

The Diocese of Rupert's Land
Diocesan Council

Minutes

January 21, 2017
St. James Church, Winnipeg

Present = Y Regrets = R Absent = A (*) = *ex officio* (a) = *appointed*

R	Bardsley, The Ven. James*	Y	McIntosh, The Rev. Wayne
Y	Braid, Mr. E. Arthur*	Y	Norman, Mrs. Patricia
Y	Cooke, Mr. David	Y	Pawling, Mr. Gordon*
R	Dolloff, The Rev. John	Y	Phillips, The Rt. Rev. Donald*
Y	Dugan, The Ven. James*	R	Robinson, Theresa
Y	Falconer, The Rev. Canon Henry	Y	Russell, Mr. Gary
Y	Fardoe, Mr. Don	Y	Sherman, Mr. Dorian
Y	Horrocks, Mrs. Norma	Y	Sisson, The Ven. Jennifer*
Y	Hunter, The Rev. Deacon Helen	Y	Still, The Rev. Canon Dr. Murray
Y	Johnson, The Very Rev. Paul*	Y	Thagard, Mrs. Claudine
Y	Kennedy, The Rev. Helen	Y	Thagard, The Rev. Deacon Dan
Y	Kwajok, Mr. Kwajok Jada	Y	Trott, Dr. Christopher* (Warden St. John's College)
Y	Laldin, The Rev. Karen	R	Webster, Ms Tannis
Y	Lampman, The Rev. Paul	Y	Wedlake, Mr. Bob* (Secretary of Synod)
R	Larson, Mrs. Barbara		Staff:
Y	Lomas, Mrs. Louise	R	Funk, Ms Bernice – Director of Finance
Y	MacDonald, The Rev. Deacon Lynn	R	Solomon, The Rev. Vincent – UIMD
R	Mawejje, The Ven. Godfrey*	Y	Suppes, Mrs. Susan - Secretary

Guests: The Rev. Alice Williams

The meeting opened with prayer led by the Bishop followed worship, including Gospel based discipleship, led by the Rev. Canon Dr. Murray Still.

The Bishop invited first time new members to introduce themselves, stating name and parish and offer a comment to the questions: why are you here; what can you offer; what do you hope to achieve.

- The Rev. Karen Laldin: St. Andrew St. Andrew and St. Paul, Middlechurch. Had declined invitations several times but finally felt time to step outside boundary of parish to diocese.
- The Rev. Deacon Dan Thagard: St. George, Trans. Hopes to bring humor and wants a better understanding, and represents diaconal ministry
- Claudine Thagard: St. George, Trans. Hopes to help where ever she can.
- Dorian Sherman: St. George, Trans. Wants to learn how church operates at diocesan level.
- The Rev. Deacon Lynn MacDonald: St. Luke, Dryden. Wants to ensure representation from her area so we don't get lost along the way; she will also take back information to her parish.
- Gordon Pawling – Diocesan Treasurer. Hopes to bring through Finance and Executive Committee, a balanced budget as well as financial information.

Cultivating a 'culture of grace':

Arising from Synod the Bishop prepared an exercise to help groups begin to understand what it means to function in a culture of grace. He asked members to offer responses to the questions.

What is grace?

- God's response to our prayer for something
- Giving; fore-going one's interest for someone else's
- Thanking God for what God has done for us
- Smiling in the face of adversity; keeping faith in difficult times

- Watching God 'work' in someone else, (or self), the un-deserved response from God Jesus' attitude was one of grace. What would it look like if we tried to live that out as Diocesan Council?
- Challenge can be opportunities if we look positively at things
- Taking care in how we express challenge or disagreement, making sure the persons does not feel attacked, to ensure it is not a challenge of the person

How can we do that?

- Recognizing the different gifts in each other and that we need each other
- Welcoming diverse opinions
- Reach consensus through discussion
- Welcoming community as seen in own parish; it comes to light when a stranger comes into the fold
- don't take 'community' for granted.
- Attitude of gratitude
- Fairness,
- Listening to what may lie behind the comment

How can we monitor ability to do this?

- Actions and reactions of others,
- be a continuing reminder to "be people of grace"
- Recognizing that we need to talk to the person if an issue arises re. a community of grace
- Caring for one another and speaking up when we see one in our community not being treated well
- Remember, we all have purposes,
- Serving in humility – not monitoring
- Glimpses of God – where have we seen or witnessed grace in our meeting?
- All members have responsibility to share community of grace and monitor it.

Minutes of Diocesan Council of November 26, 2016

The Secretary drew attention to a correction a figure in the Report on Mission and Ministry Trust Funds - Archdeaconry of Kenora/St. Alban. The amount for the Archdeacon to attend Living Stones should have read \$1070, (not \$1000). The correction will be made in the notes as well as the motion.

