as required by the Indian Residential School Settlement Agreement. So, although there wasn't a residential school in this diocese, these materials show a strong connection to and involvement with schools across the country and in the north, through such initiatives as "bundles" containing clothes and other items sent to the schools by Women's Auxiliaries. This important connection will continue to be explored. Ongoing AMR Panel activities include facilitating Alongside Hope's Mapping the Ground We Stand On exercises, responding to questions from parishes and providing presentations/workshops when requested and as appropriate. In particular, the AMR members are also involved in building relationships with local organizations engaged in Truth and Reconciliation, such as the Legacy of Hope Foundation.

BAPTISMAL MINISTRIES

Baptismal Ministries include the Anglican Fellowship of Prayer (AFP), The Ottawa Anglican Cursillo Ministry (OACM) and the Licensed Lay Readers' Ministry (LLRM).

ANGLICAN FELLOWSHIP OF PRAYER (AFP)

Paul Dumbrille has been our Anglican Fellowship of Prayer (AFP) diocesan contact since 2006 and can be reached at afp@ottawa.anglican.ca

Prayer is the foundation of Christian life, and during this past year, the AFP became a partner of the Anglican Diocese of Ottawa and continued to encourage Christian prayer in all its many aspects. AFP has three major missions in its ministry: to encourage prayer in the life of the church; to be a teaching resource helping people to grow in the life of prayer; and to build links between praying people. It carries out its work in two ways: Developing prayer resources and programs that are accessible to all, mainly made available through the AFP website: <https://anglicanprayer.org/>

- Establishing contacts in dioceses, whose role is to advertise and make the resources available to the people in their diocese.

During this year, the main AFP activities in our diocese have been:

- Using the diocesan communication channels to provide information and online links to the AFP monthly "Let us Pray" Zoom event, and other prayer resources.
- Providing the diocesan newspaper *Perspective* with articles on prayer.
- Organizing and holding a prayer vigil during the episcopal election.
- Providing an information and resource table at Diocesan Synod.

OTTAWA ANGLICAN CURSILLO

Henry Troup is Lay Director of the Ottawa Anglican Cursillo Ministry (OACM) and its Spiritual Directors are the Rev. Dr. Anne Quick and the Rev. Jonathan Askwith. Henry Troup can be reached at: htroup@gmail.com

Cursillo is a Spanish word meaning a short course. The double L is pronounced as a "y" sound, cur-see-yo. The apostolic movement called Cursillos de Cristiandad began in Spain in the late 1940s and spread worldwide, crossing denominations. The OACM began in the 1970s and continues today. The membership list has about 2,000 names on it, a significant proportion of the diocese. Cursillo seeks to make leaders and apostles for Christ. Cursillo has no special doctrine, nor any secret knowledge, but teaches ordinary Anglicanism. The OACM is endorsed by and accountable to the Bishop of Ottawa. There's also a national coordinating body, and we're saddened that there are now only four active diocesan Cursillo movements in Canada, as the Diocese of British Columbia movement has disbanded.

In the 2025-2026 Synod year, the OACM has been continuing work we began in 2023 in the Re-imagining Cursillo for the 21st Century workshop. Our Lay Director Advisor, Kathy Gibb and our late Communication Coordinator Leslie Worden worked with Carole Breton and the diocesan Communications & Development team to both refine our website and enhance our visual identity. Our group Reunion Coordinator Victor Wehrle and our communications team are launching a process to help get more people into small groups to focus on key areas of our reimagining.

The Bishop is represented in the Cursillo Secretariat (executive) by two spiritual directors. This year, we welcomed back the Rev. Dr. Anne Quick while Rev. Jonathan Askwith continues his term.

We were saddened by the death of Leslie Worden, who served as our Communication Director and one of our musicians. Cursillo is noted for enthusiastic and mostly contemporary music at weekends and services.

The OACM holds three-day intensive weekend “short courses” with 15 talks and several services. Many people find these weekends an experience that radically and positively changes their spiritual life. In April 2026, the OACM held its 133rd weekend, for women and is preparing for a men’s weekend in October shortly before this Synod (but after this report was submitted.) Weekends are currently held at Galilee Centre in Arnprior. Another women’s weekend will follow in 2027. Cursillo weekends are open to any baptised Christian but are intended for those with an interest in leadership and outreach.

The OACM also held a retreat at Galilee in November 2025, “Open Hearts: Prepare the Way with Heart, Mind, Body, and Soul.” Deacon Elizabeth December-Lovell coordinated this residential weekend. In addition, the OACM presents three summer services in Andrew Haydon Park in west Ottawa, or sometimes at St. Stephen’s as an alternate site. We’re hoping to expand in-person gatherings, especially outside of metro Ottawa. We participated with Diocese of Ontario Cursillistas in an Ultreya (community gathering) this past winter in Merrickville.

If your parish is interested in holding a gathering, please reach out to us. We give thanks for the many past, present, and we hope future members of this movement of the church and will continue as a ministry of the Anglican Diocese of Ottawa.

LICENSED LAY READERS

The Rev. Bob Albert is Warden of Lay Readers – revbobaalbert@gmail.com

The ministry of Licensed Lay Readers continues to be a gift to the life of the Anglican Diocese of Ottawa. Under the direction of Incumbents and with a licence from the Bishop, Lay Readers lead or assist in public worship and support the spiritual and practical life of parishes through pastoral care, Christian education, parish administration, and other ministries shaped by local context. This ministry remains especially important in rural, multi-point, and changing parish settings, where lay leadership helps extend the Church’s worship, witness, and pastoral presence.

The Warden of Lay Readers, the Rev. Bob Albert, together with the organizing committee, has continued to support this ministry through regular gatherings, worship, formation, practical resource sharing, and conversation about the changing needs of parishes. The organizing committee has sought to build on the previous year’s work by moving beyond policy and process alone toward strengthening Lay Readers as a community of prayer, learning, mutual support, and mission.

A significant part of this year’s work has been the continued development and implementation of the revised *Lay Reader Manual* and related application materials. The

manual, which had previously been in draft form, has been simplified and clarified so that Incumbents, parishes, and candidates can more easily understand the process for discerning, training, licensing, commissioning, and supporting Lay Readers. This work has also included clearer attention to the four foundational areas of Lay Reader ministry: leading or assisting in public worship, pastoral responsibilities, Christian education, and parish administration. The intent is to provide guidance that is practical, accessible, and responsive to the real circumstances of parish life.

Another important development has been the creation of new Licensed Lay Reader medallions, developed with the guidance and encouragement of Archbishop Shane Parker, now Primate of the Anglican Church of Canada. The new medallions, worn on a blue ribbon, identify the wearer as a Licensed Lay Reader in the Anglican Diocese of Ottawa and are intended to replace the blue preaching scarf in circumstances where the scarf could create confusion with ordained ministry. This change is part of a broader effort to clarify Lay Reader identity, attire, commissioning, and liturgical practice while honouring the dignity and distinctiveness of this lay vocation.

