

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

Minutes of the meeting of January 27, 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 **R**

Walter Stewart

The Rev. Juli Mallett

Lynn Schumacher

The Rev. William Hubbard **A**

Marilyn Taylor

The Rev. Gail Rodger

Ed Norman

The Rev. Canon Craig Hiebert

Elizabeth Murphy

**APPOINTED**

None

**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)**

## 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. Brendon Neilson provided a land acknowledgement and brief silence for reflection on residential school grave sites.

Bishop Anna offered an opening prayer followed by a power point presentation of materials from Miles and Snow's Strategy Topography document. Using slides, the bishop shared the four types found in this work.

- a) Prospector - These are the ones reaching into new areas of development, such as tech start-ups. It was noted by one council member that this model fits the 'church planting model' we see at work, today. It was also noted that this style works in liminal times when nothing else seems to be working.
- b) Defender - The bishop noted that we see this style present throughout the 'church.' The idea is to keep the existing customer, the current church members, happy. A comment was made that when clergy become the repository of people's expectations, it may be time to consider moving on because one then becomes an obstacle to seeking new avenues of growth. Bishop Anna indicated that, as bishop, she is called on to defend the position of the 'church,' from time to time.

Other comments were made about the need to find stability in order to seek healing when trauma has occurred. In the 1960's and 1970', the 'church' saw huge growth in its numbers and programs. It was believed best to leave things as they were so as to not ruin a good thing.

Finally, we can be defenders in a positive way, if we are discerning about the position we are taking.

- c) Analyzing - This is the middle way between prospector and defender types. For small churches, the decline in membership leads these churches into becoming 'family systems' prepared to maintain their position at all costs. By continuing to defend the system against change, we are hindering the possibility of moving forward. Often, we are afraid that we might be offending the members of our congregations.
- d) Reactor - Not an acceptable way to manage change.

Bishop Anna referenced a new program being offered by Susan Beaumont called "From Decision-making to Discernment." This is a one-year online, virtual course to which Bishop Anna has invited three members of Synod to take part. The clerical secretary has accepted the bishop's request as one of these three attending from the diocese of islands and inlets. The other attendees will be announced directly by the bishop's office. Bishop Anna will be the fourth person attending from the diocese.

## Agenda for this diocesan council meeting:

The bishop then asked if there were any changes to the agenda:

- The chancellor gave notice of the addition of a motion following the Human Resources Working Group report.
- Barry Foster indicated that two items found under the 'buildings and properties' section were being removed as there is nothing new to report.

Bishop Anna asked for a motion to accept the amended agenda.

**MOVED BY:** Ed Norman  
**SECONDED BY:** Craig Hiebert

*That the agenda for this diocesan council meeting be accepted, as amended.*

**THE MOTION WAS CARRIED**

## **SECTION 1**

### **a) Regrets for Absence**

The clerical secretary noted the regrets for absence from this council meeting. There was two voting member(s) absent. The clerical secretary declared that there was a quorum present.

### **b) Consent agenda approval**

Receive the Diocesan Council minutes for the meeting held on November 25, 2021, as amended.

Chancellor Bob Gill requested that the Minutes from the November 25th, 2021, meeting of diocesan council be removed from the consent agenda.

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

Receive the Finance Committee minutes, including:

1. Financial Statements and Reports as circulated.
2. Receiving of the E-vote results from December 2021 e-vote(s).

**RESOLVED:** *That the consent agenda be approved as amended without the November 25, 2021 Diocesan Council Minutes.*

**MOVED BY:** Bob Gill  
**SECONDED BY:** Walter Stewart

**THE MOTION WAS CARRIED**

## **Section 2**

Approval of the minutes from the November 25, 2021, diocesan council meeting:

Chancellor Bob Gill pointed to an error in the Parish Stewardship motion approved at the November DC meeting. Regulation 6.10.05 (b) should read as follows: "In each parish there shall be annually a comprehensive canvas of ~~each~~ parishioners, for the purpose of obtaining pledges of Christian services and financial commitment in the ensuing year to further the mission ...."

Also, the spelling of the word 'waive' is incorrect in the motion regarding the timing of agenda and document distribution for the November meeting of diocesan council.

**MOVED BY:** Walter Stewart  
**SECONDED BY:** Ed Norman

*That the minutes of the November 25, 2021 diocesan council meeting be approved as amended.*

**THE MOTION WAS CARRIED**

(Both of the above changes have been made to the November diocesan council minutes.)

## **Section 3**

### **Bishop's Remark regarding Staff Transitions**

Bishop Anna reported that two staff transitions will be taking place in the coming months. Gail Gauthier will be retiring at the end of April 2022. The finance officer's position has been posted and several applications have been received to date. There is a plan to have a period of overlap between the hiring of the new finance officer and Gail Gauthier's departure.

Barry Foster, executive officer for the diocese, has announced his move to half-time sometime in the summer of 2022. Barry plans to return to Calgary at that time, and then to act as a consultant to Bishop Anna and the diocese.

Bishop Anna indicated that consultants have been engaged by the diocese to review the role of the executive officer. The consultants will be looking at role, expectations from the people of the diocese of this position, skill sets, training required, and where training may be required for a new executive officer.

The Canons will need to be updated to reflect the present-day expectations and functions of anyone in the executive officer's position.

A brief period of discussion followed. Many comments addressed the role of synod staff in working with the parishes, the necessity of having an executive officer who is ordained a member of the active clergy, and that the role of the bishop and the executive officer carrying for the well-being of the diocesan clergy must be expanded to include the care and well-being of the parish wardens, who are carrying many heavy loads, in our present liminal spaces.

