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IN MEMORIAM

Former members of the Algoma Synod departed this life 1987-1989  
and gratefully remembered before God

CLERGY

The Rev'd Hubert Arthur Vallis  
The Rev'd Murray Edward Bradford

SERVED IN  
ALGOMA

1953-1973  
1966-1986

+ + + + +

Mr. H.M. Monteith, Secretary-Treasurer of the Diocese of Algoma 1955-1962

+ + + + +

Mrs. Margaret Wright, wife of The Most Reverend W.L. Wright  
Mrs. Frances Thompson, wife of The Venerable Gilbert Thompson  
Mrs. Alice Hincks, wife of The Late Canon H. Hincks  
Mrs. Mary Madeline Peeling, wife of The Late Reverend Henry Peeling  
Mrs. Dorothy Mowat, daughter of The Late Reverend Canon Wm. H. Hunter

+ + + + +

Robert Arthur Hutcheson

All Saints' Church, Huntsville  
Member of the Diocesan Executive Committee  
St. Matthew's Church, Sault Ste. Marie  
All Saints', Onaping; St. Michael's, Azilda  
St. John's Church, Schreiber  
All Saints' Church, Huntsville  
St. Peter the Apostle, Elliot Lake  
St. Michael's Church, Azilda

Douglas H. Murray  
Ralph Wilcox  
Geoffrey Birch  
Frank Hutcheson  
Captain Wm. Kidd  
Tom Deminion

+ + + + +

"REST ETERNAL GRANT UNTO THEM, O LORD, AND  
LET LIGHT PERPETUAL SHINE UPON THEM."

OFFICE - BEARERS  
(With year appointed or elected)

THE BISHOP

The Right Reverend L.E. Peterson  
(1983)

DEAN (6th)

The Very Rev'd I.L. Robertson  
(1975)

CHANCELLOR

John DeP. Wright, Q.C. (1983)

REGISTRAR

O. Kennedy Lawson (1985)

LAY SECRETARY

Mrs. Jane Rogers (1989)

VICE-CHANCELLOR

Alan Newell, Q.C. (1989)

TREASURER

D.P. Oosterbaan (1975)

CLERICAL SECRETARY

The Rev'd Dr. R.B. Porth (1989)

RETIRED ARCHDEACONS

The Venerable C.H.G. Peto . . . . . (1957)

The Venerable G. Thompson . . . . . (1957)

The Venerable S.M. Craymer . . . . . (1971)

The Venerable E.R. Haddon . . . . . (1971)

The Venerable J.H. Watson . . . . . (1976)

The Venerable J.G.M. Doolan . . . . . (1976)

The Venerable F.R. Coyle . . . . . (1976)

The Venerable R.A. Locke . . . . . (1982)

The Venerable W.A. Graham . . . . . (1983)

ARCHDEACONS

Algoma The Venerable W.R. Stadnyk (1986)

Muskoka The Venerable N.L. Goater (1987)

Sudbury The Venerable E.B. Paterson (1982)

Temiskaming The Venerable H.R. Kreager (1984)

Thunder Bay The Venerable M.S. Conliffe (1986)

BISHOP'S CHAPLAIN

Canon H. Morrow (1983)

HONORARY CANONS (RETIRED)

The Rev'd Canon D.H. Dixon . . . . .	(1960)
The Rev'd Canon A.J. Thomson . . . . .	(1962)
The Rev'd Canon J.F. Hinchliffe . . . . .	(1971)
The Rev'd Canon B.J. Cooper . . . . .	(1976)
The Rev'd Canon J.G. McCausland . . . . .	(1981)
The Rev'd Canon A.L. Chabot . . . . .	(1973)
The Rev'd Canon D.N. Mitchell . . . . .	(1973)
The Rev'd Canon H. Morrow . . . . .	(1982)

HONORARY CANONS (ACTIVE)

The Rev'd Canon G.W. Sutherland . . . . .	(1976)
The Rev'd Canon J.S. Crouch . . . . .	(1982)
The Rev'd Canon D.M. Landon . . . . .	(1983)
The Rev'd Canon F.G. Roberts . . . . .	(1983)
The Rev'd Canon W.J. Ellam . . . . .	(1985)

REGIONAL DEANS

Algoma . . . . .	The Rev'd F.H. Carson . . . . .	(1987)
Muskoka . . . . .	The Rev'd A.V. Bennett . . . . .	(1987)
Sudbury . . . . .	The Rev'd F.C. Gower . . . . .	(1986)
Temiskaming . . . . .	The Rev'd L.A. Shaw . . . . .	(1989)
Thunder Bay . . . . .	The Rev'd W.R.G. Willans . . . . .	(1989)

POSTULANCY COMMITTEE

The Very Rev'd I.L. Robertson . . . . .	(1967)
The Rev'd John McRae . . . . .	(1987)
The Ven W.R. Stadnyk . . . . .	(1989)
The Ven N.L. Goater . . . . .	(1983)
The Ven E.B. Paterson . . . . .	(1989)
The Ven H.R. Kreager . . . . .	(1984)
The Ven M.S. Conliffe . . . . .	(1989)

EDITOR - ALGOMA ANGLICAN

Mr. Donald Smith . . . . .	(1989)
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WARDEN OF LAY READERS

Dr. D.H. Gould . . . . .	(1984)
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MEDICAL EXAMINER

Dr. D.H. Gould . . . . .	(1975)
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AUDITORS

Pannell Kerr MacGillvray Inc.

## DIOCESAN CLERGY

## BISHOPS

		PRIESTED	MADE DEACON
Peterson, Leslie Ernest		Mar. 25, 1955	May 27, 1954
Wright, William Lockridge	(Retired)	Sept. 11, 1927	Sept. 4, 1926

## PRIESTS

Thompson, Gilbert	(Retired)	May 31, 1931	June 8, 1930
McCausland, John George Alban Patrick, S.S.J.E.	(Retired)	Dec. 11, 1932	Dec. 13, 1931
Hinchliffe, James Fletcher	(Retired)	Dec. 21, 1936	June 7, 1936
Petc, Cyril Henry Gilbert	(Retired)	Sept. 25, 1938	Aug. 6, 1937
Kerr, John Winston	(Retired)	Sept. 25, 1938	Aug. 6, 1937
Dixon, Donald Harry	(Retired)	June 8, 1941	May 18, 1940
Haddon, Ernest Roy	(Retired)	May 10, 1942	June 8, 1941
Peake, Frank Alexander	(Retired)	May 31, 1942	June 8, 1941
Pulker, Edward Alfred	(Retired)	Dec. 1942	May 1942
Watson, John Henry	(Retired)	Feb. 2, 1943	Sept. 29, 1941
Craymer, Samuel Maitland	(Retired)	June 29, 1944	Sept. 18, 1943
Mitchell, David Nelson	(Retired)	Aug. 1, 1945	July 4, 1944
Beattie, William Gilmcure	(Retired)	June 11, 1946	May 6, 1945
Thomson, Alvin James	(Retired)	May 11, 1947	June 16, 1946
Chabot, Arthur Lionel	(Retired)	May 3, 1949	April 25, 1948
Declan, John George Meara	(Retired)	May 3, 1949	April 25, 1948
Coyte, Frank Robert	(Retired)	June 4, 1950	May 1, 1949
Sutherland, George William		June 4, 1950	May 3, 1949
Lumley, Robert	(Retired)	Dec. 17, 1950	Sept. 25, 1949
Wilkinson, Maurice Pickard	(Retired)	April 29, 1951	Sept. 21, 1948
King-Edwards, Wm. Bagot R.	(Retired)	Nov. 13, 1952	June 5, 1951
Cocper, Benjamin Joseph	(Retired)	Dec. 1, 1952	May 20, 1951
Brown, Robert Frederick		Dec. 21, 1952	May 3, 1951
Robertson, Irvin Lawrence		Feb. 24, 1953	May 22, 1952
Turner, James	(Retired)	Feb. 24, 1953	June 15, 1952
Jordan, John Edward	(Retired)	Dec. 16, 1953	Feb. 24, 1953
Ripley, Robert Charles Sims		1953	1951
Morrow, Henry	(Retired)	Mar. 25, 1955	May 27, 1954
Hankinson, Michael Roderic	(Retired)	May 1, 1956	May 3, 1951
Roberts, Frederick Gordon		Dec. 16, 1956	March 1, 1956
Graham, William Andrew	(Retired)	April 23, 1957	May 20, 1956
Heaven, Edwin Boyd Gyde	(On Leave)	April 30, 1957	June 3, 1956
Woodward, Dalton Lawrence	(Retired)	May 30, 1957	Sept. 21, 1956
Crouch, Jack Sydney		Dec. 21, 1957	Oct. 28, 1954
Stadnyk, William Robert		May 1, 1958	May 5, 1957

