

THE FIFTH MEETING OF THE EXECUTIVE COMMITTEE of the Diocese of Algoma was held at Villa Loyola, Sudbury, Ontario, on Wednesday, March 21, and Thursday, March 22, 2018.

Opening prayers and reflection offered by the Bishop.

The Bishop relayed regrets from: Garth O'Neill

The Bishop extended Courtesies of the House to:

Jay Koyle, Congregational Development Officer
Pam Rayment, Indigenous Representative
Bud Wildman, Mitch Case, and Ken Hernden (Shingwauk Trust and Shingwauk University)

Presentation from the Shingwauk Trust/Shingwauk University

Harry Huskins introduced Bud Wildman, Mitch Case and Ken Hernden. Their presentation on Shingwauk Kinooamaage Gamig – Centre of Excellence in Anishinaabe Education is attached as Appendix #1.

Conflict of Interest

The Bishop requested that any conflict of interest be declared. None were identified.

Acceptance of Provisional Agenda

An addition was noted to the agenda. Under New Business, CLAY request for an Anglican Foundation Grant.

Moved by: Glen Miller
Seconded by: Linda White

That the Provisional Agenda be accepted with the addition noted.

CARRIED #1

Approval of the Minutes of the Third meeting of the Executive Committee held at Villa Loyola, Sudbury on November 15 and 16, 2017

Moved by: Barb Garvin
Seconded by: Dawn Henderson

That the minutes of the third meeting of the Executive Committee be approved as circulated.

CARRIED #2

The Fourth meeting of the Executive Committee was in the form of an e-mail poll conducted on February 20, 2018 regarding St. Mark's, Heyden and the Executive Committee's approval to list for sale the building and property in an "as is" condition in the amount of \$139,900.

**Moved by: Joan Locke
Seconded by: Gilles Tessier**

That the results of the Executive e-mail poll conducted on February 20, 2018 regarding St. Mark's, Heyden be accepted.

CARRIED #3

New Business

Anglican Foundation Grant application

Sheilagh McGlynn and Roberta Weston, ACC staff and Chair of CLAY 2018, are applying for a grant from the Anglican Foundation to subsidize the costs related to the off site witness event taking place at Marina Park (Thunder Bay) as part of CLAY 2018. They have approached the Bishop to provide a letter of support for such a request. The Bishop is prepared to provide such a letter after obtaining support from the Executive Committee.

The Anglican Foundation allows two applications per diocese per meeting. They meet twice a year. Currently, we have no applications submitted for approval.

**Moved by: Dawn Henderson
Seconded by: Betty Whetham**

That this Executive Committee support the Bishop's letter of support for the application from CLAY organizers to the Anglican Foundation of Canada.

**CARRIED #4
RESPONSIBILITY - The Bishop**

Property

St. Christopher's, McGregor Bay

Doug Prebble outlined the request from the parish. The church is only accessed by boat. Docking facilities are crucial. Their request is for new docks. They have financial resources in place. The parish is deemed viable and provides excellent summer ministry.

A concern was raised regarding the use of public docks for church purposes. Are there insurance/liability issues? The parish is covered under the diocesan insurance plan through Ecclesiastical but Jane will confirm that the docks are included on the policy.

Moved by: Doug Prebble
Seconded by: Gilles Tessier

That this Executive Committee approve St. Christopher's installation of the new boating docks to replace the old docks.

**CARRIED #5
RESPONSIBILITY – The Deanery Officials**

St. George's, Falkenburg

Jane Mesich addressed the issue. St. George's has been deconsecrated. The altar and font were moved to the Lady Chapel at Bishophurst. There was a question regarding trusts on the property. It was referred to Ken Lawson, our solicitor, for a legal opinion. Ken has provided a letter of opinion as per Appendix #2.

This Executive Committee acknowledges the two trusts and is satisfied that due consideration was given to them prior to the sale of St. George's, Falkenburg.