#### **Section 4**

##### 1. Draft budget for 2022

The finance officer, Gail Gauthier, and the Treasurer, Barbara Underhill, presented an overview of the proposed budget for 2022 and reviewed many points taken from the budget document.

Bob Gill requested that a balance sheet showing the status of trusts would be appreciated on an occasional basis.

Some concern was expressed around the unlinking of bank accounts for parishes from the Linked Banking System regarding bank service fees. The question arose whether additional costs will be incurred by parishes; these fees will normally be paid by parishes. In some cases, parishes may need to request assistance through a diocesan contingency fund which has been established by diocese.

##### 2. Approval of the Diocesan Budget for 2022:

**MOVED BY:** Walter Stewart

**SECONDED BY:** Ed Norman

*That diocesan council approves the Diocesan Budget for 2022.*

**THE MOTION WAS CARRIED**

##### 3. Return of Funds held in trust through Transforming Futures

Barry Foster and Gail Gauthier gave an overview of the donations, having come in many different forms, totaling \$116,000, that have been received by Synod toward the Transforming Futures projects. The Finance Committee has recommended to diocesan council that parishes should not be used for regular operating expenses.

Since transforming Futures has been put on hold and because the Pandemic has changed the way parishes are needing resources, stewardship may present parishes with opportunities to develop their individual case studies for parish development over the next several years.

As further discussion may be required, Bishop Anna requested the Transforming Futures item be revisited later in this meeting of diocesan council at which time, a motion might be forthcoming.

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

11:25 AM Council reconvened.

4. Report of the HR Working Group:

Isabel Weeks reported that the working group has met and examined the existing Appendix 'G' of the Canons. It was found that this document is out of date and does not conform with Law. The HR group has reorganized and restated the document. This work will affect Canons and Regulations and Appendix 'G' of the Canons. Changes are required to the Canons, Regulations, and to Appendix 'G'.

Two changes are suggested at this time:

- a) Active clergy vacation allowances beginning in 2023

**MOVED BY:** Isabel Weeks

**SECONDED BY:** Ed Norman

*That active clergy of the Diocese of Islands and Inlets receive 5 weeks paid vacation after five years of ordination, and then 6 weeks of paid vacation after ten years of ordination, beginning in 2023.*

**THE MOTION WAS CARRIED**

Bishop Anna requested that Ansley Tucker's vote contrary to the motion be recorded in the minutes.

- b) One additional paid day - to observe the National Indigenous Day.  
(No motion presented.)

The HR Working Group presented the Human Resources Report.

A period of discussion followed. Concern was expressed that 'abuse' of any form must be addressed in the HR policy.

Clarification was sought regarding when vacations must be used by any synod staff, clergy, and parish employees, remembering that everyone needs to maintain a balance in their well-being, rest, and self-care. Part-time clergy are often expected to work far beyond their contract obligations, as are full-time clergy. Most are never compensated for these extra hours. Statutory holidays are often workdays for many clergy and staff. An allowance must be made for inclusion of these hours and appropriate compensation of time off be required. The same holds true for lay employees at all levels of the diocese. The role of clergy and other employees has changed over the decades since the resurgence of the church in the 1950's. Seeking life-balance is now highly regarded over being completely controlled by one's vocation and position.

Questions were asked about information security and working from one's personal devices verses using devices specific to parish and/or synod use, parental and maternity leave, and how these changes conform to provincial and federal law.

The HR Working Group will be continuing work on this policy.

**MOVED BY:** Bob Gill

**SECONDED BY:** Isabel Weeks

*That Diocesan Council appoint the following persons to the personnel and compensation committee, under Regulation 3.07.g:*

*Isabel Weeks, Vice Chancellor (chair)*

*Barry Foster, Executive Archdeacon*

*Robert Gill, Chancellor*

*Michael Wolff, Registrar*

*Tara Saracuse, Executive Assistant to the Bishop*

*Ven. Dr. Lon Towstego, Incumbent, Parish of Central Saanich*

*Sean Steele, Parishioner, St. Mary's Oak Bay*

**THE MOTION WAS CARRIED**

5. Transforming Futures discussion resumed by diocesan council

**MOVED BY:** Walter Stewart

**SECONDED BY:** Craig Hiebert

*That all funds received from any parish for transforming Futures from January 1, 2022, be retained 100% by that parish for that parish's transforming Futures case development or related projects.*

**THE MOTION WAS CARRIED**

## **Section 5**

### **'Buildings' update and overview**

Barry Foster reported the following:

- A. St. Andrew's Cowichan Station –The Cowichan Station Area Association (CSAA) has expressed interest in taking on the care of the property. There are several options to be considered:
- a long term lease arrangement with the CSAA.
  - transfer of ownership of the property to the CSAA.

Comments were made regarding the return of these lands to the local first nations, the responsibility of the diocese to maintain the cemetery in perpetuity, the current condition of the buildings may be a deterrent, and finally that the lands may not be severable because of the existing cemetery.

- B. 40 High Street (Strawberry Vale) Property Sale

Barry Foster reported that an offer to purchase the property has been received by the diocese from the current tenants. Some terms and conditions need to be clarified. This matter will be brought back to diocesan council for the April 2022 meeting, if possible.

### **Other Business**

- Next meeting date for Diocesan Council: Thursday, **April 28, 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 closed with a prayer from John Chrysostom, Bishop, whose feast day is today.

Bishop Anna moved the conclusion of the meeting at 12:19 PM.