

## TABLE OF CONTENTS

### **2019 SYNOD JOURNAL**

Acts of Synod 2019 .....	25-27
Anglican Foundation of Canada.....	245-247
Anglican Fund for Healing and Reconciliation .....	248-249
Archbishop's Charge to the 49 <sup>th</sup> Session of the Synod of the Diocese of Algoma..	74-86
Bliss Gillmor .....	256-261
<b>Camps, Reports of</b>	
Camp Gitchigomee .....	252-253
Camp Manitou Bay of Islands .....	254
Camp Temiskaming .....	255
Cara Community Corporation .....	262-277
Certificate of Approval.....	28
<b>Committees, Commissions, Task Forces, Etc., Reports of</b>	
Addictions Committee .....	149-168
Administration and Finance Committee .....	169-170
Budget Estimates: 2020-2021 .....	171-178
Anglican Church Women .....	179-180
Archives .....	181-182
Bishophurst Maintenance Committee .....	183
Congregational Development Officer .....	184-193
Constitution and Canons Committee .....	194-197
Diocesan Court .....	198
Executive Committee .....	145-148
Layreaders, Warden of .....	199
Matrimonial Commission .....	200
Muskoka Ministry Transition Team .....	201-204
Pastoral Care during Times of Medical Assistance in Death .....	205-227
Postulancy Commission .....	228
Primate's World Relief and Development Fund.....	229
Property Transactions .....	230-231
Youth Ministry Committee .....	232
Contents, Table of.....	3-4
Courtesies .....	17
Deanery Positions (Congregational Vitality/Health).....	233-244
Diocesan Flow Chart Structure .....	9
<b>Financial Statements, Reports, Schedules, etc.</b>	
Un-Audited Financial Statements, December 31, 2018 and Review Engagement Report .....	101-111
Archbishop Wright Building Fund, Loans Receivable .....	112
Church Workers' Transportation Fund.....	113-114
Consolidated Investment Fund, Statements and	

Portfolio Performance .....	115-119
Dawson Estate, Assets of.....	120-121
Trusts, Synod: Schedule of Endowment, Trust Fund and Unexpended Balances .....	123-126
Trusts, Local: Schedule of Endowment, Trust Fund and Unexpended Balances .....	127-132
In Memoriam .....	5-7
Introduction .....	1
Journal of Proceedings.....	29-42
Members of the Diocesan Executive Committee .....	8
Members of Synod, Ex-Officio .....	10
Members of Synod, Listing.....	11-16
Notice of Motions .....	20-24
Mission to Seafarers, Report.....	251
Ontario Provincial Synod 2018 .....	250
Presentation on Finances by the Administration and Finance Committee .....	43-67
Response to the Archbishop's Charge .....	68-71
Sessional Committees.....	18-19
Statistics – 2017, Selected Diocesan .....	133-144
Thorneloe University, Report.....	288-289
Vote of Thanks Committee Report .....	72-73
William McMurray Corporation .....	278-287
<b>BLANK PAGES</b> .....	87-100

**THE EXECUTIVE COMMITTEE OF THE DIOCESE OF ALGOMA**  
**(May 10, 2019)**

The Archbishop – The Most Rev. Anne Germond  
The Dean – The Very Rev. James McShane  
The Treasurer – Mrs. Jane Mesich  
The Chancellor – Mr. Garth O'Neill  
The Registrar – Vacant

***Archdeacons***

The Venerable Harry Huskins  
The Venerable Roberta Wilson-Garrett  
The Venerable Dawn Henderson  
The Venerable Glen Miller  
The Venerable Joan Locke  
The Venerable Deborah Kraft

***Regional Deans***

The Reverend Claire Miller  
The Reverend Kelly Baetz  
The Reverend Aidan Armstrong  
The Venerable Linda White  
The Reverend Charlene Sriver

***Lay Stewards***

Mrs. Frances Glover  
Ms. Mary McDonald

Ms. Carrie Birtch  
Mrs. Linda O'Neill

Ms. Susan Pincoe  
Ms. Lynne Preston

Mrs. Kathleen Aitken  
Mr. Dale Sparkes

Mrs. Chantal Rozon  
Mr. Russell van der Jagt

***Bishop's Appointee***

Clerical –  
Lay –

***Youth Representative***

Ms. Alicia Sandham

***Anglican Council of Indigenous Peoples Representative***

Ms. Sandra Fox

***ACW President***

Mrs. Barb Garvin

**The 49<sup>th</sup> Session of the Synod of the Diocese of Algoma  
May 2019**

**COURTESIES OF THE FLOOR**

*(Clergy On Permission)*

The Right Reverend Thomas Corston  
The Reverend Gail Clifton  
The Reverend Robert Clubbe  
The Reverend Canon Edna Murdy  
The Reverend Doctor Bill Steadman  
The Reverend Diana Wilde

**COURTESIES OF THE HOUSE**

*(Primate of the Anglican Church of Canada)*

The Most Reverend Fred Hiltz

*(Delegates from the Diocese of Ontario)*

The Right Reverend Michael Oulton  
The Venerable Nancy MacLeod  
The Reverend Canon Blair Peever  
Mrs. Haroldine Neil-Burchert  
Ms. Robin Jones

*(Anglican Foundation of Canada)*

Ms. Judy Rois  
Mr. Scott Brubacher

*(Primate's World Relief and Development Fund)*

Mr. Will Postma

*(Ecclesiastical Insurance)*

Ms. Annie Leong

*(Trinity College)*

The Reverend Doctor Christopher Brittain

*(Facilitators, Human Trafficking)*

Mrs. Nancy Armstrong  
Ms. Sue Robineau

*(Member of Muskoka Ministry Transition Team)*

Ms. Annette Procunier

*(Thorneloe University)*

Mr. David Macdonald

## ACTS OF SYNOD 2019

	<u>Page</u>
1. Adopted omnibus motion organizing Synod: .....	29
i) Confirmed the appointments of Committees, as printed in the Convening Circular;	
ii) Received regrets of absences, greetings, and courtesies of Synod;	
iii) Regarded as received the report of the Credentials Committee in regards to Clerical and Lay Delegates present;	
iv) Adopted the agenda;	
v) Adopted the minutes of the 2017 Synod;	
vi) Received the Reports and Motions printed in the Convening Circular, additional reports and additional non-canonical motions;	
vii) Approved the actions of the Diocesan Executive Committee;	
viii) Elected Clerical Secretary and Lay Secretary.	
2. Prayers in remembrance were offered by the Archbishop for those listed under “In Memoriam” .....	29
3. Were introduced to the Synod Chaplain, The Rev. Canon Rosalie Goos.....	29
4. Courtesies of the House and the Floor were announced .....	30
5. Heard greetings from The Rt. Rev. Dr. Stephen Andrews, Principal of Wycliffe College..	30
6. Resolved to send loyal greetings to Her Majesty, Queen Elizabeth II .....	30
7. Welcomed various guests and presenters to the 49 <sup>th</sup> Synod of the Diocese of Algoma ....	30
8. Received regrets from The Rev. Dr. George Porter and Mr. Garth O’Neill.....	31
9. Heard the announcement by the Archbishop of her Appointment of Chair of the Bishophurst Maintenance Committee .....	31
10. Were introduced to the members of the incoming Executive Committee (2019-2021) .....	31
11. Heard the Archbishop’s Charge to the 49 <sup>th</sup> Synod of the Diocese of Algoma .....	31
12. Heard greetings from The Rt. Rev. Michael Oulton, Bishop, Diocese of Ontario.....	31
13. Heard the report from the Credentials Committee .....	32
14. Heard the report from the Elections Committee regarding the positions available for election at this Synod and deadlines for nomination .....	32
15. Heard a report from the Elections Committee regarding the acclamation of the Youth Representative on the Executive Committee.....	32



16. Passed a motion (with 2/3 majority) removing the position of Registrar in the Diocese of Algoma and consequently deleting **Canon A-4: Registrar** and amending the **Constitution Article 1: Composition of Synod, item (c)** by removing the Registrar ...33
17. Passed a Canonical Motion (with 2/3 majority) that **Canon I-3: Churchwardens** be amended to include a new subsection under the selection of churchwardens – 1(f) A churchwarden may not serve in this office in more than one parish or congregation at a time .....33
18. Passed a Constitutional Motion (with 2/3 majority) amending the definition of Incumbent to a cleric or lay person licensed or appointed as such by the bishop to a parish, assisted parish, or congregation. ....33-34
19. Passed a Canonical Motion (with 2/3 majority) amending **Canon F-1: Deanery Officials** section 3 (b) by adding a stipulation regarding a partial term of a Regional Dean's position not counting toward the term of three consecutive regular synods. .... 34
20. Passed a Canonical Motion (with 2/3 majority) amending **Canon J-1: Vestries** substituting the word *auditors* for *financial reviewers* ..... 34
21. Passed a motion directing the Executive Committee of the Diocese to examine and explore ways to reduce the costs of the work and ministries carried out at the diocesan level while maintaining their effectiveness to the greatest degree possible. Further, that the Executive Committee undertake those actions which it thinks appropriate to reduce these costs and to report back to the next regular session of Synod and bring recommendations to Synod for those items that fall under its jurisdiction and power. ....37
22. Heard from the Elections Committee identifying those individuals acclaimed and those individuals nominated for various positions ..... 38
23. Heard the report from the Archbishop's Charge Committee and passed three motions in response to the Archbishop's Charge regarding reconciliation between Indigenous and non-Indigenous Anglicans; the appointment of temporary chaplains to assist deaneries, parishes, individuals affected by restructuring issues; and a request for prayers for those preparing to attend General Synod 2019 ..... 39-40
24. Accepted the Incorporated Synod of the Diocese of Algoma Financial Statements as of December 31, 2018..... 40
25. Appointed Laura Szczepaniak, CPA, to review the financial statements of the Incorporated Synod of the Diocese of Algoma ..... 41
26. Accepted the Budget Estimates for 2020 and 2021 ..... 41
27. Heard the report from the Vote of Thanks Committee ..... 41
28. Heard a report from the Elections Committee regarding the vote by orders on the motion on the dissolution of the Matrimonial Commission. .... 41

29. Heard a report from the Elections Committee on the results of the election for members of the Diocesan Court ..... 41
30. Passed a motion to destroy electoral ballots ..... 42
31. Heard the Archbishop express concurrence with all motions and actions of this Synod and prorogue the 49<sup>th</sup> Session of Synod..... 42

### **During the course of Synod 2019:**

#### **Offered a series of breakout sessions for Synod delegates on the following topics:**

<i>Unstoppable Churches; Hospitable Communities</i>	<i>The Anglican Communion at a Crossroads: Current tensions and hope for the future</i>
<i>Homeless in Algoma: Facts, Theology, and Response</i>	<i>Insurance/Safe Church</i>
<i>Human Trafficking</i>	<i>Meet the 2019 General Synod Delegates</i>
<i>Unstoppable Churches: Worship &amp; Music Forming a Gospel-Shaped People</i>	

Participated in the following plenary sessions and activities:

#### **Plenary Sessions**

*Preparing for General Synod 2019 – The Most Rev. Fred Hiltz*

*Primate's World Relief and Development Fund – Mr. Will Postma*

*Introduction to the Motion on the Marriage Canon – The Ven. Dr. Harry Huskins*

*Preparing for General Synod 2019 – Table group discussions considering one or more of a series of questions.*

*Finances – Administration and Finance Committee*

*The Anglican Foundation of Canada – Ms. Judy Rois and Mr. Scott Brubacher*

*Heartbeat of the Church – The Most Rev. Fred Hiltz*

*Closing Remarks – The Most Rev. Fred Hiltz*

#### **Activities**

Participated in the Kairos Blanket Exercise and Evening Prayers at St. Mary's College

Participated in an evening reception hosted by youth delegates in the Governor General Suite at The Water Tower Inn

Participated in an evening reception at Bishophurst hosted by Archbishop Anne and Dr. Colin Germond in honour of the Rev. Dr. Patti Brace (new ordinand); the newly installed Canons of St. Luke's Cathedral – Canon Betty Whetham, Canon Hugh Mackenzie, Canon John deP Wright, Canon Stephen Mallinger, and the Rev. Canon Rosalie Goos; and the Most Rev. Fred Hiltz and his upcoming retirement.

Participated in Litany of Reconciliation and Holden Evening Prayer.

## ***Journal of Proceedings***

### ***Certificate of Approval***

We certify that we have examined the Journal of Proceedings of the Forty-Ninth Session of the Synod of the Diocese of Algoma as published herein, and have found it to be an accurate record.

Ms. Mary McDonald  
Lay Secretary

M. McDonald

The Reverend Diane Hilpert-McIlroy  
Clerical Secretary

Diane Hilpert-McIlroy

The Most Reverend Anne Germond  
Archbishop of Algoma

+ Anne Germond



**JOURNAL OF PROCEEDINGS**  
**THE 49<sup>th</sup> SESSION OF SYNOD OF THE DIOCESE OF ALGOMA**  
**MAY 9-11, 2019**  
**THE WATER TOWER INN, SAULT STE. MARIE, ONTARIO**

***Thursday, May 9<sup>th</sup>***

Archbishop Anne Germond formally declared that the 49<sup>th</sup> sitting of Synod was in session and welcomed all delegates.

**OMNIBUS MOTION ORGANIZING SYNOD**

**Moved by:**           The Ven. Dr. Harry Huskins  
**Seconded by:**      The Very Rev. James McShane

***That:***

- 1. The appointment of committees, as printed in the Convening Circular, be confirmed;***
- 2. The regrets of absences, greetings, and courtesies of Synod be extended or received as the case may be;***
- 3. The report on Credentials in regard to the number of Clerical and Lay Delegates be regarded as received, and that the Chair, as soon as may be practicable, shall announce the result of such scrutiny;***
- 4. The agenda be adopted;***
- 5. The minutes of the previous Synod of 2017 be adopted;***
- 6. The Reports and Motions printed in the Convening Circular, additional Reports and additional non-canonical motions be received;***
- 7. The actions of the Diocesan Executive Committee be approved;***
- 8. The Lay and Clerical Secretaries now be elected, and that the Rev. Diane Hilpert-McIlroy be the Clerical Secretary and that Ms. Mary McDonald be the Lay Secretary.***

**CARRIED #1**

**MORNING PRAYER**

The Archbishop lit the prayer candle, presented by Carol Knox, which will burn throughout Synod and offered a prayer over the delegates of Synod and the deliberations; she also offered a commissioning prayer for the volunteers of the Prayer Vigil.