PRIESTS		PRIESTED	MADE DEACON
Landen, Donald Mackenzie		June 11, 1959	May 1, 1958
Paterson, Eric Beaumont		June 11, 1959	May 1, 1958
Charles, Robert Frederick George	(Retired)	Dec. 21, 1959	Dec. 22, 1958
Locke, Roy Angus	(Retired)	Dec. 21, 1959	Dec. 22, 1958
Dunnill, Michael Holmes	(On Leave)	Sept. 11, 1960	Sept. 29, 1959
Conliffe, Mark Shankland		Feb. 22, 1961	May 26, 1960
Bays, John Gerald		May 11, 1961	May 26, 1960
Kreager, Henry Ross		Nov. 30, 1961	April 25, 1961
Atkinson, Patrick Victor	(Retired)	Dec. 20, 1961	May 23, 1961
Sandys-Wunsch, John William Kervyn	(On Leave)	1962	1961
Ellam, William John		April 1, 1962	May 11, 1961
Mcote, Clayton Thomas Gilbert		April 30, 1962	May 21, 1961
Stanley, Douglas Arnold Bruce		June 30, 1963	May 13, 1962
Flowers, Robert Thomas		Dec. 21, 1963	May 12, 1963
Vaughan, Edward Richard		Mar. 25, 1965	May 21, 1964
Hornett, Charles Albert Victor	(Retired)	June 9, 1965	Nov. 30, 1962
Sheppard, Elliott Alton		June 9, 1965	May 5, 1963
Goater, Noel Leslie		May 22, 1966	Nov. 30, 1965
Moyle, Edward Philip		June 1971	June 14, 1970
Lawsen, Michael		March 6, 1974	May 16, 1973
Carson, Frederick Howard		May 1, 1974	May 31, 1973
Quibell, George	(On Leave)	Feb. 2, 1975	May 5, 1974
Ostler, Kenneth George		May 16, 1976	May 29, 1975
Duncan, Ronald Edward	(On Leave)	June 12, 1977	Nov. 12, 1976
Gower, Frank Charles		April 25, 1978	May 19, 1977
Winslow, Lawrence Harold		April 25, 1978	May 19, 1977
Delaney, Timothy John		Nov. 30, 1978	May 1, 1978
Kelsey, John Robert		Nov. 30, 1978	May 1, 1978
McLeish, David Bruce		May 1, 1979	April 25, 1978
Williams, John Peter		May 20, 1979	May 19, 1978
Mason, Richard Frank		Sept. 29, 1979	May 24, 1979
Snell, Guy Stuart		Jan. 6, 1980	May 4, 1978
Willans, William Richard Gore		Mar. 30, 1980	Sept. 16, 1979
Bennett, Arthur Vincent		May 27, 1980	Sept. 29, 1979
Burke, Earl James		Feb. 1, 1981	May 27, 1980
Putman, Stanley Wayne		June 7, 1981	May 27, 1980
Debinson, William Garry		Feb. 2, 1982	Feb. 1, 1981
Hitsman, Anthony William	(On Leave)	Feb. 2, 1982	Feb. 1, 1981
Davies, Frank Robert		Feb. 2, 1982	June 7, 1981
Cross, Robert George	(On Leave)	Dec. 12, 1982	May 16, 1982
Bradford, David		May 27, 1983	May 27, 1980
Perth, Raymond Barry		Nov. 30, 1983	May 15, 1983
Shaw, Leonard Allen		Nov. 30, 1983	May 27, 1983



## PRIESTS

## PRIESTED

## MADE DEACON

Doe, Franklin Alfred	Feb. 2, 1984	May 12, 1983
LeGrand, Kenneth William	June 19, 1984	May 12, 1983
Russell, Robert Desmond	June 19, 1984	May 29, 1982
Doe, Clifford John	Feb. 17, 1985	May 2, 1984
Wright, Jonathan Michael Andrew	Feb. 17, 1985	June 5, 1984
Shaw, Nigel	(On Leave) Feb. 17, 1985	Sept. 30, 1984
De Gruchy, Susan Marjorie	May 16, 1985	May 2, 1984
Moote, Mark Christopher	May 16, 1985	Mar. 18, 1984
Clark, Morley Allen	May 16, 1985	May 2, 1984
Hornby, Muriel	Sept. 21, 1985	Nov. 17, 1984
Denevan, David Charles	June 13, 1987	Sept. 29, 1986
Cunningham, Thomas William	Nov. 30, 1987	May 27, 1987
Elkin, Robert James	Dec. 16, 1987	May 27, 1987
Cottrell, Michael Richard Francis	Nov. 1987	May 1987
Swayze, Edward Hugh	Feb. 20, 1988	May 27, 1987
Knight, Alan Eric John	Mar. 23, 1988	Sept. 29, 1986
Chupka, Perry Albert	Mar. 23, 1988	May 27, 1987

## DEACON

Morden, Christopher John	(On Leave)	March 9, 1986
Hamilton, Hugh Melville		April 12, 1989
McVeigh, Gregory Ernest		April 12, 1989
Mitchell, Barbara Jean		April 12, 1989
Murphy, Beth Marie		April 12, 1989
Rollins, Genevieve May		April 12, 1989
Neumann, William Brent		May 16, 1989

## CHURCH ARMY

Captains Warren Evan and Dolores Ann Joslin

Mrs. R. Goss - Diocesan Lay Reader in Charge: St. John's, Garden River

## OTHER CLERGY RESIDING WITHIN DIOCESE

The Rev'd Canon K.I. Cleator	Major, The Rev'd R.E. Gilbert
The Rev'd C.W.J. Hutchesson	The Rev'd Canon T. James
The Ven. G.H. Johnson	The Rev'd W.S. Johnson
The Rev'd Canon C. Locke	The Rev'd J.F. McRae
The Rev'd P. Morley	The Rev'd Canon H. Shail
The Rev'd C.W. Train	

## DIVINITY STUDENTS

Ms. Karen Heath	Miss Dawn Henderson
Mr. Harry Huskins	Mrs. Margaret Lucas
Mr. Geoffrey Woodcroft	Mrs. Jennifer Woodcroft

## LAY DELEGATES

In attendance at 1989 Synod

### DEANERY OF ALGOMA (27 Delegates)

#### Blind River

Mrs. Betty Klub  
Mrs. Sylvia McDonald

#### Chapleau

Mrs. Velma Morin

#### Elliot Lake

Mr. Cyril Emerson  
Mr. Ron Kruger

#### Garden River

Miss Lana Grawbarger  
Mrs. Bonnie Williams

#### Goulais Bay

Mrs. M. Hankinson

#### St. Joseph Island & Echo Bay

Mrs. Vivian Hall  
Mr. T.J. Fantham

#### Searchmont & Heyden

Mr. Henry Gaines

#### Sault Ste. Marie:

#### Christ Church and St. Peter's

Mrs. Mary Farrell  
Mrs. Mary Rossiter

#### Holy Trinity

Mrs. Jane Rogers  
Mr. Henry Speers  
Mr. Neil Howson

#### St. John's

Mrs. Myra Robinson  
Mr. Kenneth Hocken

#### St. Luke's

Dr. David Gould  
Mrs. Dorothy Bowers  
Mr. Bruce Willson

#### St. Matthew's

Mr. William Kidd  
Mrs. Norma Hankinson  
Mrs. Shirley Hackett

#### Thessalon

Mr. Syd Anderson

#### Wawa

Mr. Tom Rudolph  
Mrs. Liz Woods

### DEANERY OF MUSKOKA (21 Delegates)

#### Bala and MacTier

Mrs. Isabel Edwards  
Mr. Fred Ineson

#### Bracebridge

Mr. Patrick Almond

Mr. Bob Soper

#### Dorset

Mrs. Barbara Nangle

#### Emsdale

Mr. Wm. Kanak

#### Gravenhurst

Mr. Jack Huggett  
Mr. Al Newell

#### Barkway

Mr. Ernie Merkley

#### Uffington

Mr. C.P. Simmons

#### Huntsville

Mrs. Kay Fowler  
Mr. H.K.N. Mackenzie

#### Port Carling

Mrs. Lynn Uzans

#### Parry Sound

Mr. Ernest Watthey  
Mr. Allan Poolton  
Mrs. Doris King

#### Port Sydney

Mr. Jim Godfrey

#### Rosseau

Mr. Robert Parker  
Mr. George Mercer

#### Sundridge

Mrs. Mary Hall

#### Magnetawan

Mrs. Betty Kingsley

DEANERY OF SUDBURY (25 Delegates)

Capreol

Mrs. Allison Cline  
Mrs. Muriel Hindman

Copper Cliff

Mr. Michael Klugman

Espanola

Mrs. Louise Kelly  
Mrs. Ann Putman

Gore Bay

Mrs. Mary Bule  
Mrs. Phyllis Wilson

Little Current

Mrs. Connie Wilson  
Mr. David Glover

Sucker Creek

Mr. Ernest McGraw

Lively

Mr. Gordon Bennett  
Mr. Frank MacKinnon

Coniston

Dr. Winslow Case

Manitowaning & Mindemoya

Mrs. Lynn Mastin  
Miss Betty Gould

DEANERY OF TEMISKAMING (15 Delegates)

Englehart

Mrs. Dorene Stark

Haileybury

Mrs. Barb Garvin

Temagami

Mrs. M. Tyndale

New Liskeard

Mr. Glen Swanson  
Mrs. Marolyn Flowers

NORTH BAY:

Christ Church

Mr. John Toswell  
Mr. V. Mortson

Onaping & Azilda

Lynne Couvrette  
Mr. Harry Huskins

Massey & Webbwood

Mr. Nelson McDowell

SUDBURY:

Epiphany

Mr. Gordon McEwen  
Mrs. Ruth Loukidellis  
Mr. Reg Beach

Ascension

Mr. Bill Bills  
Mr. Jim Burns

Resurrection

Mrs. P. Flowers  
Mr. F. Southern

St. Brice

Mr. H.W. Joiner  
Mrs. H.W. Joiner

St. John

Mr. W.C. Elliott  
Mr. David Johnson  
Mr. W.J. Gigg

Sturgeon Falls

Cache Bay

Mrs. Joyce Legault

Powassan

Mrs. Barbara Piper

Callander

Mr. Horace Fleming

DEANERY OF THUNDER BAY (22 Delegates)

Manitouwadge  
Mrs. Tina Wilson

Marathon  
Mrs. Cathy Gagnon

Nigigon  
Mr. Tony Peel

Schreiber  
Reg Bailey

THUNDER BAY:

