

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

Minutes of the meeting of November 25, 2021
Virtual meeting using Zoom 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 R

ELECTED REGIONAL REPRESENTATIVES

The Rev. Lynn Cawthra	Walter Stewart
The Rev. Juli Mallett R	Lynn Schumacher
The Rev. William Hubbard	Marilyn Taylor
The Rev. Gail Rodger	Ed Norman R
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)

Ian Alexander
Janet Marshall

Faith in Foundation

Asset Management • Financial Resources • Effective Communication
• Current Ministries • Shared and Remote Ministries

RENEWED HEARTS RENEWED SPIRITS RENEWED PEOPLE

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 followed by a PowerPoint presentation (Appendix 1) of materials from Susan Beaumont's book, "How to Lead When you Don't Know Where you are Going." The bishop noted that many members of diocesan council have viewed our diocese as being in a state of decline, and moving toward redevelopment, according to Beaumont's book. Bishop Anna also indicated that our diocese is currently 'weighted' toward being an institution striving to maintain itself in a 'steady state.'

The bishop went on to say that we need to realize that we can only move forward when disturbance and disruption of this 'maintenance position' leads us toward innovation, which in turn moves us to emerge into a new state of growth and redevelopment.

Following the presentation, a brief period of discussion took place. Points raised:

- 1) The window of disturbance allows for a range of support which must be held within boundaries which are not too high, nor set too low.
- 2) The Rule of Canon Law helps to keep us in balance. Disturbance can force us beyond that balance point and may not always be beneficial.
- 3) Leaders can have a huge influence in affirming growth. A priority in this process is maintaining connections and relationships.
- 4) We can only move forward at the speed of "trust" between all parties and persons.

Bishop Anna reminded council that we find ourselves in a time of change, a liminal space, which may be threatening to many. As Christians, we find ourselves in a constant state of 'discerning' what it is that God is asking us to do? What is God doing in this time? What are the parameters which guide our discernment process?

The bishop concluded the presentation noting that Susan Beaumont states that our core values are our compass which provides us with clarity and help us to articulate where we are as we strive to become more ecumenical with other faith traditions.

The members of diocesan council were asked for comments. A wide range of suggestions were offered:

- transparency of relationships between parishes and the diocese
- the need for healing of relationships between our parishes and the diocese
- the insular nature of parish life – many have never been inside the Cathedral church
- the need for compassion and empathy
- the power of the Two Great Commandments in our lives
- inclusiveness and diversity, being a community that is welcoming and supportive
- the need for engagement and integration on both sides – the diocese and the parishes

Bishop Anna summarized by reminding council of our need to know our core values, to recognize those things which reside in the shadows and may impact our work as God's people, and to act out for the core values we profess as our own.

The bishop then asked if there were any changes to the agenda: (Appendix 2)

The chancellor brought forth a motion regarding the provision of agenda for this meeting not conforming to Regulation 3.0.2 of the Canons.

MOVED BY: Bob Gill

SECONDED BY: Isabel Weeks

That diocesan council waive the 14-day notice requirement for the distribution of the agenda, for this meeting, for this meeting only.

THE MOTION WAS CARRIED

A brief discussion followed.

Alert Bay Ministry Funding Model Changes

Bishop Anna reported to council that we are in a position which dictates our rethinking of how we do ministry in this place. The diocese needs to step back and determine what is the best way to be a presence in this space. The current incumbent has been notified of the ending of this ministry as it currently is known, as of June 30, 2022. Bishop Anna offered thanks to the Reverend Will Hubbard for his work in this ministry during the past year.

Regrets for Absence

The clerical secretary noted the regrets for absence from this council meeting. There was three voting members absent. The clerical secretary declared that there was a quorum present.

Role of Synod Office

Diocesan executive officer, Barry Foster, spoke about the skills, abilities, and experience found among our synod office staff. Many changes are forth coming with retirements and job shifts. In January 2022, the synod office staff will take part in a facilitated discussion, examining their role in the future direction of our diocese.