Property Committee

The Bishop expressed appreciation to Gilles Tessier and Tom Linck for their service on the Diocesan Property Committee. Gilles has resigned from his position. Tom has resigned as Lay Steward for Sudbury-Manitoulin Deanery. He was also a member of the Property Committee. Two vacancies must be filled.

Gilles outlined the duties of membership. Meetings only occur if an urgent matter presents itself between Executive Committee meetings. Jane provides the applicable information to the committee on any project that requires approval. Meetings are conducted by teleconference. Due diligence is taken. If a project falls beyond their scope of approval either by the nature of the project or by the projected costs, the group refers the project to the Executive for further consideration.

Executive Committee members were requested to consider allowing their names to come forward to be members of the Property Committee. This item will be re-visited later in the agenda.

St. Paul and St. John, Haileybury

Linda White outlined the request to approve the architectural drawings for their new parish hall.

Moved by: Linda White
Seconded by: Carrie Birtch

That the architect's drawings for the new church hall for St. Paul and St. John, Haileybury, be approved so that building can commence as funds are in place.

Discussion ensued. Funds are available. A concern was raised that there is a burial ground in the property around the church. It was noted that the ground has been investigated and any

human remains are located on the other side of the church, not where the intended hall is to be constructed. Building permits etc. are in the works.

The question was called and

CARRIED #6

RESPONSIBILITY – The Deanery Officials

Property Committee cont'd

Hugh Mackenzie and Linda White volunteered to sit on this committee.

It was noted that the committee has the authority to approve but not to reject a project. The maximum project cost must not exceed \$50,000 for the Property Committee to have authority.

Business Arising

St. Thomas (Orrville) and St. Thomas (Ullswater-Bent River)

Dawn Henderson reported on the response to the request to alter service times in order to accommodate safe travel for the Incumbent and to enable further building of pastoral relationships in the parish. The service times were changed briefly but were not sustained. As this represents the Bishop's ministry, she will follow-up with the parish.

RESPONSIBILITY – The Bishop

AODA Ad Hoc Committee

The Bishop advised that no volunteers have come forward to sit on this committee as requested at the November (2017) Executive Committee meeting. The committee was being established to look at our compliance with AODA (Accessibility for Ontarians with Disabilities Act) and to provide information for training for employees and volunteers. Bob Derrenbacher, who provided the presentation in November, is available to sit on the committee but does not want to chair it. The Bishop requested that information be taken back to deaneries/parishes to ascertain if there is any interest from others to sit on this committee.

This item will be carried over to the June meeting.

Residential Schools Settlement Fund Refund

The Bishop reviewed the actions on this item from the November meeting. She read the motion that was defeated as follows:

Moved by: Harry Huskins

Seconded by: Deborah Kraft

That the Residential School Settlement Refund, which has come back to our Diocese, be used to establish the "Algoma Indigenous Fund".

Both the capital and the annual earnings in this fund shall be expended for the furtherance of Indigenous Ministry in Algoma at the Bishop's discretion.

The Bishop read the second motion which was tabled as follows:

Moved by: Kelly Baetz
Seconded by: Linda White

That \$50,000 from the Residential School Settlement Refund amount be placed into a special fund to be used to nurture Indigenous ministry in the Diocese of Algoma and \$28,000 be returned to the general operating fund.

It was intended that \$50,000 would be used to nurture Indigenous ministry and \$28,000 would be returned to the Diocesan operating funds.

Linda, as seconder, spoke against the motion because further consideration in Temiskaming Deanery indicated the will of the deanery that all the funds go into an Indigenous Fund to support ministry.

Discussion ensued. Thunder Bay-North Shore Deanery voted unanimously that funds should go into an Indigenous Fund to support ministry. Discussion occurred at Algoma's Deanery Council meeting but no vote was taken. Sudbury-Manitoulin has not had a deanery council meeting and therefore has not had the opportunity to discuss the issue. Muskoka Deanery did not bring the matter before deanery council.

The question was called and
DEFEATED

Moved by: Linda White
Seconded by: Diane Hilpert-McIlroy

That the original motion regarding the disposition of the refund from the Residential Schools Settlement Agreement be reconsidered.