St. George  
Mr. Gordon Holroyd  
Ms. Edna Goodman

St. Johns  
Mr. Wm. Kosny  
Mrs. E. Whalley  
Mr. J. Corbishley

St. Luke  
Mr. Jim Sutton  
Mr. Ron Stark  
Mr. John Sovereign

St. Michael  
Mr. John Dunnill  
Mrs. Susan Simonsen  
Mr. Les Siddall

St. Paul  
Ms. Gail Pell  
Dr. Mary Richardson  
Mr. P.S. Farrow

St. Stephen  
Mr. Art Lucas

St. Thomas  
Mrs. Shirley Koza  
Mr. W. Vanderwater  
Mr. Harvey Ziegler

West Thunder Bay

A.C.W. REPRESENTATIVE

Mrs. Doreen Stadnyk

YOUTH DELEGATES (12 Delegates)

DEANERY OF ALGOMA  
Cynthia Moyle  
Jane Capstick  
John Anderson

DEANERY OF MUSKOKA  
Nicole Calvert  
Louise Sheppard  
Chris Wolske

DEANERY OF SUDBURY  
Bonnie Schroeder  
Keri Tuomi

DEANERY OF TEMISKAMING  
Becky Garvin  
Catherine Topps  
Richard Williams

DEANERY OF THUNDER BAY  
Carol Landy

**GENERAL SYNOD DELEGATES AND ALTERNATES (elected 1989 Diocesan Synod)**

**Clerical Delegates (4)**

The Very Rev'd I.L. Robertson  
The Ven. E.B. Paterson  
The Ven. N.L. Goater  
The Rev'd M. Hornby

**Lay Delegates (4)**

Mr. D.P. Oosterbaan  
Dr. D.H. Gould  
Mr. Wm. Kidd  
Mrs. L. Uzans

**Alternates:**

The Ven. M.S. Conliffe  
The Rev'd Canon D.M. Landon  
The Rev'd A.V. Bennett  
The Rev'd D. Donevan

Mr. H. Mackenzie  
Mr. W. Gigg  
Mrs. B. Piper  
Dr. W.A. Case

**PROVINCIAL SYNOD DELEGATES AND ALTERNATES (elected 1987 Diocesan Synod)**

**Clerical Delegates (4)**

The Ven. N.L. Goater  
The Rev'd S. De Gruchy  
The Rev'd M. Hornby  
The Rev'd J.M.A. Wright

**Lay Delegates (4)**

Mr. D.P. Oosterbaan  
Mr. W.J. Gigg  
Mr. Wm. B. Kidd  
Mrs. S. Koza

**Alternates:**

The Ven. M. Conliffe  
The Ven. E.B. Paterson  
The Rev'd R. Nicolle  
The Very Rev'd I.L. Robertson

Mr. A. Jackson  
Mrs. B. McDowall  
Mrs. F. Bennett-Sutton  
Mrs. L. Uzans

**DIOCESAN REPRESENTATIVES ON THE CORPORATION OF**

**THE UNIVERSITY OF TRINITY COLLEGE**

The Rev'd A.V. Bennett  
The Ven. H.R. Kreager  
The Rev'd Canon D.M. Landon  
The Rev'd J.M.A. Wright

**THORNELOE UNIVERSITY OFFICERS**

Chancellor  
Chairman, Board of Governors  
Vice-Chairman  
Secretary  
Provost & Vice-Chancellor

Mr. J. Eric Ford  
Mr. E. Checkeris  
Mr. N. Farkouh  
R. Webster  
The Rev'd Dr. J. Sandys-Wunsch

## COMMITTEES OF THE DIOCESE

### EXECUTIVE COMMITTEE OF THE DIOCESE

#### Ex-officio Members

The Bishop (Chairman)  
The Dean  
The Chancellor  
The Vice-Chancellor

The Registrar  
The Treasurer  
The 5 Archdeacons  
The 5 Regional Deans

#### Elected Lay Stewards

Algoma (4 year term)  
(2 year term)

Mrs. E. Woods, Wawa  
Mrs. J. Rogers, Holy Trinity, S.S.M.

Muskoka (4 year term)  
(2 year term)

Mr. E. Watthey, Parry Sound  
Mrs. L. Uzans, R.R. #3, Port Carling

Sudbury (4 year term)  
(2 year term)

Mrs. A. Cline, Capreol  
Mr. G. Bennett, Lively

Temiskaming (4 year term)  
(2 year term)

Miss E. Valley, Englehart  
Mr. W.J. Gigg, St. John's, North Bay

Thunder Bay (4 year term)  
(2 year term)

Dr. M. Richardson, St. Paul's, Thunder Bay  
Mr. J. Sovereign, St. Thomas, Thunder Bay

#### Appointed Members by Bishop

The Rev'd L.H. Winslow, Nipigon  
Mr. N. Greene, Epiphany, Sudbury  
Miss L. Sheppard (Youth Delegate)

#### Permanent Courtesies of the House

The Rev'd Canon J.S. Crouch (Bishop's Facilitator)  
The Rev'd F. Doe (Communications Officer)  
Mrs. Rosalie Goos (Stewardship & Parish Development Officer)

### HUMAN RESOURCES COMMITTEE

The Rt. Rev'd L.E. Peterson  
Mr. D.P. Oosterbaan  
The Ven. E.B. Paterson  
The Ven. H.R. Kreager  
The Rev'd Canon J.S. Crouch  
Mr. Wm. Kosny  
Mr. K. Goos  
Mr. P. Almond  
Miss E. Noble

The Very Rev'd I.L. Robertson  
The Ven. W.R. Stadnyk  
The Ven. N.L. Goater  
The Ven. M.S. Conliffe  
The Rev'd J.F. McRae  
Dr. M. Richardson  
Mr. T.C. Luck  
Mr. C. Vaillancourt

ADMINISTRATION AND FINANCE COMMITTEE

The Rev'd F.C. Gower  
Mr. N.M. Farkouh  
Mr. R. Franklin  
Mr. G.E. Irvine  
Mr. G. Hewson

The Rev'd L.A. Shaw  
The Rev'd T.W. Cunningham  
Mr. W.G. Abraham  
Mr. N. Howson  
Mr. P. Almond

PLANNING AND ORGANIZATION COMMITTEE

Mr. Wm. B. Kidd  
The Very Rev'd I.L. Robertson  
Mrs. Shirley Koza  
The Rev'd Jack Bays

Mrs. Susan Simonsen  
The Rev'd J.P. Williams  
Mr. R.W. Keegan  
Mrs. Rosalie Goos (Staff)

STIPEND TASK FORCE COMMITTEE

Dr. Mary Richardson  
Mr. Wm. Kosny  
The Ven. M.S. Conliffe

Mr. T. Luck  
The Rev'd L.H. Winslow

LITURGY AND WORSHIP COMMITTEE

The Rev'd J.M.A. Wright  
The Rev'd Canon J.T.L. James  
Mrs. Judy Humphries  
Dr. Fred Boughen  
Mrs. Jenann Goater

Mrs. Lynn Uzans  
Mr. Norman Wolske  
Mr. Robert Dixon  
Mrs. Margaret Butler  
Mr. Peter Simmons

COMMUNICATIONS COMMITTEE

Mrs. Ruth Loukidelis  
Mr. John Anderson  
Mrs. Allison Cline

The Rev'd M. Moote  
The Rev'd F. Doe  
Mr. Martin Chapman

SOCIAL CONCERNS COMMITTEE

Mrs. Muriel Kreager  
The Rev'd Alan Knight  
Mrs. Barbara Piper

Ms. Janet Parker  
The Rev'd E. Vaughan

PARISH DEVELOPMENT AND EDUCATION COMMITTEE

Mrs. Shirley Brown  
The Rev'd A.V. Bennett  
The Rev'd Dr. Ray Porth  
Mrs. Margaret Johnston

Mrs. Rosalie Goos  
Mrs. Flora Renaud  
Mrs. Barbara Bolton  
Mrs. Susan Simonsen

WILLIAM McMURRAY CORPORATION COMMITTEE

Mr. H. Johnston  
The Rt. Rev'd L.E. Peterson  
Mr. D.P. Oosterbaan  
The Very Rev'd I.L. Robertson  
Mr. Neil J. Howson

Mr. Gerard Duffy  
Dr. D.H. Gould  
The Ven. W.R. Stadnyk  
Mrs. Molly Tyrrel  
Mr. Ian D. Hugill

