



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

Minutes of the meeting of September 30, 2022 – In-person meeting held at St. Philip’s Church,  
Cedar BC.

**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 R
Clerical Secretary	The Rev. Paul Schumacher
Treasurer	Barbara Underhill R

**ELECTED REGIONAL REPRESENTATIVES**

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

**APPOINTED**

Timothy Ray R

**STAFF**

The Ven. J. Barry Foster, Executive Officer  
Gillian Astbury-Heinke, Finance Officer  
Brendon Neilson, Vision Animator, and Executive Director  
Canon Eric Partridge, Executive Archdeacon for Diocese of Islands and Inlets

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

Ammar Mahimwalla

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

**RENEWED HEARTS RENEWED SPIRITS RENEWED PEOPLE**

## 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 in-person meeting, at St. Philip's Cedar.

Bishop Anna offered an opening prayer remembering all who are survivors of residential schools and those who never made it back home from those schools. The bishop offered thanks to St. Philip's Cedar for hosting this diocesan council meeting. Eric Partridge was introduced as the new executive archdeacon for the diocese. Bishop Anna asked the members of council to introduce themselves and to offer an occasion when they had to make a tough decision in the past. The summary note from the bishop's teaching moment will be found in the attached document. (Appendix 1)

### #1 **Agenda for this diocesan council meeting:** (Appendix 2)

Accepted as presented.

#2 **a) Regrets for Absence** - The clerical secretary noted the regrets for absence from this council meeting. There were six voting member(s) absent. The clerical secretary declared that there was a quorum present with eleven voting members from a total of seventeen having a vote on council.

### #4 **Consent agenda approval**

1) Receive the Diocesan Council minutes for the meeting held on June 2, 2022.  
(Appendix 3)

2) Receive the E-vote results from August 2022 (Appendix 4)

#### **Finance Committee Items: 003-01**

3) Receive the Finance Committee minutes, including:

a. Financial Statements and Reports as circulated. (Appendix 5)

4) Receive the Management Committee minutes for July 12 and August 24 (Appendix 5)

5) Receive Education Trust Board (ETB) minutes (Appendix 5)

MOVED BY: Walter Stewart

SECONDED BY: Lynn Schumacher

*That the consent agenda be approved as presented.*

THE MOTION WAS CARRIED

6) Receive the Financial reports for the second quarter of 2022.

MOVED BY: Isabel Weeks

SECONDED BY: Ed Norman

*That diocesan council receive the financial reports for the second quarter of 2022.*

THE MOTION WAS CARRIED

**#5 Cowichan Station CTF Funds release for St. Andrew's Cowichan Station**

Chancellor Bob Gill gave a brief update on the progress of this action. The roof on the old church required replacement in order for CSAA to obtain insurance coverage. CSAA continues to work with the BC government to obtain approval as cemetery holder.

**#6 Refugee Program update (Appendix 6)**

The executive director, Brendon Neilson, spoke about the history of this program from 2015 until the present time. The program has doubled in size in recent years. Retaining staff has become an issue. In 2021, diocesan council decided to shrink the program over the next two years. After much consultation and discernment, the program is no longer sustainable in its current format. A period of discussion followed.

MOVED BY: Bob Gill

SECONDED BY: Ed Norman

*That the Diocese of Islands and inlets not renew its sponsorship holder agreement (SAH) with IRCC and allow the current agreement to expire in June 2023, and that this decision is to be communicated only by the bishop of the diocese.*

THE MOTION WAS CARRIED

The clerical secretary was requested to note in the minutes that this motion passed without dissent.

Elizabeth Murphy wished to recognize the good already done through the refugee sponsorship program.

MOVED BY: Walter Stewart

SECONDED BY: Ansley Tucker

*That the diocese of islands and Inlets enter into discussion with its community partners, the ecclesiastical province of British Columbia and the Yukon, and pursue the possibility of a collaborative option for continuing Refugee Sponsorship. Nothing of these conversations will have any impact on the 293 persons who are part of the current Sponsorship Holder Agreement (SAH).*

THE MOTION WAS CARRIED

11:35AM Diocesan council took a ten-minute break.

11:45AM Council reconvened

**#7 Diocesan Scan – Parish Vacancies**

Bishop Anna spoke briefly about the current vacancies. She noted that there is a move away from the use of job descriptions for vacancies. Human Resources studies have determined that it is more appropriate to seek applicants who possess the skills required to fulfill vacancies in the diocese.

**#8 Finance** – a) Line of Credit for Memorandum of Understanding Christ Church Cathedral – (Appendix 7)

This would establish a \$500,000 line of credit for Christ Church Cathedral with Toronto-Dominion Commercial Banking and secured against the assets (personal property) of the diocese. Coming out of the linked banking system the diocese used until early 2022, CCC finds a shortfall in revenues. The bishop noted that diocesan council's approval of this action is required before she can sign the documents for this line of credit with the bank. A period of discussion followed. Dean Ansley tucker responded to several questions regarding existence of a strategic plan for CCC.

MOVED BY: Walter Stewart

SECONDED BY: Ed Norman

*That diocesan council directs the bishop to sign the necessary documents to complete the memorandum of understanding with Christ Church Cathedral and Toronto-Dominion Commercial Bank for a \$500,000 line of credit for Christ Church Cathedral.*

THE MOTION WAS CARRIED.

Only seven voting members of council voted in favour of the motion. Four members of council abstained and requested their abstentions be noted in the minutes – Ansley Tucker, Gail Rodger, Lynn Schumacher, and the clerical secretary Paul Schumacher.

