



SYNOD 2026

CONVENING CIRCULAR



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Message From Bishop Anna



The people of the Diocese of Islands and Inlets recognize that God is always and everywhere doing new things in our midst. We commit to living out our baptismal covenant in the beauty and brokenness of our communities.

As parishes and people of faith we work together as the body of Christ to build communities of love and justice. Together, we discern how to adapt our ministries in changing times.



Bishop Anna Greenwood-Lee

As a part of this work, we reaffirm our dedication to the path of truth-telling, repair and reconciliation with the First Peoples who carry the stories and songs of these lands and waters.

Message From Bishop Anna

In June of this year Diocesan Council passed a motion affirming those words as the Diocesan Ministry Statement. We began working towards that ministry statement in the Fall of 2025 and after a couple of rounds of consultation, the statement as to who we are as God's people in this Diocese at this juncture in time was adopted.

You will see and hear this ministry statement in the new land acknowledgement video that will be launched at this month's regional meetings and next month's Synod. It will also be incorporated into our website and other communications.

Incarnating this ministry statement has been, is, and will continue to be the work of the diocese as a whole and will have a slightly different expression in each parish and person. However, at the level of synod staff and diocesan leadership, a proposed mandate of where efforts should be focussed is coming before Synod. A motion is coming to Synod 2026 affirming that:

The mandate of Diocesan leadership between this synod and the next is to focus on

- Raising up, equipping, and supporting lay leaders and clergy for their ministry
- Creating collaborative processes to sustain all the baptised
- Stewarding our shared resources, including our shared land-holdings and financial assets, for our shared future.

This convening circular is organised around these three themes and demonstrates how we are already at work in these areas. Discussions are also being had at the four regional meetings being held in October and look for your feedback on how we can continue living into it as well as identifying what might be getting in the way. The feedback on the mandate from the regional meetings will be incorporated into the design for Synod which reflects the three themes.

The Friday evening opening worship for Synod, which I hope and pray the whole diocese will take part in by joining us either in person or by livestream ([Christ Church Cathedral Livestream](#)), will begin to bring the mandate to life.

Message From Bishop Anna

Joining in the liturgical procession will be not only all the clergy of the diocese, but also many of our Lay Worship Leaders. Over the past years we have raised up and trained 79 Lay Worship leaders. These faithful folk have become one of the pillars of our life together as a diocese, leading both weekday and Sunday services of the word in parishes big and small across our diocese. As you watch the procession, I hope you catch a glimpse of what it means as a diocese to raise up, equip and support lay leaders and clergy for their ministry.

The Friday evening service will also be installing Ingrid Andersen as The Canon for Lay worship Leaders, collating Kelly Duncan as Archdeacon and recognising of our three new Regional Deans, Christine Conkin, Theo Robinson, Kirsten Evenden.

Saturday morning the synod agenda is structured around the three themes of the mandate. We hope that you come ready to engage, discuss and give feedback on the mandate. The mornings' agenda also includes celebrating the elections to Diocesan Council that were made at Regional meetings as well as electing representatives to Provincial and General Synod. We will also review the canons and regulations and look at some fairly minor revisions.

We will then move to the areas of property and finance, specifically looking at how we steward our shared land-holdings and financial assets so as to live out our ministry. Please take a moment to review both the property report and the financial reports. Brendon Neilson, Executive Director, has done exceptional work encouraging us to think both missionally and strategically about our property holdings. I'd also invite you to review the financial report prepared by Joel Hefty, Treasurer, and Samantha Wilson-Fisher, Finance Director. If you have any questions related to the financial statements please reach out to finance@bc.anglican.ca and Samantha and Joel will be happy to try and address your questions either directly or in the presentation they make to synod. We are working towards more straightforward and transparent financial statements but because of the accounting principle of consistency, we find ourselves having official statements that are not as simple to read and interpret as we would like. Please do not hesitate to ask questions if things are not clear to you.

Message From Bishop Anna

At our 2024 Synod theologian Scott Sharman reminded us that the word 'synod' means literally, 'together on the way.' Sharman pointed to three aspects of what it is to be a synod - our work and life together is to be collegial, dialogical and provisional. Our ministry statement for 2026 reflects these elements. It is

- provisional in that it captures this moment in the Diocese's history
- collegial in that it recognizes we can only do this work by strengthening the bonds between and among us
- dialogical in that we must be in conversation with each other and our communities in order to see how best to do this work.

As you prepare for Synod 2026, [Scott's primer on Synodality](#) may be a helpful tool as you reflect on and offer feedback on the ministry statement and proposed mandate.

I am grateful for our shared life together as a diocese. As I have often said, the future is not going to look like the past and the future is bright. The diocese has embraced this maxim with full hearts and courageous wills. May we continue to discern, together, what bright future God is calling us into.



Agenda - Regular Meeting of Synod

103rd Session, November 21, 2026

8:30 AM - Registration Opens

9:00 AM - Welcome and Territorial Acknowledgement

Report of the Registrar on behalf of the Credentials Committee

Election of Lay Secretary and Clerical Secretary

Appointment of Synod Sessional Committees

Election of Diocesan Treasurer and Diocesan Court Lay Member and Clergy Member

Regional Representatives to Diocesan Council

Instructions on voting (ballots close at 10:20)

Elected Positions:

- General Synod - Clergy (3)
- General Synod - Lay (3)
- General Synod - Youth (1)
- Provincial Synod - Clergy (2)
- Provincial Synod - Lay (3)

Approval of the No Debate List

Mandate Discussion 1 - Raising and Equipping Leaders

Mandate Discussion 2 - Collaborative Processes

Agenda - Regular Meeting of Synod

103rd Session, November 21, 2026

Constitution, Canons, and Regulations with accompanying motions

Thank You to Chancellor Isabel Weeks

11:00 AM - Break

Mandate Discussion 3 - Shared Resources

Property

Finance Report

Wrap-up Mandate & Pass Motion

Report on Elections

Motion of Thanks

12:30 PM - Closing Comments, Blessing, and Adjournment

Appointments, Resignations, and Ordinations

Bishops Consecrated

- None during this time

Archdeacons

2024 (October to December)

- None during this time

2025

- Eric Partridge resigned as Executive Archdeacon, so that he may retire, effective August 15, 2025
- Jenny Replogle appointed as Interim Executive Archdeacon, effective September 1, 2025

2026

- Elizabeth Northcott resigned as Archdeacon of Mid-North Island region, so that she may retire, effective January 1, 2026
- Jenny Replogle appointed Executive Archdeacon, effective January 1, 2026
- Helen Lingham appointed Archdeacon to Deacons, effective May 1, 2026
- Kelly Duncan appointed Archdeacon of the North Island, effective April 13, 2026

Appointments, Resignations, and Ordinations

Canons

2024 (October to December)

- Lisa Alexander appointed as Canon for Pastoral Support, effective August 1, 2024

2025 and 2026

- None during this time

Ordinations

2024 (October to December)

- None during this time

2025

- Rebecca Yeo, ordained to the Sacred Order of Priest, June 8, 2025
- Mona Smart, ordained to the Sacred Order of Priest, June 8, 2025

2025

- None during this time

Order of the Diocese

- An Investiture of the Order of the Diocese was held on October 25, 2025, at Christ Church Cathedral. The appointees to the Order included: 31 to the rank of Member; 4 awarded the Bishop's Award; 1 to the rank of Honorary Member; 5 to the rank of Officer; 1 Anglican Award of Merit; and 1 to the rank of Honorary Officer.

Appointments, Resignations, and Ordinations

Lay Worship Leaders

- Julie Morgan, licensed until July 16, 2029, Trinity Anglican + Lutheran
- Terry Mikkonen, licensed until June 13, 2029, Church of the Advent, Colwood
- Maria del Rocio King, licensed until June 13, 2029, St Stephen, Saanichton
- Geerdine (Geerry) Roe, licensed until June 13, 2029, Trinity Anglican + Lutheran
- Jean Russell, licensed until June 13, 2029, St Mary, Nanoose Bay
- Jessica Hedberg, licensed until October 1, 2029, St John Gualbert, Port McNeill
- Kristina Melvin, licensed until October 1, 2029, St Peter, Campbell River
- Martin Buck, licensed until February 19, 2030, St John the Baptist, Cobble Hill
- Michael C. King, licensed until July 23, 2030, St Mark, Qualicum Beach
- Ken Fenner, licensed until July 23, 2030, St Christopher & St Aidan, Lake Cowichan
- Gregory Brown, licensed until July 23, 2030, St Paul, Nanaimo
- Gillian Bloom, licensed until July 23, 2030, St Luke, Cedar Hill
- Corina Grossmann-Papineau, licensed until December 15, 2030, St John the Divine, Courtenay
- Andrea Davis, licensed until December 15, 2030, St John the Divine, Courtenay
- Susan Jean Lockhart, licensed until December 15, 2030, St Mary, Nanoose Bay
- Julie Lobb, licensed until December 15, 2030, St Andrew, Sidney
- Fisk Bocsik, licensed until January 5, 2031, Christ Church Cathedral, Victoria
- Paul Gillian, licensed until July 6, 2031, St Mark, Qualicum Beach
- Joel Kroeker, licensed until July 6, 2031, St Mary, Metchosin
- Deborah Duncan, licensed until July 13, 2031, St Peter, Comox
- Graham Fowler, licensed until July 13, 2031, St Mary, Nanoose Bay
- Lena Malmberg, licensed until July 13, 2031, St Mary Magdalene, Mayne Island
- Susan Rand, licensed until August 5, 2031, Holy Trinity, North Saanich
- Heloise Nicholl, licensed until August 10, 2031, St Mary, Metchosin
- Helen Love, licensed until August 10, 2031, serving the region at large
- Lynda Delaney, licensed until September 14, 2031, St Peter and Paul, Esquimalt