On June 7 and June 21, 2025, gatherings were held in the east and west of the diocese to explore the theme of contextual mission and spiritual growth. These sessions began with prayer and included opportunities for Lay Readers and lay leaders to share how they are currently serving in their parishes. Participants described a wide range of ministries, including leading Morning and Evening Prayer, preaching, assisting with communion, supporting cemetery and funeral services, leading Bible studies, offering pastoral care, participating in parish councils, supporting community programs, and helping clergy in broader parish ministry. The conversations also acknowledged common challenges, including sermon preparation, uncertainty around authorized roles, and the need for clearer communication with clergy about the scope and potential of Licensed Lay Reader ministry.

The June gatherings also invited participants to reflect on contextual mission: how the Church listens for God's call in each local community and how lay readers can help parishes respond faithfully. Examples included school lunch programs, clothing cupboards, community meals, quilting ministries, long-term care and homebound visiting, prayer walks, neighbourhood listening, and partnerships with community leaders and other denominations. These conversations emphasized that mission is not always measured by attendance growth, but by faithful presence, Christ-centred service, and the willingness to discern where God is already at work. Spiritual growth was also identified as central rather than optional. Participants reflected on prayer, retreats, spiritual direction, theological education, spiritual autobiography, journaling, and peer encouragement as practices that help sustain ministry.

On December 3, 2025, a virtual diocesan gathering was held on the theme, "How Does Preaching Make Its Way to Sunday?" The session was open not only to Licensed or authorized Lay Readers, but to all those interested in lay preaching and proclamation. Meredith Brophy and Paul Dumbrille shared personal and practical approaches to preparing homilies, connecting Scripture with the life of the congregation, and preaching with authenticity,

emotional awareness, and clarity. The Rev. Bob Albert then introduced the SLAP framework for liturgical preaching: *Scripture, Liturgy, Assembly, and Paschal Mystery*. This framework offered an accessible way to help preachers listen deeply to the biblical text, the worshipping context, the gathered community, and the death and resurrection of Christ at the heart of Christian proclamation. A strong theme emerging from the evening was that preaching happens both in the pulpit and in everyday moments of witness, encouragement, explanation, and pastoral presence.

Looking ahead, the Lay Reader ministry will continue to focus on formation, communication, and practical support. Future work includes continued resource sharing, support for those who are new or hesitant in preaching, possible peer or buddy systems, clearer communication about medallions and dress code, and further conversation with diocesan leadership about how Licensed Lay Readers can best serve parishes in this next season of diocesan life. The organizing committee also hopes to continue balancing in-person regional gatherings with online opportunities so that Lay Readers across the diocese can remain connected, encouraged, and equipped.

The Rev. Bob Albert extends sincere thanks to Meredith Brophy, Marilyn Brownlee, Paul Dumbrille, and Nancy Gover for their leadership, prayer, presentations, and ongoing support of this ministry. Gratitude is also offered to the Most Rev. Shane Parker, the Ven. Linda Hill, Heidi Pizzuto, and the Bishop's Office for their guidance and encouragement. Above all, thanks are offered to the Licensed Lay Readers, Lay Readers in training, clergy, and parish leaders who continue to serve faithfully in worship, pastoral care, formation, administration, and mission throughout the Diocese of Ottawa. We look forward to continuing to strengthen this ministry so that the people of God may be supported, equipped, and sent in the name of Christ.

ECUMENICAL MINISTRY

The Diocesan Ecumenical Officer is the Rev. Canon Catherine Ascah.

Ecumenism is the work and desire for Christian unity amongst the various Christian denominations. Grounded in Christ's wish for unity amongst his followers, developing respectful relationships amongst Christian denominations can also lead to increased capacity for mission and ministry in our local contexts and raise awareness and advocacy for matters of social justice and ethical decision making at the local, national and international level.

Local ministerials (meetings amongst clergy of different denominations) occur across our diocese and offer everything from community fundraising, vacation Bible camps, carol and hymn sings, community gardens and other projects.

The Anglican Diocese of Ottawa is represented on the Christian Council of the Capital Area by the Rev. Canon Catherine Ascah. The CCCA is the official ecumenical organization in the Ottawa region. In 2026, the CCCA chose to meet monthly in an informal structure for mutual support, prayer, and sharing of experiences and educational resources. It

successfully collaborated with the faculty of theology at St. Paul University to offer the annual *Week of Prayer for Christian Unity* service, a model it hopes to continue in the future.

As ecumenical officer of our diocese, Canon Ascah is available to support clergy and parish leaders when they have questions related to our relationship with other Christian traditions or education opportunities related to ecumenism. She works with our Interfaith Officer, the Rev. Canon Gary van der Meer to form the Bishop's Interreligious Panel.

INTERFAITH MINISTRY

The Interfaith Officer is the Rev. Canon Gary van der Meer.

The role of the Interfaith Officer is to serve by helping to connect congregations of different faiths, to encourage mutual learning opportunities, to collaborate in outreach ministries, and through this sharing, to be a blessing to the wider community. The Interfaith Officer participates in wider community events that encourage tolerance and respect and that address anti-Semitism, Islamophobia and hate speech. In times of local and international crisis events, the Interfaith Officer supports and advises the diocesan Bishop especially where an episcopal presence or statement would be appropriate.

Over the course of this past year in the role, I have completed a three-year term on the executive of the Capital Region Interfaith Council, serving as president. I am in my first year serving on the Mayor's Interfaith Council. In addition to interfaith events that include a variety of religious groups, my focus this year has been especially to cultivate bilateral relationships between our Diocese and the major religious traditions present in our communities, especially Jews and Muslims. Recognizing that the Anglican Diocese of Ottawa does not represent all Christian traditions, the interfaith role overlaps with ecumenical relationships, including collaboration with the Rev. Canon Catherine Ascah who serves as ecumenical office.

COMMUNICATIONS AND DEVELOPMENT

The Diocesan Director of Communications and Development is Carole Breton.

This has been a year of transition and renewed focus, strengthening standards, expertise and a more strategic, integrated approach across the Diocese. From institutional communications and brand reputation to stewardship, development and engagement, the department works with the Bishop and Ascension House, parishes and congregations, diocesan committees and ministries, clergy and lay leaders, and our Community Ministries to build relationships and advance our shared mission.

A significant focus was the episcopal transition. Communications and Development worked with the Right Reverend Michael A. Bird, Administrator of the Diocese, senior staff and others on key issues and projects, while providing strategic leadership for the episcopal election communications. This included four hybrid public forums across the Diocese, allowing people to meet and hear from nominees in person and online. The department then led communications for the election, ordination, consecration and installation of the Right

Reverend Kathryn Anne Otley as the 11th Bishop of Ottawa, including strategic counsel, speeches and remarks, media relations, public communications and the new Bishop of Ottawa's social media presence.

In September 2025, *Crosstalk* was renamed *Perspective*, aligning the print publication with its established digital edition. *Perspective* draws on a growing and diverse group of writers, bringing voices and stories from across our diocese. In May 2026, we hosted the Anglican Editors' Association annual conference at Christ Church Cathedral with the Primate, Archbishop Shane Parker, as a guest speaker.

Diocesan email updates, the website and social media serve as other vital channels to inform and connect people across the diocese.