- b) 2023 Cost of Living allowance – (Appendix 7)

MOVED BY: Walter Stewart

SECONDED BY: Gail Rodger

*That diocesan council approve a 3.0% Cost of Living (COLA) increase for all active clergy and synod office staff for 2023. In addition, a 5.4% further increase will be given to active clergy and synod office staff who are on the "basic minimal pay scale".*

THE MOTION WAS CARRIED

**NOTE:** Diocesan council recommends that lay employees within parishes be given a 3% COLA increase for 2023.

- c) Update on proposed clergy salary scale for 2023 – (Appendix 7)

Gillian Astbury-Heinke indicated that the change to the new Clergy Salary Scale will take some time to complete. Our best indication is it will be in place for 2024. The new scale will be based on a 'points' system incorporating, but not limited to, these factors – position and experience, size of congregation, whether the parish is multi-point or not, education, and specialization. The new scale will be based on a ten-year grid, instead of a thirty-year grid. A draft of this proposed scale will be presented to diocesan council at a future time.

**#9 Human Resources Working Group – The Respectful Workplace Policy** (Appendix 8)

MOVED BY: Bob Gill

SECONDED BY: Elizabeth Murphy

*That the Respectful Workplace Policy be approved as circulated and replace appendix 'E' in the Canons.*

THE MOTION WAS CARRIED

Isabel Weeks, chair of the HR Working Group, indicated that several further areas need to be included in this policy – gender expression, gender identity, indigenous identity, and source of income. Isabel also noted that on page 10 of the document, the addition of a process to deal with complaints made against the bishop needs to be added and should align with the language used in the Canons of the General Synod of Canada.

12:45PM Diocesan Council broke for lunch. Bishop Anna offered the blessing.

1:15PM Council reconvened

**#10** Regular Synod meeting – May 2023 – in-person or on-line (Appendix 9)

The bishop indicated that our next regular synod would take place on May 12 and 13, 2023. This is planned as an on-line gathering. Many parishes have indicated this format is their preference. Synod will gather on-line to elect officers of the diocese, delegates to General Synod (which is planned for July 2023), receive the diocesan council members elected by the four regions of the diocese, and to elect the provincial delegates from our diocese.

This regular synod will begin with a live-streamed worship from Christ Church Cathedral on Friday evening. Saturday will be on-line only and be concerned with the business of synod.

MOVED BY: Ed Norman

Seconded by: Lynn Cawthra

*That diocesan council approve the next regular synod of the diocese be held on-line on May 12 and 13, 2023 and begin with livestreamed public worship service from Christ Church Cathedral on Friday evening May 12<sup>th</sup> and then continue as an on-line only synod on Saturday May 13<sup>th</sup>.*

THE MOTION WAS CARRIED

**#11** **Building for the Future Update** - (Appendix , 12-1, and 12-2)

Building for the Future

Ammar Mahimwalla, from the Wiser Group, presented a brief history and update of the Wiser Group and this project. It was noted that the school has completed a formal professional business plan which has been approved by the school's board of trustees.

The project is ready to proceed into phase 2b and requires the release of the funds held by diocesan council and Christ Church Cathedral, so the work of phase 2b may proceed.

MOVED BY: Ed Norman

SECONDED BY: Walter Stewart

*That diocesan council directs the finance officer to release the retained funds in the amount of \$150,000 set aside by diocesan council for this phase 2b work.*

THE MOTION WAS CARRIED

**#12 Property Redevelopment Committee – Terms of Reference (Appendix 13-1)**

MOVED BY: Walter Stewart

SECONDED BY: Lynn Schumacher

*That diocesan council affirms the direction of the terms of reference with the understanding that there remains further work to be done on these terms, as time passes.*

THE MOTION WAS CARRIED

**#13 Property - Buildings – update and property issues**

- a) Property Advisor Status Report condensed (Appendix 10)

The Property Advisor's report was received by diocesan council, as part of the consent agenda for this diocesan council meeting.

- b) St. John's Duncan – memorandum of understanding (Appendix 11)

MOVED BY: Ed Norman

SECONDED BY: Lynn Schumacher

*That diocesan council directs the bishop and the clerical secretary to complete the signing of the memorandum of understanding with St. John's Duncan by Tuesday, October 4<sup>th</sup>, 2022.*

THE MOTION WAS CARRIED

- c) St. John's Cobble Hill – Sale of portion of property The Chancellor offered information to diocesan council regarding St. John The Baptist Cobble Hill. Evergreen School has use of a small part of the church property for a playground. The school has offered to purchase said piece of land for \$45,000. There was some discussion at council that we should continue to rent the land, instead of selling it.  
MOVED BY: Bob Gill

SECONDED BY: Walter Stewart

*That Diocesan Council approve the sale of said piece of land, part of the land of St. John's Church, Cobble Hill for the sum of 45,000.*

THE MOTION WAS CARRIED

**Other Business**

- 1) Next meeting date for Diocesan Council

**Thursday, November 24, 2022, at 10 AM**, ZOOM meeting.

**Closing Reflection**

The Bishop thanked everyone in attendance for their commitment to the life of the Diocese. Bishop Anna reminded council that issues discussed and discussions with community partners and other dioceses in the ecclesiastical province will be forth coming and that nothing of these conversations will have

any impact on the 293 persons part of the current (SAH) Sponsorship Holder Agreement.

The Bishop closed with prayer for all the children who did not return home from residential schools across Canada.

Bishop Anna moved the conclusion of the meeting at 2:30PM.

**Next Scheduled Diocesan Council meeting  
Thursday, November 24, 2022, at 10:00 am, ZOOM meeting.**