



**THE ANGLICAN SYNOD OF THE DIOCESE OF BRITISH COLUMBIA  
DIOCESAN COUNCIL**

Minutes of the meeting of September 23, 2021

Due to COVID Pandemic ongoing conditions, the meeting at The Church of The Advent, Colwood/Langford was moved to the ZOOM platform for participants' safety and well-being.

**EX OFFICIO**

Bishop	The Right Reverend Anna Greenwood-Lee
Chancellor	Bob Gill
Vice Chancellor	Isabel Weeks
Dean	The Very Rev. M. Ansley Tucker
Registrar	Michael Wolff
Lay Secretary	Canon Elaine Ellison
Clerical Secretary	The Rev. Paul Schumacher
Treasurer	Barbara Underhill

**ELECTED REGIONAL REPRESENTATIVES**

The Rev. Lynn Cawthra	Walter Stewart
The Rev. Juli Mallett	Lynn Schumacher
The Rev. William Hubbard	Marilyn Taylor
The Rev. Gail Rodger	Ed Norman
The Rev. Canon Craig Hiebert	Elizabeth Murphy

**APPOINTED**

**STAFF**

The Ven. J. Barry Foster, Executive Officer  
Gail Gauthier, Finance Officer  
Catherine Pate, Communications Officer  
Brendon Neilson, Vision Animator

**GUESTS (with voice, no vote)**

none

Faith in Foundation: Asset Management • Financial Resources • Effective Communication • Current Ministries  
• Shared and Remote Ministries

RENEWED **H E A R T S** RENEWED **S P I R I T S** RENEWED **P E O P L E**

## **Welcome**

Bishop Anna Greenwood-Lee opened the meeting at 10:00 AM and welcomed the members of diocesan council. The bishop thanked the members of council for joining in this virtual meeting on the ZOOM platform.

Bishop Anna offered an opening prayer and acknowledged the traditional territories of the Coast Salish peoples on whose territories we reside. The bishop expressed our continued commitment toward reconciliation in our diocese with the First Nations of these islands and inlets.

Bishop Anna asked each member of council to introduce themselves and to share with council, from which parish they come, what is their role at diocesan council, when did their parish have its beginning, and when they first came to reside in this diocese.

The bishop spoke about the smaller size of this council compared to the previous council. We will meet five times per year, or more often, either virtually or in-person, as required. Bishop Anna asked council to reflect on how council members are partners with the bishop in the work of seeing this diocese through times of scarcity, insufficiency, and in times of plenty. The road ahead is liminal, yet we are guided by the hand of our Creator.

The bishop presented a power point presentation referencing the work of Alice Mann. A copy of the bishop's presentation is appended to the minutes. (Appendix 1). A period of discussion and questions followed.

The bishop then asked if there were any changes to the agenda: None

**Regrets for Absence** - The clerical secretary noted the regrets for absence from this council meeting. There was no voting member absent. The clerical secretary declared that there was a quorum present.

## **Orientation to Diocesan Council**

Bishop Anna led the members of council through a time of orientation regarding the work of diocesan council:

### **1) Good Governance:**

- Visioning
- Accountability
- Transparency of our shared resources
- Council was reminded that confidentiality is required until decisions are required. At that point, all decisions made by council become part of the public record. After a decision has been taken by council, it is paramount that all members of council support such decisions.
- The Chancellor remarked that diocesan council forms the executive body of the diocese. Though the members of council have been elected by their regions, once at council, each member must work to promote the welfare and best interests of this Diocese of Islands and Inlets.

### **2) The Bishop's Office**

- A brief description of the working of the Bishop's Office followed.

### **3) Consent Agenda**

- Barry Foster, executive archdeacon, spoke about the use of the consent agenda as a time saving tool, grouping non-controversial and routine matters under one item before

council. It was noted that individual items may be moved from the consent agenda as questions arise regarding that item as part of the consent agenda.