In fall 2025, the Diocese partnered with The Episcopal Network for Stewardship (TENS) to offer the webinar *Why Stewardship? An Anglican Perspective*. TENS membership also gives parishes access to stewardship resources and expertise.

The *Hearts of Compassion Fund* (HCF), launched in September 2025 as the successor to *Today 4 Tomorrow*, provides a diocesan approach to fundraising for our five Community Ministries. \$137,000 was raised in its first year, including HCF and other diocesan giving designated for the Community Ministries. A robust marketing strategy has been developed for 2026-2027, with implementation as of September 2026. The main objective is to increase awareness of this new fund and maintain the level of donations in these difficult times.

The Learning Commons launched in January 2026 as a central point of access to resources and learning opportunities for parishes. Content is regularly added and reviewed, with ongoing improvements to the user experience. New stewardship and legacy-giving resources were also developed for the ADO and ADOLearningCommons.ca websites.

Legacy and planned giving became an increased area of focus. Presentations were offered at St. Matthew's Anglican Church in the Glebe and St. John's, Kanata North. Potential legacy gift conversations represented close to \$5 million, including work toward a substantial perpetual endowment. Financial, investment and legal professionals were engaged to provide expertise to donors and their advisors.

The Diocese marked its 130th anniversary, with Ottawa Mayor Mark Sutcliffe officially proclaiming April 7, 2026, "Anglican Diocese of Ottawa Historical Day," recognizing the contributions of Anglican parishes and Community Ministries to Ottawa's social, spiritual and civic life.

The department also strengthened institutional identity and communications standards. Following a review of the diocesan coat of arms, one official version is now used consistently for the Bishop, the Bishop's Office and Synod. Bilingual reference materials established consistent English and French terminology, titles and forms of address for the Bishop and within the Anglican Church. New medallions for Licensed Lay Readers were also designed and produced.

Following Bishop Kathryn's installation, the Communications and Development Panel concluded its work in May 2026, having provided strategic advice and perspective through the transition.

The Communications team also changed. Regina Silva concluded her work as Digital Communications Coordinator on May 29, 2026. Ben Ralph joined Ascension House as Communications Officer on July 6, 2026, adding capacity in strategic and digital communications, website and social media, video production, event communications and storytelling.

In June 2026, the Stewardship Resource Hub launched *Stewardship in Action – Voices from Across the Diocese*, sharing parish stewardship experiences through stories, video, workshops, social media and more. The first video featured the Parish of the Valley and its Trinity Church Ministry and Money Working Group in Pembroke.

Communications and Development maintains an active presence across the diocese through parish visits, deanery meetings, presentations and engagement with clergy and lay leaders. This engagement informs strategy, identifies needs and strengthens relationships between Ascension House and parishes.

Collaboration with our Community Ministries has deepened through strategic communications and fundraising, donor relations, advertising, public relations and media relations. Weekly donor reports are provided to Centre 105 and Belong Ottawa, strengthening accountability and demonstrating the impact of gifts.

The diocesan website is regularly reviewed and refreshed to keep content relevant, user-centred and easy to navigate. The ongoing clean-up of the donor database Raiser's Edge NXT is improving donor information and strengthening development and stewardship processes.

Communications and Development contributes to the vitality and future of our Diocese by strengthening relationships, sharing our stories and helping people connect, share their gifts and come together in faith and service to our communities.

THE DIOCESAN ARCHIVES

The Diocesan Archivist and Registrar is Dr. Glenn J. Lockwood. The Associate Archivist is Judy Marples and the Digital Records Archivist is Meg Stewart.

We are located at 414 Sparks Street (Christ Church Cathedral) in Ottawa, open to researchers on Mondays and Tuesdays from 10 a.m. to noon, and from 1 p.m. to 4 p.m. Contact us at (613) 680-8585 or at archives@ottawa.anglican.ca for information about our holdings and free indoor parking, or by mail at: Diocesan Archives, 71 Bronson Avenue, Ottawa, ON, K1R 6G6. Volunteers in 2025 included Brian Glenn, Lynn Glenn, Beth Handley, Clair Kelso, Toni Larsen, Elizabeth Taylor and Leslie Worden.

Staff at the Diocesan Archives, among other work, strive to:

- welcome researchers;
- respond to requests from diocesan staff, clergy, parish administrators, the public;

- research requests for information re history of the Diocese, parishes, and the larger church;
- index staff directories;
- keep track of clergy across the Diocese, both past and present;
- maintain the *Clergy Register*, both the hard copy volumes and the digital database;
- respond to requests from the Bishop's office for clergy files;
- give tours of the Archives to staff and to the general public;
- provide photo-features about churches, both past and present, to *Perspective*;
- build and maintain collections of property files and diocesan committees;
- organize records of committees concerning insurance, investment, real estate;
- receive diocesan committee records from committee chairs on a timely basis;
- receive parish statistical returns, vestry reports and property documents;
- the Digital Records Archivist promotes dissemination and preservation of records as requested;
- respond to requests for records being available in digital format;
- secure property, insurance, diocesan committee, parish vestry records stored as hard copies;
- maintain news clipping files on Anglicanism, Residential Schools, Truth and Reconciliation, 2SLGBT issues, and all subjects covered in *Perspective* and *The Anglican Journal*;
- collect varied parish records including parish registers (as mandated by General Synod), vestry minutes, service registers, committee minutes, financial records, property documents, records of special events (such as consecration of churches and consecration of clergy), correspondence, historiography, guest books, news clippings, directories, diplomas, certificates, newsletters, maps, architectural plans and contracts, photographs (of clergy and churches), sound recordings, music, memoirs, personnel records, scrapbooks;
- collect serial publications of Diocese, parishes, including synod circular and newsletters;
- encourage Friends of the Archives to fundraise for needs outside regular Archives budget;
- redistribute books from clergy by holding a book sale at Synod each year;
- produce three issues of *Friends of the Archives Newsletter* per year;
- produce brochures such as *Filling out*, *Caring for and Making Use of Parish Registers*; and,
- add to and cull the collection of books in the Wilfred H. Bradley Reference Library.

Requests for information continued to rise in 2025.

Year	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Visitors	315	290	165	183	174	115	765	760	770	555
Correspondents	2,048	1,835	1,715	1,923	1,528	1,423	1,860	1,596	1,843	1,458
Phone Calls	384	377	381	456	402	215	623	645	599	587
Total	2,747	2,502	2,261	2,562	2,104	1,753	3,248	3,001	3,212	2,600

At present in 2026, the Archives is inundated with requests from Americans seeking to prove their roots in Canada for fear they need to flee the current U.S. administration to claim Canadian citizenship.

Year	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
Certificates Issued	45	49	42	54	39	18	67	60	52	53

Those seeking a full report of Archives activities in the years 2025 are advised to consult either the Diocesan website or a hard copy stored in the Archives.

FUTURE FUND EPISCOPAL PANEL

The chair of the Future Fund panel is Executive Archdeacon Linda Hill.