Appointments, Resignations, and Ordinations

Appointments and Resignations

2024 (October to December)

- None during this time

2025

- Jeanne Forte resigned as Incumbent at St. Columba, Tofino, so that she may retire, effective February 20, 2025
- Jim Holland resigned as Incumbent at St. Peter, Quamichan and as Chaplain at Shawnigan Lake School, so that he may retire, effective February 23, 2025
- John Perris resigned as Incumbent at St Michaels & All Angels, Royal Oak, so that he may retire, effective February 28, 2025
- Jeannine Friesen appointed as Incumbent of St. Columba, Tofino, effective March 1, 2025
- Lynn Cawthra resigned as Deacon at St. Mark, Qualicum Beach, so she may return to retirement, effective April 27, 2025
- Ian Alexander, appointed Interim General Secretary of the Anglican Church of Canada, effective June 5, 2025
- Juli Mallett appointed as Incumbent at Parish of Salt Spring, effective March 1, 2025
- Norman Knowles appointed as Incumbent of St. John the Baptist, Duncan and St. Michael and All Angels, Chemainus, effective date July 15, 2025
- Sulin Milne resigned as incumbent of St. Peter, Comox, effective July 20, 2025
- John Steele's last day of Incumbent at St. John the Baptist, Duncan, effective July 20, 2025
- Rebecca Yeo appointed Curate of St. Andrew, Sidney, effective August 1, 2025
- Theodore Robinson appointed Incumbent of St. Peter Quamichan, effective August 15, 2025
- Jacqueline Stober contract ended as Senior Associate priest at Christ Church Cathedral, effective August 31, 2025

Appointments, Resignations, and Ordinations

Appointments and Resignations (Continued)

- Ruth Dantzer appointed as Chaplain at Shawnigan Lake School, effective September 1, 2025
- Anna Rossi appointed Vicar, Christ Church Cathedral, effective December 10, 2025
- Elizabeth Northcott resigned as incumbent of St Mark, Qualicum Beach and Archdeacon of North Island December 31, 2025

2026

- Ansley Tucker retired as Director of Deacons, effective May 1, 2026
- Francis Spencer (Delaplain), appointed incumbent at St Peter, Comox, effective July 1, 2026
- Stephanie Wood appointed incumbent at St John the Baptist, Cobble Hill, effective September 1, 2026
- Diane Boland appointed incumbent at St Mark, Qualicum Beach, effective September 1, 2026

Deconsecration of Church Buildings

2024 (October to December)

- None during this time

2025

- St Dunstan, Gordon Head, June 7, 2025, by Bishop Anna Greenwood-Lee
- St Saviour by the Sea, Cortes Island, November 8, 2025, by Archdeacon Elizabeth Northcott
- Church of the Good Shepherd, Lasqueti, November 20, 2025, by Archdeacon Elizabeth Northcott

Appointments, Resignations, and Ordinations

Miscellaneous + Synod Staff

2024 (October to December)

- Gregory Ptolemy appointed Finance Director, effective October 25, 2024
- Gregory Ptolemy resigned as Finance Director, effective November 15, 2024
- Steve Koning appointed as Interim Finance Director, effective November 21, 2024

2025

- Shantal Hetlinger appointed as Executive Assistant to the Bishop, effective January 6, 2025
- Chance Dixon resigned as Diocesan Archivist, effective January 20, 2025
- Paula Blundell resigned as Executive Assistant to the Bishop, effective January 31, 2025
- Justine Soles appointed as Diocesan Archivist, effective February 3, 2025
- Naomi Racz appointed as Faith Tides and Comings & Goings Editor, effective March 3, 2025
- Samantha Wilson, appointed as Finance Director, effective August 11, 2025
- Kevin Smith, contracted as New Development Coordinator, effective September 22, 2025

2026

- Brendon Neilson appointed as Executive Officer (title remains Executive Director), effective January 1, 2026
- Shantal Hetlinger resigned as Executive Assistant to the Bishop, effective January 6, 2026
- Karen Hill appointed as Administrative Assistant to Senior Staff, effective January 16, 2026

Appointments, Resignations, and Ordinations

Miscellaneous + Synod Staff (Continued)

2026 (continued)

- Amanda Unrau appointed as Administrative Assistant, effective February 1, 2026
- Jessica Tang released as Payroll and Benefits Administrator, effective February 6, 2026
- Marten Becker appointed as Administrative Assistant and Receptionist, effective February 10, 2026
- Valentina Olave appointed Accounting Assistant, effective April 22, 2026
- Andrea Johnson hired as summer student through YCW program, effective May 11, 2026 to July 30, 2026

No Debate List

1. That the reports and notices of motion printed in the 103rd Synod Convening Circular and the supplementary materials be received.
2. That the minutes of 102nd Synod of the Diocese of British Columbia held November 1-2, 2024 ([Appendix I](#)) be approved.
3. That the Motions of Diocesan Council (see Appendices [II](#) and [IIA](#)) be ratified.
4. That the List of Appointments, Resignations, and Ordinations be received.
5. That the Diocesan Ministry Reports be received.
6. That the report of the diocesan council and finance committee from September 2024 to September 2026 be received and the actions be approved.
7. That the Rules of Order be suspended, and the following persons be allowed on the floor of Synod with voice but no vote:

- Karen Hill
- Marten Becker
- Amanda Unrau
- Mark Oldnall
- Zena McCreary
- Lisa Alexander
- Justine Soles
- Jibril Mohamed
- Anna van der Hooft
- Meghan Thonger
- Kisae Petersen
- James McCorriston



Nominations

OFFICERS OF SYNOD

Clerical Secretary

1. Heather Robinson, St Peter, Saanich (Greater Victoria)

Lay Secretary

1. Larry Anthony, St Philip, Victoria (Greater Victoria)

Treasurer

1. Joel Hefty, St John the Divine, Victoria (Greater Victoria)

DIOCESAN COURT

Lay (2)

1. Walter Stewart, Parish of Salt Spring Island (Western, Peninsula, and Gulf Islands)
2. Ian Alexander, Christ Church Cathedral (Greater Victoria)

Clergy (1)

1. Theo Robinson, St Peter, Quamichan (Cowichan/Mid-Vancouver Island)



Nominations

GENERAL SYNOD

Lay (3)

1. Cory Herrera, St Matthias, Victoria (Greater Victoria)
2. Steve Koning, St George the Martyr, Cadboro Bay (Greater Victoria)
3. Brendon Neilson, Synod Office (Greater Victoria)

Clergy (3)

1. Theo Robinson, St Peter, Quamichan (Cowichan/Mid-Vancouver Island)
2. Kirsten Evenden, St Mary, Nanoose Bay; St Anne & St Edmund, Parksville (Mid-North Island)
3. Jenny Replogle, Synod Office (Greater Victoria)
4. Heather Robinson, St Peter, Saanich (Greater Victoria)

Youth (1)

1. Shannon Smith, St Luke, Cedar Hill (Greater Victoria)

PROVINCIAL SYNOD

Lay (3)

1. Julie Foster, St Paul, Nanaimo (Cowichan/Mid-Vancouver Island)
2. Cory Herrera, St Matthias, Victoria (Greater Victoria)
3. Marjorie Aitken, St John the Divine, Courtenay (Mid-North Island)
4. Harla Batinovic, St Peter, Saanich (Greater Victoria)
5. Carolyn Dieleman, St Philip, Cedar (Cowichan/Mid-Vancouver Island)

Clergy (2)

1. Theo Robinson, St Peter, Quamichan (Cowichan/Mid-Vancouver Island)
2. Marion Edmondson, St John the Divine, Courtenay (Mid-North Island)

Biographies of Nominees

Marjorie Aitken - St John the Divine, Courtenay (Mid-North Island)

Nominated to Provincial Synod



I am interested in allowing my name to stand as a Representative of the Diocese of Islands and Inlets for next year's Provincial Synod.

I've been a member of five different Anglican Churches in this Diocese over my lifetime and my faith has been developed throughout each parish.