- 4) Canons and Regulations
  - The Chancellor, Bob Gill, explained how Constitution, Canons, and Regulations are amended and adopted by diocesan council and Synod. See Canons and Regs. Docs.
- 5) Confidentiality vs. Accountability and Transparency – see above 1,2,3
- 6) Overview of Property
  - Barry Foster gave council an overview of diocesan property ownership, development, redevelopment, sale, and project brief approvals.
- 7) Financial Matters and Patterns
  - Gail Gauthier, finance officer for the diocese, spoke about the work of the finance committee, a sub-committee of diocesan council. Finance committee vets ‘finance related items’ being presented to diocesan council. Diocesan council then receives recommendations from Finance committee and approves or rejects the recommendations.
  - The Investment committee reports to diocesan council through the finance committee. Investment committee oversees the Consolidated Trust Fund for the diocese and assesses the level of risk our assets are exposed to.
- 8) Diocesan Vision
- 9) Communications and Messaging
  - Catherine Pate, communications director for the diocese, spoke about the need to be aware of how we speak publicly about the work of the diocese. It is Catherine’s responsibility “to breathe life into” our communications.

## Break

### **Approval of Diocesan Council Minutes: April 29, 2021 – Appendix 2-1, 2-2**

**MOVED BY:** Walter Stewart

**SECONDED BY:** Craig Hiebert

*That the minutes of the diocesan council meeting, April 29, 2021, be approved as circulated.*

**THE MOTION WAS CARRIED**

### **Approval of one appointment to Education Trust Board**

**MOVED BY:** Ansley Tucker

**SECONDED BY:** Bob Gill

*That Diocesan Council approves the appointment of Cindy Hayley to the Education Trust Board for a three-year term beginning on September 1, 2021, ending August 31, 2024.*

**THE MOTION WAS CARRIED**

### **The Road for the Rest of 2021 (Bishop Anna’s Six Things) – Appendix 3**

Bishop Anna presented a list of the six things she believes describe the path forward for our diocese. We do not have enough information to plan due to the COVID-19 Pandemic. We are having to shift from planning our path forward to dealing with priorities before us. Few of us have the energy to do other things at this point in time. We can see forward as far as Christmas 2021 as we are still held in the grip of ‘Pandemic flux’.

A period of discussion followed.

**Motion re: Paid Leave - Appendix 4**

**MOVED BY:** Ed Norman

**SECONDED BY:** Lynn Schumacher

*That the Diocese of Islands and Inlets through diocesan council grant all paid clergy and synod staff a one-time paid week of leave to be taken between October 2021 and October 2022. This week can not be banked or carried over.*

**THE MOTION WAS CARRIED**

**Human Resources - Human Resources Working Committee – chaired by Isabel Weeks**

**MOVED BY:** Walter Stewart

**SECONDED BY:** Marilyn Taylor

*That diocesan council create a diocesan Human Resources Working Group with members appointed by the Bishop, that will identify and make recommendations to address current HR issues in the diocese, and draft an HR Manual to be approved by diocesan council. The Group is chaired by Isabel Weeks.*

**THE MOTION WAS CARRIED**

**Report on Clergy Compensation**

Bishop Anna pointed out that we have incumbencies going unfilled within the diocese possibly because of the poor remuneration levels for clergy, in the diocese. A period of discussion followed. The Bishop indicated that we need to be open to discussion regarding the material contained in the supporting documents. Appendix 5-1, 5-2, 5-3

**Lunch**

**Finance Committee**

**MOVED BY:** Bob Gill

**SECONDED BY:** Ed Norman

*That the Finance Committee minutes, the financial statement and reports from meetings held in May and June 2021 be approved.*

*That the May 2021 Property Advisor activity reports be received as circulated.*

*That Finance Committee recommends that Diocesan Council receive the 2020 Financial Statements for Dawson Heights Housing Society, as circulated.*

*Approval of Finance Committee Minutes and Reports – Quarterly – Appendix 6*

**THE MOTION WAS CARRIED**

### **Motion re Budget Committee**

**MOVED BY:** Ansley Tucker

**SECONDED BY:** Craig Hiebert

*That diocesan council create a Budget Committee made up of the Bishop, executive officer, finance officer, diocesan treasurer, and two (2) members-at-large. The committee will report to diocesan council at the November 2021 diocesan council meeting and will prepare a 2022 draft budget to be voted upon at the January 2022 diocesan council meeting.*

Gail Gauthier provided brief comments regarding how the next budget will be prepared. Gail noted that the five-year plan (2018) is no longer relevant in the current fiscal times we find ourselves.

