



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

Minutes of the meeting of April 28, 2022 - Virtual meeting using ZOOM.US platform

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

Timothy Ray

STAFF

The Ven. J. Barry Foster, Executive Officer
 Gail Gauthier, Finance Officer
 Gillian Astbury-Heinke, Finance Officer Designate
 Brendon Neilson, Vision Animator

GUESTS (with voice, no vote)

Canon Ian Alexander

1) 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 then outlined her travel plans for the upcoming trip to the north island. The bishop will be joined by Brendon Nelson, Archdeacon Elizabeth Northcott, and Will Hubbard, incumbent at Christ Church Alert Bay. Bishop Anna said that we will be looking to establish best practices for being a presence in Alert Bay. The church must work together with the Indigenous people of Alert Bay and not stand in opposition to the relationship between Christ Church Alert Bay and the Alert Bay Nation.

Bishop Anna then offered a power point presentation (Appendix 2, 3) of materials relating to the Stockdale Paradox. Using slides, the bishop shared information regarding the paradox between faith retention and the brutal facts existing in our cultural reality. One third of our diocesan parishes are in a state of transition. Many are faced with the question of full or part-time clergy. Our diocesan apportionment is down a full \$200,000 from year. There are reductions in the staff at synod office which has resulted in reconfiguration of job descriptions, yet we must maintain adequate staffing levels to make synod office functional in every aspect of its work.

As a diocese, we are asset rich and cash poor. Many parishes need repairs, maintenance, structural and physical plant updating.

An extended period of questions and answers followed.

- Part-time and semi-retired clergy or younger full-time employees with energy and passion for the work.
- Balancing act – often part-time are doing full-time work without compensation, and full-time clergy are working beyond a normal work week.
- What about multi-point parishes sharing clergy, more lay-led worship?
- Lay-led ministry and administration in parishes lacking leadership?
- Balance between parish ministry and lifestyle for both clergy and lay leaders.
- Cost of living on these islands can put the reality of living here out of reach for many.

Bishop Anna then spoke about the recent synod office staff workshop. There have been “huge changes” within the office. The work of the synod office is being examined to come to understanding the need for equipping staff to serve the synod and the parishes. With the help of our consultants, Don and Catherine McLeod, these areas are being examined.

Bishop Anna noted that our governance structure slows us down. We are considering moving to a management team to handle day-to-day operations. Major decisions would remain within the purview of diocesan council. The Chancellor pointed out that we are already studying other dioceses which have made this change of management style. Changes may necessitate changes to our Canons.

Appointment of Timothy Ray as a member of Diocesan Council.

MOVED BY: Bishop Anna Greenwood-Lee

SECONDED BY: Chancellor Bob Gill

That diocesan council approve the appointment of Timothy Ray as a member of diocesan council, with voice and vote, until the next regular session of diocesan synod (September 2023).

THE MOTION WAS CARRIED

In-camera session

MOVED BY: Bob Gill

SECONDED BY: Walter Stewart

That diocesan council move into an in-camera session.

THE MOTION WAS CARRIED

The executive officer remained in the meeting on the Chancellor's recommendation. All other staff and guests are asked to leave the meeting until they are recalled when diocesan council comes out of in-camera.

MOVED BY: Bob Gill

SECONDED BY: Ed Norman

That the in-camera session be ended.

THE MOTION WAS CARRIED

Building for the Future Update (Appendix 4)

At 10:45 AM, diocesan council moved back into regular session. Canon Ian Alexander joined the meeting to present an update regarding the "Building for the Future" program. This was an information only session.

Phase one has been completed. Phase two, which builds on years of work within the Cathedral precinct, and the "Greater Works than These" project, will be a turning point for the diocese. Phase two will comprise a period of decision-making regarding the proposed planning for the future, ways and means of financing this portion of the project, sources of financing from Christ Church Cathedral (\$250,000), a request to the diocese for matching funds (\$250,000 for Phase two), and a proposal for the school to provide a further \$250,000 during the Phase two process, at a time yet to be stipulated.