THE BISHOP'S APPEAL COMMITTEE

Chairman - Mr. Hugh Mackenzie

The Rt. Rev'd L.E. Peterson

Vice Chairman - Mr. Norman Greene

Mr. D.P. Oosterbaan

Algoma Deanery

The Rev'd T.J. Delaney  
Mr. Wm. Kidd  
Mrs. E. Woods

Muskoka Deanery

The Rev'd A.V. Bennett  
Mr. George Irvine

Sudbury Deanery

The Ven. E.B. Paterson  
Mr. Gordon Bennett  
Mrs. Ruth Loukidelis

Temiskaming Deanery

The Rev'd L.A. Shaw  
Mr. W.J. Gigg

Thunder Bay Deanery

The Rev'd Jack Bays  
Mrs. Shirley Hamilton

Mr. Harvey Ziegler



ACTS OF SYNOD

Motion  
Number

1. Acceptance of Credentials Committee Report . . . . . M - 1
2. Elected the Rev'd Dr. R. Porth as Clerical Secretary . . . . . M - 1
3. Elected Mrs. J. Rogers as Lay Secretary . . . . . M - 1
4. Elected Mr. O.K. Lawson as Registrar . . . . . M - 1
5. Confirmed the Sessional Committee Appointments listed on page 22  
of this Journal . . . . . M - 2
6. Extended Courtesies of Synod to all guests . . . . . M - 3
7. Adopted Minutes of the 33rd Session of the 1987 Synod . . . . . M - 4
8. Adopted the Provisional Agenda . . . . . M - 5
9. Received all reports and motions in the Convening Circular . . . . . M - 6
10. Adopted Motion on Marriage Preparation Program . . . . . M - 7
11. Ratified the action of the Executive Committee . . . . . M - 8
12. Revised method of calculating Unified Budget Levy/Suspend Canon  
34 + section 1(B) of Canon 35 for years 1990-1993 incl.. . . . . M - 9
13. Motion to support Planning Committee Report and establishment of  
an Implementation Task Force to review and assign recommendations  
for consideration and action . . . . . M - 10 & 11
14. Motion to oppose funding cutbacks to Post-Secondary Native  
Education . . . . . M - 12
15. Adopted Motion to accept Planning-Feasibility Study . . . . . M - 13
16. Adopted Motion to destroy ballots for election of General  
Synod Delegates . . . . . M - 14
17. Amended Article 16, section 1(f) of the Constitution Re: Youth  
Delegate on Executive Committee . . . . . M - 15
18. Adopted Motion to set up a Diocesan Children's Unit . . . . . M - 16
19. Adopted Motion to send good wishes to The Rt. Rev'd Barbara  
Harris, the first woman Bishop within the Anglican Communion . . . . . M - 17
20. Discussed motion to concur with Ontario Ministry of Education  
Policy that Christianity not occupy a dominant position in the  
Public Schools . . . . . M - 18
21. Adopted Motion that Motion 18 be tabled . . . . . M - 19
22. Discussed Motion to concur with the Ont. Ministry of Education  
that religion in schools be multi-faith . . . . . M - 20
23. Adopted Motion to concur with the Ontario Ministry of Education  
that religion be multi-faith & taught by professional teachers . . . . . M - 21
24. Motion adopted that Youth Ministry be a specific item of expend-  
iture in the annual Diocesan Budget . . . . . M - 22

	<u>Motion Number</u>
25. Motion adopted that the Executive Committee examine assistance for the Bishop before next Synod . . . . .	M - 23
26. Motion adopted that Advisory Ministry Committee develop a plan for education for adults . . . . .	M - 24
27. Motion adopted that Synod receive Final Report on Compensation Policies (Gen. Synod) and that same be followed up by Human Resources Committee and the Executive Committee. . . . .	M - 25
28. Motion adopted that the Book of Common Prayer occupy a position of respect and parity equal to the Book of Alternative Services. . . . .	M - 26
29. Adopted Motion that a telegram be sent supporting objectives of students Re-Native Post-Secondary Funding, but deploring use of violence against self or anyone else as a form of political protest . . . . .	M - 27
30. Adopted concept of "Twinning" with another Diocese . . . . .	M - 28
31. Adopted a motion that the Bishop initiate a program of deliberate evangelistic effort and that specific training opportunities be made available. . . . .	M - 29
32. Passed a Motion to endorse a grant application to PWRDF for the Teme-Augama Anishnabi Indian Band for legal costs . . . . .	M - 30
33. Defeated amended motion to recommend to the Executive Committee that the Diocese donate \$5,000. to Teme-Augama Anishnabi Indian Band . . . . .	M - 31 & 32
34. Motion adopted to express solidarity with the Church of Panama and it's Ecumenical Committee . . . . .	M - 33
35. Adopted motion to appoint Pannell Kerr MacGillivray as auditors for the Diocese of Algoma . . . . .	M - 34
36. Presented an Address of Loyal Greeting to Her Majesty the Queen . . . . .	M - 35
37. Adopted Motion of Thanks . . . . .	M - 36
38. Received Notices of Motion for the 35th Session of Synod to amend Canon 38 and to adopt a new Canon on Archives . . . . .	Page 75

# DIOCESE OF ALGOMA - LAYREADERS - APRIL 1989

- ..... - ..... - Temiskaming - Stark, Mrs. Eva - LR-in-Trg - 1987 - R: 1987
- All Saints - Gore Bay - Sudbury - Buie, Mrs. Mary - LR-in-Trg - 21 Mar 1989 - R: 1989
- All Saints - Gore Bay - Sudbury - McDonald, Mrs. Lauraine - LR-in-Trg - 21 Mar 1989 - R: 1989
- All Saints - Gore Bay - Sudbury - Wilson, Mrs. Phyllis - LR-in-Trg - 21 Mar 1989 - R: 1989
- All Saints - Coniston - Sudbury - Eastwood, Mr. Argyle - Parochial LR - 26 May 1980 - R: 1983
- All Saints - Coniston - Sudbury - Thompson, Mrs. Helen - Parochial LR - 13 Dec 1983 - R: 19..
- All Saints - Onaping - Sudbury - Courette, Lynne - LR-in-trg - 14 Mar 1989 - R: 1989
- All Saints - Onaping - Sudbury - Huskins, Mr. Harry - Parochial LR - 22 Oct 1984 - R: 1989
- All Saints - Bala/Mactier - Muskoka - Inesin, Mr. Fred - Parochial LR - 17 Feb 1982 - R: 1989
- All Saints - Huntsville - Muskoka - McLean, Mr. John - Parochial LR - 12 Dec 1980 - R: 1989
- Ascension - Sudbury - Sudbury - Bills, Mr. William - Parochial LR - 1 June 1952 - R: 1988
- Ascension - Sudbury - Sudbury - Leach, Mr. Brian - Parochial LR - 14 Nov 1984 - R: 1988
- Christ Church - Korah - Algoma - Maki, Mr. James - Parochial LR - 1 Mar 1984 - R: 1989
- Christ Church - Englehart - Temiskaming - Byerlay, Mr. Gladwin - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Englehart - Temiskaming - Byerlay, Mrs. Audrey - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Englehart - Temiskaming - Cook, Mrs. Barbara - LR-in-trg - Sept'87 - R: 1987
- Christ Church - Englehart - Temiskaming - Joiner, Mr. Douglas - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Englehart - Temiskaming - Loiselle, Mrs. Shirley - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Englehart - Temiskaming - Stark, Mrs. Doreen - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Englehart - Temiskaming - Tibbles, Mrs. Priscilla - LR-in-Trg - May 1988 - R: 1988
- Christ Church - Englehart - Temiskaming - Valley, Miss Evelyn - LR-in-traing - Sept'87 - R: 1987
- Christ Church - Englehart - Temiskaming - Wallace, Mrs. Jean - Parochial LR - 15 May '88 - R: 1988
- Christ Church - Lively - Sudbury - Denison, Mr. Robert - Parochial LR - Oct 1985 - R: 1989
- Christ Church - Lively - Sudbury - Simmie, Mr. Neil John - Parochial LR - 11 Jan 1979 - R: 1989
- Church of the Redeemer - Thessalon - Algoma - Chisholm, Ms. Selby Margaret - Parochial LR - 9 Dec 1986 - R: 19..
- Church of the Redeemer - Thessalon - Algoma - Anderson, Mr. Syd - Parochial LR - 11 Mar 1985 - R: 1987
- Church of the Redeemer - Thessalon - Algoma - Stopes, Mr. Ernest - Parochial LR - 16 Nov 1975 - R: 1987
- Church of the Redeemer - Rosseau - Muskoka - Brom, Mrs. Doris - Parochial LR - 30 Sep 1985 - R: 1989
- Church of the Redeemer - Rosseau - Muskoka - Mercer, Mr. George - Parochial LR - 30 Sep 1985 - R: 1989
- Church of the Holy Spirit - Manitowadge - Thunder Bay - Hoy, Susan - Parochial LR - 7 Mar 1988 - R: 1989
- Church of the Holy Spirit - Manitowadge - Thunder Bay - Plummer, Mr. Sheldon - Parochial LR - 21 Nov 1981 - R: 1989
- Church of the Holy Spirit - Manitowadge - Thunder Bay - Turnbull, Mr. Richard - Parochial LR - 21 Nov 1981 - R: 1983
- Epiphany - Sudbury - Sudbury - Daniel, Mr. John - Diocesan LR - 10 Dec 1984 - R: 1989
- Epiphany - Sudbury - Sudbury - Gillespie, Mr. James - Parochial LR - ..... - R: 19..
- Holy Trinity - Temiskaming - Temiskaming - May, Ms Iris - Parochial LR - 1987 - R: 19..
- Holy Trinity - Sault Ste Marie - Algoma - Cooper, Mrs. Judi - Parochial LR. - 22 June 1983 - R: 1989
- Holy Trinity - Sault Ste Marie - Algoma - Gaines, Mr. Henry - Parochial LR - 2 Apr 1980 - R: 1989
- Holy Trinity - Sault Ste Marie - Algoma - Manchester, Mr. P. Morris - Parochial LR - 2 Apr 1980 - R: 1989
- Holy Trinity - Sault Ste Marie - Algoma - Speer, Mr. Henry - Diocesan LR-H - 2 Apr 1980 - R: 1989
- Holy Trinity - Little Current - Sudbury - Browne, Mr. Alec G. - Parochial LR - 10 Dec 1975 - R: 1989
- Holy Trinity - Little Current - Sudbury - Glover, Mr. David - Parochial LR - 9 Jan 1984 - R: 1989
- Holy Trinity - Little Current - Sudbury - Wilson, Ms M. Connie - Parochial LR. - 10 Dec 1985 - R: 1989
- Lake of Bays Mission - Lake Of Bays - Muskoka - Bew, Mr. Edwin - Parochial LR - 9 Oct 1981 - R: 1989
- Lake of Bays Mission - Dorset - Muskoka - Cunnington, Mr. Douglas - Parochial LR - 30 Sep 1985 - R: 1989
- Resurrection - Sudbury - Sudbury - David, Mr. Frank - Parochial LR - ..... - R: 19..
- Resurrection - Sudbury - Sudbury - Dopson, Mr. James - Parochial LR - 27 Sep 1982 - R: 1989
- Resurrection - Sudbury - Sudbury - Varney, Mr. Cyril - Diocesan LR-H - 6 May 1955 - R: 1989
- Rosseau Parish - Rosseau - Muskoka - Crawford, Mrs. Margaret - Parochial LR - 23 Jan 1985 - R: 1989
- Rosseau Parish - Rosseau - Muskoka - Hannon, Mr. John - Parochial LR - 5 Jul 1984 - R: 1989
- St George's - Thunder Bay - Thunder Bay - Meakin, Mr. Bill - Parochial LR - 24 Nov 1986 - R: 19..
- St. Alban's - Capreol - Sudbury - Cline, Ms Allison Ashley - Parochial LR - 16 Mar 1986 - R: 1989
- St. Alban's - Capreol - Sudbury - Wright, Mr. Allen - Parochial LR - 16 Mar 1986 - R: 1989
- St. Brice's - North Bay - Temiskaming - Burton, Mr. William F. - Parochial LR - 1 Apr 1980 - R: 1989
- St. Brice's - North Bay - Temiskaming - Parker, Mr. Gordon - Parochial LR - 13 Jun 1969 - R: 1989