My role has continually been one of administration, from Parish Council Secretary, Envelope Secretary through Sunday School Superintendent, Warden, organizing plant sales, garage sales and whatever else needs to be done.

I have a deep and abiding faith that has been developed throughout my lifetime due to various unexpected tragedies but am thankful that those experiences have taught me the reality of Christ living in me, and I in Him.

Biographies of Nominees

Harla Batinovic - St Peter, Saanich (Greater Victoria)

Nominated to Provincial Synod



I have been an active member of the Anglican Church throughout my life. I was baptized at St. Martin-in-the-Fields in Victoria and have been a member of St. Peter's for the past 26 years.

My involvement in parish and diocesan life began at an early age. At 16, I served on a parish council while living in San Diego. After returning to Victoria, I served on the Parish Council of St. George's and, in 1985, attended the Diocese of British Columbia Synod as a Youth Delegate, witnessing the Diocese's approval of the ordination of women. That same year, I served on the Diocese of British Columbia Youth Council and represented the Diocese at the National Youth Synod in Montreal.

Later, while living in Burnaby and attending Holy Trinity Anglican Church, I attended the Diocese of New Westminster Synod that authorized the blessing of same-sex unions, the first such authorization by an Anglican diocese in Canada.

Over four decades of parish and synod involvement, I have witnessed and participated in significant moments in the life of the Church. These experiences have given me an appreciation for prayerful discernment, respectful dialogue, and the importance of listening to diverse voices as the Church responds to changing circumstances.

Over the years, I have served as a Sunday School teacher, youth group leader, parish event coordinator, parish council member, and Diocesan Synod Delegate. I have also raised three children in the Church.

Throughout my years at St. Peter's, I have experienced significant change in parish life, including parish amalgamations, ministry restructuring, and the re-investiture of St. Peter's as an independent parish. These experiences have reinforced my belief that building for the future of the Church requires both respect for our traditions and a willingness to embrace change.

Biographies of Nominees

Carolyn Dieleman - St Philip, Cedar (Cowichan/Mid-Vancouver Island)

Nominated to Provincial Synod



Carolyn Dieleman was born in Woodstock, Ontario, to Dutch immigrants. She attended university in Michigan before returning to Canada to work for an M.P. in Ottawa for five years.

She later moved to Edmonton, Alberta, where she worked for over 30 years with the Government of Alberta in various iterations of the department responsible for employment and training. Her work focused on program design, analysis and review, and federal-provincial policy development.

Over the course of her career, Carolyn worked in Indigenous programming, job creation and training programs, early school leavers' needs, literacy, and adult English as a Second Language (ESL) programming.

These roles gave her the opportunity to learn about the needs of vulnerable adults seeking to find and maintain employment.

Through ESL program design, she worked directly with language providers to develop innovative programs supporting immigrants from foundational through advanced professional language training. These programs helped newcomers use their skills and knowledge to integrate into their communities and become self-sustaining.

Carolyn also helped establish two non-profit agencies: one national organization focused on standards for immigrant language programming, and one provincial organization focused on essential skills programs. Both continue to provide services across Canada.

Since retiring to Vancouver Island, Carolyn has continued to volunteer with these organizations. She and her husband are active members of St. Philip Anglican Church, Cedar. She recently completed a three-and-a-half-year term as Rector's Warden and continues to serve on Parish Council.

Biographies of Nominees

Marion Edmondson - St John the Divine, Courtenay (Mid-North Island)

Nominated to Provincial Synod



I was born in Calgary but moved with my family to Courtenay in 1967. I attended the University of Victoria, graduating in 1977, and returned to Courtenay several years later, where I met David, my husband of 45 years. We moved around BC frequently because of our work before eventually settling back in Courtenay. We have two grown daughters, two grandchildren, and two cats.

Shortly after retiring, I became more involved at St John the Divine, Courtenay, serving in almost every possible lay role except singing in the choir! In 2015/16, I began to discern a call to the diaconate and was ordained a deacon by Bishop Anna in 2021.

My diaconal ministry includes street outreach, volunteering at the local soup kitchen, and leading a team that runs our parish free store. I also serve as treasurer on the boards of the Sonshine Lunch Club and the Comox Valley Community Justice Centre.

I currently represent the North Island clergy on Diocesan Council and serve on the Diocesan Finance and Investment Committees.

I am a cradle Anglican who loves our liturgy and traditions. I believe we are all called to ministry through our baptism and that, guided by the Holy Spirit, our Church can grow and thrive.

Biographies of Nominees

Kirsten Evenden - St Mary, Nanoose Bay and St Anne & St Edmund, Parksville (Mid-North Island)

Nominated to General Synod



Since my first synod as a youth delegate, electing James Cowan as Bishop, I have been a lover of Synods in our diocese. And now as a priest and Regional Dean of the North Island, who (God willing) will be in ministry for another 20-30 years, the future of this beloved church of ours is something that is near and dear to my heart.

While at General Synod 2025, the 'Creating Pathways for transformational change' document was discussed and accepted; and implementation was charged to the Council of General Synod (CoGS). Since then, I have been closely watching the work of CoGS and other national committees as they explore how to live into the recommendations of the Pathways document.

General Synod 2028 will hold recommendations and discussions for reimagining our church for the current world. This is an exciting time for the church and I feel called to be on the floor as motions and decisions are made and be part of the ongoing work that will ultimately shape our future as people of God, loved and beloved for years to come.

Biographies of Nominees

Julie Foster - St Paul, Nanaimo (Cowichan/Mid-Vancouver Island)

Nominated to Provincial Synod



Moving from Port McNeill in 2020 to Nanaimo I now worship at St Paul's on the traditional land of the Snuneymuxw peoples. In the Parish I am a Lay Worship Leader, Liturgical assistant, intercessor, reader, I am Lay Eucharist and provide Pastoral care, and Sunday welcome guests to free lunch, Synod representative and currently on Ecclesiastical Provincial Council.

With community organisations I support vulnerable women, help build right relationships with Indigenous communities and a group working for peace and freedom.

I am part of the Anglican Communion Peace and Justice Network and Laudato Si movement.

I am an Oblate with the Sisters of Saint John Divine.

Biographies of Nominees

Cory Herrera - St Matthias, Victoria (Greater Victoria)

Nominated to Provincial Synod; General Synod



Cory Herrera seeks the privilege of participating in Provincial and General Synod. She's had the privilege of being on Provincial Synod since Diocesan Synod 2024 and on Diocesan Council since November 2024.

Cory has worshipped at St. Matthias for about 25 years. She's been in leadership roles most of the time since 2009: Parish Council; beginning in 2013, as People's Warden or Deputy Rector's Warden; she's also been a Diocesan Synod representative since 2013. A believer in succession planning, she looks forward to retiring as Warden and welcoming a new leader at the next parish Vestry.

Formally educated as a historian, Cory's doctoral specialty was Early Modern / Reformation Europe. Graduate school gave her an enduring love of the Anglican embrace of the gifts of scripture, tradition and reason. Those studies found their indirect way into her subsequent career.

Cory is a retired public servant and experienced non-profit Board member. Not legally trained, she's worked closely in legal issues, particularly in Indigenous relations and reconciliation, and the wide span of Provincial legislation. She has dealt with economic, taxation and financial issues in both professional and volunteer work. Cory has deep and broad leadership experience in major projects (e.g., treaty negotiations, past chair of the Greater Victoria YM-YWCA and the Children's Health Foundation of Vancouver Island). She brings energy, collaboration, and generosity to both secular and ecclesiastical challenges. Cory sees her faith as the wellspring of her commitment to service.

Biographies of Nominees

Steve Koning - St George, Cadboro Bay (Greater Victoria)

Nominated to General Synod



Steve brings a wealth of experience and perspective to his endeavours at the parish and synod level. He serves as a lay delegate to synod for St. George's Cadboro Bay. He also serves as an appointed member to the diocesan Finance Committee and the diocesan Investment Committee. In these roles, he has been an important resource for our synod's finance team.

Steve's background includes more than twenty years of service as finance officer and treasurer of the Diocese of Calgary. He is also currently serving on the pensions committee of General Synod.

Steve's grasp of strengths and challenges of our diocese and province is excellent. He can address issues related to canon or policy with ease. He can build consensus for ideas, ask questions with care, and represent our diocese with knowledge and perspective that would be welcome in any forum.

Biographies of Nominees

Brendon Neilson, Synod Office (Greater Victoria)

Nominated to General Synod



Canon Dr. Brendon Neilson is putting his name forward to be a lay representative of our diocese to General Synod. Brendon primarily worships at St. Philip, Oak Bay but often is throughout the diocese.

As the Executive Director of the diocese, he has a strong understanding of the inner workings of the diocese. Within that role, he sits on and guides the work of Diocesan Council and other committees of Synod.