CARRIED #7
22 out of 25 voting members approved which met 75% for reconsideration of the motion

Original motion to be reconsidered:

Moved by: Harry Huskins
Seconded by: Deborah Kraft

That the Residential School Settlement Refund, which has come back to our Diocese, be used to establish the "Algoma Indigenous Fund". Both the capital and the annual earnings in this fund shall be expended for the furtherance of Indigenous Ministry in Algoma at the Bishop's discretion.

CARRIED #8
RESPONSIBILITY – The Bishop and Synod Office Staff

The Bishop will consider criteria and application processes and provide this information at the June Executive Committee meeting.

Policy in regard to Deconsecrated Church Buildings

Harry Huskins reviewed the draft policy circulated. What has been provided is a summary/culmination of various policies and Canons currently in place. It acts as a summary document for easy referral in parishes.

Discussion ensued.

Moved by: Joan Locke
Seconded by: Dale Sparkes

That this Executive Committee adopt this as a policy.

CARRIED #9
RESPONSIBILITY – Synod Office Staff

St. Thomas', Thunder Bay

Diane Hilpert-McIlroy provided an update. The second rectory has been sold.

Christ Church, Englehart

Linda White provided an update. The congregation has dispersed of their remaining funds from the sale of the church to the Parish of Northern Lights to assist with ministry within the parish.

St. Mark's, Heyden

Rick Reed reviewed the update he circulated on the closure/sale of St. Mark's.

Since the update was prepared, a final service date of June 24th has been determined. It is imperative that the congregation vacate as soon as possible since black mold has been discovered. Rick will investigate this further.

Offers of meeting space have been given by St. Luke's, Holy Trinity and St. James; local options have been investigated with no luck; we will continue to support them in any way that is viable to enable them to keep meeting as a congregation in some venue.

The Bishop requested that we keep the congregation in our prayers.

Bishop's Report

The Bishop highlighted some points from her report.

- Expressed gratitude to the diocese for sending her to Canterbury for Baby Bishop School; incredible experience
- Deanery quiet days going well; Sudbury-Manitoulin and Thunder Bay-North Shore remaining
- Holy Listening – this evening will be dedicated to this process; facilitated by the GS2019 team of delegates; the change to the Marriage Canon will be one item and groups may choose one other item listed if they so choose; hope that it will be the first of many consultations/conversations across Algoma; the team has been meeting by

teleconference; they are looking for feedback on tonight's process; it will be presented at the upcoming Clergy/Lay Pastor Conference in May

- Looking for feedback on a proposal to bring a consultant into Muskoka Deanery to offer a "fresh set of eyes" to their progress; not meant to undermine any work currently done by the MMTT; other deaneries will be facing similar challenges in the not too distant future and an outside consultant may be advantageous
- Provincial Synod upcoming in October in Ottawa; 7 dioceses in Ontario; meet every 3 years; this year will include the election of a new Metropolitan
- The Bishop has invited Primate Fred Hiltz to join Algoma for our Synod in 2019; his attendance will depend on his schedule
- The Bishop shared her schedule; she is enjoying participating in many different activities across the diocese and meeting the people of the diocese in her travels

Committee Reports

Muskoka Ministry Transition Team

Kelly Baetz indicated that the team's report has been circulated. They have nothing to add but would entertain questions if required.

Property Coordinator

Doug Prebble indicated that a report was circulated.

The Bishop advised that Doug has been appointed as Interim Incumbent on Manitoulin Island and his position of Property Coordinator for Muskoka will come to an end at the end of March. She offered her appreciation to Doug for all the work he completed on behalf of the deanery.

Concerns were raised regarding a new appointment to the role. The Bishop indicated that a new appointment is not expected. The work that Doug has completed on the Muskoka properties will assist the Synod Office, our solicitor and the Deanery Officials to move forward on property matters as they arise in the deanery. This may be reviewed if further need is identified.

The Deanery Officials indicated that there is a considerable amount of work to carry on in the deanery but they will not know more until they move forward with discussions.