In 2025, the Future Fund saw its first and second cycle of grants in support of parish-based contextual mission projects. Nine applications were received and each were carefully reviewed by the six-person panel. Five applications were approved, resulting in more than \$33,000 being distributed in grants. Grant requests can range from under \$1,000 to \$10,000. No matching funds from the congregation are required.

Successful applications included:

- Games Nights hosted by St John the Evangelist, Smiths Falls;
- a Student Internship Program at Trinity Church, Ottawa;
- Julian's Place, providing practical & spiritual support for Algonquin College students, hosted at Julian of Norwich, Ottawa;
- Centre 440, a food program to support low-income people, operating within the Parish of the Lower Ottawa Valley; and,
- An expansion of Jazz Vespers hosted by the Parish of South Carleton.

In this first year of operation, written grant agreements were created and some revisions were made to the online material available on the website.

The panel encourages parishes to contact diocesan contextual mission facilitators who can assist in the preparation of grant applications. Ask the Ven. Mark Whittall, Chair of the Contextual Mission Subcommittee at markwhittall@rogers.com for more information.

HUMAN RESOURCES

The Director of Human Resources is Paul Lex.

Over the past year, the Human Resources Department has continued to strengthen the Diocese's people practices while supporting one of the most significant labour relations developments in recent years. Alongside ongoing recruitment, policy development, and operational support, our primary focus has been working through the unionization of Belong Ottawa and negotiating its first collective agreement.

At the same time, we have continued building a more consistent, equitable, and sustainable employment framework across the Diocese, ensuring that our ministries remain well-supported as they carry out their important work.

Labour Relations

The unionization of Belong Ottawa has been the defining Human Resources initiative of the past year. Following certification, the Diocese entered collective bargaining to establish the organization's first collective agreement.

Negotiating an initial collective agreement is a complex and time-intensive process that requires balancing operational realities, legal obligations, and the needs of employees while maintaining the ministry's ability to serve the community effectively. Throughout this process, the Human Resources Department has worked closely with diocesan leadership, legal counsel, and Belong Ottawa's management team to support productive bargaining and foster a respectful labour-management relationship.

Regardless of the outcome of negotiations, establishing this first collective agreement will provide a clear framework for employment practices and labour relations for years to come.

Supporting Leaders Across the Diocese

Human Resources continues to provide strategic and day-to-day support to diocesan departments, parishes, and community ministries across a wide range of employment matters.

This year, the department advised leaders on recruitment, employee relations, workplace investigations, performance management, accommodation, disability management, policy interpretation, and legislative compliance. We also continued to provide guidance on organizational change, helping ministries navigate staffing transitions while maintaining fairness and consistency.

As employment legislation and workplace expectations continue to evolve, HR remains committed to ensuring that our employment practices reflect both legal requirements and the Diocese's values.

Recruitment and Staffing

Recruitment remained active throughout the year as we supported hiring across the Diocese and its ministries. From frontline positions to senior leadership appointments, the HR Department partnered with hiring managers to attract qualified candidates and deliver structured, equitable hiring processes.

We have continued refining our recruitment practices through standardized interview processes, improved job descriptions, and greater consistency across ministries. These improvements help ensure that candidates experience a professional and welcoming recruitment process while enabling leaders to make informed hiring decisions.

Systems and Operational Improvements

With *Dayforce* now fully established as the Diocese's integrated Human Resources and payroll system, our focus has shifted from implementation to optimization.

Throughout the year, we continued improving HR processes, enhancing data quality, streamlining workflows, and expanding the use of the system's capabilities. These ongoing improvements have reduced administrative effort, strengthened reporting, and provided managers with better tools to support their teams.

Policies and Organizational Consistency

The Human Resources Department continued its work to promote consistency in employment practices across the Diocese.

This included reviewing and updating policies, supporting managers in their application, and ensuring employment practices remain aligned with current legislation and organizational needs. By developing standardized approaches across departments, parishes, and community ministries, we continue to strengthen fairness, transparency, and accountability throughout the organization.

Looking Ahead

The coming year will include continued collective bargaining with Belong Ottawa and once finalized, supporting the successful implementation of its first collective agreement. Beyond labour relations, Human Resources will remain focused on strengthening leadership support, improving employment practices, refining our use of *Dayforce*, and helping ministries recruit, develop, and retain the people who carry forward the mission of the Diocese.

As always, our goal is to provide thoughtful, responsive, and professional Human Resources support that enables our clergy, staff, and ministry leaders to focus on serving our communities.

PROPERTY & ASSET MANAGEMENT

Joel Prentice is Director of Property and Asset Management.

As director, Joel steers the diocesan property portfolio in alignment with triennial objectives. He consults with parishes and community ministries on both strategic and transactional matters. He collaborates with counterparts from various provincial dioceses to advance diocesan interests around both insurance and cemetery issues. And along with Amy Elliot, diocesan Property Coordinator, the property and asset management office supports property management concerns, urgent repairs and restoration efforts, property insurance claims, major capital projects, and property disposition.

As a resource member of our diocesan Property and Finance Committee, Joel encourages parishes to consult early and often when contemplating major property initiatives requiring

diocesan approvals, and he makes time to visit parishes in-person to discuss major capital or restoration efforts.

The department also emphasizes working with parish and lay leaders to develop tailored preventative maintenance programs in an effort to reduce the reactive maintenance requirements of parishes. They encourage those who are interested in proactively setting up a preventative maintenance program to contact them at property@ottawa.anglican.ca.

Notable Property & Asset Actions since November 2025

- Hollyer House has been operating in excess of 90% capacity of residential apartment units, while commercial tenants, the FAMSAC Food Cupboard and the Western Ottawa Community Resource Centre continue to offer community supports.
- Ellwood House extension groundbreaking took place in June 2026, solidifying the addition of 38 affordable seniors' apartments to the St. Thomas the Apostle campus through a 55-year land lease.
- Worked with the city of Ottawa, as well as our Diocesan Chancellor Henry Schultz to stabilize the governance of the Serson Clarke Non-Profit Housing Corporation.
- Sales of St. John's Balderson, the St. Mary's Navan rectory, the St. George's Portage Du Fort rectory, and diocesan land on Old Montreal Road have been finalized.

Respectfully submitted,

Leigh Anne Williams
Staff Writer and Editor
Ascension House

Audit Committee
for the audit year ended December 31, 2025

The Audit Committee is responsible for reviewing and confirming draft audited financial statements of the Incorporated Synod of the Diocese of Ottawa (standard - qualified audit opinion), and the draft audited Financial Statements of the Consolidated Trust Fund (CTF) of the Incorporated Synod of the Diocese of Ottawa - (standard unmodified audit opinion). The Audit Committee recommended to the Diocesan Council that they receive and approve for presentation to Synod these Statements.

The following served as members of the committee in this term:

- John McBride (interim chair)
- Laurie Grice
- The Rev. John Holgate
- Peter Hyde (now retired)

The Committee met with the Auditors and Management in separate meetings. In a meeting with our auditors, Deloitte, no unresolved issues were raised for the 2025 audits. The auditor confirmed that they received all required information from management during the audit. All matters during the audit were dealt with by management. No matters of fraud or error were discovered during the audit. No matters of fraud or error were known by the Committee.