Brendon's other commitments include serving on the Vancouver School of Theology's Board of Governors and on the Lutheran, Anglican, and Moravian Commission on Full Communion. This breadth of experience in leadership and listening roles positions him to continue the work of previous Synods in 2028 and beyond.

Biographies of Nominees

Jenny Replogle - Synod Office (Greater Victoria)

Nominated to General Synod



Taking part of the legislative work of the church has been a part of my ministry for a long time. I am passionate about this work because one of the ways that we live out our baptismal vows is through how we do things as a church in our governance and structure. I care deeply about making sure that we carefully consider our policies and processes to be sure they are consistent with our vows to respect the dignity of every person, seek and serve Christ in all people, and safeguard the integrity of creation as we live out our work as the church.

I have a wide range of experience with church governance which I bring to my work here. I served as a youth delegate to the General Assembly of the Church of Scotland, a clergy delegate to the General Convention of The Episcopal Church, and a clergy delegate from this diocese to General Synod in 2025. Over the last year, I have been involved in the Transformation Task Force who is facilitating the implementation of the Creating Pathways document passed at the last General Synod. I serve as the Chair of Pathway #1 whose work is organizational restructure of the Anglican Church of Canada. I am honored to do this work, especially to share and advocate for the work of our diocese and province on the West Coast of Canada while we look at the governance of the whole Church. I hope to serve as a General Synod clergy delegate in 2028 as we continue that work of transformation.

Biographies of Nominees

Heather Robinson - St Peter, Saanich (Greater Victoria)

Nominated to General Synod, Clerical Secretary



Ordained in the diocese of Huron in 2000, Heather came on the strength of the Diocese of Islands and Inlets in 2014. She was the Rector of St John the Baptist in Cobble Hill and then trained with the Interim Ministry Network; in that capacity she has served at St Philip-by-the-Sea, Lantzville, St Dunstan's Gordon Head and is currently the incumbent at the newly amalgamated Parish of St Peter, Saanich.

Heather was on the organizing committee for the diocesan conference in 2015. She has served as chaplain to Queen Margaret's School in Duncan and is the current ACW chaplain. She was elected to diocesan council in 2023 and is the current clerical secretary.

Biographies of Nominees

Theo Robinson - St Peter, Quamichan (Cowichan/Mid-Vancouver Island)

Nominated to Diocesan Court; Provincial Synod; General Synod



I am putting my name forward to be a member of Diocesan Court, Provincial Synod, and General Synod because I enjoy being part of the decision-making process and I love the collegiality found while doing this type of work. I arrived in the Diocese of Islands & Inlets in August 2025. In the Diocese of Rupert's Land, I was on diocesan council as a lay person, as a transitional deacon, and as a priest. I was elected to the Executive Committee from 2022-2024. I attended Provincial Synod twice and General Synod once. I was the Diocese of Rupert's Land representative on the Provincial Executive from 2021-2025. I was also part of the National Chaplain's Network (now defunct), the planning team for three Anglican-Lutheran clergy conferences, and the chair of the Joint Anglican and

Lutheran Committee for 2SLGBTQ+ Education, Advocacy, and Policy (now defunct).

I look forward to the opportunity of being part of the leadership within the Diocese of Island & Inlets. I see being involved in these bodies as an opportunity to learn about the processes that take place within this diocese, as well as bringing a transgender voice to the table. Having these positions will hopefully help me to work at making our church a safer place for the queer community within our diocese.

Beyond church activities, I love to read and learn. My to-read lists and piles are never-ending. I am taking classes at the College of Emmanuel & St Chad, working towards a master's in theological studies.

Biographies of Nominees

Shannon Smith - St Luke Cedar Hill (Greater Victoria)

Nominated to General Synod - Youth Delegate

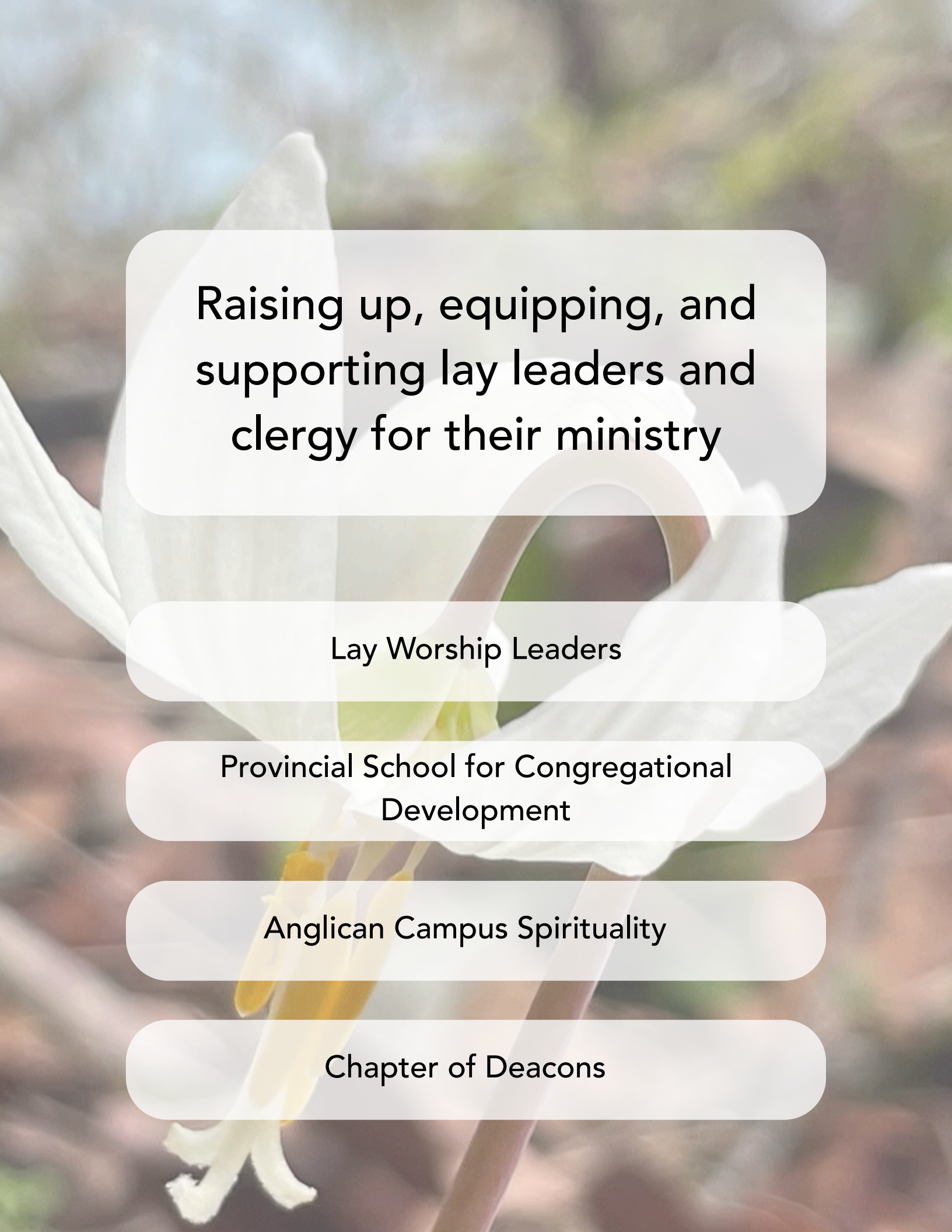


Shannon Stewart is the Youth Delegate from St. Luke Cedar Hill in Victoria. She attended UVic and attained a Bachelor of Arts in Anthropology and Art History. Currently, she is a master's student at UBC studying archival and library studies. For the past two summers, she worked at St. Luke's in their archive and creating a records management system.

She was born and raised in Victoria. While Shannon grew up going to church, she is new to the Anglican tradition. She is interested in learning more about Anglican decision making processes at the Diocese and national levels. Encouraging more young people to join the Anglican church is one of her areas of interest and she is excited to act as the Youth Delegate.

As someone relatively new to the Anglican church, she has some unique perspectives on what it is like to be a newcomer.

As an archivist, Shannon is interested in preserving history, but recognizes that approaches need to evolve to embrace diversity and new generations.



Raising up, equipping, and
supporting lay leaders and
clergy for their ministry

Lay Worship Leaders

Provincial School for Congregational
Development

Anglican Campus Spirituality

Chapter of Deacons

Lay Worship Leaders

The Ven. Jenny Replogle and The Rev. Canon Ingrid Andersen

Easter 2026 saw the completion of training by the sixth cohort of the Diocesan Lay Leadership in Worship course. Launched in 2022, this course is one of the many ways in which our diocese shares resources with other dioceses within our Ecclesiastical Province.

To date, 104 participants from the Diocese of Islands and Inlets have completed the eight-week course led by the Rev. Canon Ingrid Andersen. The course trains valued Lay Worship Leaders who, when licensed by Bishop Anna, can lead Morning Prayer or a Liturgy of the Word. To date, 79 people have been licensed across the Diocese. Their leadership is especially helpful in parishes that are remote, in transition, or do not have a priest to celebrate the service on a Sunday morning. More information can be found on the website [here](#).