St. Brice's - North Bay - Temiskaming - Sharp, Mr. James - Parochial LR - 23 Nov 1957 - R: 1989  
 St. Faith's - Charlton - Temiskaming - Bott, Mrs. Laurel - Parochial LR - 15 May '88 - R: 1988  
 St. Faith's - Charlton - Temiskaming - Newton-White, Miss Muriel - Parochial LR - 15 May '88 - R: 1988  
 St. George & St. Joseph - St. Joseph's Isl. - Algoma - Ingram, Mr. Nelson - Parochial LR - ..... - R: 19..  
 St. George the Martyr - Thunder Bay - Thunder Bay - Holroyd, Gordon C. - Parochial LR. - 28 Nov 1988. - R: 1988  
 St. George's - Thunder Bay - Thunder Bay - Bachinski, Mr. Sam - Parochial LR - 24 Nov 1986 - R: 19..  
 St. George's - Thunder Bay - Thunder Bay - Koropeski, Ms. Ingrid - Parochial LR - 24 Nov 1986 - R: 19..  
 St. George's - Thunder Bay - Thunder Bay - McMann, Mr. Edward - Parochial LR - 24 Nov 1986 - R: 19..  
 St. James - Massey - Sudbury - Bell, Mr. Nelson - Parochial LR - 5 Dec 1982 - R: 1989  
 St. James - Lockerby - Sudbury - Case, Lt. Col. Winslow - Parochial LR - 9 Oct 1970 - R: 1983  
 St. James - Lockerby - Sudbury - McNally, Mr. Patrick - Parochial LR - 13 Dec 1983 - R: 19..  
 St. John - North Bay - Temiskaming - Gigg, Mr. W.J. (Biff) - Diocesan LRH - 27 May 1987 - R: 1987  
 St. John the Divine - Copper Cliff - Sudbury - Klugman, Dr. Michael - Parochial LR - 2 Feb 1987 - R: 1989  
 St. John the Divine - Copper Cliff - Sudbury - Lewis, Mr. Robert - Parochial LR - 7 Mar '88 - R: 1989  
 St. John the Divine - Copper Cliff - Sudbury - Saddington, John - LR-in-Trg - 14 Mar 1989 - R: 1989  
 St. John the Evangelist - New Liskeard - Temiskaming - Parkin, Mr. Byron Ernest - Parochial LR - 30 Sep 1985 - R: 1989  
 St. John's - Chapleau - Algoma - Biddell, Mr. Philip K. "Wally" - Parochial LR - 15 May 1983 - R: 1983  
 St. John's - Chapleau - Algoma - Walker, Mr. William - Parochial LR - Oct 1979 - R: 1983  
 St. John's - Sault Ste Marie - Algoma - Holmes, Mrs. Marie - Parochial LR. - 5 Jan 1988 - R: 1989  
 St. John's - Sault Ste Marie - Algoma - Birkenshaw, Mr. Keith - Parochial LR. - 18 Jan, 1988 - R: 1989  
 St. John - Garden River - Algoma - Goos, Mrs. Rosalie - Diocesan LR - 28 Sept '86 - R: 1989  
 St. John's - Garden River - Algoma - Crawbarger, Miss Lana - LR-in-traing - 13 May '88 - R: 1989  
 St. John's - Garden River - Algoma - Thibault, Mr. Ronald (Rod) - LR-in-traing. - 13 May '88 - R: 1989  
 St. John's - Garden River - Algoma - Williams, Mrs. Bontje (Bonnie) - LR-in traing - 13 May '88 - R: 1989  
 St. John's North of Superior - Schreiber - Thunder Bay - Hamilton, Mr. David - Parochial LR - 9 Apr 1986 - R: 1989  
 St. John's North of Superior - Schreiber - Thunder Bay - LeBlanc, Ms. Joann - Parochial LR - 9 Apr 1986 - R: 1989  
 St. Luke - Thunder Bay - Thunder Bay - Sovereign, Mr. John - Parochial LR - 13 Mar 1981 - R: 1989  
 St. Luke - Thunder Bay - Thunder Bay - Stark, Mr. Ronald - Parochial LR - 15 Apr 1962 - R: 1989  
 St. Luke's Cathedral - Sault Ste Marie - Algoma - Gould, Dr. David H. - Diocesan LR - 23 Dec 1979 - R: 1989  
 St. Luke's Cathedral - Sault Ste Marie - Algoma - Hernden, Mrs. Erin - Diocesan LR. - Dec 1985 - R: 1989  
 St. Mary Magdalene - Sturgeon Falls - Temiskaming - Piche, Mrs. Lois - Parochial LR - 1987 - R: 1989  
 St. Mary Magdalene - Dorset - Muskoka - Svingler, Mrs. Ann - Parochial LR. - 31 May 1987 - R: 1989  
 St. Matthew - Sault Ste Marie - Algoma - Kidd, Mr. William - Diocesan LRH - 17 Feb 1984 - R: 1989  
 St. Matthew - Sault Ste Marie - Algoma - Thompson, Mr. William - Diocesan LR - 17 Feb 1984 - R: 1989  
 St. Matthew's - Sault Ste Marie - Algoma - Bates, Mr. James - Parochial LR. - ..... - R: 19..  
 St. Matthew's - Sault Ste Marie - Algoma - McMurray, Mr. Sean - LR-in-Trg - 21 Mar 1989 - R: 1989  
 St. Matthew's - Sault Ste Marie - Algoma - Brideaux, Mr. Richard - Diocesan LR-H - 13 June 1954 - R: 1989  
 St. Michael - Thunder Bay - Thunder Bay - Rudiak, Mr. Dan - Parochial LR - 14 Mar 1967 - R: 1983  
 St. Michael - Thunder Bay - Thunder Bay - Smith, Mr. T. Harry - Parochial LR - 9 Oct 1973 - R: 1983  
 St. Paul - Thunder Bay - Thunder Bay - Rose, Mr. Eldred - Parochial LR - March 1982 - R: 1983  
 St. Paul - Manitowaning - Sudbury - Ross, Mr. Ian - Parochial LR - 17 Sep 1984 - R: 19..  
 St. Paul - Manitowaning - Sudbury - Smith, Mr. David - Parochial LR - 21 Jun 1973 - R: 1983  
 St. Paul's - Wawa - Algoma - Brien, Mr. Ken - Parochial LR - 30 Sep 1985 - R: 1988  
 St. Paul's - Wawa - Algoma - Elliott, Mr. Robert S. - LR-in-traing - 17 Mar '88 - R: 1988  
 St. Paul's - Wawa - Algoma - Elliott, Mrs. Cathy A. - LR-in-traing - 17 Mar '88 - R: 1988  
 St. Paul's - Sundridge - Muskoka - Hall, Mrs. Mary - Diocesan LRH - April 1978 - R: 1989  
 St. Paul - Haileybury - Temiskaming - Brown, Mr. Patrick - Parochial LR - 4 May 1985 - R: 1987  
 St. Paul's - Haileybury - Temiskaming - Weight, Mr. Maurice - Diocesan LR - 14 May 1953 - R: 1989  
 St. Paul's - Haileybury - Temiskaming - Park, Mr. Brian - Parochial LR - 19 May 1986 - R: 1989  
 St. Paul's, Uffington, St. Stephen - Vankoughnet - Muskoka - Simmons, Mr. Peter - Parochial LR. - 22 Nov '1987 - R: 1987  
 St. Peter - Sault Ste Marie - Algoma - Curtis, Mr. William E.J. - Parochial LR - 1 Mar 1984 - R: 1989  
 St. Peter - Sault Ste Marie - Algoma - Maskaluk, Mr. Richard R.J. - Parochial LR - 1 Mar 1984 - R: 1989  
 St. Peter's - Elliot Lake - Algoma - LaRocque, Mr. Earl - Parochial LR - 10 Dec 1984 - R: 1989  
 St. Saviour - Blind River - Algoma - Dent, Mr. Steve - Parochial LR. - ..... - R: 1989  
 St. Saviour - Blind River - Algoma - Farrell, Mrs. Donna - LR-in-Trg - 14 Feb 1989 - R: 1989  
 St. Saviour - Blind River - Algoma - Kinchear, Mr. Wolf - Parochial LR - 5 Dec 1982 - R: 1989