**THE MOTION WAS CARRIED**

### **Receiving of the E-vote results – April 30-September 22, 2021 – Appendix 7-1, 7-2**

**MOVED BY:** Paul Schumacher

**SECONDED BY:** Lynn Schumacher

*That diocesan council receive into the minutes the results of the e-votes taken by diocesan council during the period April 30 – September 22, 2021.*

**THE MOTION WAS CARRIED**

### **Transforming Futures – Walter Stewart – Appendix 8**

**MOVED BY:** Walter Stewart

**SECONDED BY:** Ed Norman

*That DC approves that the Transforming Futures focus over the next two years be congregational development and implementing the vision at the parish level.*

Walter Stewart, co-chair of the Transforming Futures Initiative spoke about the need to change the direction of this program with respect to the changing dynamics of parish life under the COVID-19 Pandemic. A period of discussion followed.

**MOVED BY:** Bob Gill

**SECONDED BY:** Elaine Ellison

*That the Transforming Futures Initiative be tabled until the next diocesan council meeting, November 2021.*

**THE MOTION WAS CARRIED (9 for/6 against)**

Ansley Tucker provided a list of stewardship resources which may be helpful to parishes preparing their Transforming Futures case.

- Giving our Thanks and Praise (Anglican Church of Canada)
- TENS (The Episcopal Stewardship Network)
- ICSC (The International Catholic Stewardship Network)
- CAGP (Canadian Association of Gift Planners)
- Imagine Canada
- Canadian Survey of Giving Participating and Volunteering (Stats Can survey, generally conducted every 2 years)

### **Presentation on Youth Forum**

Bishop Anna spoke for Grace Brodie who was unable to join the meeting. The youth Forum has agreed to meet four (4) times yearly. The bishop will join the meetings twice yearly for discussion and sharing. Grace Brodie has agreed to be the youth liaison between the forum and the bishop's office. Bishop Anna has affirmed the work being undertaken by the youth and the Youth Forum. The forum is using a social media platform which may not meet our diocesan social media safety plan. Juli Mallett requested the communications director follow up on this concern and report back to diocesan council.

### **Parish Information Returns**

Brendon Neilson explained the results received.

- Overall sense that the online worship worked well and most people who participated were on parish list.
- New ministries have reached out new and creative ways.
- We have learned and adapted to continue to gather and worship in COVID-times.
- New skills have been developed and new possibilities have been seen.
- One piece of the picture which is hard to capture is who have we missed?

### **Refugee Sponsorship Program – Brendon Neilson**

The Diocese has contracted a consultant to prepare a report regarding the Refugee Sponsorship Program. Diocesan council is to receive this report in November 2021. Monica Hall-Kowalewski has been retained as south island refugee coordinator.

Bishop Anna gave council a brief overview of the refugee sponsorship program. More will be presented at the November diocesan council meeting.

### **Other Business**

Next meeting date for Diocesan Council is Thursday, November 25, 2021, at 10 AM, on ZOOM platform. There is a substantial amount of items for the agenda. This will be a longer meeting.

### **Closing Reflection**

Bishop Anna asked council to reflect on what they had learned today. Several council members offered their thoughts – courage to operate when we don't know the direction, a willingness to ask questions, and a sense of hope.

The Bishop thanked everyone in attendance for their commitment to the life of the Diocese. The Bishop blessed the members of diocesan council.

Bishop Anna moved the conclusion of the meeting at 2:43PM.

**Next Scheduled Diocesan Council meeting**  
**Thursday, November 25, 2021, at 10:00 am by ZOOM Platform**