Provincial School for Congregational Development

The Ven. Jenny Replogle

The Provincial School for Congregational is a two-year training program in congregational and organization development for lay and clergy teams from across the Ecclesiastical Province of British Columbia and Yukon. First proposed at a Provincial Summit in 2023, the School formally began in September 2024 and graduated its first cohort in May 2026. From our diocese, Bishop Anna Greenwood-Lee and Archdeacon Jenny Replogle have served as trainers throughout the program, and are now joined in 2026 by the Rev. Kirsten Evenden. Twenty members of our Diocese, representing six parishes, have participated in the school during this time.



The School's curriculum is based on material from The College for Congregational Development in The Episcopal Church and has been adapted for the Canadian context. The course supports congregational teams of lay and clergy leaders to become healthier, more faithful, and more resilient in their ministry by learning that includes congregational development, organization development, cultural competency and facilitation skills. The program includes two in-person gatherings and three online sessions each year, with the in-person gatherings rotating through the six participating dioceses. The School has also fostered wonderful relationships across the Ecclesiastical Province and offered participants opportunities to learn while engaging local contexts from across the province.

Feedback gathered has been overwhelmingly positive with participants finding the content helpful for their contexts and valuing the relationships fostered with people from across the ecclesiastical province most of all.

To learn more about the Provincial School for Congregational Development, [visit the website here](#)



Anglican Campus Spirituality

The Rev. Rebecca Yeo

It has been my privilege to serve as the Anglican Spiritual Care Provider (chaplain) at the University of Victoria (UVic) Multifaith Centre since 2024. Anglican Campus Ministry is a ministry of the Diocese of Islands and Inlets, and the Multifaith Centre is part of the departments of Wellness, Recreation, and Athletics at UVic.

I serve as part of a team of Spiritual Care Providers (SCPs) from diverse faith traditions. Together, we support the spiritual wellness of students, staff, faculty, and alumni. Our offerings at the Multifaith Centre include prayer and worship services; meditation and yoga; community meals; one-on-one spiritual support; and conversations across difference. Above all, we are a place for members of UVic's community to pause, connect, and belong — regardless of where they may be on their spiritual journeys.

My contributions to the ministry of the Multifaith Centre are a combination of programming, one-on-one pastoral support for students, and broader engagement with the campus community. I am grateful for the ways that each facet of my ministry allows me to nurture and participate in the communities that form the Multifaith Centre.

Weekly, I coordinate Pet Café, which brings therapy dogs from the Pacific Animal Therapy Society (PATS) to the Multifaith Centre. Over one hundred students attend each week, and the combination of dogs, conversation, and homemade treats creates a welcoming environment where many friendships bloom. I also support Voices in Motion, a multigenerational choir, and the Multifaith Centre's FoodShare — our contribution to addressing food insecurity among students. Several SCPs work together to pick up donations of food and ensure our free pantry is stocked and inviting.

With my Presbyterian, Lutheran, and United Church counterparts, I share in leadership of Around the Table, a weekly ecumenical communion service. Around the Table is the primary meeting time for Inclusive Christians at UVic, a student-led club that strives to be a loud, progressive Christian voice in the campus community that affirms 2SLGBTQIA+ identity, emphasizes social justice, and uplifts marginalized voices. In 2025, Inclusive Christians became a local unit of the Student Christian Movement of Canada. SCPs collaborate with students to create an affirming worship space, offer pastoral support and faith formation to members of the club, support the club's outreach on campus, and connect club members with local churches.

Anglican Campus Spirituality

An especially rewarding aspect of campus ministry is offering one-to-one support for students. I regularly meet with students from diverse backgrounds. We discuss recurring themes of faith, identity, purpose, and belonging. I am continually grateful for the trust extended to me, and for the opportunity to connect with such diverse students.

SCPs also connect with students, staff, and faculty by representing the Multifaith Centre at campus events. Recent examples include Clubs and Course Unions Days, Orientation and Residence Move-In, and World Mental Health Week. I particularly value collaborating with other campus departments: I regularly attend lectures at the Centre for Studies in Religion and Society, lead grounding exercises for student groups at the Student Wellness Centre, and coordinate PATS presence at other on-campus events.

Beyond the UVic campus, I serve as Curate at St. Andrew, Sidney, and as voluntary clergy at the AbbeyChurch. In 2025, I attended CLAY to share the importance of campus ministry with attendees, and to lead youth in a labyrinth meditation workshop. I am now on the organizing committee for CLAY 2027. I am a member of the Victoria Multifaith Society and Q Christian Fellowship (an online group for LGBTQIA2S+ Christians and allies), and am in regular communication with chaplaincy colleagues in other parts of Canada to compare notes on campus ministry. It was a privilege to be featured alongside these colleagues in the Anglican Journal in the summer of 2026.

My ministry would not be possible without a supportive network of colleagues, mentors, and volunteers. I would like to extend my gratitude to my colleagues at the Multifaith Centre, St. Andrew's, and the AbbeyChurch; to Bishop Anna, the Ven. Jenny Repogle, and Synod staff; to Pacific Animal Therapy Society; and to my teams of dedicated volunteers. Your support makes my ministry possible — and all the more meaningful.

Chapter of Deacons

The Ven. Helen Lingham and The Very Rev. Ansley Tucker

The Chapter of Deacons is the collegial association to which all active deacons of our diocese belong. The Chapter normally also welcomes the participation of individuals formally exploring a vocation to the diaconate. It exists to provide a community of support, learning and advocacy, as well as to assist in the revitalization of the diaconate as a robust and equal order of ministry in our Church.

The renewal of diaconal ministry is international and ecumenical in scope: we are part of a much larger movement. Yet, raising awareness within the diocese of how deacons can help the Church tend and mend the world is a challenge: we don't have a long history or understanding of "permanent" deacons, and our numbers are relatively few. Nevertheless, the Chapter is experiencing increased awareness and interest. Over the past 2 years, no fewer than 14 individuals have sought further information about ordination to the diaconate.

Of these, four have completed or nearly completed a period of intensive discernment within their local parish community. A parallel step in the process is a diocesan discernment gathering, to ensure that our deacons are being affirmed by the whole church. This year's gathering included an experienced deacon-assessor, Archdeacon Christine Ross, from the Diocese of Kootenay.

Applicants who are affirmed by the church in their sense of vocation may, in the bishop's discretion, be made postulants of the diocese. Postulants engage in a process of education and formation tailored to their needs, their context, and the expertise they already have, as they prepare for ordained ministry.

An important aspect of the Chapter's work is to provide deacon-specific training and theological reflection. Some of this work is accomplished in (roughly) monthly meetings by Zoom. Some is accomplished in one-to-one conversations with the Director of Deacons. And some is accomplished through the Chapter's annual in-person conference.

In 2025, the Conference met with Bishop Anna to consider the themes of "empire" and their relevance for diaconal ministry and preaching. In addition, the group reflected on the Great Vigil of Easter, and practised the liturgical roles embedded in that service ("carrying the Candle; singing the Song") which are reserved to the deacon.

Chapter of Deacons

This fall, October 2026, the annual conference queued onto the theme of Empire, this time, focussing on the work of Kat Armas, Liturgies for Resisting Empire. In particular, the group considered the timely work of resisting violence and embracing peace.

Current active deacons include: Marion Edmondson, Norah Fisher, Helen Lingham, Gil Shoesmith, and Trish Vollmann-Stock. We also have one postulant, Michael King; and four applicants in active discernment.

Since the last Synod, Deacon Lynn Cawthra has retired, and the Very Reverend Ansley Tucker stepped down as the Director of Deacons.

Effective May 1, 2026, Deacon Helen Lingham was named an Archdeacon of the diocese, and the new Director of Deacons. It is especially appropriate that, once again, a deacon fill this role. Among her ongoing priorities are continuing to increase awareness and interest in the diaconate, and exploring further opportunities to cooperate and share resources with other dioceses and diaconal bodies.





Creating collaborative
processes to sustain all the
baptised

Refugee Sponsorship Program

Archives

Canons

Refugee Sponsorship Program

Jibril Mohamed, Refugee Program Coordinator

A Ministry That Continues to Matter

Refugee sponsorship continues to be an important ministry of our Diocese. It is one way we put our faith, compassion, and hospitality into action. Although Canada's refugee sponsorship program is changing and fewer new applications can be submitted, the need for this work is still very great. Our work now includes supporting applications already in process, helping newcomers during their first year in Canada, working with sponsoring groups, managing sponsorship funds, preparing reports, and communicating with Immigration, Refugees and Citizenship Canada (IRCC) and overseas visa offices.