- St. Saviour - Blind River - Algoma - McCormack, Mr. Douglas - Parochial LR -  
21 Nov 1983 - R: 1989
- St. Saviour - Blind River - Algoma - Solomon, Mr. Alex - LR-in-Trg -  
14 Feb 1989 - R: 1989
- St. Stephen's - Thunder Bay - Thunder Bay - Somerton, Albert - LR-in-Trg -  
17 Feb 1989 - R: 1989
- St. Thomas - Thunder Bay - Thunder Bay - Gartrell, Mr. W.A. - Emeritus -  
..... - R: 19..
- Trinity - Marathon - Thunder Bay - Henry, Ms. Vera - Parochial LR -  
21 Nov 1981 - R: 1989
- Trinity - Marathon - Thunder Bay - Bell, Mr. Brian - Parochial LR -  
22 Mar 1989 - R: 1989
- Trinity - Parry Sound - Muskoka - Thompson, Mr. John - Parochial LR -  
3 Jun 1984 - R: 1989
- Trinity - Parry Sound - Muskoka - King, Mrs. Doris - Parochial LR -  
3 Jun 1984 - R: 1989
- Trinity Parry Sound - Muskoka - McDowall, Mrs. Betty - Diocesan LR -  
3 Jun 1984 - R: 1989
- Trinity - St. Alban - Bala, McTier - Muskoka - Marsh, Mr. Jock - Parochial LR -  
19 Feb 1988 - R: 1989
- West Thunder Bay - Thunder Bay - Thunder Bay - Coons, Mr. John David -  
Parochial LR - 23 Aug 1974 - R: 1983
- West Thunder Bay - Thunder Bay - Thunder Bay - Sandalls, Mr. Vic - Parochial LR -  
18 Dec 1987 - R: 1989

SESSIONAL COMMITTEES 1989

ARRANGEMENTS COMMITTEE

The Rev'd G. Dobinson, Chairman  
Mr. D. Oosterbaan  
Mrs. N. Hankinson  
The Rev'd E. Burke

Mrs. J. Rogers  
The Rev'd H. Hamilton  
Mrs. D. Bowers

AGENDA COMMITTEE

Mr. H. Huskins, Chairman  
Mr. D. Oosterbaan  
Dr. D.H. Gould  
Mrs. E. Woods

The Ven. N. Goater  
The Rev'd T. Delaney  
Mr. Wm. Kidd  
Mr. S. Anderson

CREDENTIALS COMMITTEE

The Rev'd C. Dee, Chairman

The Rev'd Wm. LeGrand

PRESS, T.V. AND TAPING

The Ven. W.R. Stadnyk, Chairman  
The Rev'd M. Moote

The Rev'd F. Doe  
Mr. D. Bowers

SERVICES COMMITTEE

The Very Rev'd I.L. Robertson, Chairman

The Rev'd J. Bays

BISHOP'S CHARGE COMMITTEE

Mrs. L. Uzans, Chairperson  
The Rev'd E.P. Moyle  
The Rev'd A.V. Bennett  
Mrs. M. Buie

The Rev'd Canon J. Crouch  
The Rev'd P. Williams  
The Rev'd E. Swayze  
Mr. H. Ziegler

CANONS AND RESOLUTIONS COMMITTEE

The Rev'd Canon D.M. Landon, Chairman  
Mr. A. Newell  
Mr. B. Willson

The Hon. J. DeP. Wright  
The Rev'd R. Willans

ELECTIONS COMMITTEE

The Rev'd F. Gower, Chairman

The Rev'd P. Williams

VOTE OF THANKS COMMITTEE

Mr. H. Mackenzie, Chairman  
Mr. N. McDowell

Dr. M. Richardson  
Mrs. V. Hall

ORIENTATION COMMITTEE

The Ven. E.B. Paterson

Mrs. S. Koza

MESSAGE TO THE QUEEN

The Ven. M.S. Conliffe

S Y N O D

P R O C E E D I N G S

CERTIFICATE OF APPROVAL

We certify that we have examined the proceedings of the  
thirty-fourth Session of the Synod as published in this book,  
and have found it to be an accurate record.

The Rev'd Dr. R.B. Porth, Clerical Secretary  
Mrs. Jane Rogers, Lay Secretary  
Mr. Din P. Oosterbaan, Treasurer  
The Right Rev'd L.E. Peterson

JOURNAL OF PROCEEDINGS

The Thirty-fourth Session of the Synod of the Diocese of Algoma - held at Sault Ste. Marie, Ontario - April 12th, 13th, 14th, and 15th, 1989.

WEDNESDAY, APRIL 12th, 1989

Registration for Synod by Clergy, Lay and Youth delegates took place from 1:00 p.m. to 6:00 p.m. at St. Luke's Parish Hall. Registration was then made available during the Reception at Bishophurst, 9:00 to 10:00 p.m.

THURSDAY, APRIL 13th, 1989

The morning Session held at the Ramada Inn began at 8:45 a.m. with Bible Study in groups.

The Synod was called to Order by The Right Reverend L.E. Peterson, after which he read out a message of greeting received from The Right Reverend and Mrs. F.F. Nock.

The Bishop made a presentation to The Reverend J.F. McRae, who was the Preacher at the Service of Ordination to the Diaconate for five Deacons, April 12th, 1989.

THE BISHOP DECLARED THAT A QUORUM WAS PRESENT.

ACCEPTANCE OF SCRUTINEER'S REPORT

The Reverend C. Dee gave this report

64 Clergy  
114 Lay Delegates  
12 Youth Delegates  
4 Officers of Synod (Chancellor, Vice Chancellor,  
Registrar and Treasurer)  
1 A.C.W. President  
1 Bishop  
4 Clergy with Letters of Permission  
7 Guests  
3 Divinity Students  
19 Observers

1. Moved by The Reverend C. Dee, seconded by The Reverend Wm. LeGrand -  
"That the Credentials Report be received and adopted." Carried.

SYNOD SECRETARIES

Clerical

The Reverend E. Sheppard nominated The Reverend Dr. R. Porth.

After a vote was taken, the Bishop declared The Reverend Dr. R. Porth elected as Clerical Secretary.



Lay Secretary

Mr. Wm. Kidd nominated Mrs. J. Rogers as Lay Secretary.

After a vote was taken, the Bishop declared Mrs. J. Rogers elected Lay Secretary.

Registrar

The Reverend T.J. Delaney nominated Mr. O.K. Lawson as Registrar.

After a vote was taken, the Bishop declared Mr. O.K. Lawson elected Registrar.

CONFIRMING COMMITTEE APPOINTMENTS - (Convening Circular, page 17)

2. Moved by Mrs. E. Woods, seconded by Mr. H. Huskins -

"That the Sessional Committee Appointments listed on page 17 of the Convening Circular be confirmed." Carried.

REGRETS

Regrets for inability to attend Synod were received from

The Right Rev'd F.F. Nock  
The Rev'd J. Turner  
The Rev'd E. Vaughan

The Rev'd Canon A. Thomson  
The Rev'd G. Beattie  
The Ven. E.R. Haddon

COURTESIES OF SYNOD

3. Moved by Mr. H. Huskins -

"That the courtesies of the thirty-fourth Session of the Synod of Algoma be extended to all guests." Carried.

CORRESPONDENCE

The Treasurer reported that there was no correspondence, other than the letter of greeting from The Right Reverend and Mrs. F.F. Nock.

The Bishop welcomed The Most Reverend W.L. Wright to Synod; he received a standing ovation from the members of Synod. Bishop Peterson advised that the Archbishop had the previous day celebrated the forty-fifth Anniversary of his election to the Episcopate. Archbishop Wright warmly responded.

MOTION TO ADOPT 1987 DIOCESAN SYNOD MINUTES

4. Moved by Mr. S. Anderson, seconded by Mrs. E. Woods -

"That the minutes of the 1987 Diocesan Synod (previously circulated) be adopted." Carried.

REPORT OF AGENDA COMMITTEE

5. Moved by Mr. H. Huskins, seconded by Mr. S. Anderson -

"That the Provisional Agenda be adopted." Carried.

6. Moved by Mr. H. Huskins, seconded by The Reverend T. Delaney -

"That the reports and motions printed in the Convening Circular (pages 101 to 238) be received." Carried.

It was announced that the Diocese of Bermuda would be holding its first Electoral Synod during the same week as the Diocesan Synod of Algoma. The Bishop asked that they be remembered in prayer.

#### BISHOP'S CHARGE (Pages 91 to 100)

The Bishop read his Charge to the thirty-fourth Session of the Synod of the Diocese.

The Chancellor read out the time limits with regard to the length of speeches concerning motions:

5 minutes for speakers (warning bell at 4 minutes)  
4 minutes for other speakers (warning bell at 3 minutes)  
2 minutes for mover's reply (no warning bell)

#### REPORT OF THE MATRIMONIAL COMMISSION (Page 171)

The Report of the Ecclesiastical Matrimonial Commission having been received, the Bishop commented that a Resolution was to be presented concerning the development of a Marriage Preparation Program.

Mrs. S. Simonsen in presenting the resolution, reported that the Course had been given in the City of Thunder Bay. Mrs. Simonsen and The Reverend A. Knight had led the endeavour. She gave information detailing the background of the Course, and stated that it was preferable to limit the number to six couples when conducting the program. It was stated that there is no theological component.

One member of the Clergy queried the lack of theological component, and in reply Mrs. Simonsen stated that counselling between Priest and couple is open to them, and the Marriage Preparation Course leads in to further preparatory work by the Priest. The inquirer strongly stated that if the Church were to become involved the centrality of Christ should be emphasized.