A brief period of questions followed. Canon Alexander left the meeting at 11:06 AM.

Final comments were made by Bishop Anna supporting the concept; the Chancellor pointing out that any plan will have a viable shelf life and costs will inevitably go out-of-date if left too long; and the Dean who spoke about the due diligence being undertaken, rising costs, on-going consultation with other developers, and the reality that we cannot wait around for things to happen.

This item will be revisited at the June diocesan council meeting.

Agenda for this diocesan council meeting:

(Appendix 1)

At the request of the finance officer and the chancellor the Finance committee minutes from February 2022 were removed from the consent agenda as these items were approved by e-votes of diocesan council.

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

Consent agenda approval

- 1) Receive the Diocesan Council minutes for the meeting held on January 27, 2022. (Appendix 5, 5.1)

Finance Committee Items: 003-01

- 2) Receive the Finance Committee minutes, including:
 - a. Financial Statements and Reports as circulated. (Appendix 6)
 - b. Receiving of the E-vote results from February – April 2022 e-vote(s). (Appendix 7)

MOVED BY: Ed Norman

SECONDED BY: Walter Stewart

That the consent agenda be approved as amended without the February Finance Committee minutes included.

THE MOTION WAS CARRIED

11:15 AM Diocesan council broke for a ten-minute period.

11:30 AM Council reconvened.

Report from the HR Working Group (Appendix 8)

Isabel Weeks reported that the working group has met and examined the existing Appendix 'G' of the Canons and has developed a new Appendix 'G', the "Human Resources Policy Manual." The HR Working Group has reorganized and restated the document. Changes are required to the Canons, Regulations, and to Appendix 'G'. This document is presented to diocesan council for approval.

A period of discussion followed. Isabel Weeks indicated that a period of training will be required after the policy is shared with the diocese. Gail Rodger suggested that this is a living document which will require continued work and revision. Isabel Weeks indicated that the HR Working Group will now turn its efforts toward revisiting Appendix 'E', the Sexual Misconduct Policy. Isabel suggested that the HR Group will be considering the addition of 'bullying', discrimination, and racism components to the policy.

Juli Mallett requested a friendly amendment to the appendix, that the phrase 'pregnant employee' be used.

Ansley Tucker suggested there was both theoretical and practical work to be done regarding the areas of compensation, recruitment, and housing. The vice-chancellor agreed.

MOVED BY: Isabel Weeks

SECONDED BY: Bob Gill

That diocesan council receive the Human Resources Manual as prepared by the HR Working Group of the Diocese of Islands and that this document (Appendix G) take effect on April 28, 2022.

THE MOTION WAS CARRIED

Discussion regarding Rectory Trust Withdrawals (Appendix 9)

Bishop Anna indicated that the diocese faces problems with or without rectories. Funds held in the Rectory Trust portion of the Consolidated Trust Funds for the diocese are continuing to diminish. Funds held in the Trust are in no way adequate to establish new rectories based on the current housing prices here on these islands of our diocese. Ideally, the Trust should be there to support clergy housing. At present, we are also using these funds for replacement of furnaces, and church buildings repair and upkeep.

Many comments were received from council. Bishop Anna suggested that a broader discussion will be needed.

MOVED BY: Isabel Weeks

SECONDED BY: Marilyn Taylor

The motion: Diocesan Council approves a withdrawal from Trinity Anglican+Lutheran Church Port Alberni Rectory Fund in the Consolidated Trust Fund of \$8,901.11 to provide additional funding for furnace area remediation.

THE MOTION WAS CARRIED

MOVED BY: Walter Stewart

SECONDED BY: Ed Norman

The motion: Due to the significant position of the cathedral in the diocese, Diocesan Council approves a withdrawal from the Christ Church Cathedral Howe Street Rectory Fund in the Consolidated Trust Fund of \$400,000 to clear the overdraft and provide a float for expenditures.