**IN MEMORIAM**

The Archbishop offered prayers in remembrance of those individuals who have gone before us and read names of those listed under "In Memoriam" in the Synod Journal. See pages 5-7 of the Journal.

The Archbishop introduced the Rev. Canon Rosalie Goos as the Chaplain for Synod 2019.



## COURTESIES OF THE HOUSE AND THE FLOOR

The Archbishop announced Courtesies of the House and the Floor that have been granted by the Chair as printed on page 17 of the Journal.

### GREETINGS RECEIVED

The Archbishop relayed greetings to Synod from the former Bishop of Algoma, The Right Reverend Doctor Stephen Andrews, now principal of Wycliffe College.

### GREETINGS TO QUEEN ELIZABETH II

The Archbishop called on the Rev. Canon Ed Swayze to offer greetings to Queen Elizabeth II from the 49<sup>th</sup> Session of Synod of the Diocese of Algoma.

Moved by:                      The Rev. Canon Ed Swayze  
Seconded by:                The Very Rev. James McShane

*The Archbishop and members of the 49<sup>th</sup> session of the Synod of the Diocese of Algoma uphold you in our prayers as your reign as Queen of Canada continues. We give thanks for your calm leadership during challenging times. We pray for your continued good health and that your faith sets a positive example of how one's beliefs can be a source of strength and resiliency.*

CARRIED #2

Members of the 49<sup>th</sup> Synod rose to sing "God Save the Queen".

### WELCOME TO GUESTS

The Archbishop welcomed all guests to Synod with particular mention of the following:

- The Most Rev. Fred Hiltz, Primate of the Anglican Church of Canada
- Bishop Michael Oulton and General Synod delegates from the Diocese of Ontario
- Mr. Tom Sperling of Sperlings Church Supply
- The Rev. Dr. Patti Brace, our newest presbyter
- Our new Canons: The Rev. Canon Rosalie Goos, Canon Hugh Mackenzie, Canon Betty Whetham, Canon Stephen Mallinger, Honourable Justice Canon John deP Wright
- Several facilitators who will be joining us throughout our days together: The Rev. Dr. Chris Brittain (Trinity College), Ms. Judy Rois and Mr. Scott Brubacher (Anglican Foundation of Canada), Mr. Will Postma (Primates World Relief and Development Fund), Ms. Annie Leong (Ecclesiastical Insurance), Mrs. Nancy Armstrong and Ms. Sue Robineau (Deanery of Temiskaming – Human Trafficking session), and Ms. Annette Procunier (Muskoka Ministry Transition Team)
- All those who have journeyed to be with us as observers to Synod



The Archbishop expressed regrets from the Rev. Dr. George Porter and Mr. Garth O'Neill.

### **ANNOUNCEMENT BY THE ARCHBISHOP OF APPOINTMENTS**

The Archbishop announced the following appointment:

Chair of the Bishopstun Maintenance Committee      Mrs. Marilyn Schmidt

### **INTRODUCTION OF THE EXECUTIVE COMMITTEE**

The Archbishop introduced members of the Executive Committee for 2019-2021 and requested each member to stand to be recognized. See page 8 of the Journal.

### **ARCHBISHOP'S CHARGE**

The Archbishop presented her charge to the 49<sup>th</sup> Synod of the Diocese of Algoma. See pages 74-86 of the Journal.

**PLENARY SESSION: Preparing for General Synod 2019 – The Most Rev. Fred Hiltz**

**GREETINGS: The Rt. Rev. Michael Oulton, Bishop, Diocese of Ontario**

**INFORMATION REGARDING THE KAIROS BLANKET EXERCISE: The Rev. Beth Hewson**

### ***MID-DAY PRAYER***

**The first series of Breakout Sessions were held between 2:00 – 3:00 p.m.**

- ***Unstoppable Churches; Hospitable Communities***  
The Rev. Dr. Bill Steadman
- ***The Anglican Communion at a Crossroads: Current tensions and hope for the future***  
The Rev. Dr. Chris Brittain
- ***Homeless in Algoma: Facts, Theology, and Response***  
The Rev. Dr. Patti Brace and Synod Youth Delegates
- ***Insurance/Safe Church***  
Ms. Annie Leong and Mrs. Jane Mesich

**The second series of Breakout Sessions were held between 3:15 – 4:15 p.m.**

- ***Unstoppable Churches: Worship & Music Forming a Gospel-Shaped People***  
The Rev. Dr. Jay Koyle
- ***The Anglican Communion at a Crossroads: Current tensions and hope for the future***  
The Rev. Dr. Chris Brittain
- ***Human Trafficking***  
The Rev. Pam Rayment, Mrs. Nancy Armstrong, and Ms. Sue Robineau

- ***Meet the 2019 General Synod Delegates***

Archbishop Fred Hiltz, Archbishop Anne Germond, Bishop Michael Oulton, and General Synod 2019 Delegates from Algoma and Ontario Dioceses

### **REPORT FROM THE CREDENTIALS COMMITTEE**

Canon Betty Whetham, Chair of the Credentials Committee, provided the following report from the committee:

In attendance at this time: 39 Clergy, 91 Lay Delegates **TOTAL: 130 voting delegates**

### **REPORT FROM THE ELECTIONS COMMITTEE**

The Very Rev. James McShane, Chair of the Elections Committee, announced that the following positions will be up for election at this Synod:

- Diocesan Court – 2 lay positions/1 clerical position
- Primate's World Relief and Development Fund Representative – 1 position
- Bishophurst Maintenance Committee – 2 positions

The Youth Delegates will present names for nomination for the position of Youth Representative on the Executive Committee. Nominations for youth positions will close at 9:15 a.m. on Friday, May 10<sup>th</sup>. The election for the youth representative to the Executive Committee will occur at 10:30 a.m. on Friday.

Nominations for all other positions required will close at 3:45 p.m. on Friday, May 10<sup>th</sup>.

**PLENARY SESSION: Primate's World Relief and Development Fund – Mr. Will Postma**

### ***EVENING PRAYER***

Synod recessed for dinner.

**The Kairos Blanket Exercise and Evening Prayers were held at St. Mary's College from 7:00 – 9:15 p.m.**

A Youth reception was held in the Governor General Suite following the evening session.

***Friday, May 10<sup>th</sup>***

### ***MORNING PRAYER***

Archbishop Anne Germond read a selection of “***seeds in our bundle***” which were placed on the altar during the opening service of Synod at St. Luke's Cathedral. They represent the various seeds in our ‘Sacred Bundle’ that the congregations have focused on building since our last Synod in 2017 - ***Discipleship, Stewardship, Reconciliation, and Community Building***.



Synod reconvened at 9:15 a.m.

The Very Rev. James McShane, Chair of the Elections Committee, announced that only one name was submitted for Youth Representative to the Executive Committee. Ms. Alicia Sandham has been acclaimed to that position. Alicia was introduced and she was welcomed to her new role by members of Synod.

Dean McShane reminded members of the deadline for remaining nominations.

### **CONSTITUTION AND CANONS**

The Venerable Deborah Kraft, Chair of the Constitution and Canons Committee, introduced the members of the Constitution and Canons Committee: Canon Betty Whetham, Mr. Garth O'Neill (Chancellor - regrets), Mrs. Kathleen Aitken, The Venerable Marie Loewen (regrets), and The Venerable Dr. Harry Huskins. She then spoke to the motions being presented by the committee.

Motion endorsed by the Executive Committee of the Diocese of Algoma:

**Moved by:           The Ven. Deborah Kraft**  
**Seconded by:       Canon Betty Whetham**

***That this Synod 2019 remove the position of Registrar and, if approved, that Canon A-4: Registrar be deleted and Article 1 of the Constitution: Composition of Synod c) remove the word 'Registrar'.***

**CARRIED #3**

Motions endorsed by the Constitution and Canons Committee

#### **Canon I-3: Churchwardens**

**Moved by:           The Ven. Deborah Kraft**  
**Seconded by:       Mrs. Kathleen Aitken**

***That Canon I-3: Churchwardens be amended to include a new subsection under the selection of churchwardens***

***1(f) A churchwarden may not serve in this office in more than one parish or congregation at a time.***

**CARRIED #4**

#### **Amendment to the definition of Incumbent in the Constitution**

**Moved by:           The Ven. Dr. Harry Huskins**  
**Seconded by:       Canon Betty Whetham**

*That the present definition of Incumbent (a cleric or lay person licensed by the bishop to a parish, assisted parish, or congregation) be amended to:*

*A cleric or lay person licensed or appointed as such by the bishop to a parish, assisted parish, or congregation.*

**CARRIED #5**

#### **Canon F-1: Deanery Officials**

Moved by: Mrs. Kathleen Aitken  
Seconded by: The Ven. Deborah Kraft

*That Canon F-1: Deanery Officials Section 3 (b) be amended to add:*

*In the case where a clergy person has been elected to replace a Regional Dean who vacated the office (Canon F-1: Section 9), the partial term served will not count toward the three consecutive regular synods.*

**CARRIED #6**

#### **Canon J-1: Vestries**

Moved by: Canon Betty Whetham  
Seconded by: The Ven. Deborah Kraft

*That Canon J-1: Vestries, 4 b) (iii) be amended to substitute the word financial reviewers for the word auditors.*

**Business:**

**4 b) At the annual meeting the parishioners shall:**

**(iii) appoint and elect churchwardens, financial reviewers, and other officers for the ensuing year.**

**CARRIED #7**

The Archbishop expressed appreciation to the Ven. Deborah Kraft and members of the Constitution and Canons Committee for all their hard work and due diligence in reviewing the Constitution and Canons to facilitate appropriate changes and present those recommendations to Synod 2019.

#### **Announcements**

The Rev. Heather Manuel updated Synod on the current flooding situation in the Deanery of Muskoka. Many of our churches are acting as emergency facilities and many of our members are assisting with protecting the communities. Some of our parishioners have been displaced from their homes. Prayers are requested. Donations are welcome. Please connect with one of the Muskoka clergy.



**PLENARY SESSION: Introduction to the Motion on the Marriage Canon – The Ven. Dr. Harry Huskins**

Questions were entertained from the floor.

**PLENARY SESSION: Preparing for General Synod 2019**

In table groups, the Synod delegates were requested to consider one or more of the following questions.

*There have been a number of presentations at this Synod related to General Synod 2019.*

*With these in mind, and your own convictions discuss one or more of these questions in your table groups.*

**1.** *With respect to the proposed amendment to the Marriage Canon, which is coming to General Synod for its second reading in July, should same sex marriage be permitted to take place in the Diocese of Algoma?*

*Is there consensus on this at your table?*

*If you are answering this question, someone at the table should report if there is consensus, and what it is. Please hand your responses to the Executive Archdeacon at the main table. These will be given to the Archbishop.*

**2.** *How would a decision to permit same sex marriage/or to disallow it in Algoma affect your congregation?*

*Please write responses on a sheet of paper and hand it to the Executive Archdeacon. These will be given to the Archbishop.*

**3.** *How does the Statement from the House of Bishops (March 2019) 'land' with you? What in it did you find helpful, or not? If you had a conviction about same sex marriage before reading this Statement did it change your mind or not?*

*Please write your responses and hand them to the Executive Archdeacon. These will be given to the Archbishop.*

**4.** *Regardless of how the vote goes at General Synod, what, in your opinion does Algoma still have to do as a Diocese in terms of matters and conversations around marriage and human sexuality.*

**5.** *What are your thoughts on the Self-determining Indigenous Anglican Church? Please write your responses and give them to the Executive Archdeacon. They will be given to the Archbishop and shared with GS delegates.*

Table groups were given 45 minutes for discussion.



Bishop Michael Oulton outlined the roots of The Community of the Cross of Nails - Coventry Cathedral (England) and the Litany of Reconciliation. A full recounting of the story behind the liturgy may be found [here](#).

### **LITANY OF RECONCILIATION**

The Very Rev. James McShane introduced the Rev. Christian Pichette, Assistant Curate at St. Luke's Cathedral, and officially welcomed him to Synod. Rev. Chris is commencing his second year with the Cathedral in his training to be a military chaplain.

Synod recessed for lunch.

The first meeting of the Executive Committee was held over the lunch time.

Synod reconvened.

### **PLENARY SESSION: Finances – Administration and Finance Committee**

The Archbishop introduced the members of the Administration and Finance Committee: Mrs. Jane Mesich (Diocesan Treasurer), The Rev. Canon Bob Elkin, Mr. Nick Gridzak, Mrs. Fran Glover, Mrs. Dene Clarke, Ms. Bev Barber, and Mr. Jock Pirrie.

The Rev. Canon Bob Elkin presented a narrative of the current financial situation in the Diocese. His presentation is attached as Appendix #1.

Mrs. Jane Mesich outlined the 2020-2021 budget as proposed by the Administration and Finance Committee. She noted that approval of this budget does not lie within the responsibility of this Synod but with the Executive Committee when it meets in November.

In 2018, we experienced a \$187,000 deficit which was covered by accessing our reserves. Reserves have been depleted with the expectation that our deficit will increase going forward as apportionment is decreasing as a result of declining attendance, parish realignments, and/or closures. The Administration and Finance Committee felt the need to present a balanced budget going forward. We need to identify cost-cutting measures since we are unable to increase our revenue.

Jane highlighted the budget lines where the proposed cuts will happen. These cuts will not occur without further consultation with the Diocese through various means.