MOTION: THAT the minutes of the Diocesan Council Meeting of November 26, 2016 be approved
P. Johnson/ as corrected.
L. MacDonald
Carried.

Minutes of the Executive Committee of December 13, 2016

MOTION: THAT the minutes of the Executive Committee of December 13, 2016 be received.
H. Kennedy/P. Norman
Carried.

Minutes of the Executive Committee of January 10, 2017

MOTION: THAT the minutes of the Executive Committee of January 10, 2017 be received.
H. Kennedy /D. Thagard
Carried.

Business Arising from the Minutes:

Task Force B-15: The Bishop announced that all six persons agreed to serve on the Task Force arising from Synod resolution B-15.

MOTION: THAT Diocesan Council ratify the membership the Task Force for B-15:
P. Johnson/ The Rev. Deacon Tanis Kolisnyk, Mrs. Ellen Cook, The Rev. Canon Dr. Murray Still
D. Thagard The Rev. Canon Tony Harwood-Jones, The Rev. Brian Ford and The Rev. Dr. Jane Barter
Carried.

Compensation Committee:

The Rev. Karen Laldin was approached, and has agreed, to serve on the Diocesan Compensation Committee. The Council concurred with the appointment of Karen to this Committee.

Diocesan Local Collaborative Ministry Group (DLCMG) Presentation:

The Bishop welcomed the Rev. Alice Williams to the meeting. She, along with Chair of the DLCMG, the Rev. Wayne McIntosh, shared information about DLCMG with Council.

Alice introduced herself as a Priest on Ministry Support Team (MST) at St. Thomas, Weston. We are here on behalf of the Diocesan Local Collaborative Ministry Group (DLCMG). This Diocesan Committee is responsible for ensuring that a parish or parish cluster interested in exploring Local Collaborative Ministry (LCM) has the knowledge, support and resources required to make an informed decision. They also support ongoing education and provide encouragement to Ministry Support Teams (MST) on their LCM journey.

Wayne explained the history of seminary trained clergy, and how parishes functioned. For a variety of reasons, in some instances this model is no longer a viable way of being the church. The Diocese of Keewatin was a progressive diocese in the church. They developed a system of ministry (for northern region remote communities,) for ordained leaders when it was not feasible to send people off to be trained. A formation program was offered in their communities; a school had been set up and the candidates only had to go for 4 weeks over the year to be formed, trained and eventually ordained for ministry in their own communities. They spoke the language, understood the culture, and were able to exercise ministry in these local contexts. After a while, a problem in the system appeared, as the person was still alone in the ministry of the Church. They would go along in ministry serving as Parish Priest and it would not be unheard of for them to preside at 12 funerals a month, baptisms, new Sunday school program, Sunday worship, before their families were neglected, and burn out occurred. Many were not able to retire. LCM is another ministry model that will enable the sustainability of a parish or parish cluster in a local setting.

Local Collaborative Ministry begins with an understanding of Christian ministry as “any act of service to God or neighbour undertaken on behalf of God in Jesus Christ.” LCM enables the day-to-day living out of our baptismal covenant, therefore reflecting a theological understanding of Christian vocation as being entrusted to all the baptized.

When a Parish decided to undertake this journey, it moves through a process to determine if this is the right path for them. One of the first steps in this journey is to undertake a process which enables each and every member of the community to discern the gifts that God has given him/her, and to discover the ministries to which God is calling him/her.

The task of DLCMG is to create a clear framework to allow parishes to enter the process of LCM with flexibility which is dependent on the needs of the local settings.

St. Thomas Anglican Church, Weston, has been God’s presence in Weston since 1905. In 2009, St. Thomas was commissioned as a Local Collaborative Ministry Parish. The ministry and mission of the parish is supported by a Ministry Support Team and all the baptized of the parish.

The Ministry Support Team are volunteers who have been called, completed a three-year formation process, the members selected for ordained ministry went through ACPO, the team was assessed over a weekend and commissioned by the Bishop to fulfill specific roles in the parish. When they realized that the “work we were doing wasn’t work but it was ministry”, making the shift in thinking changed everything!

There are challenges, of course including ensuring that the congregation did not slip back into seeing the priest as a traditional priest but rather a part of the team. The Ministry Support Team (MST) is to enable the ministry of all the baptized members in the pews. There is also an on-going need to make sure new people understand what LCM is about and how they are a part of the ministry of the parish.

The LCM model of ministry is one way to ensure the future of the Church in local communities. This is no longer a fringe model of ministry but rather a viable way of providing ministry in new ways to communities of faith. There is more information about LCM on the Diocesan website.

Pembina Hills and St. Thomas, Weston are truly appreciated of the support that we have received from the Bishop and the Diocese to this point. These are the two full commissioned LCM parishes /groups in the Diocese of Rupert’s Land. However, there are several more parishes beginning to explore this ministry model.