THE MOTION WAS CARRIED

Members of Christ Church Cathedral recused themselves from the vote.

MOVED BY: Isabel Weeks

SECONDED BY: Walter Stewart

That diocesan council approves St. Mary's Oak Bay withdrawal of \$25,000 from its Rectory Trust fund held in the Consolidated Trust Funds for the diocese, for operating expenses.

THE MOTION WAS DEFEATED

(7 voting for, 8 voting against with Bob Gill and Craig Hiebert abstaining)

1) Parish of Salt spring Island request: St. Mark's closure and sale (Appendix 10)

MOVED BY: Bishop Anna

SECONDED BY: Isabel Weeks

That diocesan council approves the closure and sale of St. Mark's church as requested by the Parish of Salt Spring Island and that deconsecration and sale of St. Mark's Church take place with the transfer of sacred and historical elements to All Saints Church and the subsequent

renovation of All Saints Church to accommodate the elements transferred from St. Mark's and to bring All Saints up to 2022 environmental standards and to restore All Saints to ensure its ongoing viability as a place of worship and a place of Salt Spring community gatherings

THE MOTION WAS CARRIED

Juli Mallett, Will Hubbard, and Barbara Underhill abstained.

Buildings' update and overview –

Barry Foster reported the following:

- a) Memorandum of Understanding with Island Crisis Care Society for purchase of property in Cedar (Appendix 11)

MOVED BY: Ed Norman

SECONDED BY: Juli Mallett

That diocesan council directs the Bishop and the Executive Officer of the Diocese to sign the memorandum of understanding with Island Crisis Care Society, March 4, 2022, as prepared by legal counsel for the Rectory property at Cedar.

THE MOTION WAS CARRIED

- b) St. Andrew's Cowichan Station (Appendix 12)

The Cowichan Station Area Association (CSAA) has expressed interest in taking on the care of the property. The principal option being considered is a transfer of ownership to CSAA for the property (as opposed to sale or lease). Because CSAA is a registered charity a property transfer can be achieved.

Documents will be presented at the June diocesan council meeting which will permit the diocese to transfer care of this property to the CSAA, and to transfer funds held in the Rectory Trust Fund of the CTF, to the CSAA for maintenance of this property.

- c) 40 High Street (Strawberry Vale) Property Sale (Appendix 13.1, 13.2)

This item was approved by diocesan council with the approval of the consent agenda items presented earlier in these minutes. No further action required.

- d) Property Development Consultant – Wisser Projects are assisting the synod in developing a framework for decision making. More detail will be forth coming at the June diocesan council meeting.

Refugee Program Update (Appendix 14)

Bishop Anna asked Brendon Neilson to comment on the current state of the Refugee program within the diocese. Recent changes made by the Federal Government require sponsorship programs to have their financial statements audited. Because of the nature of the diocese and the parishes which comprise the diocese, this is not a practical consideration for the diocese because of the expense. The diocesan refugee program will continue but will not be accepting any new applications for sponsorship at the present time.

Intersections program

Brendon also referenced the intersections program which will launch a new session in the next two weeks. The first sessions were well received and over-subscribed.

Bishop Anna offered congratulation to Gail Gauthier, retiring Financial Officer for the diocese. The Bishop noted that Gail has been a positive presence in the synod office. Other members of council offered their thanks for Gail's work over the past five years. Gillian Astbury-Heinke was welcomed as the new finance officer.

Other Business

Next meeting date for Diocesan Council

Thursday, **June 2, 2022, at 10 AM**, in-person meeting. Location TBA

Closing Reflection

The bishop thanked everyone in attendance for their commitment to the life of the Diocese.

The bishop closed with a prayer and blessing.

Bishop Anna moved the conclusion of the meeting at 12:50PM.

Next Scheduled Diocesan Council meeting
Thursday, June 2, 2022, at 10:00 am in-person. Location TBA