Congregational Development Officer

Jay Koyle provided a brief overview of his report which was circulated. Any questions may be directed to him.

ACW

Report was circulated. Barb Garvin had no further comments.

Evening Session – Holy Listening

The Bishop welcomed the Rev. Aidan Armstrong as a member of the GS2019 team and offered him courtesies.

The Executive Committee was divided into 6 groups and provided with separate meeting areas for discussion. Instructions for Holy Listening were provided. Groups met for approximately 90 minutes.

Insights from Holy Listening process were shared by representatives from each group:

Kelly Baetz – the group enjoyed the process; found it helpful; opportunity for good conversation

- They chose to also discuss MAID – consent – is it really about a response to suffering; seems to privilege those who have the ability to consent; or is it about choice and rights and freedoms

Linda White – the group expressed some concern that pastoral leaders or clergy are not prepared for the outcome of the upcoming vote at General Synod 2019; who pastors the pastor; do we recognize the implications with our relationships with the wider Anglican Communion; will there be room for those who disagree in the church

Diane Hilpert-McIlroy – the group expressed strong feelings on both sides of the issue; there is a bit of a divide that will need to be worked through; cultural issue – we need to be Jesus...go out into the world and heal the hurt

Glen Miller – trust was built quickly with this format; very thankful and appreciative of the opportunity to discuss in this way

Doug Prebble – two thoughts/insights – fear of talking about the same sex marriage splitting the church; is it worth risking splitting the church to deal with this; first concern should be about what God wants in this and not splitting the church; how do we talk/listen well with one another; pray together; always will be issues; some will be big/some not so big; how will we walk together and stay together as a church; may not be the questions that split us but the way we deal with the questions (rifts divide)

Logan – concern for unity of the church – now, up to and after General Synod; concern or threat for many different clergy members across the diocese; people making decisions prior to having all the information; making their decisions based on emotion and no theological background; likewise, those theologically based not using emotion; need to be thoroughly informed on the subject and the motion

The Bishop encouraged further discussions in the deaneries, parishes, and one on one. Conversations should be happening and respect for all opinions is paramount. We all need to LISTEN! Need to talk and walk together in our differences.

Thursday, March 22

The Bishop expressed appreciation to Jim McShane for the Eucharist service and for his reflection.

She indicated that the Holy Listening process last evening will be shared with other bishops as she heads to the National House in April. Questions raised will be addressed and answers sought.

Financial Reports

The Bishop voiced concerns regarding the number of parish annual returns that are still outstanding. If the parishes are having difficulty meeting the February 28th deadline for report filing, contact with the Synod Office should be initiated to advise of the delay and reasons for such. Annual returns are not simply filed when they arrive in the Synod Office. They are referred to in order to ascertain the state of the Diocese as a whole. They are specifically valuable when determining the current status of parishes under review or headed in that particular direction. Contacting the Synod Office when a delay is expected represents good communication and keeps us apprised of any difficulties the parishes are facing in meeting the February deadline.

Pension Committee – request to members

Jane Mesich outlined the recent request to members from the Pension Committee.

Our pension plan is managed out of Toronto by a separate corporation. There are 3 levels of committees:

Central Advisory Group (CAG)

Pension Committee

- elected at General Synod and includes representation from House of Bishops, clergy and lay
- decisions around rules of pension plan

Trustees

- people from pension related backgrounds who have been in the business for years
- offer investment advice etc.

Pension plans have been in the news headlines because many are underfunded. The plans are governed by the province that they are in – ours being Ontario. If you are a single employer, there is a going concern target to be met and a solvency target.

Going Concern: If this plan is going to go on indefinitely, is there enough money coming in to it to fund it. Ours is at 125% and no concern.

Solvency: If this plan ended at the end of 2017 and you had to pay off all involved in the plan, could it be done. Ours is at 95%.

The Anglican Pension Plan argues that we encompass more than one employer but the government's criteria for that rating is that collective bargaining be in place so that members have a voice at the table. Our plan representatives cite our members are elected at General Synod and therefore have a voice in the plan.