- Synod Office salaries and Episcopal stipend – numerous studies have proven that the Synod Office staff are overworked and ideally more staff would be beneficial; unfortunately, the reality is that we are cutting a position; Archdeacon Harry Huskins will revert to 50% ministry for the diocese effective June 2019; in June 2020 he has offered to retire; staff salaries will be frozen at the current rate
- Responsibility allowances for Archdeacons, Regional Deans, and the Dean will be frozen at the current rate



- Synod Office travel – reduce travel by \$7,000 across the Synod Office travel budget; smarter travel choices and planning required
- Retiree benefits – currently cover 100% extended health/50% dental; proposal to reduce the diocesan portion of the premiums and increase the retirees' portion of the premiums; the expectation is that this will be phased in over a few years
- Executive Committee – currently meets March, June, and November in non-Synod years/March, May, and November in Synod years; proposal is to reduce this to two meetings per year
- Synod Office expenditures – reducing office cleaning, cancelling our post office box, looking into electronic transfers etc. to reduce mailing and need for paper copies
- *Algoma Anglican* – at the National level they are reviewing the costs of the *Anglican Journal* – printing and distribution; the *Algoma Anglican* slot into the mailing of the *Anglican Journal*; there is a need to look at ways to accommodate our paper when the other is discontinued; perhaps moving from 10 to 5 editions yearly
- Deanery Positions – have been funded out of our reserves for the last two years; those positions will no longer be funded through the Diocesan budget; deaneries may wish to consider other funding options
- Fundraising possibilities – not an ideal response; slippery slope
- Possibility of funding the office of the bishop through an Episcopal Endowment Fund to ensure the ongoing role of the Bishop of Algoma
- Re-purposing some of our Consolidated Investment Trusts – this is a long-term solution that will not happen overnight
- We are looking at all areas in the Diocese

The Archbishop commented that we do not want to see the “bleeding” continue. We need to find ways to increase our revenue stream and cut costs to ensure our viability in the future.

Moved by: Canon Betty Whetham  
Seconded by: The Ven. Linda White

***That this Synod directs its Executive Committee to examine and explore ways to reduce the costs of the work and ministries carried out at the diocesan level while maintaining their effectiveness to the greatest degree possible.***

***Further, this Synod directs its Executive Committee to undertake those actions within its jurisdiction and power which it thinks appropriate that will reduce these costs over the next two years, and to report back to the next regular Synod session both what it has done to accomplish this, and to make recommendations to this coming Synod session about what measures that lie within the jurisdiction and power of the Synod, such as governance changes, that the Synod might undertake to accomplish this.***

**CARRIED #8**

**PLENARY SESSION: The Anglican Foundation of Canada – Ms. Judy Rois and Mr. Scott Brubacher**



## ELECTIONS COMMITTEE

The Very Rev. James McShane, Chair of the Elections Committee, reported on the electoral process:

**Primate's World Relief and Development Fund Representative:** 1 representative

- Cathy Pirrie acclaimed

**Bishophurst Maintenance Committee:** 2 members/2 alternates

- Marilyn Schmidt, Chair
- Jo Anstess, Larry Wooley, Arthena Hecker acclaimed

**Diocesan Court:** 1 clerical/2 lay/2 other members chosen by the court

- Nominations received: 

Lay	Clerical
Mrs. Dene Clarke	The Very Rev. James McShane
Mr. Red Trowsdale	The Rev. Margaret Morrison
Canon Betty Whetham	

**PLENARY SESSION: "Heartbeat of the Church" – The Most Rev. Fred Hiltz**

Archbishop Fred introduced the idea of the "Heartbeat of the Church". Rather than work on this endeavour in table discussion groups, Archbishop Fred asked the following questions of the members of Synod and requested that individuals come forward to share their thoughts.

- Describe a time when our church made your heart glad
- Describe a time when our church made your heart ache
- Describe a time when our church gave you hope

Following the sharing of responses to these questions, table groups were asked to prepare a "heartfelt prayer for our church" on the heart-shaped papers provided. They were then posted on the walls around the meeting space for all to share.

### ***HOLDEN EVENING PRAYER***

Synod recessed for dinner.

A reception was held at Bishophurst hosted by Archbishop Anne and Dr. Colin Germond welcoming all delegates and in special celebration for the ministry of our Primate, the Most Rev. Fred Hiltz as he prepares for retirement in July; in thanksgiving for the ordination of the Rev. Dr. Patti Brace as a presbyter; and in thanksgiving for the installation of five new Canons of St. Luke's Cathedral – the Rev. Canon Rosalie Goos, Canon Betty Whetham, Canon Stephen Mallinger, Canon Hugh Mackenzie, and the Honourable Justice Canon John deP Wright.

***Saturday, May 11<sup>th</sup>***

### ***MORNING EUCHARIST***

Synod reconvened



**An impromptu auction was held with our auctioneer, Archbishop Fred, to raise awareness and funds for the Algoma Episcopal Endowment Fund - \$3,000 was raised in record time. This leads us to believe a challenge has been announced for the entire Diocese!**

**An Algoma Episcopal Endowment Fund would support the Bishop's role and ministry in Algoma and, if sufficient funds are raised (\$2M), it would allow this line item to be removed from the Diocesan budget.**

**PLENARY SESSION: Closing Remarks – The Most Rev. Fred Hiltz**

Announcement was made regarding Youth Synod 2019 – *“Jesus in the Streets”* at Camp Manitou from June 30 to July 3.

**ELECTIONS COMMITTEE**

Members of the Elections Committee distributed ballots for the Diocesan Court membership.

**ARCHBISHOP'S CHARGE COMMITTEE**

The Rev. Kelly Baetz, Chair, introduced members of the Archbishop's Charge Committee: The Rev. Pam Rayment, Mr. Colin Dennis, Ms. Emma Hart, and Ms. Beverly van der Jagt.

Their response to the Archbishop's Charge was delivered by the Rev. Kelly Baetz and is attached as Appendix #2.

The following motions arose from their response:

**Moved by: Mr. Colin Dennis**  
**Seconded by: The Rev. Pam Rayment**

***Be it resolved that before Synod 2021, every deanery, in whatever way suits their context, take one step in learning more about reconciliation between Indigenous and non-Indigenous Anglicans, taking both the documentary “Doctrine of Discovery: Stolen Lands, Strong Hearts” and the Kairos blanket exercise into consideration as resources.***

**CARRIED #9**

**Moved by: The Rev. Kelly Baetz**  
**Seconded by: Ms. Beverly van der Jagt**

***Be it resolved that, between now and Synod 2021, a temporary chaplain be made available to any deanery requesting one, the purpose being to offer a listening ear for those who wish to talk about how recent church closures and other restructuring issues have affected them. Perhaps one clergy person from each deanery could offer this to their closest neighbouring deanery, offering a few opportunities over the space of a few months. These temporary chaplains would be appointed by Archbishop Anne, and meet with her by teleconference***

*prior to exercising this ministry so that further collaboration about aims and goals could be outlined.*

**CARRIED #10**

**Moved by:** Ms. Emma Hart  
**Seconded by:** Ms. Beverly van der Jagt

*Be it resolved that this Synod encourage Anglicans throughout Algoma to pray fervently for Archbishop Hiltz, Archbishop Anne, and our delegates to General Synod both now and during the July meetings.*

**CARRIED #11**

### **MATRIMONIAL COMMISSION**

**Moved by:** The Ven. Dr. Harry Huskins  
**Seconded by:** The Ven. Joan Locke

*For the purpose of furthering debate on the matter, it is moved, on behalf of the Executive Committee, that the Diocese of Algoma discontinue the use of the Matrimonial Commission.*

The Ven. Dr. Harry Huskins spoke to the motion and provided background information.

Discussion ensued.

The Ven. Hugh Hamilton, current Chair of the Matrimonial Commission, requested a vote by orders. It was supported by Ms. Chantal Rozon.

Ballots were distributed by the Elections Committee.

### **FINANCIAL STATEMENTS**

Mrs. Jane Mesich reviewed the financial statements at December 31, 2018 and entertained questions from the floor.

**Moved by:** Mrs. Frances Glover  
**Seconded by:** The Rev. Canon Bob Elkin

*That The Incorporated Synod of the Diocese of Algoma Financial Statements as of December 31, 2018 be accepted as circulated.*

**CARRIED #12**



Moved by: Mrs. Frances Glover  
Seconded by: The Rev. Canon Bob Elkin

*That Laura Szczepaniak, CPA, be appointed to review the financial statements of The Incorporated Synod of the Diocese of Algoma.*

CARRIED #13

Moved by: The Rev. Canon Bob Elkin  
Seconded by: Mrs. Frances Glover

*That the Budget Estimates for 2020 and 2021 be received as circulated.*

CARRIED #14

The Archbishop expressed appreciation to the break-out session facilitators and presented them with gifts from the Diocese.

### VOTE OF THANKS

The Rev. Heather Manuel, Chair, had to leave Synod early. Members of the Vote of Thanks Committee presented in her stead. The Rev. Dr. Peter Armstrong – Discipleship; Mr. Quinn Clement – Community Building; Ms. Susan Montague Koyle – Stewardship; and Ms. Laurie Sandham – Reconciliation. Their “thanks” were categorized by the four seeds in our Sacred Bundle. Their report is attached as Appendix #3.

### ELECTIONS COMMITTEE

The Very Rev. James McShane announced the results of the vote by orders on the motion regarding the Matrimonial Commission:

<b>Clergy</b>	<b>Lay</b>
30 votes cast	73 votes cast
26 - yes	69 - yes
3 - no	4 - no
1 - blank ballot	

**Therefore –**

The motion regarding the discontinuation of the Matrimonial Commission, moved by The Ven. Dr. Harry Huskins and seconded by The Ven. Joan Locke is

CARRIED #15

The Very Rev. James McShane announced the results of the election for members of the Diocesan Court:

<b>Lay</b>	<b>Clerical</b>
Mrs. Dene Clarke	The Very Rev. James McShane
Canon Betty Whetham	
<b>Alternate</b>	
Mr. Red Trowsdale	

Moved by:           The Ven. Dr. Harry Huskins  
Seconded by:       The Ven. Joan Locke

*That the ballots be destroyed.*

**CARRIED #16**

Commissioning of delegates.

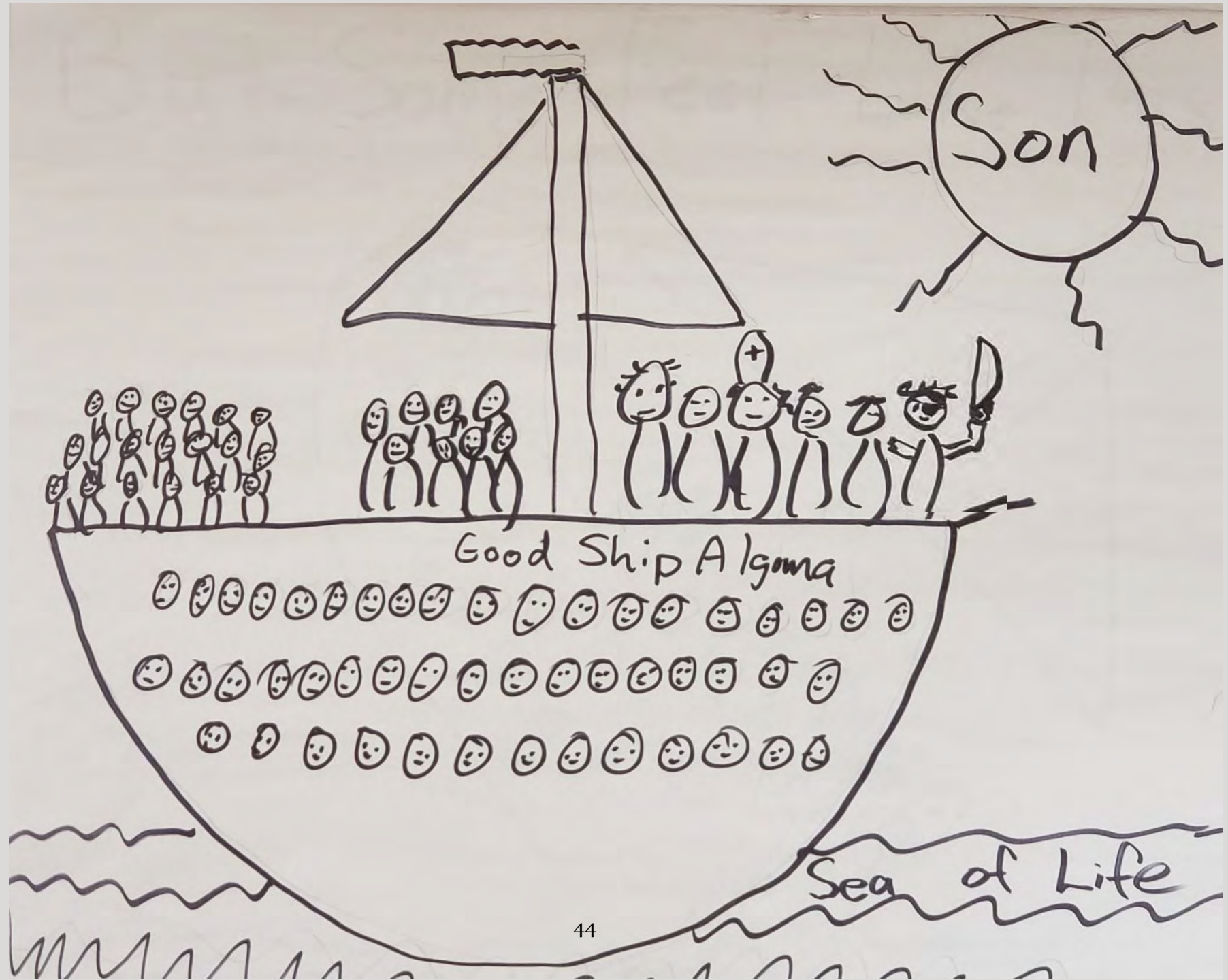
97<sup>th</sup> Birthday Wishes were expressed by the Archbishop and all of Synod to the Rev. Canon Muriel Hornby.