We are currently monitoring 27 newcomers who are in their settlement year. We also have 12 cases in process (representing about 42 individuals) who are waiting to arrive in Canada. Each case represents a person or family waiting for safety, stability, and the chance to build a new life in Canada. This work is slowly fulfilling the mandate to relieve the backlog of hundreds of cases that were applied between 2018-2022 and welcoming these families into our communities.

Our Work in 2026

We have continued to welcome refugees and support those who have already arrived. We have also submitted family updates, including the addition of a newborn baby, and continued work on One-Year Window applications to help eligible family members reunite in Canada.

On September 10, 2026, we welcomed a young refugee couple after a very long and difficult process. Their case had faced two refusals. Their Constituent Group did not give up. With the help of an immigration lawyer and the continued support of the sponsors, the case was successfully resolved and the couple finally arrived in Canada.

Sadly, shortly after arriving, the wife became seriously ill and was taken to hospital before she had a chance to begin settling into her new home. As of September 20, she is waiting for surgery. Her situation reminds us that sponsorship does not end when a refugee arrives at the airport. Sometimes the most important support begins after arrival.

Challenges Facing Refugees

Many refugees in our applications continue to live in very difficult situations while waiting for Canada. Afghan refugees in Pakistan face detention and deportation. Sudanese refugees in Egypt struggle with housing, work, and basic needs. Refugees in South Africa continue to face discrimination and violence. Millions of Ukrainians also remain displaced because of the ongoing war.

Refugee Sponsorship Program

At the same time, Canada is reducing refugee admissions. The target for privately sponsored refugees dropped from 23,000 in 2025 to 16,000 in 2026, a reduction of about 30%. IRCC also reported about 85,500 people already waiting in the Privately Sponsored Refugee inventory.

Looking Ahead

The future of this ministry will initially look like continuing our course, and welcoming those who have applications in process, while not submitting new applications. After our in process applications are completed, we will need to make a decision regarding the future of our SAH and the role of this ministry within the diocese.





Diocesan Archives

Justine Soles, Archivist

Justine Soles started her role as the Archivist in February of 2025 and continues to manage the needs of the Diocesan Archives program with a small, dedicated team of volunteers. The Archives has been focusing on accessioning transferred material, providing access through responding to research requests, and records management planning.

On average per month, the Archives receives 15-30 requests seeking historical information or copies of baptismal, marriage, and burial certificates. The search for the information is sometimes straightforward, and sometimes complicated by misremembered dates or the uneven handwriting found in historical records. This past year has seen an increase in the number of genealogical inquiries for the purpose of proving Canadian ancestry, due to the passing of Bill C-3 at the end of 2025.

Early in 2026, the Diocese applied for a federal grant to hire a summer student that could assist with tasks related to enhancing access to historical information. The application was successful and for 12 weeks over the summer, UVic student Andrea Johnson worked on inventorying collections, digitizing fragile archival materials, and compiling a digital parish register index.

We are very fortunate to have a number of volunteers and researchers assisting with archival projects. These projects include producing a detailed photo inventory, creating a subject index of historical Diocesan publications, and a variety of accessioning and processing projects. The dedicated archival volunteers have been able to contribute over 150 hours to the Archives. This year's volunteers included Joan Lee, Debra Brown, and Julia Adrock. Internal researchers included Jesse Robertson.

Thanks to members of the Synod Staff for continuing to support the Archives over the past two years. It has been a pleasure to work closely with other Synod staff while learning more about the history of the Anglican Church of Canada and the Diocese of Islands and Inlets.

Canons – Memo

Isabel Weeks, Chancellor

October 1, 2026

Memo to the 2026 Synod

From: Isabel Weeks, Chancellor, on behalf of the Canons Committee

Proposed Changes to Constitution, Existing Canons and Regulations

The 2024 Synod approved a comprehensive re-write of the canons and regulations of the diocese, along with related changes to the constitution. The idea was to “try on” the new canons and regulations to see whether they would better reflect the way we actually do the business of church, while leaving as much flexibility as is appropriate.

The current canons and regulations have been in force since January 1, 2025. Since then our work continues to evolve. Diocesan Council have made changes to some of the regulations to keep pace with our work together. The canons committee felt it was time to look at the canons and regulations and propose some changes which reflect current realities and priorities. The following are the highlights of the changes which have been approved at the meeting of Diocesan Council held on September 24th, 2026, with the recommendation that they be approved at this Synod.

Constitution- (approved at Synod 2024, now back for approval or “second reading”)

1. “Council” deleted, as the term throughout has been changed to diocesan council (proposed in the constitution, and throughout the canons and regulations)
2. “Dean” has been changed to include the point that the Bishop is the most senior cleric.
3. “Minister” is deleted as it is not synonymous with incumbent, and when the term is used, it specifies that it means an ordained person of another denomination.
4. “Order- Rules of” has been deleted, as it is unnecessary.
5. “Session” the “note” has been deleted as it is unnecessary.
6. “Session”- changed “annual” to “regular”

Canons - Memo

7. Article II: deleted in entirety, replaced with:

"The Diocesan Synod may deliberate on all matters affecting the interests of the church in the Diocese; but, except as delegated by General Synod, shall have no competence to

(a) change doctrine or worship as set forth in the official formularies of the Anglican Church of Canada, or

(b) decide other matters assigned to the General Synod of the Anglican Church of Canada or the Synod of the Ecclesiastical Province of British Columbia and Yukon."

8. "Year" has been deleted as the diocesan council may wish in the future to change the year end for tax or other purposes, so it is left to the regulation rather than the constitution.

9. Article II has been amended to reflect the separate competences of General Synod and the Ecclesiastical Province of BC and the Yukon.

10. In Article III, President of Anglican Church Women has been deleted.

11. Articles V, IX, XI- deleted he/she, his/her, replaced with "they", "their" and paralleled the verb tenses.

12. Article X- added possibility of electronic notice.

13. Articles X, XIV, XV- changed "council" to "diocesan council".

Canons

Canon 1 - The Bishop

One minor change to clarify that jurisdiction of the bishop of our Anglican diocese is limited to Anglican parishes and congregations. Removing "or within" makes it clear that the geographic diocese includes other denominations and worship communities.

Canon 2 - Archdeacons

No changes.

Canon 3 - Clergy

1. Canon 3.1 is amended to clarify that only the bishop has the power to appoint clergy.

2. Canon 3.2 moves the word "summarily" for clarity.

3. Canon 3.4: The title of the canon has the addition of "...of incumbents" for clarity.

Canon 4 - Synod

1. Canon 4.2 A and C: The word "preferably" has been added to the required credentials for the chancellor and vice-chancellor. This provides potential flexibility in appointing either of these officers.

Canons – Memo

2. Canon 4.3 B: Deleted as unnecessary. The Registrar is identified as an officer of synod (Canon 4.6 A 11) and their responsibilities include more than those described in Regulation R1.8.
3. Canon 4.4 D: The deleted text is unnecessary. Any new or amended official collections policy would go through the approval process described in Canon 10.2.

Canon 5 - Diocesan Council

There are two substantive changes.

1. Canon 5 A 1 h and i: According to Article XIV, the clerical and lay secretaries are elected by Synod, and their duties are determined by Diocesan Council. In recent times, these two officers have been required to attend several committee meetings, with voice but no vote, essentially taking notes as scribes. Most of these committee meetings are held in the middle of the day, which can make attendance difficult. The proposal is to make these two elected officers voting members of Diocesan Council, to allow for meaningful participation in the life and work of our diocese. If either wish to be appointed to serve on other committees, that would be an available option. The notetaking duties in the committees can be assigned either to staff or a committee member.
2. Canon 5 A 2: This Canon has been re-written to expand the pool of lay representatives eligible for election to Diocesan Council. Candidates for election now include a person who is eligible to be a member of the synod and who is nominated by their parish council.

Canon 6 - Regions

No changes

Canon 7 - Parish

1. Canon 7.4: New language which provides for the parishes to confirm the accuracy of property values stated in the insurance documents. The synod office will advise the parishes of the property values and their share of the insurance premium.
2. Canon 7.8 C: Suggested language which states more clearly how to deal with adding members of parish council.

Canon 8 - Finance and Trusts

1. Canon 8.5: Trust Funds. The changes to this Canon are mostly rearrangements and clarifications. Some details regarding individual trust funds have been moved to Regulation.

Canons - Memo

2. Canon 8.6: Consolidated Trust Fund (CTF): Most of the changes to this Canon reflect work underway under the direction of the Finance Officer and the Treasurer. A transition to a new accounting software is underway which will improve tracking and reporting functions. During this transition, we are requesting that these changes be approved, but that they come into force on January 1, 2027 to align with the completion of the transition process.
3. Canon 8.6 E: This canon clarifies the eligibility requirements for entities (unitholders) who are permitted to invest in the CTF.

Canon 9 - Court of the Diocese

No changes.