In 2008, when there was a drop in the financial market, our plan's solvency figure dropped to 80%. We requested solvency exemption and it was temporarily granted. Again, this year, the

Pension Committee is asking members to vote either in favour or against their request for solvency exemption so that benefits will not have to be cut. All members have received information by mail and have been asked to vote by March 23. We do not care which way you vote...just vote so that numbers of voting members meets the government's criteria for the result. All active, inactive and retiree members have been contacted.

Our pensions are fine. There is no need to panic. They are managed well and are rated in the first quartile of pension plans in Canada.

Financial Reports

Jane Mesich reviewed the Diocesan financial reports.

She commented on the Accounts Receivable list – Exhibit #2. Communication around finances is crucial with the parishes. This report is sent out monthly to the Deanery Officials for their respective deaneries. Deanery Officials should be monitoring any changes, specifically increases, in these figures so we all may be proactive in initiating conversations with parishes when financial difficulties begin to arise.

Moved by: Bob Derrenbacker
Seconded by: Hugh Mackenzie

That this Executive Committee receive the Diocesan financial reports as presented.

CARRIED #10

Parish Reports

St. Luke's/St. John's, Thunder Bay

The Bishop commended the work of the committee working on the merger talks and plans in Thunder Bay.

Dale Sparkes offered an overview of the process undertaken. The 'Together in Hope' process brought three parishes together to try to discern a way forward as a single unit: St. Luke's, St. John's, and St. Michael and All Angels. Two parishes (St. Luke's and St. John's) decided to continue the journey. Representatives from each parish were active in a discernment process to define the values and vision of the two parishes to become one vision of the new parish. A motion was adopted by both parishes. They have been diligently working to determine what is required to submit to the Bishop for preparation of a mandate letter to dissolve the two parishes and establish a new parish with a new name. Various names are being considered. Renovations to St. John's are being determined as it will house the new parish. St. Luke's will be put on the real estate market.

It has been an interesting journey thus far. Dale expressed appreciation to the team, the parishes, Archdeacon Deborah Kraft and the Rev. George Porter for their encouragement and shared discussions.

Jay Koyle commended the group for some really creative and courageous work. They really worked at keeping the vision to 'birth something new'. The leadership kept this vision alive in the respective congregations. They pondered questions such as: what will be different in the birthing of this new church; what is their mission in the community; how will they worship together; what it means physically for the plant; governance considered etc. All aspects of their life together were considered. A lot of hope for what can come of this process.

Dale noted that through the entire journey the representatives on the discernment team kept the parishes informed. This was a crucial part of the process.

Deborah Kraft expressed appreciation to Harry Huskins, Jay Koyle and Bishop Anne for their support of the committee.

New Parish Proposal

Moved by: Dale Sparkes
Seconded by: Diane Hilpert-McIlroy

That this Executive Committee approve of the establishment of a new congregation in Thunder Bay, consisting of the presently existing congregations of St. John's and St. Luke's.

**CARRIED #11
Unanimously
RESPONSIBILITY – The Bishop**

Dale noted that it is their full intention to maintain St. Luke's current missional work in that area of the city.

Moved by: Diane Hilpert-McIlroy
Seconded by: Dale Sparkes

That the Executive Committee approves selling St. Luke's Anglican Church, Thunder Bay, building and parish hall, including the property these two buildings sit on.

**CARRIED #12
RESPONSIBILITY – Deanery Officials and the Diocesan Treasurer**

Note that the rectory is not included in the sale above.

The Bishop circulated pictures from St. Paul's, Thunder Bay, showing the repurposing of their old pipe organ into a café.

Conscience Clause – Marriage Canon

The Bishop asked Harry Huskins to clarify the conscience clause that exists in the Marriage Canon. This clause exists under Section 11, Subsection d) of Canon XXI of the Anglican Church of Canada. It states: *"The discretion of a minister to decline to solemnize any particular marriage shall not be abrogated by this Canon"*.