The Archbishop offered her concurrence with all motions and actions of this Synod and prorogued the 49<sup>th</sup> Session of the Synod of the Diocese of Algoma at 12:10 p.m.

# Our Mission

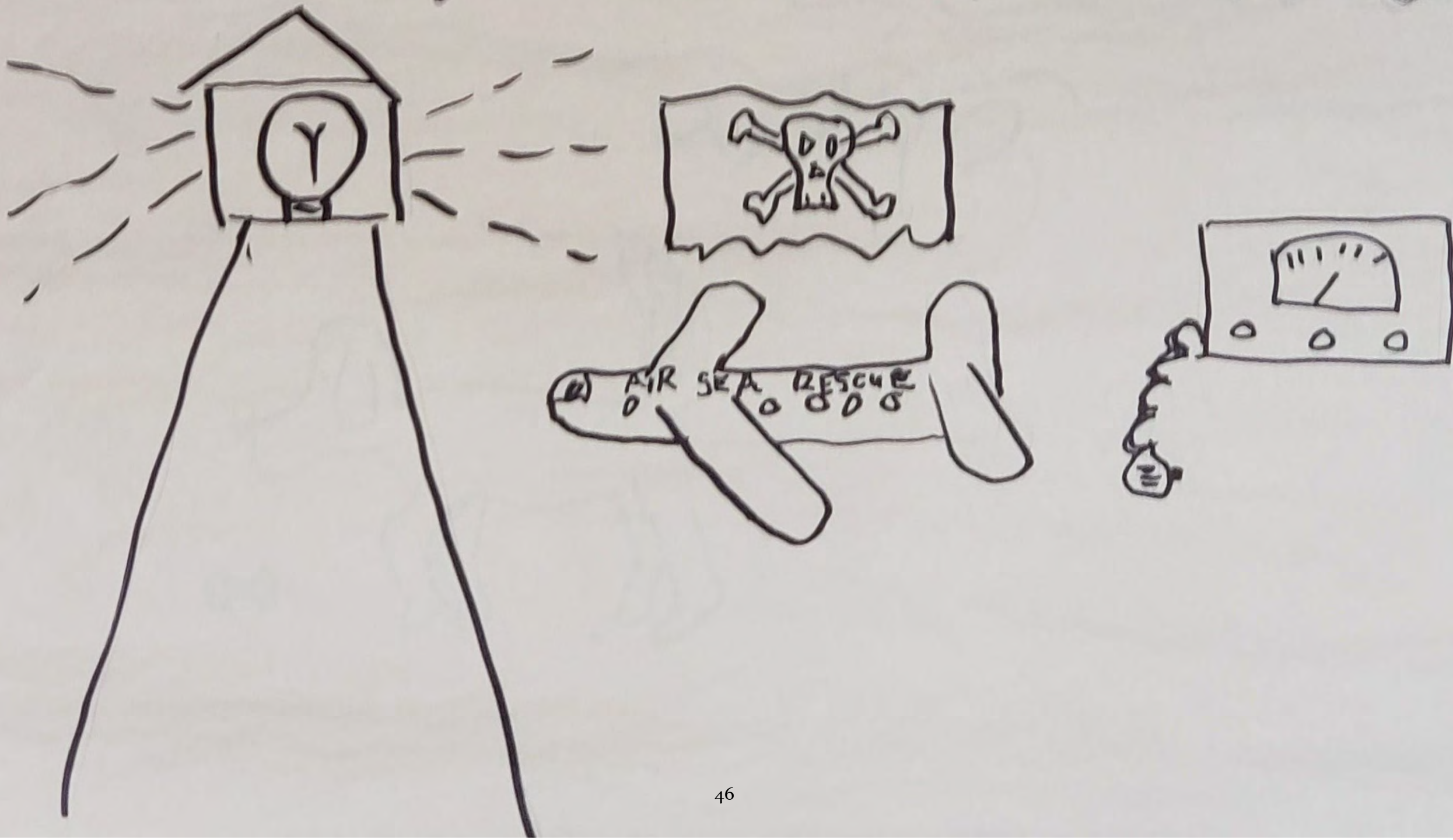
To share in the gathering work of Christ  
So that His newness of life overflows  
Into our hearts, homes, churches  
and community.







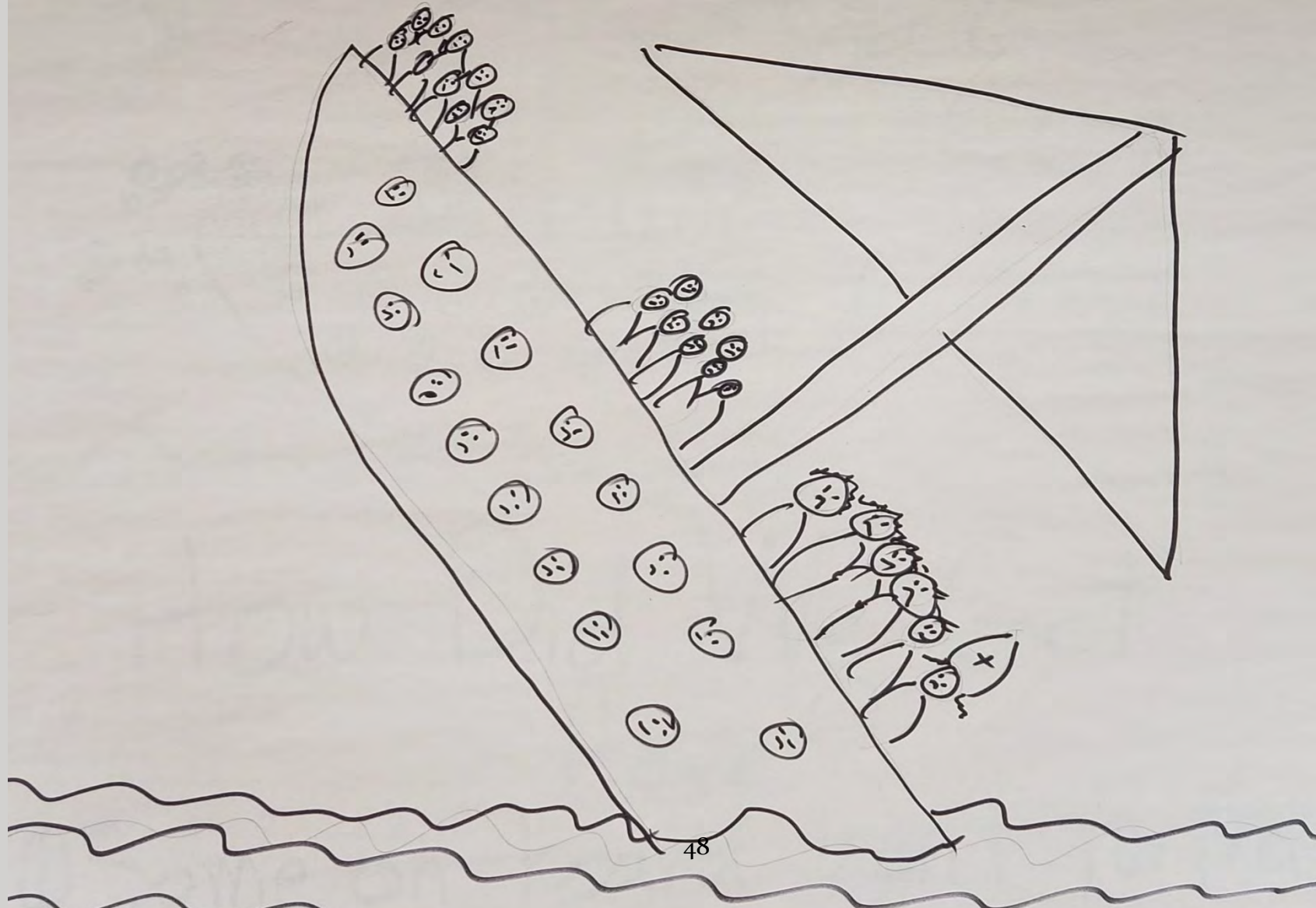
OF COURSE NO  
SHIP SAILS ALONE





THE GOOD SHIP ALGOMA HAS THE  
NATIONAL CHURCH

But Some Feel Like This

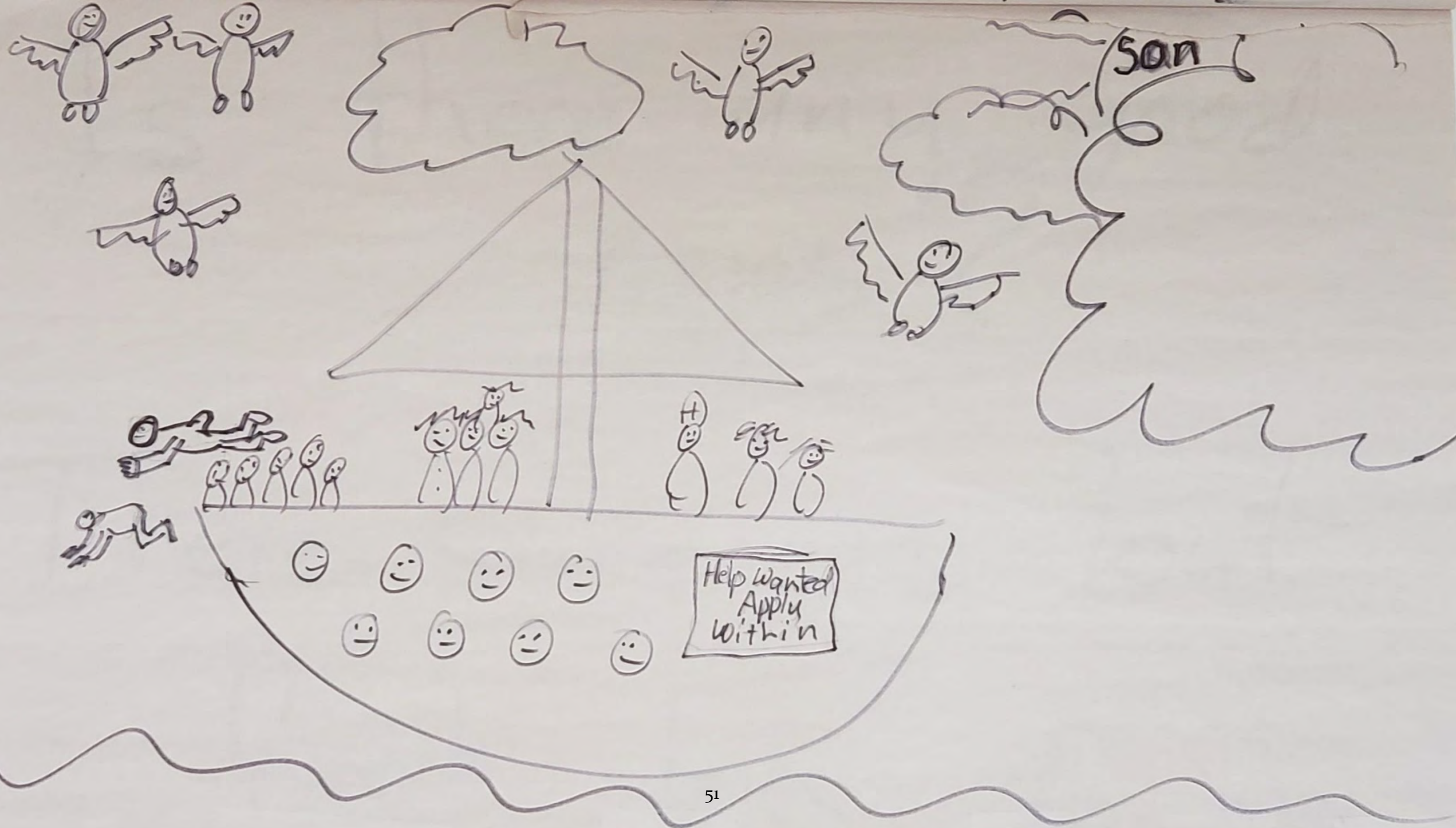




**WHAT MAKES PEOPLE  
FEEL THIS WAY?**

# HOW DID WE GET HERE?



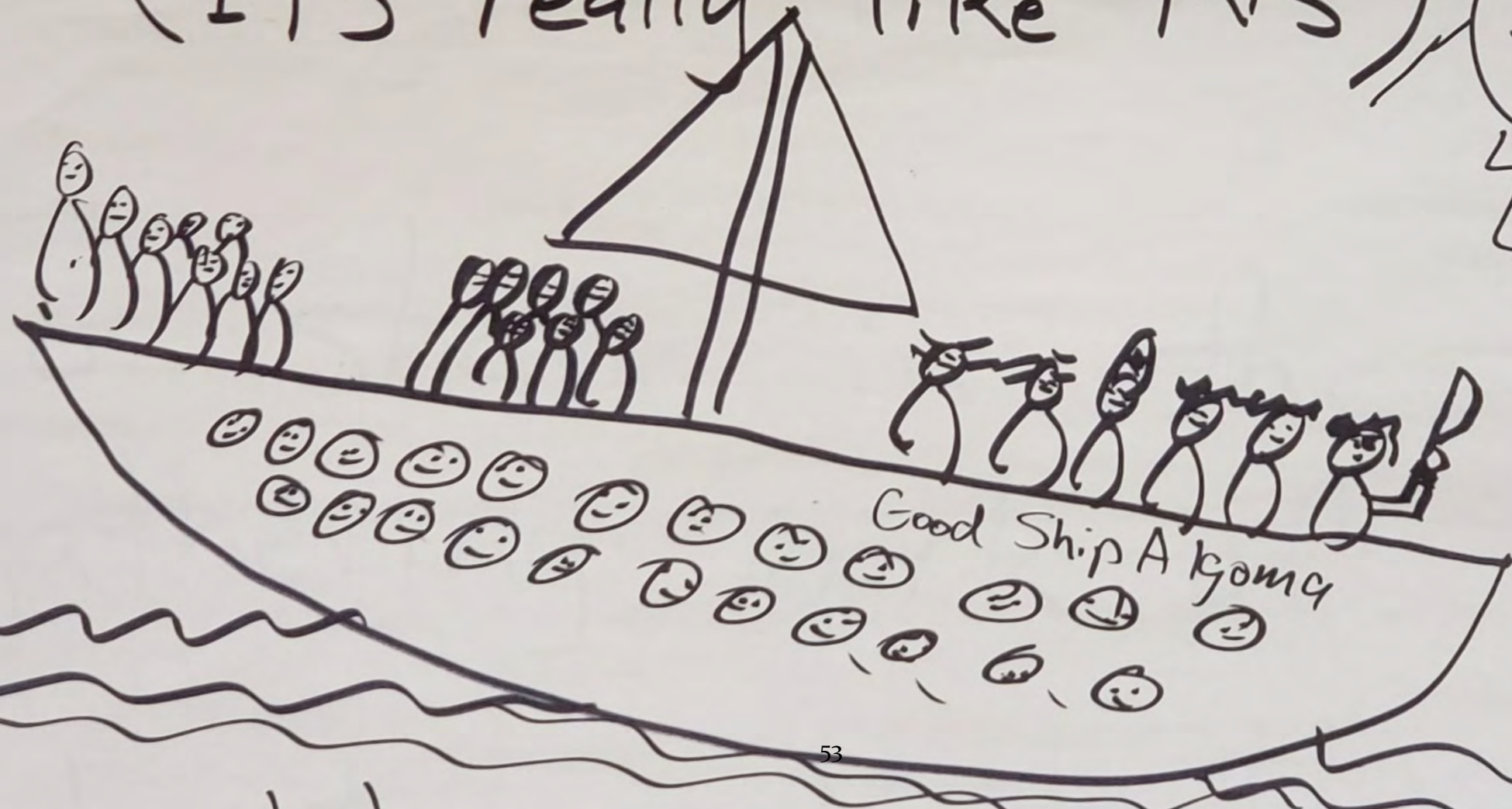


IS THERE ANY GOOD NEWS?