Canon 10 - Regulations and Policy

1. Canon 10.2: The list of people who are entitled to propose a new or amended policy includes the Executive Officer.
2. 10.2 C: New or amended policies must be approved by the bishop, and ratified at the next meeting of diocesan council.

Canon 11 - Order of Diocese of British Columbia

No changes.

12 - Cemeteries

1. Canon 12.1: This Canon has undergone some refinement following the appointment of a diocesan cemeteries manager. A diocesan cemeteries policy has been produced which provides guidance on the legal and episcopal requirements.
2. Canon 12.1 B: This clarifies the requirement of a cemetery committee for any cemetery under the management of a parish.
3. Canon 12.1 C: This clarifies the requirement of a set of bylaws for the management of the cemeteries in the care of a parish.

Regulations (highlights only)

Archdeacons

- Regulation R2.1.1 Duties of Archdeacons: The deletion of four duties from the list of duties of archdeacons as outdated and unnecessary detail. The addition addresses the reintroduction of the office of regional dean, described in Regulation R2.2 below.
- Regulation R2.2: Regional Dean: This regulation reintroduces the role of regional dean, with new parameters.

Canons – Memo

Clergy

- Regulation R3.5.1 E Clergy Benefits: Payment of BC Medical Services Plan premiums has been deleted as there are no such premiums anymore.
- Regulation R3.5.1 F 4: Annual Vacation: Clarification of calculation of annual vacation for clergy serving in a position for less than a calendar year.
- Regulation R3.1.5.1 H: Synod Pension Plan: Clarification that the pension plan is governed by the provisions of the General Synod Canons and its regulations.
- Regulation R3.5.1 J: Educational Leave: Clarification related to unpaid sabbatical leave.

Diocesan Council

- Regulation R5.1.8 A 3: Finance Committee: Remove the clerical secretary and lay secretary (See discussion above re Canon 5 A 1 h and I).
- Regulation R5.1.12: Lay and Clerical Secretary: Remove as the proposal is that both officers be members of diocesan council.

The Parish

- Regulation R7.6.2: Annual Parish Budget: For parishes with no incumbent, clarify that there is no specific timeframe for the bishop to appoint someone to consult on the parish budget.
- Regulation R7.6.3: Parish Stewardship: Remove detail of the stewardship plan.
- Regulation 7.7.1 C 12: Churchwardens: Since standard form contracts are in use and the synod office finance department controls the hiring process for both employees and service providers, new language is introduced to reflect current practice.
- Regulation 7.7.1 C 13 and 14: Approval of the chancellor has been deleted as standard forms approved by the chancellor are in use.
- Regulation 7.8.1 Parish Lay Employees and Service Providers: The proposed language reflects that standard forms approved by the chancellor are issued by the synod office.

Finance and Trusts

- Regulation R8.4.2 C: Parish Monthly Remittances: Edits to clarify that churchwardens are required to notify the synod office if their parish is not able to pay any of their financial obligations, not just apportionment.
- Regulation R8.4.3: Parish Grants: Edits clarifying criteria for parish grants.
- Regulation R8.4.4: Parish Capital Expenditures: Increase in the amount of capital expenditure allowed if parish is in arrears.
- Regulation 8.5.1 A: Educational Trusts Committee: Removed descriptions of the funds under the governance of this committee.

Canons – Memo

- Regulation 8.5.1 B: Educational Trusts Committee: Remove The lay secretary and clerical secretary from membership as the proposal is that both officers be members of diocesan council.
- Regulation 8.5.2: Supplemental Pensions Committee: Remove the lay secretary and clerical secretary from membership as the proposal is that both officers be members of diocesan council.
- Regulation R8.5.4: John Albert Hall Committee: Remove The lay secretary and clerical secretary from membership as the proposal is that both officers be members of diocesan council.
- Regulation R8.5.5: Synod Administered Funds: This new regulation provides that the Finance Officer is responsible for oversight of trusts and funds not overseen by named committees.
- Regulation R8.6.2: Deposits into the CTF: This new regulation refers to the CTF Operating Policy, and will govern the process for deposits into the CTF, and is requested to come into force on January 1, 2027.
- Regulation R8.6.3: Withdrawals from the CTF: This new regulation refers to the CTF Operating Policy, and will govern the process for withdrawals from the CTF, and is requested to come into force on January 1, 2027.
- Regulation R8.6.4: Annual Report of CTF Activity: Clarifies the report to unitholders of the CTF.

Cemeteries

- Regulation R12.1.1: Regulation of Cemeteries: This regulation has been edited to more accurately describe the requirements of British Columbia law.

Diocesan Council Motions for Synod 2026

1. That the amendments to the constitution approved at Synod 2024 be laid before this Synod 2026, and that they be confirmed and come into effect at once.
2. That the canons and regulations in force at the start of this Synod 2026 be amended as identified in Appendices [III](#) and [IV](#) respectively.
3. That the canons and regulations related to Canon 8 in Appendices [III](#) and [IV](#) come into effect on January 1, 2027.
4. That all canons and regulations in Appendices [III](#) and [IV](#), other than those canons and regulations related to Canon 8, come into effect at once.



A dragonfly with a blue and black segmented body and transparent wings is shown in flight over a body of water. The background is a soft-focus green, suggesting foliage. Three semi-transparent, rounded rectangular text boxes are overlaid on the image. The top box contains the main statement, the middle box contains the word 'Landholdings', and the bottom box contains the word 'Finance'.

Stewarding our shared
resources, including our
shared land-holdings and
financial assets, for our
shared future

Landholdings

Finance

Landholdings

Brendon Neilson, Executive Officer

"Stewarding our shared resources, including our shared land-holdings and financial assets, for our shared future"

Our places and facilities are not just the dirt and walls and rooms that require our attention and ongoing maintenance. They are also the setting of our stories, the vessels of community, and the place we offer hospitality to one another and our communities. Our landholdings are key ingredients in how we live our faith and strive to fulfill our baptismal covenant.

We are grateful to all the parish leaders who diligently provide the resources and effort to ensure each of our places are loved and cared for. Synod Leadership also spends a significant amount of time and energy discussing land and properties and discerning how we can best resource, support and oversee our considerable land and property holdings.

Projects

Care of buildings often takes the form of building projects. In the past two years since our last synod we have, collectively, invested over \$2,286,000 in projects to upgrade/replace/enhance our buildings for the ministry we offer. This amount includes:

- 5 new energy efficient heating systems
- 3 renovated rectories
- 3 refreshed kitchens
- A solar panel installation
- A myriad of roofs, bathrooms, buildings exteriors etc.

Each of these projects is a testament to care in action, ensuring that our places continue to be offered as sites of hospitality and community for years to come.

Strategic Dispositions

The Synod holds a significant amount of land. As we have remembered through the [Our Land Stories](#) project the parcels that we hold have come through a number of pathways, and our responsibility for those stories requires a variety of responses. Over the last couple of years we have made three strategic dispositions. In each case Diocesan Council practiced a reciprocity payment to the local nation(s) or non-profit entities who have ancestral and ongoing connection to that land. These reciprocity payments have totalled \$90,000 since last synod.

Landholdings

These are the kinds of steps that move our work on reconciliation beyond the symbolic to structural considerations.

These same dispositions have also enabled an investment of \$176,080 into our newly established First Nations Reconciliation Fund. This fund is used to support our ongoing work of Reconciliation, and ministry in the North of the diocese.

The St. Dunstan property has proven to be more difficult to sell than we anticipated. The Synod office is managing the property and have leased the church to Greater Victoria Ethiopian Orthodox St. Gabriel Church. Please keep them in your prayers as they raise funds toward purchasing the property.

Building Condition Assessments

We have contracted with RJC Engineers to do a series of building condition assessments. The program is cost shared 50/50 between the parish and the Diocese. To date, there has been 13 assessments completed at parishes and a total of \$89,000 invested toward understanding our buildings, and planning for their longevity. These assessments help parishes plan for necessary maintenance and capital improvements over the next 25+ years. This program will continue so please reach out to Mark Oldnall (buildings@bc.anglican.ca) if you are interested in getting an assessment done of your parish.

Grants

While many of our churches are interested in using their lands for affordable housing, the reality is that even the work of assessing the feasibility of housing on our sites is expensive. The good news is that over the past few years we have been successful in securing grant funding from the Green Municipal Fund of the Canadian Federation of Municipalities, and from the Vancity Community Foundation totalling \$520, 000. The largest two grants are: \$300,000 as a capacity building grant from Vancity that has allowed us to hire a development coordinator, and \$190,000 is for continued due diligence and design for the St. Peter, Saanich property.

Building for the Future

A major initiative over the past number of years has been the rezoning of the Cathedral site for Cathedral Commons. After receiving initial approval to proceed at Committee of the Whole with the City of Victoria on May 28th 2026, City Council approved passed the first, second, and third reading of the new bylaw for the site on October 8th. We will now begin working on a Master Development Agreement (between the diocese and the City) before the fourth and final reading can be ratified.