In discussions with Management, no issues were raised concerning Deloitte and full cooperation was received.

Highlighted comments of the audit:

- staffing is high risk as much of the work is performed by few individuals. This risk has been previously raised with no remedy;
- there has been an increase in the issuance of corporate credit cards. There is no process in reviewing transactions;
- there is minimal management to the override of internal controls.;
- how to mitigate the significant operating deficit incurred by Cornerstone;
- procedure and controls required for E-transfers; and,
- the Consolidated Trust Fund incurred considerable growth.

The committee thanked Peter Hyde for his many years of service on the committee and wished him well on his hoped retirement! John McBride has stepped down as Chair but will remain on the committee.

Respectfully submitted,

John McBride
Interim Chair, Audit Committee

Community Ministries Committee

The role of the Community Ministries Committee (CMC) is to strengthen, broaden, and enhance the Anglican Diocese of Ottawa's (ADO) ability to serve in the community by providing support, leadership and oversight to current and developing community ministries.

In the fall of 2025, Synod approved revisions to the Canons and By-laws pertaining to Community Ministries, and in 2026, Diocesan Council approved revisions to Regulations pertaining to Community Ministries. The new CBRs, which in fact were clarification and refinement of former ones, are now in place.

The CMC is made up of the Chairs of Advisory Boards of each individual ministry, the Chair of the Corporate Community Ministry (Cornerstone Housing for Women); two Diocesan Council members and others from across the Diocese, and a member of the Property and Finance Committee. Non-voting members include Executive Directors of each Community Ministry; the Chancellor or Vice-Chancellor of the Diocese and the Director General of Community Ministries, the Rev. Victoria Scott. The following are members of the CMC:

- Canon Monica Patten, Chair (resigned, July 2026)
- The Rev. Canon Catherine Ascah
- Lynne Burritt
- Maria Crosby
- The Rev. Michael Garner (resigned, February 2026)
- Mark Holzman
- The Ven. Brian Kauk
- Peggy Lister
- Simon Kinsman
- Josephine Hall
- Canon Henry Schultz, Chancellor
- The Rev. Victoria Scott (Director General, Community Ministries)

NOTE:

The Rev. Canon Dr. Peter John Hobbs retired as DG, Community Ministries in early 2026.

The following participate as non-voting resource persons.

- Heather Fawcett (Executive Director - Ottawa Pastoral Counselling Centre)
- Anne Marie Hopkins (Executive Director, Cornerstone Housing for Women)
- Taylor Seguin (Executive Director until January 2026- Centre 105)
- Shauna Marie Young (Executive Director - Belong Ottawa)
- NOTE: The Rev. Victoria Scott is Executive Director of Refugee Ministry Office.

At present, there are five community ministries. While each is described separately below, they all have a common mission to serve those in need regardless of religious affiliation, and maintain a deep respect for diversity of background, gender, language, and political perspectives. Each ministry relies upon the oversight and collective resources of our diocese and is supported through a contractual relationship between the Anglican Diocese of Ottawa, various government and non-government funding groups, and the generosity of hundreds of corporate and individual donors. Fees for service cover some expenses as well.

Each community ministry has an Advisory Board. Cornerstone Housing for Women, which is a registered charitable organization, has its own Board of Directors with ADO being the sole member. Each develops some of their own policies (e.g. risk management) and comply with various diocesan policies (e.g. human resources). While each ministry clearly presents as an active part of the diocese through their branding and messaging, there is also room for each to develop their own “personality” and engage in their own fundraising.

Their collective budget is well over \$13 million in revenues and expenses, with Cornerstone and Belong Ottawa being the largest by far. Recent growth in budgets reflect both an increasing need among vulnerable populations around us, and a confidence within funding groups that our diocese is capable and well worth supporting. This growth also reflects the challenges of the larger infrastructure required to manage the programs. Some of these complex challenges include:

- the need for more staffing as well as greater capacity within staff;
- more cost for food;
- more attention to basic needs including laundry and shower facilities, and for safe housing, and
- a changing health and social services environment in Ottawa.

The following is a description of each ministry and a brief review of the past year.

Belong Ottawa

Belong Ottawa provides a safe space that connects people and creates community. It includes three programs: Centre 454 (located at St. Alban’s), The Well (located at St. John the Evangelist on Elgin Street), and St. Luke’s Table (housed at the Bronson Centre). In 2025 over 170,000 meals were prepared, along with laundry and showers, emergency support and respite. Most importantly, Belong Ottawa provided safety and respect in the midst of increasing turmoil on the streets of Ottawa. Evening and weekend hours were offered when proper staffing could be provided.

Core services have not changed in 2026. This year however, renewed focus has been on ensuring participant voice is heard on all matters through a Participant Advisory Committee, on encouraging and supporting staff resilience and effectiveness, making sure financial health and adequate resources are in place, and on supporting volunteer engagement.

A significant change was announced in the summer of 2026: the relocation of Centre 454 from St. Alban’s to a yet-to-be determined location in the neighbourhood. Belong Ottawa and ADO remain deeply committed to the ministry and are seeking a space that will ensure its participants are well cared for in a rapidly changing environment, referenced above.

Cornerstone Housing for Women

Cornerstone provides a continuum of housing and support for women and gender-diverse people that is inclusive and reduces barriers. Its shelters and supportive housing offered care for 330 women and gender-diverse people in 2025. Over the past year it served 277,000 meals and recorded 5,000 volunteer hours.

In 2026, Cornerstone is evolving to accommodate unique needs, connect individuals to community resources, focus on a trauma-informed approach, and build its own capacity for its work, including in communications, fundraising, data collection and advancing equity, diversity, and inclusion (EDI) work.

Ottawa Pastoral Counselling Centre

The counselling centre saw the continuation of counselling services, though felt the impact of the untimely death of former Executive Director through reduced counselling hours. A revised fee scale was rolled out. Some administrative procedures were refined, and a few personnel changes occurred, such as the addition of a child therapist.

In 2026, the Ottawa Pastoral Counselling Centre continues to: offer hybrid services; expand its reach in our diocese; ensure greater access to its Counselling Fund in support of those who cannot pay full fees; develop stronger communications through its website and social media plans; modestly refurbish its offices in the Bronson Centre; and, implement a revitalized fundraising approach.

Centre 105

Located in Trinity Church, Cornwall, this ministry offers breakfast four mornings a week to a growing number of vulnerable people in the area. Participants can also access laundry facilities, emergency food hampers, a weekly mobile clinic, and support staff from the city who make regular visits. In 2025, over 20,500 meals were served.

Early in 2026 the Executive Director's position became vacant. A Task Force, established by CMC at the direction of ADO's former Bishop, explored options for the future of Centre 105, and presented its report to Diocesan Council in June 2026. In the meantime, an interim structure, with Centre 105's Program Manager and ADO's Director General of Community Ministries providing leadership, along with the Advisory Board, is in place.

In 2026, Centre 105 is working to continue excellent service to participants, maintain and develop new partnerships, strengthen community engagement and fundraising, and focus on financial sustainability.