The Good News  
(It's really like this)

Son





# GOOD NEWS STORIES





# GOOD NEWS STORIES



# GOOD NEWS STORIES





# GOOD NEWS STORIES





# GOOD NEWS STORIES



# GOOD NEWS STORIES

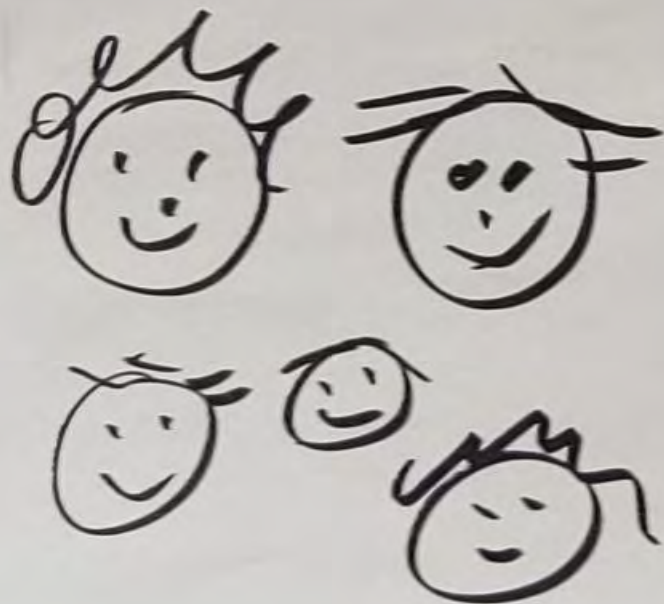




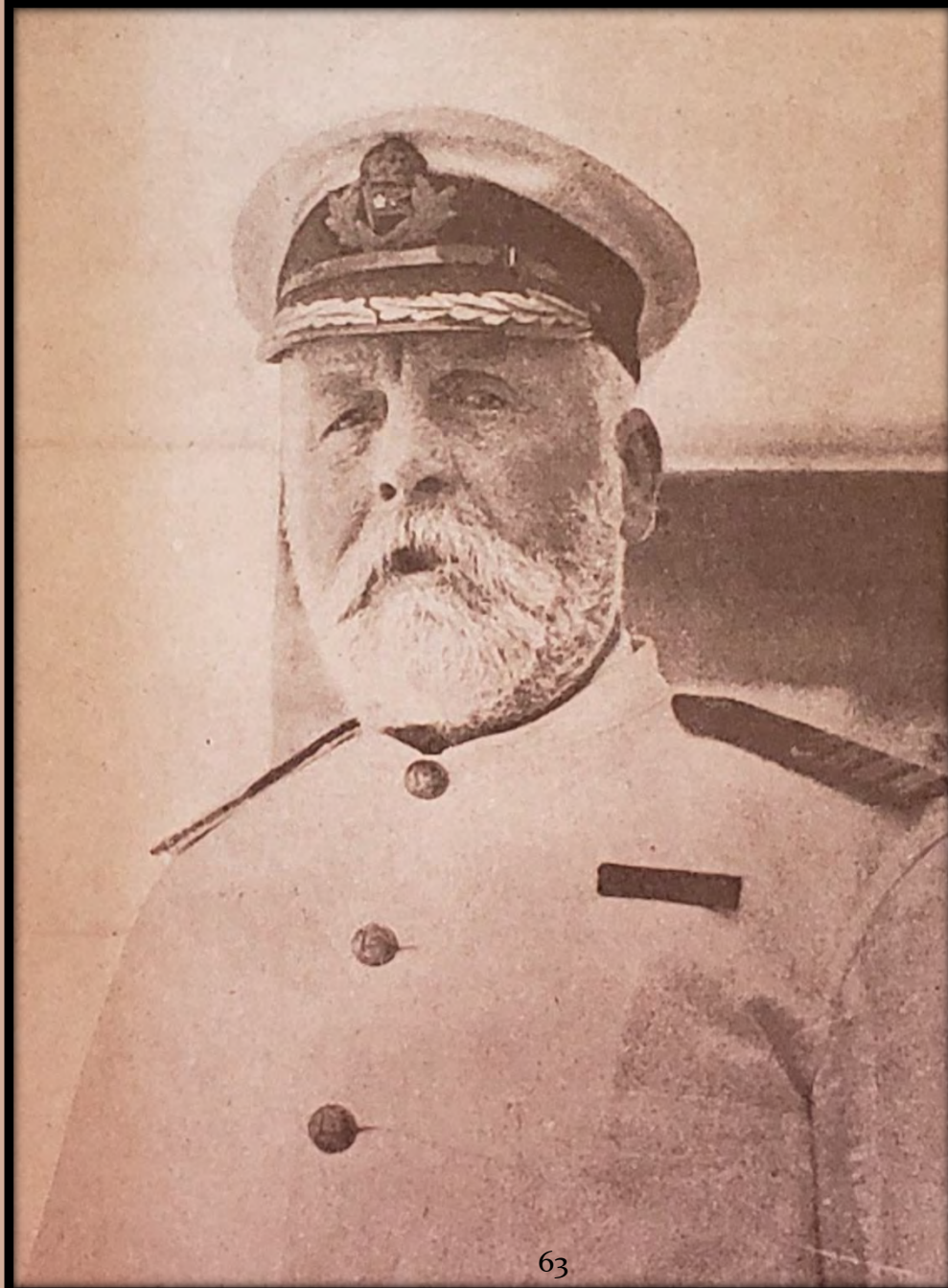
# GOOD NEWS STORIES



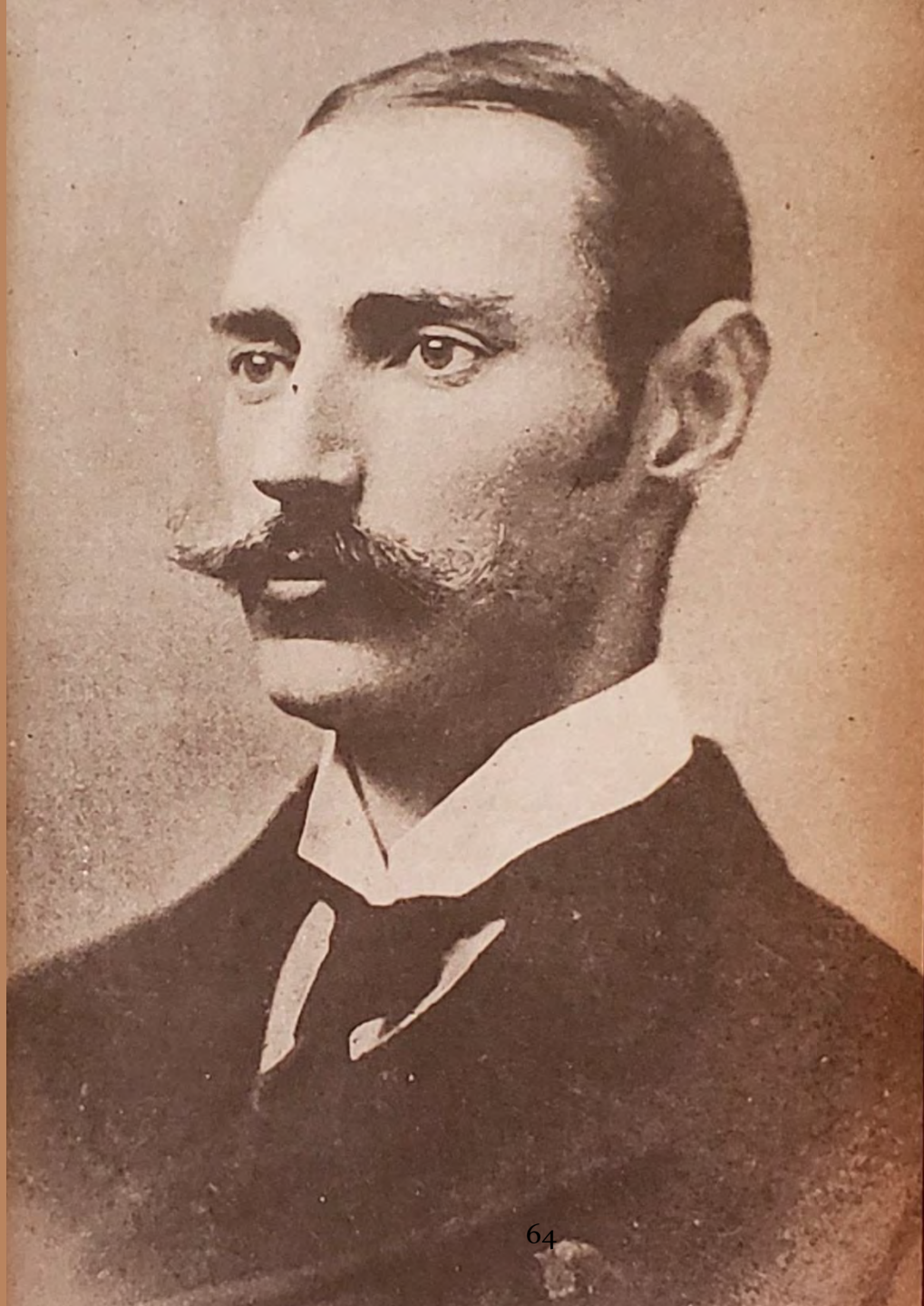




**A CAUTIONARY TALE!**













# Our Mission

To share in the gathering work of Christ  
So that His newness of life overflows  
Into our hearts, homes, churches  
and community.

Report of the Archbishop's Charge Committee – Diocesan Synod

May 11<sup>th</sup>, 2019

***Thanksgiving***

Where else to begin in a response to such a charge other than with thanksgiving? Archbishop Anne, you are, indeed, our “Barnabas Bishop.” For those who might have missed the reference, Barnabas was a prominent leader in the early church who earned such a reputation for encouragement that he, originally called John, became known as Barnabas, which means, “Son of Encouragement.” In this your charge to Synod 2019, you, Archbishop Anne, have encouraged us with so many seedlings of faith, hope, and love. We think the nickname fits the bill.

***Seed Bundles 2019-2021***

*We affirm* the wisdom in continuing to carry forward the seeds of stewardship, reconciliation, community building, and discipleship as priority areas for our parishes over the next two years. We call to mind the title of one of Eugene Peterson’s books, A Long Obedience in the Same Direction. These four practices are always in season for God’s people, but they take time. It may be that some congregations will take another step in the intentional pursuit of one or more of these seeds, while other congregations are only now beginning to catch the vision of the seed bundle. In both cases, even though some seeds may not implant, more time steeped in these priorities can only bear good fruit in the long run.

***Algoma’s Financial Future***

*We affirm* the Archbishop’s desire to appoint a task force to take a careful and creative look at the possibilities for Algoma’s financial future. We commend the courage on the part of the Administration and Finance Committee and the Synod Office staff, seen on full display in their determination to find every efficiency possible even in a climate of already overstretched resources. We believe that, as financial truth-tellers, they have set an example for all of our congregations and parishes, many of which already have or will soon need to face similar realities. We give particular thanks for our Executive Archdeacon, The Ven. Harry Huskins, for the personal sacrifice he is willing to make toward the goal of longer term financial sustainability.



While we commend all of this, we have also heard during coffee breaks in this Synod that people are concerned about our Diocesan staff being chronically expected to do more with less. We do not want anyone at any level of our governance to burn out. For this reason, we encourage all members of our congregations to think twice before calling the Synod Office with a problem that could be reasonably addressed at the parish or deanery level. We know, and appreciate, that there is always an open door. However, we want to do our part to relieve as much pressure as possible on those who work so hard on our behalf.