Another Clergy person commented that by Canon Law Clergy had to counsel couples planning to be married - often with no training, and felt that the Marriage Preparation Course would be of great help. This was strongly supported by a Lay person who remarked that she did not know how we move into the world without taking our Christianity with us - there is a difference when we do things from our Christian perspective.

One speaker stated that he saw the proposed Course as a supplement to counselling by the Priest.

After further discussion during which the Mover stated that the Course stands on Christian values such as open and honest communication and lovingness, it was



Permanent Courtesies of the House:

Bishop's Facilitator - The Rev'd Canon J. Crouch  
A.I.M. Coordinator - Mr. N. Greene  
Communications Officer - The Rev'd F. Doe  
Stewardship and Parish  
Development Officer - Mrs. R. Goos

The first meeting of the incoming Executive Committee will be held during luncheon on Friday, April 14, 1989.

The report of the Executive Committee was presented by the Diocesan Treasurer, Mr. D.P. Oosterbaan.

The Treasurer reported that since the 1987 Synod the Executive Committee had passed 259 resolutions. He briefly highlighted several items in the Report and noted that ten Bequests and Benefactions were listed; four are new Bequests, and six from established Accounts. He gave details of the various new Funds, stating that full details of all the various Trusts held by the Synod are listed in detail on pages 202 and 203 of the Convening Circular.

Mr. Oosterbaan spoke briefly on the other matters contained in the Report, and invited questions. He then asked for ratification of the action of the Executive Committee.

8. Moved by Mrs. S. Koza, seconded by Mr. W. Gigg -

"That this Synod ratifies the action of the Executive Committee." Carried.

The Bishop asked all the outgoing members of the Executive Committee to stand, and he expressed his deep appreciation to them for all their hard work. It was noted that Canon G. Sutherland had attended Diocesan Synods since 1950.

The Rev'd Canon J. McCausland advised that he has attended seventeen Synods - from 1929.

The Venerable N. Goater expressed on behalf of Muskoka Deanery, the Deanery's appreciation to Mr. J. Huggett, retiring Lay Steward, for his outstanding leadership.

REPORT OF THE ADVISORY FINANCE COMMITTEE (Page 105)

Mr. J. Huggett, Chairman, presented the Report. In particular he referred to the Unified Budget Levy, and proposed changes in the method of determining the Levy. He gave the background information concerning the proposed changes, Mr. Huggett remarked that the amount for some parishes would be down and in other cases there would be an increase. Where there would be a dramatic increase, it is proposed that there would be a two year break period, whereby part of the increase would be made in the first year, and the rest in the second year.

One Clergy member of Synod while supporting the motion, requested that there be some flexibility when dealing with a small rural Parish.

One Lay delegate expressed concern with regard to the Assisted Parishes who have no regular Priest. He felt that the wording of part 2 of the motion was rather unclear - i.e., Parishes with endowment income are "encouraged" to add at least 25% of that endowment income. . . .

The speaker referred to the list of exceptions with regard to the Unified Budget Levy, and suggested that Stipends be included.

Mr. J. Huggett, in responding to the concern expressed regarding small Parishes, stated that the new method would be fairer to them because it is based on income. He further stated that the Committee did have representation from Assisted Parishes, and thus benefitted from this advice. Mr. Huggett reminded the members of Synod that Diocesan spending is not a "they" spending, it is a "we" spending. The programs approved cost money; assistance provided to the Assisted Parishes costs money, and once per year these Parishes have an opportunity to sit down with the Deanery Officials to negotiate the level of assistance required from the Diocese. The funds to Assisted Parishes come from self-supporting Parishes.

He advised that the motion would suspend the existing Canon wherein the Levy was based on expenditure; the new system would be based on income.

Mr. Huggett, in answer to questions concerning the second portion of the motion which dealt with Endowment Income, explained that this would involve monies which were not donated for any specific purposes, and the Parish would make the determination.

With regard to the suggestion to include Stipend in the list of exceptions, Mr. Huggett stated that this was not income - it was expenditure. It would not be included in the amount to be assessed.

One speaker in favour of the motion, in stating that it would be a fairer method, advised that his Parish Levy would be considerably increased, but the Parish was in agreement, feeling that it would be more equal to what is being paid in the Diocese.

In answer to a question as to how the formula would be developed, Mr. Huggett advised that this would take place each year when the Diocese puts together its Budget. The Budget contains programs approved by the Bishop and the Executive Committee "on your behalf". All Deaneries are represented on the Executive Committee and have the opportunity of speaking for or against programs.

Mr. Huggett stated that there are 44 Parishes where an increase would take place, and 43 Parishes where there would be a decrease, and literally no change for 7. This is not a tax, it is your share of what the Diocese spends to do the programs you approve through your representatives, and to provide the assistance for the smaller parishes where it is needed.

Another speaker, in favour of the motion, stated that other Dioceses are using the suggested new formula, and while his Parish will face a considerable increase, he felt it to be fair and just.

The motion was then presented and the vote was taken.

9. Moved by Mr. J. Huggett, seconded by The Rev'd F. Gower -

1) "That this Synod suspend the operation of Canon 34 and section 1(b) of Canon 35 for the calendar years 1990, 1991, 1992 and 1993, and that for those years the Unified Levy (Fair Share) for each Parish be calculated on the basis of the total of the following items of annual parish income:

- a) open offerings
- b) regular envelope offerings

as shown in the annual vestry returns.

2) Parishes with endowment income are encouraged to add at least 25% of that endowment income to their "Fair Share" allotment as calculated under section 1." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

#### NOONDAY PRAYERS

The Book of Alternative Services was used, and the Officiant was The Reverend M. Moote.

The meeting adjourned at 12 noon. Luncheon was served at 12:15 p.m. by the Staff of the Ramada Inn.

#### AFTERNOON SITTING

The afternoon sitting opened at 1:30 p.m.

#### VOTING FOR GENERAL SYNOD

The Reverend F. Gower announced that the Statement of Intention must be handed in by 4 p.m.

#### REPORT OF THE ADVISORY PLANNING COMMITTEE (Page 131)

Three people were involved in the presentation of the Report; Dr. Mitchell Kosny, Mr. Wm. Kosny, and Mr. Wm. Kidd.

Mr. Wm. Kosny stated that the Report covered a wide range of Church matters, and any questions would be answered at the end of the afternoon. He advised that a major presentation would be made, in accordance with the direction from the last Synod that there be a further exploration of the implications of a challenging report presented at that time "Anglicans in Algoma: Perceptions on a future role for the Church".

The exploration consisted of day-long workshops in each Deanery, attended by a wide cross range of the Diocesan family, and moderated by Dr. Kosny, to develop and or identify the strengths, weaknesses, the threats and opportunities that are facing the people of Algoma. A second round of meetings was held in each Deanery to identify resources - physical and financial - that would be necessary to make the priorities happen, emphasising the "how are we going to do it" part of the long range plan. The resulting final report "Anglicans in Algoma: building a strategic vision" is a long range action plan which provides a window through which a new Algoma can be glimpsed. This requires a leap in faith. This will be demanding, but exciting, and full of blessings.

Mr. Kosny then introduced Mr. Wm. Kidd whose assignment is to provide leadership and energy - "an action oriented person" who has been through most phases of lay work in the Church.

Mr. Kidd read out the motion from the 1987 Synod concerning the exploration of the implications of the first report. In order to meet that challenge the Advisory Planning Committee recommended to the Executive Committee that phase 2 of the long range planning program be continued concurrently and in cooperation with the Parish Development and Stewardship Officer for the remainder of 1987 and until this Synod; and that phase 3 of the long range planning program be a Diocesan action plan to be devised and submitted to the Planning Committee by September 1988.

Mr. Kidd stated that the report had to express the concerns and hopes of all our Church family in Algoma. It could not be a report handed down from on high. From the very first meeting it was obvious that the people of Algoma had something to say and said it, and we must listen. The people deserve an answer. It is very clear that there is a great deal of energy in the Diocese, and it must be harnessed.

The Report is not designed to be a panacea for the cure of all the ills of the Diocese; it is an action plan to meet the expectations of the Bishop, the Clergy and the Laity to realize the vision as members of Christ's family in Algoma.

Mr. Kidd then called upon The Reverend E. Swayze of the Youth Ministry Committee, who stated that this Committee is in the process of doing some planning work, following a planning model which starts off with a Mission Statement, goals, and how they are to be implemented, followed by evaluation. The Committee feels that Ministry and Spirituality are very important. Fr. Swayze felt that what had already been done was a good illustration of how spirituality can be brought into planning, and hopefully into action. The Mission Statement is:

As part of the Body of Christ our mission is to encourage Youth participation in ministry in our Diocese, through educating, coordinating, and spiritually charging the Youth. Amen.

Fr. Swayze stated that the Youth Ministry goals are:

1. To provide opportunities to learn basic fundamentals of faith.
2. To provide a forum where Youth can deal with issues affecting their lives.
3. To encourage understanding of our global partnership in the Anglican Communion.
4. To maintain and encourage participation by Youth in all levels of the Church.
5. To develop leadership skills through training and application.
6. To make fun a component of all we do.

These are the goals which the Youth and adults helping them have developed, and are a good example of what can be done, and Fr. Swayze hoped for action to demonstrate the worthiness of this.

Mr. Wm. Kidd stated the firm belief that the document presented is a structure on which to build the future as a Diocese. It opens the door for the Diocesan family to participate at all levels. Much work needs to be done to build up the spirituality of our people. The Committee during its work has been cognizant of the great commission of Christ; we must reach out in fulfilling that commission. Mr. Kidd called upon the people of Algoma to take that leap in faith and launch out with the empowering of Jesus Christ within, and the strengthening of the Holy Spirit.