Landholdings

We continue to have conversations with potential partners for the construction phases, and we are not rushing to build. It may be several years before we see any construction taking place.

New Buildings

In March of 2025 "The Woodlands" building opened to residents at Dawson Heights Housing. This building provides 85 units of mixed market housing through the (now suspended) Community Housing Fund through BC Housing. This brings Dawson's today unit count to 183. Dawson heights has also transitioned Executive Director's with Karen Hope's retirement and the hiring of Kisae Petersen to lead the organization. Deep gratitude to both Karen for her years of Service, and Kisae for joining the team.

After many years of working behind the scenes on a partnership between the diocese, St. John the Baptist - Duncan and Duncan Housing Society, construction for a new building has finally begun. The new residence will have 125 units of mixed affordable housing (funded through the same CHF program as Dawson Heights) for seniors and persons living with disabilities, along with a new hall for St. John. We celebrate the willingness of the parish to undergo such an interruption and change to their site for the sake of a real community need.

Conclusion

As you can see, there is a tremendous amount of work taking place to ensure our lands and buildings are used, cared for and maintained as key components in our ministry. Across the diocese you can see renewal and new life being demonstrated in and through our buildings. We are adapting to ensure our spaces can serve the needs we see in our communities. We try to keep [this section](#) of our website updated to share news about ongoing properties matters. I want to thank the members of the Asset Management Committee who have served over the last term, and look forward to continuing this work in the coming years.

Finance

Joel Hefty, Treasurer and Samantha Wilson-Fisher, Finance Director

As a preamble to the Summaries and Explanatory Notes and the financial statements for 2024 and 2025, I offer brief reflections for the Synod's consideration.

Accounting statements strive to bring together the data from bank and investment accounts, valuations of land and building holdings, and accounting system information. During the last several years, the finance team at the diocese has reviewed and made long-needed changes to an antiquated accounting system (2023-2024), chart of accounts (2025), payroll system (2025), and consolidated trust fund ("CTF") recordkeeping system (2025-2026).

These activities were undertaken to modernize, simplify, and improve the timeliness, reliability, and/or security of data. Process changes require clean-up of entries and accounts which in some cases had been forgotten or deemed immaterial by accounting review engagements.

- The 2024 clean-up included the non-cash write-off of legacy accounts. An authorization to move funds from the Vision Fund to the Operating Fund provided for any cash needs or amounts owing between funds (Note 17). Both are diocesan funds. No entry has yet been made, pending the finalization of the CTF recordkeeping system – expected soon.
- The 2025 clean-up included additional account closures or clarification of account restrictions (e.g., Schedule A). Changes were reviewed by Finance Committee and affirmed by Diocesan Council. Also in 2025, the Refugee Resettlement Program accounts were reported separately.

It is important to note that controls around expenditures from bank accounts and distributions from the consolidated trust fund have remained strong. CTF statements to unitholders have provided the best estimates available at the time. Any detected errors appear to have resulted from possible misunderstanding, not from fraudulent intent. During Synod, I will offer a summary of budget vs operating result.

In your review of the 2024 and 2025 non-consolidated financial statements, please also read the one-page Financial Statement Summary and Explanatory Notes prepared by the finance team for each year. The amount of information for your review is significant; the notes provide answers to some of the questions which may arise. The finance team will strive to answer other questions that you may have either before or after synod.

I close with my thanks to two diocesan councils, two finance committees, the Bishop, the Finance Director Samantha Wilson-Fisher and her team, and the interim Finance Officer Steve Koning. Without the confidence of the Bishop and oversight committees, and without the hard work of finance teams, these changes would not have been possible.

Finance

2024 Financial Statements Summary and Explanatory Notes

For 2024 Financial Statements, please see [Appendix V](#)

Doane Grant Thornton reviewed the non-consolidated financial statements, which include the Diocese but exclude individual parishes. Refer to the “Basis for Conclusion” on page 1. The Diocese changed accounting systems in 2024, having run parallel with the previous system for several months in 2023. Some line items in the 2024 statements relate to the clean-up of accounts.

Statement of Financial Position

The statement presents the Synod’s assets, liabilities, and fund balances. The Capital Fund holds diocesan assets; the Special Purpose Funds relate to money set aside for certain purposes by synod or with specific restrictions on use (e.g., Refugee Resettlement Program); and the Consolidated Trust Fund (CTF) holds investments managed for unitholders.

Statement of Operations

Overall revenue remained stable. Investment income increased by \$470k compared with 2023, reflecting additional units and a higher per unit payout rate (0.59 2023 and 0.63 in 2024).

Expenses during 2024 are shown in summary form but are detailed in the supporting schedules E & F.

Schedule E - Administration and Episcopal Ministry

Administrative expenses increased from \$1.1m to \$1.3m. The main triggers were:

- Asset management expenses show a decrease of \$61k because 2023 included a building demolition cost; 2024 expenses returned to a more typical level.
- Professional fees increased by \$61k due to outsourced day-to-day accounting during the Finance Officer transition, and a contractor during maternity-leave coverage.
- Salaries increased by \$156k due to the addition of 2 new positions and the general cost-of-living increase.

Schedule F - Program Expenditures

- CTF fund transfers decreased due to lower net transfers into the fund compared with the prior year.
- Other programs, net increased by approximately \$1m, largely due to a non-cash write-off of unsupported legacy balances, arising from historical entries that were still being brought forward.

Finance

2024 Financial Statements Summary (Continued)

Additional Schedules

- Schedule A shows the changes in internally designated and Restricted funds
- Schedules B - D list the individual funds that make up the Consolidated Trust Fund.

Notes (Subsequent Event)

- A \$764k withdrawal from the Vision Fund was approved as a contingency for any cash needs or amounts owing to other funds resulting from these transactions. As of October 2026, no withdrawal has been made for this purpose, as we are waiting on the Sage-CTF record keeping project to be completed and all reconciliations to be finalized before making the transfer

2025 Financial Statements Summary and Explanatory Notes

For 2025 Financial Statements, please see [Appendix VI](#)

Doane Grant Thornton reviewed the non-consolidated financial statements, which include the Diocese but exclude individual parishes. See page 1 'basis for conclusion'. The diocese implemented a new chart of accounts in 2025. Some entries relate to the clean-up of accounts from the old chart.

Statement of Financial Position

This shows the Synod assets, liabilities, and fund balances. The Capital Fund holds diocesan assets; Special Purpose Funds (SPF) mainly relate to Building for the Future project; and the Consolidated Trust Fund (CTF) holds investments managed for unitholders.

The Refugee Resettlement Program, formerly reported in the SPF, is now reported separately on its own financial statements.

Finance

2025 Financial Statements Summary (Continued)

Statement of Operations

Revenue remained stable year over year, except for a significant change in realized and unrealized investment gains and losses. The \$3 million variance in the realized/unrealized gain (loss) line reflects an accounting presentation correction. Historically, unrealized market value adjustments were incorrectly reflected both in the CTF balance on the statement of financial position and on the Income Statement. To avoid restating prior years, and as a temporary fix, the unrealized gains were removed from the Statement of Operations in 2025. These amounts are accounting estimates, and the CTF's overall investment performance remained stable. A CTF performance document and quarterly statements showing individual CTF account information have been presented to unitholders.

Expenses during 2025 are shown in summary form but are detailed in the supporting schedules E & F.

Schedule E - Administration and Episcopal Ministry: Expenses increased by \$600,000 in 2025.

- Asset-management costs increased by \$199,000 from 2024. The increase reflects the inclusion of \$139,000 in investment management fees in this category, together with spending on property projects, such as installation of a driveway at St. Mark on Salt Spring Island to facilitate a sale.
- For 2025, all salary costs are reported in the salary-specific line item on Schedule E - for example, salaries related to programs such as UVic chaplaincy were included with the applicable program expense. This presentation change makes the Schedule E salary line appear to have increased by \$400,000, although part of the variance is a reclassification rather than additional salary cost.

Schedule F - Program Expenses: Expenses decreased by approximately \$3 million from 2024.

- Distributions Reinvested and Distributions to Parishes – these amounts are now incorporated into the CTF balances on statement of financial position, creating a \$0.6 million variance from 2024.
- Other programs, net, decreased by about \$2 million as the prior year included the refugee program and the non-cash write-off related to legacy balances being carry forward.

Additional Schedules

- Schedule A includes internally designated and restricted funds that were closed during the year, with remaining balances released to the Operating Fund. Refugee-related balances were transferred to the program's separate records.
- Schedules B, C, and D list the individual funds that make up the Consolidated Trust Fund

2025 Financial Statements Summary (Continued)

Additional Schedules

- Schedule A includes internally designated and restricted funds that were closed during the year, with remaining balances released to the Operating Fund. Refugee-related balances were transferred to the program's separate records.
- Schedules B, C, and D list the individual funds that make up the Consolidated Trust Fund