Archbishop Anne, you demonstrate for us the skill of managing that tricky balance between realism and faith, calling our attention to the seriousness of the numbers while also reminding us that growth and new life can, by God's grace, spring up from the most unexpected of places. When it comes to giving small grants for nurturing our seed bundles, we as your response committee also feel that tension. Grants are wonderful gifts and can go far. However, some on our committee also wonder whether this is an appropriate time for a new grant program, however small, because of this Synod's movement toward budget restraint. Many of these seeds can be watered for free, using assets and resources we already have, such as church halls for Bible studies and stewardship programs already on offer from, as Archbishop Hiltz says, the "church national." We think too of our ongoing relationship with the Diocese of Tarime, and wonder how we might be further inspired to plant and water seeds even in a climate of scarcity – perceived or actual.

### ***Restructuring and Reconciliation***

*We affirm* the need for healing and reconciliation for so many of our clergy and laity who have been, are being, or will be affected by church closures and other restructuring efforts throughout Algoma. Reconciliation has become a word most closely associated with our relationships as Indigenous and non-Indigenous peoples, and of course, that aspect of reconciliation matters greatly. Yet reconciliation, as one of the four items in our seed bundle, extends into all our relationships. We need, in various pockets of the Diocese, reconciliation between clergy and clergy, congregations and congregations, even between parishes and our Diocesan leaders. Sometimes relationships have broken down because of simple misunderstandings run amok. Sometimes we have been careless with our words and actions and sinned against one another. Restructuring is almost impossible to keep casualty free, because change is so difficult. Even when the majority agrees that a change must be made, and even when closures are handled with sensitivity, hurt feelings, grief, and anger can linger and become destructive. But even in the most difficult circumstances such as church closures and personnel changes, Jesus says the world will recognize us as His by the way we love one another. What will it take to restore what has been broken? Is it formal mediation? A deliberate choice to repent and to forgive? To let things, as the prayer attached to your charge describes, remain imperfect? We call to mind the words of St. Paul in his letter to the Ephesians: "Be kind and compassionate to

one another, forgiving each other, just as in Christ God forgave you.” This Bible verse is just one example of how our faith resources us richly for this task, and we thank our Archbishop for drawing our attention to its importance in our life together.

### ***Preparing for General Synod 2019***

*We affirm* the need to listen to one another, both in the kingdom cause of reconciliation and as a preventive spiritual practice so that we can become the kind of church that is better able to weather the storms when they come. Archbishop Anne, you devoted much of your charge to the preparation for this summer’s General Synod, and the proposed amendment to the marriage canon. While we do not have a specific motion to make in regard to General Synod as this response group, we do want to uplift your words to us about walking together. Sometimes it must seem to you, Archbishop Anne, that it’s just one storm after another. But we take to heart your encouragement that as we commit to staying in mutually respectful conversation on this issue, and on whatever the issue will be next time, we will find the church enriched. Indeed we are not a private club, or a loose collection of acquaintances, or even just a family. We are the body of Christ and our decisions, big and small, affect our common well-being.

### ***Indigenous Ministry***

*We affirm* and celebrate the increase in Indigenous expressions of ministry throughout our Diocese and commend the documentary “Doctrine of Discovery: Stolen Lands, Strong Hearts” to all our deaneries and congregations. We suggest that the Deanery Officials report to Diocesan Executive at the fall meeting how many congregations have engaged this publication, and how reactions to it may help us take one more step toward reconciliation. Further, we have heard during this Synod that many were enlightened by the Kairos blanket exercise, and we commend its use, rightly administered, in all our deaneries as one means towards increased education and empathy.

### ***Formation for Ministry***

Finally, in theological education, *we affirm* the value of robust formation for those discerning a call to ordained leadership. We look forward to hearing more about the discussions held at OPCOTE (Ontario Provincial Commission on Theological Education) and we would be especially glad if the Pastoral Chaplains in each deanery could be kept up to date, as they are one of the first points of contact for inquirers.

## **Conclusion**

And so Archbishop Anne, our Barnabas Bishop, we offer this brief response to your wonderful charge. We echo your heart's desire that we might all learn to "bend" toward one another, knowing that we are not all the same, and that's okay, but that we can also choose to move beyond mere tolerance toward sincere and genuine love. You encourage us regularly, not only with your words, cards and thoughtful gifts, but also by your willingness to stand in the breach and be that instrument of unity we so desperately need at this time in the life of our Diocese and in the life of our wider Church. Holding that tension for all of us must be a difficult thing for you. We are praying for you. We are grateful.

Respectfully Submitted:

Rev. Kelly Baetz, Chair

Miss Emma Hart

Mrs. Beverly Vanderjagt

Rev. Pamela Rayment

Mr. Colin Dennis

***Motions from the Bishop's Charge Response Group are contained in the Journal of Proceedings.***



**Vote of Thanks Committee Report**  
**Diocesan Synod 2019**

This Report was organized around the synod themes of Discipleship, Stewardship, Reconciliation and Community Building. (Some workshop themes did not fit neatly into only one category.)

We give thanks to Almighty God for all his many blessings through Christ.

*Discipleship*

We are thankful for the way God is growing the seed of Discipleship among us.

- For the metaphor of seeds as a symbol of the growth of Christ's Church and kingdom
- For Archbishop Anne Germond's leadership in worship, chairing synod, and her wide-ranging, wise charge to synod
- For the prayer team discipleship seed
- For the ministry of the Primate's Fund, Tarime coffee initiative, and outreach to the world throughout the diocese
- For the new ministries' seed in this diocese: For ministry by and with youth, and including the new canons and for Patti, serving as a priest of the Church
- For the willingness to engage in difficult conversations, including the subjects of marriage and finances
- For the Rev. Dr. Bill Steadman and the radical hospitality workshop
- For the Rev. Dr. Jay Koyle and the unstoppable churches workshop...

Alleluia! Christ is risen!

**The Lord is risen indeed. Alleluia!**

*Community Building*

We are thankful for the way God is growing the seed of Community Building among us. We are thankful for the Rev. Dr. Patti Brace and the Youth Delegates who presented the breakout session on homelessness in the community and for Nancy and Sue's eye-opening session on the realities of human trafficking in Canada. For the connecting and heartfelt worship that has moved us each day of synod and helped us to draw closer in our discernment of God's will. We would also like to extend thanks to St. Andrew's United Church, the Youth Delegates, and Bishophurst for their ever welcoming and fun receptions. For holy listening we especially give thanks, as it ensures that all of our voices have been heard and respected over the last few days...

Alleluia, Christ is risen!

**The Lord is risen indeed. Alleluia!**

*Stewardship*

We are thankful for the way God is growing the seed of Stewardship among us.

There were many people sharing their time and talents with us, showing *us* how to be better stewards as well. Some of this was highly visible, some of this was behind the scenes and we are grateful for *all*.

We are thankful for Annie Leong and Jane Mesich for their important insurance workshop seed.

For the behind-the-scenes planning team – for Logan Rayment who designed this year's Synod logo, the technical support, the cooks and servers, our cantors and singers, the musicians and worship leaders, for Jay who planned all of the liturgies; for the awesome youth reception, and for Archbishop Anne, Colin, and Rosie who opened their home once again.

For Colin Germond and for Peter Simmons who memorialized us and this event in pictures.

For Carol Knox and the Prayer Vigil team who surrounded our comings and goings in prayer.

For the prayerful leadership of Archbishop Anne. For the diocesan Synod Office staff – Marjorie, Jane, Liz, Jay, and Harry – without whom this synod would have been a mess. And, on that note of smooth operation, we also thank the registration team.

Alleluia! Christ is risen!

**The Lord is risen indeed. Alleluia!**

### *Reconciliation*

We are thankful for the way God is growing the Seed of Reconciliation among us; teaching us to love and respect each other.

- For the Rev. Dr Chris Brittain and his informative and encouraging words;
- For the Rev. Beth and her team, leading us in a moving blanket exercise that had such an impact on us;
- For the gift of Holy Listening so we may respect each other and where they are in their spiritual journey;
- For Bishop Michael and guests of the Ontario diocese and their powerful story of reconciliation;
- And, For Archbishop Fred and his enduring witness, preaching and modeling of reconciliation in the Canadian Church and abroad. You have been a gift to us all, Your Grace, and you will be greatly missed.

May God continue to grow these seeds in our home church communities.

Alleluia! Christ is risen!

**The Lord is risen indeed. Alleluia!**

**Amen.**

### **Respectfully submitted by the Committee:**

The Rev. Heather Manuel

The Rev. Dr. Peter Armstrong

Mr. Quinn Clement

Ms. Susan Montague Koyle

Ms. Laurie Sandham

# ARCHBISHOP'S CHARGE



*We plant a seed that will one day grow.  
We water seeds already planted, knowing that they hold future promise.  
Oscar Romero*

by  
**The Most Reverend Anne Germond**  
B.A. (Hons.), B.Th.

**ARCHBISHOP OF ALGOMA**  
**TO THE FORTY-NINTH SESSION**  
**OF THE**  
**SYNOD OF THE DIOCESE OF ALGOMA**  
**Anglican Church of Canada**

**Sault Ste. Marie, Ontario**

**May 9, 2019**





# Archbishop Anne Germond's Charge to the 49th Synod of the Diocese of Algoma

ARCHBISHOP ANNE GERMOND\*

May 9, 2019

*Dear friends in Christ,*

*Heaven and Earth Have Been Gathered!*

*I greet you in the name of our Risen Lord Jesus Christ, and extend a warm welcome as the Forty-ninth Synod of the Diocese of Algoma is convened. It's actually pretty unbelievable that two years has gone by since I last stood in this place. It's been a steep learning curve for this new bishop and the road a bit windy at times, but I have come to discover more and more about the treasure that is Algoma. Last year brought some new responsibilities and I am thankful for your prayers and encouragement along the way – they mean the world to me.*

*I pray that our common life will be enriched by our time here and that our deliberations will be of benefit to our beloved church as we continue to grow together in faith. For some of you this is your very first Synod and I would like to invite you to stand so that we may greet you as you join the councils of the church. It can all seem a little overwhelming but I want to assure you that you are among friends and we will do all we can to make you feel at home.*

## 1. WELCOME TO SYNOD GUESTS

We have several honoured guests here with us. Archbishop Fred Hiltz, our Primate. Your Grace, your generous and faithful leadership as our Primate is a model of servant leadership for the church, and your presence in the last very busy days of your Primacy a gift to us. We will have occasion to thank you for your ministry more formally on Friday evening at the reception in Bishophurst, but, in the meantime we are looking forward to all of your presentations and reflections, which we know will nourish our weary post-Easter souls.

Bishop Michael Oulton and the General Synod delegates from the Diocese of Ontario – thank you for making the road trip to Northern Ontario. You know how much those of us who attended your Synod last November got out

of it. In just a couple of days we forged new friendships which we pray will be long-lasting. I'd also like to welcome The Rev. Dr. Chris Brittain, Dean of Trinity College in Toronto who will be leading one of the breakout groups on the Anglican Communion this afternoon, and to representatives from PWRDF and the Anglican Foundation of Canada who will be joining us later this week. I did extend an invitation to the Rev. Dr. John Gibaut – who has just returned to Canada from England to take up his new duties as the President and Provost of Thorneloe University. He was unable to join us but I look forward to welcoming him officially to Algoma soon.

I'm grateful for those from within the diocese who will be offering leadership in this synod – the Rev. Dr. Jay Koyle, the Rev. Dr. Bill Steadman, the Rev. Beth Hewson, The Rev. Pam Rayment, Mrs. Nancy Armstrong and Mrs. Sue Robineau for leading the breakout groups on liturgy and church growth, human

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\*Bishop, Diocese of Algoma; Bishop, Diocese of Moosonee; Metropolitan of Ontario

trafficking, and the Blanket Exercise. And a special thanks to the Synod office and Cathedral staff and Committee Chairs who have been working hard to prepare for this gathering.

## 2. CONGRATULATIONS ARE IN ORDER...

Last evening's opening service at St. Luke's Cathedral was truly a 'Eucharist' – service of thanksgiving, as the Rev. Dr. Patti Brace was ordained as a presbyter and as we welcomed five new Canons into the Diocesan family. The Canons come from very different backgrounds and deaneries within Algoma, but over the years have offered the best gifts of their hearts and represent countless hours of dedicated and faithful service to the Church. In each one, when you get to know them, is a veritable treasure trove of gifts.

When I contacted them about conferring the title and honour of 'Canon', the response from each was the same – "Bishop, I haven't done anything to deserve this, I can't possibly accept the honour."

Over the years the Rev. Canon Rosalie Goos has offered workshops on stewardship and parish development in most of the 100 congregations in all five deaneries, thus enabling people to discover their own spiritual gifts. Many of the people who attended them are in leadership positions in our diocese or in dioceses around the Canadian Church. I remember the way she encouraged us to learn new hymns from Common Praise to beautify our Sunday worship. Canon Rosalie can be found in any number of our congregations in Algoma deanery on a Sunday morning, where she is much loved.

Canon Hugh Mackenzie is a member of All Saints in Huntsville where he serves as the Incumbent's warden. In the wider church he has offered his managerial skills to chair two 'Bishop's Appeal Campaigns' in Algoma, as well as co-chairing the most recent Strategic Plan with Archdeacon Deborah Kraft. Canon Hugh has served for so many years on the

Diocesan Executive Committee, most recently as the Bishop's appointee, that records in the Synod office don't actually have a start date! His own recollection is that he has served on it forever.

A long time member of Trinity Parry Sound, Canon Betty Whetham has served as the Parish Treasurer for a number of years. With an amazing head for figures and a willingness to ask those difficult questions about the stewardship of our resources, Betty has served on the Renewal in Mission Task Force in 2005, as a member of the Muskoka Deanery Assessment Team, and most recently as the Lay Steward for Muskoka Deanery. Although her time in this position has ended Betty will continue serving the church as the Chair of the Grants Board for the Muskoka Ministry Endowment Fund.