Refugee Ministry Office

The office operates as a Sponsorship Agreement Holder (SAH) with Immigration, Refugees, and Citizenship Canada (IRCC), participating in Canada's private sponsorship program. It works closely with community groups (called Constituent Groups) and family sponsors to bring refugees from around the world to safety in Canada. Two case managers work under the direction of the Director General, Community Ministries who serves as its Executive Director.

In 2024, 51 applications were submitted for 103 spaces and 56 individuals arrived. Each application takes several years before a person can arrive. A person arriving in 2025 may have been waiting, likely in a refugee camp, for a long time. Of concern is the reduction in the overall number of spaces for refugees to Canada, including the number allocated to programs like RMO for private sponsorship.

The Refugee Ministry Office (RMO) news letter, an informative tool to help our diocese understand its work in the somewhat mystifying world of refugee management, is in its second year.

In 2026, RMO continues to work toward welcoming refugees. It is focusing on improving operational capacity, communications and fundraising, ensuring compliance with IRCC, advocacy with partners and coalitions, and good governance.

General

The past year was one of familiar challenges and successes. The crisis on the streets in our communities and neighbourhoods continued to deepen. Mental health issues among participants remained prevalent, with, as an example, Belong Ottawa reporting over 18,000 crisis support interventions. Gaps in funding for basic services such as housing continued, and every community ministry was focused on financial sustainability in an environment of increasing need. Bureaucracy, such as with IRCC, slowed down the hopes and dreams of individuals and families, while the significant staff change at Centre 105 slowed its capacity.

Despite these challenges, our staff and volunteers continue tirelessly. We owe them deep gratitude for offering hope, security, comfort, and respect to anyone who walks through their doors. We are also grateful to our many financial supporters for their wisdom and generosity.

Respectfully submitted,

Canon Monica Patten
Past Chair, Community Ministries Committee

Education Committee

Our committee met four times since Synod 2025. We have been working on finding material that would be beneficial to our Parishes as they move forward with training with/by Parish leaders and parishioners once they have completed their Parish Assessment. This task has been on-going and hope there will be more information on the Learning Commons website for everyone's use.

We have also updated the Parish Assessment tool, trying to simplify the process and make it more user -friendly for Parish leaders who are gathering supporters to complete and discern the needs of their Parish and congregations. Watch for it!

There have been two Learning Commons workshops held this past year. Both were held in April 2026. We trust that the attendees found them useful.

- April 18th at St. James, Carleton Place-Property and Finance
- April 25th at St. Clare's, North Dundas-Governance and Human Resources

Our committee continues to research for material and resources for each Pillar in the Learning Commons. It is a slow process as we check many documents and resources throughout Canada. We are praying that parishes who have developed material themselves will share with us so we can celebrate and utilize their best practices in whichever pillar they have worked on.

We invite you to contact us if you are willing to share.

Please look at the Learning Commons website and the Contextual Mission Pillar. There are opportunities to attend workshops with subsidy.

We are very proud of the work carried out in preparing the Financial Stewardship Module. More on this topic at Synod.

We wish to thank Rev. Mark Lewis for his time with us and that he is enjoying his retirement. We welcomed Meghan Kitt to the committee, and she now serves as Vice-Chair.

Committee members

- Caroll Carkner -Chair
- Meghan Kitt - Vice Chair
- The Ven. Linda Hill - Advisor
- Michael Beall - Lay member
- Carole Breton - Director, Communications and Development
- Anne Graham - Lay member
- The Rev. Gillian Hoyer - Lead-Resource Hubs
- The Rev. Canon Dr. Jon Martin - Lead-Parish Development Subcommittee
- The Ven. Mark Whittall-Lead - Contextual Mission Subcommittee

Respectfully submitted,

Caroll Carkner
Chair, Education Committee

Governance Committee

The Governance Committee is co-chaired by the Rev. Canon Stephen Silverthorne (Clerical Secretary to Synod) and Margaret Porter (Lay Secretary to Synod).

The Governance Committee is tasked with assisting Diocesan Council in ensuring it has effective governance principles and practices in place, and with overseeing activities related to governance. This includes overseeing nominations, conducting governance assessments, and reviewing Committee mandates and profiles. It also oversees the Canons, Bylaws, and Regulations (CBR) Sub-committee, the Synod Management Working Group (SMWG) and the Nominations Sub-committee.

The membership of the Governance Committee is:

- Margaret Porter, Co-chair
- The Rev. Canon Stephen Silverthorne, Co-chair
- The Rev. Bob Albert, Nominations Sub-committee Chair
- Canon Henry Schultz, Chancellor and CBR Sub-committee Chair

Canons, Bylaws, and Regulations Sub-committee

The CBR Sub-committee is tasked with advising on and drafting proposed changes to the CBRs. The Sub-committee is chaired by the Canon Henry Schultz, Chancellor of the Diocese.

This term, the Sub-committee proposed and drafted changes to the Bylaws and Regulations, which were approved by Diocesan Council, relating to:

- the Diocesan Community Ministries;
- the Management of Diocesan Cemeteries
- the Investment Subcommittee of the Property and Finance Committee; and
- various Housekeeping provisions.

Bylaws relating to Cemeteries and various Housekeeping issues will be tabled for approval at the Annual Synod in October 2026.

Nominations Sub-committee

The Nominations Sub-committee is tasked with helping recruit qualified candidates to fill vacancies identified by committees, to propose new members for Diocesan Council and other Diocesan committees and any members of any boards or committees requiring elections of members by the Diocesan Synod. The Sub-committee is chaired by The Rev. Bob Albert.

This term, the Sub-committee procured nominees for the following:

- Diocesan Council;
- Advisory Panel on Termination of Clerical Appointments;
- Property and Finance Committee; and,
- Education Committee.

Synod Management Working Group

The SMWG is co-chaired by The Rev. Canon Stephen Silverthorne and Margaret Porter. It meets regularly in the months leading up to the annual Synod. It is responsible for overseeing all logistical arrangements for Synods of the Diocese, including:

- nominating members for the sessional committees of Synod;
- helping ascertain which items of business shall be brought before the Synod and establishing the agenda;
- ensuring that the space, equipment, technical and meal requirements for Synod are met;
- preparing the Synod Budget for approval by Diocesan Council;
- preparing the Synod Convening Circular; and,
- overseeing communications related to Synods of the Diocese.

Respectfully submitted,

Margaret Porter, Co-chair and Lay Secretary to Synod

The Rev. Canon Stephen Silverthorne, Co-chair and Clerical Secretary to Synod
Governance Committee

Partnership Committee

The Partnership Committee's duties and mandate include:

1. recommending to Diocesan Council the establishment of new partnerships, overseeing our ongoing partnerships, and where appropriate, the termination of existing partnerships;
2. supporting our Diocesan partnerships through assistance with communications, relationship building, and planning; and,
3. developing procedures, priorities, and evaluation tools to ensure our Diocesan partnerships are vibrant, visible, and impactful.

From July 2025 to June 2026, our Partnership Committee membership included Blenner-Hassett, Kathryn Fournier, Christine Ormsby, and the Rev. Rosemary Parker (Chair). The Committee met for two dedicated Zoom meetings, and conducted a number of discussions and decisions via email, as well. Our work focused on the following items.