It is now imperative, that a review of the Canons be undertaken to ensure that they enable and accommodate Local Collaborative Ministry within the Diocese.

The following motion was made and carried at the 2014 Synod: THAT Diocesan Council cause a review of the Canons to be undertaken to ensure that they enable and accommodate Local Collaborative Ministry within the Diocese; and that any Canonical amendments that may be required be presented to Synod 2016 for consideration.

In the 2016 Synod Convening Circular “The Board was asked by the 2014 Session of Synod to review the Canons to ensure that they accommodated Local Collaborative Ministry (Total Ministry). The Board has proposed a change to the definition of “incumbent”. However, the resolution to change the definition of incumbent was defeated.

It is recommended that Diocesan Council establish a task force comprised of members of the Diocesan Local Collaborative Ministry Group to review the Constitution and Canons and bring these to the Council for approval, who will in turn direct the Board on Canons & Rules of Order to prepare the necessary changes in the Constitution and Canons in order to accommodate local collaborative ministry models in use in the Diocese.

With a better understanding of this vital ministry of the baptized we hope the can be completed for consideration at the 2018 Session of Synod.

MOTION: That the Diocesan Local Collaborative Ministry Group (with others they deem required)
A. Braid/ undertake a review of the Canons & Constitution to determine what amendments may
N. Horrocks be required in order to accommodate a Local Collaborative Ministry model in the
Diocese and report thereon to Diocesan Council.

Carried.

Companion Diocese Committee:

Mr. Sean Carlson, chair of the Companion Diocese Committee presented a revised Companion Diocese Covenant for consideration and renewal effective from January 2017 to December 2021. Sean reported

the Companion Committee reviewed the revised covenant. This is the formal agreement which oversees the companion diocese relationship program which consists of two parts:

- The Linked Parishes Program which facilitates relationship between parishes in two dioceses who are linked.
- The Orphans Program: 137 orphans in the program, and we send \$20,000 every year; (\$10,000 every six months). We're pleased to say we've been doing this since 2004. The last installment was significant as we surpassed the \$250,000 mark. This has really made a difference in the lives of several hundred children in their schooling for primary and secondary school.

Link parishes encourage small development projects and get people involved in each others' lives. This would not be possible without the support of the Covenant.

There is an appendix to Companion Covenant which covers the formalities of the financial arrangements. We were able to fashion this appendix agreement and it has been signed. It will be appended to renewed Covenant document.

Sean indicated the new bullet in this year's Covenant. In the last 8 yrs, there has been alienation between the Church in Africa and other parts of the world. This new point invites conversations to share something of their understanding of how they live out the gospel in their context. It is meant to open discussions around topics in which we disagree, and provides opportunity for more candor in our conversations. Now we can speak candidly about issues and things we think are important.

MOTION: THAT the Diocesan Council authorize the renewal Companion Diocese Covenant for a further five years (January 2017 to December 31, 2021) with Central Buganda Diocese.
D.Sherman/
D. Thagard
Carried.

MOTION: THAT the Diocese of Rupert's Land celebrates the Consecration of Bishop-elect Canon P. Norman/ Michael Lubowa and offers our prayerful support to him as he is installed as the 3rd G. Russell Bishop of Central Buganda Diocese.
Carried.

The Bishop thanked Sean Carlson for his time and work on this covenant and the companion relationship.

Spirit Path Ministry:

The Ven. Jennifer Sisson advised that the evaluation has been completed, and the Spirit Path Council is reviewing the evaluation. A report with recommendations will come to Executive Committee in February, and recommendations will come back to Council at the March meeting with regard to the ordained ministry contract with Spirit Path. The ecumenical piece was very key to this venture. Jennifer has been working in this area for the past 5-6 yrs, @ 25% time. For the past few years, because it is now a shared ecumenical ministry, we all pay to provide stipend for 1.25 ordained positions doing that work.

MOTION: THAT the report on Spirit Path be received.
J. Sisson/ C. Thagard
Carried.

Financial Statement to November 30, 2016

Gordon Pawling presented the Income statement showing a surplus of \$528.00. He indicated that work is already being done on December year-end statements which, at the moment, show a deficit \$6983 for year ended 2016. December is always a major financial month as it is a time when additional income

and additional expenses come to light. This will not likely be the final year-end position of the Diocese, but the year-end will be in a deficit position. The budget for 2016 projected a deficit of \$16,511 deficit; we are in a considerably better position than anticipated, but a deficit none the less.

As of December 31, 2016, investment income was 7.1% for the year. This was a very good return, as 2016 was turbulent in markets world-wide. The Investment Committee has met with our investment advisors from Integra who manage the funds and anticipate some changes in the portfolio of the investment funds. A recommendation will be brought forward at a later time.

MOTION: THAT the statements to November 30, 2016 be received.