The Honourable Justice Canon John Wright is a member of St. Michael and All Angels in Thunder Bay. Over the years he has served on a number of Diocesan committees including the Matrimonial Commission, the Heritage Committee for seven years, and the Executive Committee. He was elected as Registrar of the Diocese and served as Chancellor of the Diocese for six years, a member of the Canons and Constitution committee over 15 years and as President of the Diocesan Court over 11 years. Canon Stephen Mallinger has served exceptionally as Choir Director and organist at St. Luke's Cathedral for over 25 years. He is always readily available to assist with music ministry for Synod, Clergy Conferences, Ordinations and any special services happening in Sault Ste. Marie for the Diocese. His talent as a musician and his experience as a choirmaster are exceptional and we are grateful for his contributions to the life of the Diocese and also in the wider community of Sault Ste. Marie.

I'm the Bishop who is privileged to confer the honour and title of Canon on each of these wonderful men and women, but I do it on behalf of former bishops who extended that first invitation to become involved in the wider church, who are thankful you said 'Yes'.



### 3. SEEDS IN A BUNDLE

Having completed the introductions I want to return to the image of the 'Sacred Bundle' that I spoke about in my Charge to Synod in 2017. For those of you who missed it – When the Indigenous People of North America were nomadic, moving from place to place, they carried a bundle with them as a reminder of who they were. *"Each object in the bundle – seeds, a feather, an ear of corn, carried within itself a story."* (*"Transforming Stewardship"* by C.K. Robertson, Church Publishing, Inc. 2009) When community members came together with their elders the bundle was opened and each object pointed to, talking about why it was important. By sharing their story through the objects in the bundle community members reminded themselves of who they were – their heritage, their purpose, and their renewed vision for the future. Because they had to travel such long distances there could only be so many items inside the bundle, so they had to focus on what was important. I invited us to carry the three seeds of *Discipleship, Stewardship, and Reconciliation* in our 'Sacred Bundle' in the years between Synods. Then I asked Synod to name a fourth one. You came up with *Community Building* to complete the 'Sacred Algoma bundle'.

In thinking about those seeds in our bundle and how I've witnessed firsthand so many of them taking root across Algoma, I want to thank you for the efforts that have gone into growing them, and for bringing them as an offering to last evening's Eucharist. I intend to read each one and to write to you as your 'Barnabas Bishop' encouraging you to keep nurturing those new shoots. I chose my motto for 2019 with this in mind.

*"Behold, I am doing a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert, to give drink to my chosen people; The people I formed for myself that they might declare my praise."* (Isaiah 43: 19, 20b,

21)

Jesus' Parable of the Sower in Matthew's Gospel (Chapter 13) relates very well to our seeds in a bundle – *"What do you make of this?"* says the Jesus of Eugene Peterson's *The Message*. *"A farmer planted seed. As he scattered the seed some of it fell on the road, and birds ate it. Some fell on the gravel; it sprouted quickly but didn't put down roots, so when the sun came up it withered just as quickly. Some fell in the weeds; as it came up, it was strangled by the weeds. Some fell on good earth, and produced a harvest beyond his wildest dreams. Are you listening to this? Really listening?"*

None of the seeds I invited us to carry over the last two years are easy ones to plant, nurture or grow. Being a follower of Jesus isn't easy – it's a cross-shaped life that is demanding, sacrificial, and at times very unrewarding. In spite of our best efforts people don't respond to our invitations to join in with bible studies or that amazing program we worked so hard to develop. Even when we knew we had the perfect soil conditions with the right pH, the word still failed to implant. I wonder how many preachers out there spent long hours working on a sermon only to have someone comment as they left – "I really couldn't connect with you today." One of my favourites after preaching is: "I really liked the parts I was awake for."

The Orthodox icon on the cover of this Charge depicts the Sower of that parable haphazardly throwing seeds behind him, hardly looking at where they are landing. We know from our reading of the passage that some of the seed landed on very unproductive, even hostile landscapes. We really have to wonder about the foolish agricultural practices of this farmer at a time when there was a scarcity of seed to begin with. The logical place to sow seed, is always on good soil, and we Christians readily take this message to heart.

Jesus knew that the seed of his teaching would not always fall on perfect soil, but on rocky, weed infested, ground. His closest disciples often didn't 'get it' and lost faith, blowing hot and cold throughout his ministry. The



Pharisees wanted to choke him out, and even his nearest and dearest in his hometown rejected him. On Good Friday things looked pretty bleak for him and his followers. But Easter Sunday happened and at Pentecost a new community called the church was born. This is the church we are part of shaped by the faithful witness of those before us.

But there were struggles. It wasn't easy being a Christian in first century Palestine, because of widespread persecution which was compounded by the abject poverty of the time. The new church was struggling to survive with false prophets springing up all over the place. While the flinging of seed on every soil may seem random and haphazard, Jesus was reminding his followers then, and us today, that just because the seeds didn't appear exactly in the way they had expected or hoped for, that didn't mean the message was wrong, or that their best efforts had gone to waste.

In spite of this random sowing of seeds, the Gospel took root in the most likely places but also in hearts which had been given up for lost. Who'd have thought that Paul, persecutor of Christians would end up being one of the main instruments God used to 'bring God's name before the Gentiles and kings and before the people of Israel.' (Acts 9.15)

In our lives in Christ we can keep staring at the rocky outcrops wondering how some great thing could have gone sideways, or we can allow our hearts to be transformed by God and become agents of God's grace – people who are able to shift our gaze from the rocks or the thorny ground to good soil. Instead of bemoaning something that didn't turn out well in spite of our best efforts we can pay attention to where new life and growth is sprouting, name and celebrate it. We can learn to let go of bad outcomes or those areas which are completely barren. And always, we can keep spreading seed extravagantly. If we can do this and remain faithful, in time I believe we will see a miraculous yield. Why? Because we are only the agents through whom God works. Ultimately all growth comes from God. To Him be the glory.

This is why I'm going to ask that we continue to carry the same four seeds in our sacred bundle over the next two years and that we deepen our understanding of them so that they flourish even more. Without understanding, the word finds no place to implant and the evil one who is always hovering close by is ready to snatch those precious seeds away. Also necessary are attentiveness and perseverance, which many of Jesus' parables in Matthew urge us to practice.

In the last two years of my episcopacy I have witnessed firsthand miraculous new growth in places I least expected to find it. Some of the most heartwarming encouraging moments happened in my meetings with Confirmation candidates and new disciples whom I met in small groups on parish visits. To listen to young people and mature adults describing a new found faith just blew me away. At the Primate's suggestion I invite all confirmation candidates to write a letter telling me about their faith journey. I have them all in a file and treasure them. In thinking about the seed of Community Building – CLAY 2018 in Thunder Bay was awesome! The other area where I have seen tremendous growth is in the ministries with Indigenous people which are happening around the diocese, but are especially true in Thunder Bay-North Shore at St. Paul's and in Sudbury-Manitoulin at the Church of the Ascension. In January 2019 the Rev. Lana Grawbarger was ordained as a Deacon in the church in a beautiful ceremony in Garden River. Archdeacon Deborah Kraft and I were delighted to host a visit from Mr. Bill and Mrs. Caro Rathbone from the New England Company last fall and they were impressed with everything they saw and experienced. The Blanket Exercise which we will participate in this evening is happening as a special request from the Lay Readers of our diocese. Please add the documentary: 'Doctrine of Discovery: Stolen Lands, Strong Hearts' to your church libraries.

I would also like to acknowledge and give thanks for the outstanding reports from the two Committees which were formed at our

last Synod – the one on M.A.I.D and the Addictions Committee. Thank you for the many hours of work that went into preparing these reports. They will now become part of a growing resource for our members as we gain in knowledge and understanding of the complexity of both of these matters which are having a big impact on our lives as Anglicans.

#### **‘Seeds for the Kingdom’**

In order to encourage congregations to try new initiatives by growing the four seeds of Discipleship, Stewardship, Reconciliation and Community Building in their parishes, I would like to suggest that the diocese fund small grants – “Seeds for the Kingdom” for the next two years, which may be used for any number of projects. *“Faith is a gift of God, and fruitful discipleship is the work of God in us.”* (Gary Peluso-Verdend)

#### **4. REORGANIZATION; COURAGEOUS CONVERSATIONS AND CHANGE**

Since we last gathered for Synod there have been a number of realignments around the diocese, all necessary, as Algoma, like so many churches around the Anglican Church of Canada deals with shrinking budgets, declining attendance and aging congregations. Some of the changes in Algoma have come about as a result of intentional conversations between congregations who realized the need to bring their most valuable resources together – their people, the body of Christ – in order to be a sustainable and viable congregation in the future. Of necessity some have let go of their houses of worship because the cost of keeping them open were draining precious funds from their mission and ministry. Some congregations began working more closely with neighbouring denominations in shared ministries. I am grateful for some growing partnerships with friends in the Lutheran Church and the United Church.

Other realignments happened as a result of a motion from the Executive Committee following a period of lengthy discernment

with Deanery Officials and the parish. While all of it has all been necessary, none of it has been easy. Many of our parishioners have found the change that has come about challenging and difficult to accept. I want to commend Gathering Table in Thunder Bay, Holy Trinity in Sault Ste. Marie, St. Saviour’s Blind River, St. James Goulais River, Trinity All Saints Bala, St. James Gravenhurst, St. Thomas’ Bracebridge, All Saints’ Huntsville, Emsdale – Almaguin, Lake of Bays, all summer points, as well as The Island Parishes of Manitoulin for your willingness to try a different way to be the church in changing times. Thanks also to Jay Koyle and the Deanery officials for their efforts in facilitating the meetings and conversations.

A huge piece of work over the last three years has been the reorganization in Muskoka which has mostly taken place under the leadership of the Muskoka Ministry Transition Team who were mandated by the Executive Committee. MMTT is made up of the Chair – the Rev. Kelly Baetz, and members the Ven. Joan Locke, the Rev. Dr. Bob Derrenbacker, and Ms. Annette Procnier. They were ably assisted by the generosity of the Rev. Canon Beth Benson from the Diocese of Toronto, whom Kelly describes as having ‘holy imagination’ for the church. MMTT’s motto for their time was to ‘Lead with Love’ and they embodied this as they visited parishes and worked with congregations involved in the realignment.

I would like to concur with the March 2019 Executive Motion:

*That this Executive Committee express our heartfelt thanks to the Muskoka Ministry Transition Team for their hard work over the past three years on the re-organization and re-structuring of parishes in the Muskoka Deanery. Executive acknowledges that this has been a challenging task at times and appreciates the Committee members’ perseverance, creativity, wisdom, and clarity.*

And I would like to thank all of the con-

gregations who've undergone changes for making the changes that were asked of you, recognizing how difficult it was for you to say goodbye to a much loved priest or church property. Thank you to The Rev. Heather Manuel, the Rev. Chris Davis, the Ven. Dawn Henderson and the Rev. Kelly Baetz for adapting to the changes. I pray that you are already or will soon see signs of new life and hope as a result of the realignments and that where there was hurt, that healing will begin. In reading MMTT's report in the Convening Circular you will notice that while two of the regions have been realigned there remain two others which have not.

With the concurrence of the Executive I will be asking MMTT to extend their mandate in order to work together with the congregations in Regions 3 and 4 on possibilities for their regions. It would be good for the change to happen and bubble up from the grassroots level rather than from the Executive Committee down.

## 5. STEWARDSHIP OF DIOCESAN RESOURCES

Whilst on the subject of change and difficult decisions, I want to speak about the stewardship of our resources, particularly with respect to the diocesan finances. Many of you attended the Spring 2019 Deanery Council meetings in which our Diocesan Treasurer, Jane Mesich, presented the Budget for this year and a glimpse of the financial projections for the next two years. The declining numbers that we are seeing in Algoma reflect what is happening in the Anglican Church of Canada. The most recent complete statistics show a decline in the average weekly attendance of between 48-51% – between the years 2001 – 2017. Algoma numbers show that our decline is around 46%. This has resulted in a significant loss of revenue from the apportionment – which is the bulk of diocesan income. Last year we had to dip into our reserves to the tune of about 180K which is unsustainable in the long term.

While figures are a second order question – the first order being how we are helping our people to have a relationship with a living God, they are real and unavoidable. Over the last several months there have been some tough conversations between the Treasurer and myself and the Administration and Finance Committee to begin looking at ways of cutting costs and increasing our revenue stream. On Friday you will be hearing about some of them for your feedback and suggestion. Even though the Synod office staff is already working to capacity we will have to reduce one staff position in the Synod office. I wish to extend my thanks to the Executive Archdeacon, Harry Huskins, for his graciousness in agreeing to retire in June 2020 to allow this to happen.

We could allow ourselves to focus on the loss and diminishment of resources, the rocky soil of the Parable of the Sower, but instead I would like us to use this as a God given opportunity to remake a sustainable diocese for the long term.

The properties that we are divesting ourselves of need to be re-examined so that the funds can be used for general purposes. Other options might include removing restrictions on designated funds, reviving the Episcopal Endowment Fund so that the office of Bishop of Algoma is perpetually funded, rationalizing costs for resourcing governance, and evaluating the apportionment system. Following a recommendation from Ms. Susan Abell, a consultant from Toronto who spent time with me, the Dean and the Synod office staff last fall, and with the retirement of Archdeacon Huskins, there also needs to be a reworking of the job descriptions for Synod office staff.

I am recommending to Synod that a "Task Group on the Financial Future of Algoma" be established to gather information and consider options for cutting costs and increasing revenue streams over the next three to five years. One of the recommendations that we have already undertaken came out of the MMTT's work and is related to the number of properties that Algoma owns, and which



have long standing issues relating to them which make them difficult to sell or transfer. We have already freed up some funding to create the position of "Property Coordinator for Algoma" and I have appointed Mr. Ken Lawson to serve in this capacity. There are a number of properties already being worked on and we anticipate that Mr. Lawson will be busy for two years. Welcome Ken.

Ultimately the Executive Committee will be responsible for making the decision regarding Algoma's budget and financial future. Please keep them in your prayers during this time of discernment and be assured that no changes will take place without proper consultation, and that I will be involved in that consultation process.