- The Committee Review and Diocesan Approval of one new Partnership, with the Anglican Fellowship of Prayer.
- The Welcome, Orientation, and Supports for new Partnerships, and/or new Diocesan Liaisons who facilitate our Partnerships.
- The Biannual Review Process for existing Partners, and associated documents. Three Partnerships will be reviewed in the coming 2026-2027 period.
- The ongoing need to better identify and promote all our Partners at Synod, and encourage the language of "Diocesan Partner" when speaking about Partners in Diocesan contexts. As part of this work, we have collaborated with ADO's Communications Team to set up our Partnerships page on the diocesan website, and several articles in *Perspective*.
- The ongoing support and conversations with our Diocesan Liaisons, as they work to promote their Partner, and get to know our Diocesan processes and opportunities. This includes ensuring equitable access to Diocesan resources for all our Partnerships, including those that are less visible or well-connected in our Diocese.

The Anglican Diocese of Ottawa's Diocesan Council has formally approved ten Partnerships between our Diocese and the following organizations/ministries.

- **Alongside Hope:** The Anglican Church of Canada's Relief and Sustainable Development Fund. They empower partners across the world to bring meaningful projects to life, by the local community and for the local community. Alongside Hope focuses especially on projects to support healthcare, agriculture, climate resilience, and disaster recovery efforts. *Diocesan Liaison: The Ven. Patrick Stephens, Chair of Alongside Hope Ottawa.*

- **Anglican Fellowship of Prayer:** A Ministry of Resources, Workshops, and Contacts to support meaningful individual and corporate prayer. It is inclusive of all forms of expressions

of Christian church life, whether they be lay or clerical, catholic or evangelical, monastic or secular, formal or informal. *Diocesan Liaison: Paul Dunbrille.*

- **Anglican Foundation:** An organization that supports parish and diocesan projects through an Endowment Fund, made possible through the generosity of donors and bequests. In particular, the Anglican Foundation provides grants for innovative and vibrant projects in five funding impact zones: Diverse Infrastructure, Community Ministries, Leadership and Education, Indigenous Ministries, and Sacred Music and Liturgical Arts. *Diocesan Liaison: Carole Breton, ADO Director of Communications and Development.*

- **Communion Forest:** The Communion Forest is a global initiative comprising local activities of tree growing and ecosystem conservation, protection and restoration undertaken by provinces, dioceses and individual churches across the Anglican Communion to safeguard creation. *Diocesan Liaison: The Rev. Susan Lewis.*

- **Compass Rose:** The Canadian Compass Rose Society is an arm of the Anglican Communion's Compass Rose Society. They support the programs and ministries of the Archbishop of Canterbury and the Anglican Consultative Council, the organization that sets the goals and direction of the Anglican Communion. *Diocesan Liaison: N/A.*

- **Episcopal Diocese of Jerusalem:** The Episcopal Diocese of Jerusalem comprises of Israel, Palestine, Jordan, Syria, and Lebanon, and includes many parishes, schools, and hospitals. It is both a complex region of the world, and the Holy Land where Jesus walked. Our Diocese of Ottawa has had a meaningful relationship with the Episcopal Diocese of Jerusalem for decades, often facilitated directly by the Bishops and their own offices. *Diocesan Liaison: The Bishop's Office.*

- **KAIROS Ottawa:** Through KAIROS, 10 churches and religious organizations work together in faithful action for ecological justice and human rights. KAIROS Ottawa is the local chapter of KAIROS Canada, made up of churches around Ottawa; the chapter has a particular focus on Indigenous Rights, which complements our own Diocesan working group, the *All My Relations Circle*. *Diocesan Liaison: Kathryn Fournier.*

- **International Anglican Women's Network in Canada:** IAWN Canada communicates the work, mission, and ministry of the International Anglican Women's Network (IAWN) in Canada. IAWN serves as a global voice of 43 million Anglican women in 165 countries, links women from around the world, and is an official network of the worldwide Anglican Communion. *Diocesan Liaison: The Ven. Linda Hill, Executive Archdeacon.*

- **Multi-Faith Housing Initiative:** Multifaith Housing Initiative (MHI) exists to build affordable housing that helps fix Ottawa's housing crisis and gets at-risk people into secure, safe homes. MHI is a coalition of over 70 faith groups who work with local businesses, civil society, the

City of Ottawa and federal/provincial governments to build and house our communities for the future. *Diocesan Liaison: Marilyn Collins.*

- **St Paul University:** Saint Paul University offers the Anglican Studies Program, which includes a Master of Divinity for those seeking ordained ministry; it also offers a wider range of courses in theology, biblical studies, and conflict resolution. Our Diocese of Ottawa and Saint Paul University have a long-standing and mutually beneficial relationship, focused on theological education and formation in Ottawa. *Diocesan Liaison: The Bishop's Office.*

Our Partnerships Committee encourages all members and parishes of our Diocese to learn more about these ten Partners, and consider how we can each engage with their important work. We will continue to explore how best to assist our Diocesan Liaisons and Partners, as we strengthen and deepen these connections with ministries in the wider community and world.

Respectfully submitted,

The Rev. Rosemary Parker
Chair, Partnership Committee

Property and Finance Committee

The Property and Finance Committee was chaired by Tracy Albert in 2025-26. The Committee expresses sincere appreciation to all who generously devote their expertise, time, and effort to ensuring diligent and effective oversight of the Diocese's property and financial affairs.

The committee consisted of the following members:

- Tracy Albert (Chair)
- The Rev. Dr. Mary-Catherine Garden
- Donna Howard
- Scott Kirby
- The Rev. Canon George Kwari
- Marie Cheeseman
- The Most Rev. Michael Bird, Administrator
- Bishop Kathryn Otley (May 2026)
- The Rev. Canon Gary van der Meer
- Shawn Scromeda
- Josephine Hall
- Canon Henry Schultz (Chancellor)
- Sanjay Grover (Director of Financial Ministry)
- Joel Prentice (Director of Property and Asset Management)

The Property and Finance Committee provides oversight of the financial and administrative affairs of the Diocese, encompassing matters such as property, investments, insurance, apportionment, compensation and benefits, and the prudent management of finances, including the Synod budget. The Committee further exercises oversight of the *Insurance Sub-committee*, the *Investment Sub-committee*, and the *Diocesan Cemeteries Working Group*.

The Committee has met eight times since the previous annual reporting period, including regular meetings and one special meeting, and has taken the following actions.

1. Reviewed the Parish Commitment Report at regular meetings and monitored overdue payments, with the Director of Financial Ministry continuing to work with parishes in arrears.
2. Received reports regarding parish commitment collections, noting seasonal collection patterns, cash flow pressures, and the use of the line of credit where required to manage shortfalls.
3. Approved capital alterations to the rectory of St. James the Apostle, Perth.
4. Approved easements to Hydro One and Hydro Ottawa, including an easement for St. Augustine's Church lands and an easement at 750 March Road for the installation of a switchgear.
5. Approved the purchase of an organ for St. John the Evangelist, Smiths Falls, and a related withdrawal from the Consolidated Trust Fund (CTF).