G. Pawling on behalf of the Finance Committee

Carried.

Budget 2017:

The draft budget before us today shows a deficit for the 2017 year of \$23,044. The budget as approved at Synod reflected a total of \$20,494 deficit. This figure has been revised upward by \$2500 in various adjustments, not only to expense but also in revenue accounts. Common Ministry and Mission revenue amount has been changed based on information received from parishes. We are always adjusting this account which makes up for part of the variance in the budget. The other areas that have impacted this budget are the accounts shown in the operating statement.

Gordon referred Council members to Note 4. Bishop Don then explained that already incorporated into the budget is a 60% time position vaguely described as Formation Director/Episcopal support. The 60% time position is to be shared between the Formation Director and a Ministry Developer. The Theological Education Commission (TEC) originally called for a full time Formation Director. This report was approved to be referred to an Implementation Group. A subsequent report suggested a less than full time position could make do. The DLCMG calling for full time Diocesan Ministry Developer, citing particular urgency around ministry development at Hodgson/Peguis, with a strong concern that the diocese needs to step up to make something responsible happen up there.

Several other parishes are also interested in LCM: Hodgson/ Peguis, Winnipeg Beach, Whytefold, Sioux Lookout, Lac du Bonnet, possibly Red Lake, Ignace, Atikokan, and perhaps even Church of the Ascension, Stonewall. To this end, the Bishop is suggesting the 60% position in the budget needs to be a 100% full time shared position. The TEC Implementation Group and DLCMG are starting to work together. The TEC Implementation Group will meet with DLCMG to begin preparation of a job description.

The Bishop indicated a ¼ time position is being put in place for the next six months for Hodgson/Peguis to work with the Ministry Team in an attempt to move this ministry forward. The person for this position would be paid from the budget at ¼ time for six months in 2017. There is a great urgency to get the full time job going, with a start date of September for the last four months in 2017. This would require \$32,900 for 2017.

The Bishop advised that when we created the full time position for an Urban Indigenous Ministry Developer (UIMD) position, we drew \$20,000 from the operating budget from funds previously used for an “urban outreach worker”. The proposal being put forward is to draw \$20,000 from the New Church Development Fund (NCD) for the UIMD position, which would in turn allow the re-allocation of \$20,000 from the operating fund to be used to help underwrite the cost of the Formation Director/Ministry Developer position. The serious impact will come in 2018 and onward. We would enter into a 5 year contract, which would be drafted in a way where it could be ended early, by either party if the work is not satisfactory or for other reasons. We haven’t yet considered an Anglican Foundation application, but we may need to look into this in a future year, and perhaps funding could be considered from other areas.

If this goes ahead, in 2017 we would require \$32,900 which would cover the costs of a six month ¼ time position (in Ministry Development in Hodgson/Peguis) and a full time position beginning in Sept though end of Dec 2017. These changes to the proposed budget would result in a net deficit for the year 2017 of \$3,944.00.

The New Church Development Fund was originally established from the sale of Anglican Island some 12-15 yrs ago, which was sold for over \$1M. Major expenditure came out of the Fund for sexual abuse claims against the diocese. Since then the funds have been fully invested with approved withdrawals coming from, and investments going into, the Fund. Currently the balance is \$845,000. Investment earnings for the NCD Fund will be approximately \$52,000 annually.

The Fund currently underwrites:

- \$37,500 for Spirit Path until the end of 2016;
- \$18,500 for Spirit Path to June of 2017;
- \$15,000 for ALIGN work, to the end of 2016;

\$20,000 if we re-allocate the funds for the UIMD position

In 5 years, the balance would be approx. \$600,000. Under this proposal (over 5 years) the funds will be reduced as the withdrawals will be in excess of the earnings.

MOTION: THAT Diocesan Council approve in principle the establishment of a full time
A.Braid / Formation Director/Ministry Developer and authorize the Bishop in consultation with
G.Pawling Theological Education Commission Implementation Group and the Diocesan Local Collaborative Ministry Group, and the Elders Circle, to bring a final job proposal for approval and implementation to Executive Committee.

Carried.

Motion: THAT Diocesan Council authorize an additional annual draw from the New Church
A.Braid/ Development Fund of up to \$20,000 for the balance of the contract position of the
G. Pawling Urban Indigenous Ministry Developer position.

Carried.

MOTION: THAT Diocesan Council approve the Budget for 2017, reflecting the above noted
G.Pawling/ resolutions.

P.Norman

Carried.

A revised budget, incorporating these changes, is appended to these minutes.

The Bishop thanked Council members for their work this meeting and reminded them our next meeting is on March 25, 2017, in Portage la Prairie, at St. Mary's Church.

Glimpses of God's Grace:

- How the church has been moving spiritually towards DLCEMG

Adjournment was moved by Dan Thagard.

The meeting concluded with the Grace.