Consent agenda approval (Appendix 3)

1. Receive the Diocesan Council minutes for the meeting held on Sept. 29, 2021.
2. Finance Committee Items:
 - Receive the Finance Committee minutes, including Financial Statements and Reports as circulated.
 - St. Luke's Cemetery E-vote results received.
 - Receive the minutes of Education Trust Board from 2021.

MOVED BY: Walter Stewart

SECONDED BY: Lynn Schumacher

That the consent agenda be approved.

THE MOTION WAS CARRIED

Draft budget for 2022 (Appendix 4)

The finance officer, Gail Gauthier, presented an overview of the proposed budget for 2022 and noted that the document was going back to the finance committee of the diocese for further consideration.

MOVED BY: Craig Hiebert
SECONDED BY: Walter Stewart

That diocesan council approves of the recommendation to make an adjustment to the proportional giving percentage to the Anglican Church of Canada National office, to match the diocesan parish assessment, beginning in 2022.

THE MOTION WAS CARRIED

MOVED BY: Marilyn Taylor
SECONDED BY: Isabel Weeks

That diocesan council approves of the recommendation to provide a 2% cost-of-living increase to clergy for 2022.

THE MOTION WAS CARRIED

MOVED BY: Bob Gill
SECONDED BY: Ansley Tucker

That diocesan council recommends that all parishes of the diocese provide a 2% Cost-of- Living increase for each lay staff person, for 2022.

THE MOTION WAS CARRIED

MOVED BY: Isabel Weeks
SECONDED BY: Lynn Cutten

That diocesan council approves of the recommendation to provide a 2% cost-of-living increase for diocesan staff for 2022.

THE MOTION WAS CARRIED

Walter Stewart recommended to diocesan council that the national rate of inflation be monitored and the cost-of-living calculated increase, employed by the diocese, be adjusted from time to time during the calendar year 2022.

MOVED BY: Bob Gill
SECONDED BY: Will Hubbard

That diocesan council approves St Philip Lantzville withdraw \$34,500 from its Rectory Trust holdings in the Consolidated Trust Fund of the Diocese of British Columbia.

THE MOTION WAS CARRIED

Reference – Canon 6.11 (Appendix 5) – Bob Gill pointed out that within this Canon, diocesan council has a duty to examine why any request to withdraw funds from the diocesan Consolidated Trust Fund has been made.

Canons Committee

Receive the minutes of the Canons committee (Appendix 6)

MOVED BY: Bob Gill
SECONDED BY: Gail Rodger

That diocesan council receive the minutes of the Canons committee as attached.

THE MOTION WAS CARRIED

MOVED BY: Bob Gill
SECONDED BY: Isabel weeks

That Regulation 6.10.05 to Canon 6.10 of the Canons of the Diocese of British Columbia be enacted as follows:

REGULATION 6.10.05 – PARISH STEWARDSHIP

a. It shall be the duty of the clergy and churchwardens of each parish to encourage the people to participate in the mission and stewardship of the Church.

b. In each parish there shall be annually a comprehensive canvass of parishioners for the purpose of obtaining pledges of Christian services and financial commitment in the ensuing year to further the mission and stewardship of the church, including:

- *meeting the financial needs of the parish,*
- *promoting and implementing the parish vision and the diocesan vision, and*
- *promoting the mission of the Anglican Communion.*

c. The wardens shall report the results of the said canvass to the executive officer no later than fourteen days after its conclusion.

THE MOTION WAS CARRIED

Gail Rodger was opposed to this motion being approved.

Revisit to the Tabled Motion Re: Transforming Futures – (Appendix 8)

The chancellor indicated that it was the intention of the last meeting of diocesan council to defer this item and not to ‘table’ it.

Walter Stewart, referring Regulation 6.10.05, as previously approved by council at this meeting (November 25, 2021), placed the emphasis on the work of parish visioning going forward. Walter recommended that diocesan council to approve the motion as presented at the September 23, 2021 meeting.

MOVED BY: Walter Stewart
SECONDED BY: Elizabeth Murphy

That diocesan council approves that the Transforming Futures focus over the next two years be congregational development and implementation of the vision at the parish level.