6. Approved repairs and accessibility upgrades at St. John's, Kars, including a withdrawal from parish CTF funds.
7. Approved the replacement of the commercial furnace at St. Paul's, Kanata North, including a withdrawal from the Patricia Kerray CTF.
8. Approved the replacement of 99 windows and one parish hall door at Christ Church, Aylmer, including a withdrawal from parish CTF funds.
9. Approved the 2026 CTF dividend payout at \$1.08 per unit.
10. Recommended amendments to the mandate and composition of the Investment Sub-committee, including expanding voting membership to a minimum of six and a maximum of eight voting members.
11. Recommended amendments to diocesan cemetery bylaws and regulations to replace references to "parish" with "parish or congregation" where appropriate and to allow cross-congregational cemetery board membership.
12. Reviewed and approved the 2025 Diocesan insurance renewal from Ecclesiastical Insurance for the term December 31, 2025 to December 31, 2026, with a gross premium of \$901,355 and an overall increase of 2.89%.
13. Directed follow-up work concerning insurance renewal timing, including a formal letter of concern to Ecclesiastical, review of a possible change to the future insurance renewal date, and exploration by HUB Insurance of alternative options.
14. Approved a provisional budget of \$100,000 for the hiring, training, and equipping of a full-time permanent archivist to support the digitization of diocesan records.
15. Approved authorization for the Incumbent and Churchwardens of the Parish of Maberly-Lanark to negotiate and execute the sale of St. John's, Balderson at an asking price of \$150,000.
16. Approved the 2026 budget for Belong Ottawa, noting that Belong Ottawa finished 2025 in a surplus position of \$714,000 and was anticipating a 2026 surplus of just over \$35,000.
17. Authorized the Director of Property and Asset Management and the Director of Financial Ministries, on behalf of the Parish of St. Helen's Orleans, to negotiate and execute the sale of the rectory at 2508 Autumn Hill Crescent for the recommended listing price of \$535,000.
18. Received insurance updates, including confirmation that the diocesan renewal with Ecclesiastical was completed and that Hollyer House insurance coverage moved to Aviva, resulting in increased business interruption coverage and lower premium costs.
19. Received updates regarding Serson Clarke and the St. Luke's property, including discussions with the City of Ottawa regarding the future of the apartments and diocesan property interests.
20. Approved the proposed 2026 budget for Ottawa Pastoral Counselling.
21. Reviewed the proposed Phase 1 demolition and abatement project for St. John the Evangelist, Smiths Falls, and deferred the motion pending a revised bid and further information regarding exclusions and unknowns.

22. Approved continued restoration work at St. James, Franktown, including stained glass, sills, moulding, interior woodwork, and wainscoting, for a total project cost of \$52,262, and consented to the related funding plan.
23. Approved the 2026 Centre 105 budget, noting that the projected deficit of \$22,000 would be covered by central funds.
24. Approved the Diocesan audit report as presented.
25. Received and reviewed material related to Trinity, Old Ottawa South's Turley Hall renovation.
26. Approved St. Mary's, Russell proceeding with a parish hall kitchen renovation at an estimated cost of \$65,000, and consented to the related funding plan.
27. Received an update regarding the Epiphany roof project and discussed proposed bylaw amendments with the Chancellor.
28. Approved the transfer of the Diocesan ownership interest in Whitney Union Cemetery to the Township of South Algonquin and consented to the transfer of the cemetery license to the Township, noting Bishop Kathryn Otley's approval and consent.

Insurance Sub-committee

The Insurance Sub-committee continued to oversee the Diocese's insurance program. During the year, the Sub-committee reviewed the diocesan renewal process, received updates regarding insurance claims and coverage matters, supported review of renewal timing, and explored alternative insurance options where appropriate.

The Committee approved the diocesan insurance renewal with Ecclesiastical Insurance and received confirmation that Hollyer House coverage was moved to Aviva, providing improved business interruption coverage at a lower premium.

Investment Sub-committee

The Investment Sub-committee continued to meet quarterly and monitor the performance of the Consolidated Trust Fund. The Committee received reports showing continued strong portfolio performance, with the portfolio reported at \$74.7 million in December 2025. The Sub-committee continued work on governance improvements, including recommended changes to Regulation 3.38(13) to expand voting membership for succession planning and quorum flexibility. The Committee recommended the approval of the annual CTF dividend payout for 2026 at \$1.08 per unit.

Diocesan Cemeteries Working Group

The Diocesan Cemeteries Working Group continued to address strategic and governance matters related to diocesan cemetery ministries. The group monitored proposed provincial legislative and regulatory changes affecting faith-based cemeteries, participated in

discussions with other Ontario dioceses, and recommended updates to diocesan cemetery bylaws and regulations.

The Committee also approved the transfer of the Diocesan ownership interest in Whitney Union Cemetery to the Township of South Algonquin and consented to the transfer of the cemetery license to the Township.

A full list of motions approved by the P&F Committee is included as Annex 5 in this convening circular.

Respectfully submitted,

Tracy Albert
Chair, Property and Finance Committee

Nomination Report

Candidates for election are compiled by the Nominations Sub-committee under the direction of the Governance Committee. Nominees for Diocesan Council are elected as a slate of candidates, while nominees for the Advisory Panel on Termination of Clerical Appointments and Provincial Synod are elected individually by ballot. Biographical sketches of the nominees are distributed with the registration package received by voting members.

Slate of Nominees for Election to Diocesan Council

Candidates have been nominated by Diocesan Council and are presented as a slate for election by Synod. Candidates are elected for a three-year term. Note that candidates for service on Diocesan Council are elected as a slate rather than individually.

Term	Clergy	Lay
First	The Rev. Canon Dr. Jon Martin	Kathryn Fournier
First	The Rev. Karen McBride	Christine Ormsby
First	None	Mike Strong
Second	The Rev. Matthew Brown	None
Second	The Rev. Dr. Alana McCord	None

Nominees for Election to the Advisory Panel on Termination of Clerical Appointments

Synod elects three candidates to serve on this panel. Candidates are elected for a one-year term. This year, we received only three candidates for this election. The following are therefore considered to be elected by acclamation.

Clergy	Lay
The Rev. Canon Allan Budzin	Paul Dumbrille
The Rev. Rosemary Parker	

NOMINEES FOR ELECTION TO PROVINCIAL SYNOD

Diocesan Synod is entitled to elect four (4) clergy candidates, four (4) lay candidates, and one (1) youth candidate to serve as delegates to Provincial Synod. This year, we received only four clergy, four lay, and one youth nominees for this election. The following are therefore considered to be elected by acclamation.

Clergy	Lay
The Rev. Dr. Mary-Cate Garden	Caroll Carkner
The Rev. Gillian Hoyer	Stephen Giles
The Rev. Canon Douglas Richards	Sandy Holmes
The Rev. R. Susan Smandych	Daniel Jerusalemiec
	Colson Puchala (Youth)

Respectfully Submitted,

The Rev. Bob Albert
Nominations Sub-committee Chair