## 6. VOCATIONS AND RECENT ORDINATIONS.

Just prior to Synod a gathering of postulants for ordination and clergy in the first five years in their ministry took place here in the Soo. I remember how formative these Early Ministry Conferences were for me in learning about the way things happen in Algoma as well as providing opportunities to network with other clergy. Congratulations to the Rev. Dr. Patti Brace, ordained to the priesthood last evening, and to Mrs. Bev Vanderjagt who, God willing, will be ordained as a deacon in June, and the Rev. Sarah Armstrong who, God willing, will be priested early in the fall.

In addition to these new ordinands and postulants in ministry there are a number of new enquirers who are coming forward to discern whether they are being called into ordained ministry. This is very exciting in a time when vocations are in decline in the church, and more so because they are all involved in ministry in their home parishes and are being locally raised. The Rev. Dr. Jay Koyle will be assuming the portfolio of Ministry Formation in Algoma – thank you to Archdeacon Huskins for his faithful work in this for many years. I'm grateful for the

Deanery Pastoral Chaplains for their help and support in working with enquirers and postulants and to the clergy for identifying potential ordinands and providing them with opportunities to test their vocations.

In the coming year the Ecclesiastical Province of Ontario will be hosting a Conference about vocations for this time in the life of the church and it is likely to be key in determining formation of ordained ministry in the future. All of the Divinity Schools in Ontario will be represented, together with the Bishops of the Province and a representative from Algoma. Typically, the Master of Divinity program offered in a seminary setting has been the preferred route for ordination preparation, but this is no longer the case as each diocese has its own context and setting. What we are all certain about is that formation is key, especially as many enquirers are coming to us from other denominations. A clear understanding of our polity and governance is an essential component of all formation.

## 7. GENERAL SYNOD 2019

In July of this year Archdeacon Deborah Kraft, the Rev. Aidan Armstrong, Mr. Gilles Tessier, Canon Hugh Mackenzie, Mr. Jakob DeVries and I will travel to Vancouver for General Synod. The chosen theme: "*I Have Called You By Name*" (Isaiah 43.1) are words of assurance to an exiled people that the ever loving, possessive and protective God has not abandoned them. Isaiah's language in that chapter is emphatic – serving to remind God's chosen ones of the strong connection God has with his people. – "I am the Lord your God." (43.3); "I have redeemed you" (43.1b); "I will be with you" (43.2); "I love you." (43.4).

As we approach General Synod these words are a beautiful reminder of who and whose we are. Ultimately, we belong to God. This beloved church of ours belongs to God.

The General Synod delegates and I have spent a great deal of time together already, and in planning for Algoma's Synod the organizing

team wanted to be certain that everyone is given the opportunity to learn more about what will be taking place at General Synod where there will be a Primatial election, the Second Reading of the Proposed Amendment to the Marriage Canon and discussion about the self-determining Indigenous Anglican Church – amongst other things.

The Plenary Session this morning is dedicated to General Synod and this afternoon you are invited to attend the Breakout Groups where you can meet the delegates from Algoma and Ontario, as well as one of the nominees for the Primacy, Bishop Michael Oulton.

Dr. Chris Brittain's presentation this afternoon will focus on the Anglican Communion, particularly with respect to relationships between the provinces as we wrestle with differing views on matters of human sexuality. I commend his book, *"The Anglican Communion on the Crossroads"* to you. On Friday Archdeacon Harry Huskins will be explaining the motion going before General Synod for its second reading, and later you will have the opportunity for discussion in small table groups.

Following General Synod in 2016 the Primate referred the proposed amendment to the Marriage Canon back to individual dioceses. If it passes it would, with the consent of the diocesan bishop, grant permission for clergy to perform same-sex marriages in our church. A Holy Listening exercise and process was developed for use around the diocese. We engaged in this at the Executive Committee level and at last year's clergy conference and it proved to be very helpful and I have since then received excellent feedback from deaneries and congregations. While those who are most passionate about this issue would say that we have not engaged as well as we could have or should have in Algoma, I know that people are having one on one conversations with others and that when General Synod ends on July 16th, that those conversations will continue.

As your bishop I would like to share some of what I have heard with respect to the proposed change to the Marriage Canon in

my travels around Algoma and as I've been in conversation with Algomites and the General Synod delegates. *"The first service that one owes to others in the fellowship consists in listening to them." "Just as to love God begins with listening to His Word, so the beginning of love for the brethren is learning to listen to them."* (Dietrich Bonhoeffer: *Life Together*)

As I have been listening I heard that:

- There are gay and lesbian couples who want 'equal marriage in the church' and are anxiously waiting for GS 2019 in the hopes that they may seal their union in a church ceremony. There are gay and lesbian couples who are already married in civil services who desire to have their marriages blessed by the church.
- There are clergy and lay who hold the view that marriage can only be a lifelong union between a man and a woman – a conviction that is based on their understanding of Scripture and the teaching of the church. They are not homophobic but are struggling with a new teaching about marriage.
- There are many people who are ready to accept that the Anglican Church of Canada has two teachings on marriage, who feel that we have talked about same-sex marriage/blessings long enough, who want a decision to be made, want to focus on other aspects of their life in Christ.
- There are a number of people on both sides of the issue who were unwilling to engage in conversations about the proposed change to the Marriage Canon because they were afraid of being judged by others for their convictions. Some were worried about how their views would affect their friendships, and there are still some clergy who are afraid of disappointing parishioners who hold different views and are concerned about the conscience clause.
- Some people would prefer a non-legislative way of reaching a decision about same-sex marriage to happen at

General Synod.

- Depending on how the vote goes at General Synod in Vancouver I heard that some people will not be able to remain in the Anglican Church of Canada. Some clergy and lay have already left our church. But most people are committed to staying together as members of the body of Christ, convinced that there is more that unites us and holds us together than divides us. Those who build up will always outdo those who seek to break down (Isaiah 49.17a).
- Like every diocese in the Anglican Church of Canada faithfully seeking to know the mind of Christ in the matter of same-sex marriage for our time, I learned that Algoma is not of one mind.

In response to what I heard I want to say that I am grateful for each conversation I've had – both within the diocese and beyond, even though some of them have been very difficult. I have a much greater depth of understanding about the complexity of the issues and they have been formative for me personally. Through these conversations I've learned that 'good disagreement' is possible, especially when the truth was spoken in love, that face to face dialogue builds relationships and trust between people and that John is right when he says that 'there is no fear in love, but perfect love casts out fear.' (1 John 5.18) We cannot allow fear of the other to get in the way of how we engage in difficult conversations.

I am also convinced that just as diversity in the natural world makes for a magnificent creation, for Algoma to flourish we need diverse voices on this and many other subjects in the life of our church, so long as those voices are respectful of each other. Honouring diversity and staying at the table together is a far better way of being together than simply tolerating the other or leaving.

I will be paying close attention to conversations and discussions as they unfold this week at Synod as part of my own discernment and I know that the General Synod delegates will be listening too. While many people use

the image of 'family' for the church, I prefer Paul's image of the body (1 Cor. 12) because bodies are stuck together and when one part is missing it affects the whole body. I am committed as your bishop to walking with you in the way of unity, justice, and humility.

On the National Church front I have been encouraged by the 'currency of grace' that members of the House of Bishops have extended to each other in the midst of our differences. The Primate, Bishop Tom and Bishop Michael can attest to the amount of time we have dedicated to this subject, some would say at the expense of other important topics that we should also be discussing. While we are not of one mind on the marriage of same-sex persons we did reach consensus on the recent Statement which I am including as an appendix to this Charge.

At its recent meeting the members of the Council of General Synod (the executive body which meets between regular sessions of General Synod) prepared *The Word to the Church* – a statement with Five Affirmations in it concerning the matter before General Synod, and it passed unanimously. I'm attaching it for your consideration.

I grew up in a home where my mother, Nora, needed, in writing, a promise from my father that they would marry the very same day she arrived in South Africa from England on a boat, and that their children would be raised Roman Catholic. They were married within two hours of the boat docking with only two witnesses and a priest present. Imagine her hurt when her daughter left the Catholic Church at 21 to become an Anglican. She kept loving me anyway. Although she had very strong views about marriage our home was full of her friends – divorcees, single men who showed up with different girlfriends and never married any of them, women whose husbands had left them – she loved them fiercely.

When apartheid was still in full force my mother befriended a black woman and brought her home to meet the family. Mom never marched in a parade or wrote an angry letter, but by her life modeled a way that included



everyone. This is the example of my life. When I say that there is room at Algoma's table for everyone know that it is true – there is room for you here.

In our arguments and discussions about the marriage of same-sex persons, we can assert that this is a doctrinal issue or a theological issue or a matter of scriptural authority and rest our case there. But for many this is deeply personal and so it also becomes a pastoral matter for our consideration. This is why I believe we need "to bend together" and find common ground.

While the General Synod delegates and I are listening well, when we go to Vancouver each will be voting according to his or her own conscience. I also want you to know that regardless of the outcome of the vote at General Synod that I will not be making a decision right away. The issues are complex and many and Algoma has its own context, as does the Diocese of Moosonee where I also serve. I know that the very experience of being at General Synod will need some time for us all to unpack what has happened and then to reflect and pray about it. Any decision made in haste will not serve the church or this diocese well in the long run.

The weight of the decision the bishops of our church are being asked to make is a heavy one, and we are all feeling that burden. So that I am prepared when I make it, by the spring of 2020, I will be involved in regional conversations to hear as many Algoma Anglicans as possible. What can we do together between now and General Synod? Pray for our beloved church, The Primate, and for all the delegates attending General Synod. And then pray for it in the weeks and months that follow for the church isn't going anywhere and we are here for the long haul. Pray for the nominees for the position of Primate – Bishop Michael Oulton, Bishop Linda Nicholls, Archbishop Ron Cutler, Archbishop Greg Kerr-Wilson, and Bishop Jane Alexander. May our heartfelt prayer for the church in this moment be that in all things we may be directed by the leading of the Holy Spirit.

*God of promise and hope, who called us and named us as your own, speak to your Church as it prepares for General Synod 2019 in Vancouver. Guide and bless all the members of General Synod, especially our Primate, Fred. We also pray for Anne our Archbishop, Aidan Armstrong, Jakob DeVries, Deborah Kraft, Hugh Mackenzie, and Gilles Tessier, chosen from this Diocese. Grant them wisdom to listen with insight and openness, and generosity to seek and understand a variety of perspectives. Clothe all of us with love and bind us together in perfect harmony, in the name of Jesus Christ our Lord. Amen*

#### 8. GRATITUDE FOR CLERGY AND WELL WISHES FOR THOSE MOVING ON

It's time to wrap this up but before I do I want to wish the clergy who are retiring or ending their present ministry in Algoma God's richest blessings in all that awaits you. Thank you for your dedication to our church and for your faithfulness in serving Christ. To Rev. Diane Hilpert-McIlroy, Rev. Pam Rayment, Rev. Rick Reed, the Ven. Dawn Henderson, and the Rev. Chris Davis – go with our blessing in the name of Jesus.

And always, to those closest to me – my beloved family – Colin, Caitlin and Richard, who love me no matter what; to our amazing Synod office staff – Liz, Jane, Jay, Harry and Marjorie; to wise friends who offer counsel in difficult times; to Bishop Tom Corston, Archdeacon Harry Huskins and Archbishop Colin Johnson for all their help in Moosonee and the Province; and to my three Chancellors Garth O'Neill, Bryan Finlay and Jean Bedard – I am eternally grateful.

Faithfully submitted:

The Most Rev. Anne Germond – May 9th, 2019

## A FUTURE NOT OUR OWN

It helps, now and then, to step back and take a  
long view.

The kingdom is not only beyond our efforts,  
it is even beyond our vision.

We accomplish in our lifetime  
only a tiny fraction  
of the magnificent enterprise  
that is God's work.

Nothing we do is complete,  
which is another way of saying  
that the Kingdom always lies beyond us.  
No statement says all that could be said.

No prayer fully expresses our faith.

No confession brings perfection.

No pastoral visit brings wholeness.

No programme  
accomplishes the Church's mission.

No set of goals and objectives  
includes everything.

That is what we are about.

We plant a seed that will one day grow.

We water seeds already planted,  
knowing that they hold future promise.

We lay foundations  
that will need further development.

We provide yeast that produces effects  
far beyond our capabilities.

We cannot do everything,  
and there is a sense of liberation  
in realising that.

This enables us to do something,  
and to do it very well.

It may be incomplete,

but it is a beginning,

a step along the way,

an opportunity for the Lord's grace  
to enter and do the rest.

We may never see the end results,  
but that is the difference

between the master builder and the worker.

We are workers, not master builders,  
ministers, not messiahs.

We are prophets of a future not our own.

celebration of departed priests. As a reflection on the anniversary of the martyrdom of Bishop Romero, Bishop Untener included in a reflection book a passage titled "The mystery of the Romero Prayer." The mystery is that the words of the prayer are attributed to Oscar Romero, but they were never spoken by him.

## APPENDIX 1

### Statement from House of Bishops March 2019

We know that the consideration of same-sex marriage has been painful and caused deep concern across our Church. Although we are not of one mind on this matter the House of Bishops, in Christian love, affirms:

1. That Indigenous Peoples will seek God's direction on these matters in their own way and in their own time.
2. That we have two views of marriage that are held by the faithful of the Anglican Church of Canada.
3. That clergy be protected for holding, teaching and, with permission, exercising either view of marriage.
4. That we commit to remain in communion, living together with respect.

In light of these affirmations we invite the Church to join us in prayer for the work of General Synod 2019 that we may bear with one another in unity and love under the guidance of God the Holy Spirit.

## APPENDIX 2

### A Word to the Church: Considering the proposed amendment of Marriage Canon XXI

This Word to the Church was passed by consensus by the Council of General Synod on March 16, 2019.

\*This prayer was composed by Bishop Ken Untener of Saginaw, drafted for a homily by Cardinal John Dearden in Nov. 1979 for a

It can be found on the website of the Anglican Church of Canada with the following link:  
<https://www.anglican.ca/news/a-word-to-the-church-considering-the-proposed-amendment-of-marriage-canon-xxi/30023889/>

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