THE MOTION WAS CARRIED

Report of the HR Working Group

Isabel Weeks reported that the working group has met and begun drafting an HR manual for the diocese. This work will affect Canons and Regulations and Appendix ‘G’ of the Canons. Changes will

be required to the Canons, Regulations, and to Appendix 'G'. Some of these changes are necessary to align our documents with the Law of Canada and the province of British Columbia.

The HR Working Group has requested approval of diocesan council to continue to work together after the current task has been completed.

Diocesan council broke for lunch at 12:07 noon.

Diocesan council reconvened at 1:00PM

Refugee Sponsorship Program Sustainability Report – (Appendix 9.1, 9.2)

Brendon Neilson gave an overview of the report prepared for the diocese by Scale Collaborative. The report concluded that the diocese has a high level of commitment to the applications for the next 3 to 5 years.

MOVED BY: Walter Stewart

SECONDED BY: Isabel Weeks

That diocesan council endorses the recommendation that the Refugee Sponsorship Program becomes smaller in scope in order to be sustainable, operating within the funding parameters set by diocesan council in February 2021.

Some discussion followed this motion being moved. The point was raised regarding seeking a 'steady state' going forward. The bishop responded that this motion was presented to begin step one of an on-going process. The question of who would be responsible for diocesan oversight of applications as we move toward that 'steady state'?

THE MOTION WAS CARRIED

It was indicated that all applications would need to be signed by the executive officer of the diocese.

Buildings update and overview

Barry Foster reported the following:

- a) Island Crisis Centre MOU – this agreement has now expired. ICC has received funding to proceed with their feasibility study. They have been informed by the diocese that we are not in a position to move forward on any projects at this time. (For information only)
- b) St. Andrew's Cowichan Station – Steps have been taken to end the tenancy agreement, the terms of which have not been fulfilled by the tenants. The Cowichan Station Area Association has expressed interest in taking on the care of the property. (For information only)
- c) 40 High Street (Strawberry Vale) Property Sale

MOVED BY: Lynn Schumacher

SECONDED BY: Craig Hiebert

That diocesan council approve the sale of the property at 40 High Street, Victoria BC, valued at \$1,080,000. The diocesan property advisor is to proceed with action to accomplish the sale.

Discussion followed. Ansley Tucker inquired as to where the funds from this sale would be directed. Barry responded that the proceeds of sale would be used by the diocese. The bishop pointed out that this discussion would be for a later time.

THE MOTION WAS CARRIED

Ansley Tucker was recorded as being opposed to this motion.

d) Proposed change to the Lease Agreement, St. Mattias Victoria (Appendix 10)

MOVED BY: Walter Stewart

SECONDED BY: Will Hubbard

That diocesan council approve the recommendation of updates to the existing lease between the diocese and Christ Church Cathedral Educational Society (CCCES), a new Loan Agreement (Schedule B) between the diocese and CCCES, and a new Memorandum of Understanding (Schedule C) between the diocese and the parish of St. Matthias Victoria BC. The bishop and the Clerical Secretary are authorized to sign the documents.

THE MOTION WAS CARRIED

The bishop thanked Isabel Weeks for her work around this item.

COGS Presentation - supporting documents (Appendix 11.1, 11.2, 11.3)

Canon Ian Alexander and Janet Marshall presented a brief overview of COGS and asked council to respond to several questions in small group discussions.

Other Business

Next meeting date for Diocesan Council: Thursday, **January 27, 2022, at 10 AM**, on Zoom.

Closing Reflection

The bishop thanked everyone in attendance for their commitment to the life of the Diocese. Bishop Anna invited council to consider how discernment can be a way to go deeper, to be freed up to go deeper into the Gospel to find what God is asking of us.

The bishop blessed the members of diocesan council.

Bishop Anna moved the conclusion of the meeting at 2:36PM.

Next Scheduled Diocesan Council meeting
Thursday, January 27, 2022, at 10:00 am by Zoom