He urged the Clergy of the Diocese, the spiritual Leaders, to stand up in this challenge for without their support no program can be a success.

Mr. Kidd then introduced Dr. Mitchell Kosny, Professor of Regional Planning and Development, Ryerson College. Dr. Kosny has a wide experience in social and strategic planning.

Dr. Kosny stated that up to that time he had felt very important to the process, but that he was not now needed. His work was done, and the people of Algoma were beginning their work.

Dr. Kosny remarked that when he had conducted the meetings across Algoma, many people had indicated that they were comfortable with things as they were, and yet later in the day, it became more obvious that that sameness just was not good enough, and that people wanted change and were committed to it.

One surprising aspect of the gatherings was that people were asking "Exactly what is it that we are supposed to be doing; what really is the mission of the Church?" Dr. Kosny felt that everybody in their own hearts and minds really knows why they are doing what they are doing, and yet there was this larger reach - what more is there - "what should we be doing as a Church in our various communities?"

Dr. Kosny was overwhelmed by the commitment, energy, contribution, and participation of every Anglican in their own community, with whom he had spoken. They were committed and involved as individuals irrespective of the fact that they were part of the Anglican Community. He stated what an incredible energy and resource the Church is - how do you marshal that?

He noted that Anglicans do not feel plugged into what is happening in other parts of Deanery or Diocese, and are asking what is really going on. The other side of the coin is that material is being sent out - people have to read it.

With regard to corporate planning, Dr. Kosny stated that the Diocese is good at doing things, at responding to things, is good at being reactive, very successful and effective, but these things seem to take place one at a time. In terms of the resources and possibilities of the entire Church, unless someone takes charge and starts things rolling, nothing gets done, and the Administration is already overloaded.

Dr. Kosny felt that the role of the Planning Committee should be expanded; the Committee should set some priorities on a yearly basis. All Advisory Committees should work in concert with one another. In order to do that it calls for the appointment of a full-time professional who would have the responsibility for planning and administration.

With regard to communications, at all levels it is not just a matter of disseminating information, but educating, informing and bringing people into the process. The mandate of the Communications Committee should be expanded. This requires a full-time individual to work with the Committee. This should also happen at Deanery and Parish levels.

With regard to outreach and Church growth, the recommendation is based on the belief that the basis of reaching out and touching other individuals is really a function of everyone of us doing it in our own way in our own area.



In the area of human resources, Dr. Kosny heard many times from individuals that they felt they had something to offer, but did not know exactly how to go about this, or how to grow as a member of the Church. He stated that the recommendation talks of all Committees of the Diocese, also Deanery and Parish levels, having written Terms of Reference, accountability, function, and membership. A lot of people did not know who were on the various Committees in their own Parish. Leadership Training Development of both clergy and laity is needed. Dr. Kosny stated that because he is a Planner, he might not want to do that in his Parish - he might want to try something else. It is important to bring new people in - it is regeneration.

The overall recommendations in terms of phasing and timing have to be carried through, and Dr. Kosny suggested that the Advisory Planning Committee with some additional membership under the guise of an Implementation Task Force be struck and charged with the responsibility of carrying these through; examining them, and addressing some of the key issues, setting out a time line, and also addressing some of the human resource, financial, and operational implications involved.

The Planning/Implementation Task Force cannot and will not operationalize this without your commitment and support. Dr. Kosny felt that the commitment was there. Just getting by is not good enough!

At this point, Mr. Wm. Kidd asked the members of Synod while in their groups, to discuss and answer the questions on the form "A Leap in Faith: Building a Strategic Vision", with a Recorder appointed for each table to make notes, after which the Recorders were to turn in the notes for record purposes. The floor was then opened to questions.

One clergyman asked about the cost and if by voting the proposal in, was a fund-raising program also being voted in. He had several concerns, and among them felt this might be "more bureaucracy".

Mr. Kidd stated that the matter of a fund raising feasibility study would be discussed the next day, and that it would be part of the picture.

The Bishop decided that it would not be possible to answer each speaker individually, that each speaker would be heard, after which there would be a summary, and the motion would be heard.

One speaker, while in favour of the motion, spoke of spiritual renewal being necessary, but was not in favour of hiring more Staff. He did, however, feel that changes were necessary to revitalize the Church.

The Algoma Deanery Youth representative stated that the Youth Ministry mission and goals had been included in the Planning presentation because the Youth wanted to share their process, and to show that it could work.

One member of Synod commented that he felt if the Diocese followed through on the Report that the Church could be pulled from the 18th to the 21st century! He recognized that there would be problems but it would be an exciting change. He requested some input from the Bishop as to how important this is to the future of the Diocese.

The Bishop replied that he was behind it all; had attended most of the Planning meetings, and was delighted that a Planner had been involved. The Bishop felt that Dr. Kosny is a spiritual man, whose father has been a great Leader in our community. The Bishop commented that some feel planning is not spiritual - he feels programs are needed to help people to move forward.

One speaker commented that the Church has been quite comfortable for many years, has been able to convert many people to become good Christians and Anglicans, but now is in a position of concern; we have an opportunity to be channelled, and do something about it as individuals.

A Clergy delegate had some questions about the funding and also commented that the resolution did not appear in the Notices of Motion. Canon D. Landon read out the Canon (page 41), which states that no original motion .....shall be received without notice, except by permission of the Synod.

A Lay delegate expressed disappointment over the Report, stating that it was too vague, however, he felt that if some specific solutions can be found from within the Report, he would be glad to see something happen.

At this point the Chancellor stated that it was his understanding that following a discussion of the Report, there was to be put forward a Resolution which under normal circumstances would have been part of the Report. However, "with the permission of the Synod, the Movers and Seconders may present it to you for consideration". He stated that "procedurally you can continue discussion without a Resolution, which just means you are discussing a Report in limbo, or you can consider this Resolution, consider whether you want to grant the Mover and Seconder permission without notice; if you do grant them permission you can continue your discussion of the Report with the realization that following that this Resolution will be put forward". The Chancellor then read out the Resolution.

The Chancellor said "Since many of you wanted to have an actual motion before you, I would suggest that the Mover and Seconder ask for permission now to present this Resolution on the floor so that it can be the subject matter for discussion along with the Report".

10. Moved by The Ven. M.S. Conliffe, seconded by Mrs. L. Uzans -

"That the Synod members approve putting this motion to the floor in due time." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Chancellor read out the actual Resolution, without the preamble. He then instructed the members of Synod that debate could be continued on the Report, with the realization that the Resolution would be placed before them in due course.

Using the privileges extended to observers, one lay person commented that in working with youth, he had many discussions with young Clergy also involved with youth; he felt there were two different perspectives - the Clergy mandate appeared to be to enliven youth in their faith, but also to perpetuate the Anglican Church in this Diocese. However, as a lay person he felt that "we are Christians.....Christ's Body, meeting the needs of Society. If we stop doing Christ's work, we will cease to be His Body". He commented that with regard to the Report's recommendations, it is not a question of whether or not the Anglican Church will survive - it will if Christ continues to see it as an effective way of meeting the needs of a very hurting world. If the Report and its recommendations help us to meet the needs we know are there..... then it is something we should pursue.

The Mover of the Resolution, The Venerable M.S. Conliffe, then spoke to the motion, remarking that Synod was being asked to endorse the Report; in reality "we are putting in place some checks and balances". Secondly, Synod was being asked to petition the Bishop to establish an Implementation Task Force, to assign recommendations to the appropriate group/committee for action.

Archdeacon Conliffe stated that there are some very sound recommendations in the Report which should be looked at and in some way be implemented. He ended his remarks by saying that the time has come when Church growth must become a priority.

The Bishop then asked if the members of Synod were willing to vote on the motion, or if they wished to postpone the voting until later. It was indicated that the voting should now take place.

The Chancellor then read the motion, instructing the members of Synod that if the motion were passed it would be an expression that this Synod supports the Report, and petitions the Bishop to establish an Implementation Task Force; that Task Force would be charged with reviewing the individual proposals contained in the Report, and assigning the particular recommendations to the various groups or Committees that we already have, to deal with in their particular area of expertise.

11. Moved by The Ven. M.S. Conliffe, seconded by Mrs. L. Uzans -

"Whereas members of this Synod have received and considered the Final Report "Anglicans in Algoma: Building a Strategic Vision - October, 1988", and participated this day in a presentation, group study, and open discussion,

AND FURTHER WHEREAS the subject "Vision Report" with conclusions and recommendations has been endorsed by the Diocesan Advisory Planning Committee and the Diocesan Executive Committee, discussed at Deanery Council meetings, and outlined in the Algoma Anglican for general information to the entire Diocesan Family,

THEREFORE BE IT RESOLVED that this Synod supports the report and challenges/conclusions/recommendations contained therein, and petitions the Bishop to establish an Implementation Task Force to review the proposals contained in the final report and assign recommendations to the appropriate group/committee for consideration and action." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

#### REPORT OF NATIVE MINISTRIES (Page 217)

Mrs. R. Goos presented this Report, and remarked that the Task Force on Native Ministry had changed somewhat since the last Synod, and the Committee now in place resulted from the National Native Convocation held in Saskatchewan in the Fall of 1988. After the Convocation, the Bishop asked the three delegates from the Diocese of Algoma to meet with him, and bring some representatives from their Parishes to start working together on a Parish-Diocesan cooperation level. It had previously been said that for the Anglican Church and the Native people to work together it has to come from the grass roots - that is what is happening now.

Four meetings have been held in recent months, and the report details this. The Native people have something to share, and they are hoping there will be more understanding of cultural and community backgrounds. Mrs. Goos noted that a desire had been expressed for a Diocesan Convocation of Native peoples. She stated that many of the issues covered in the Report would be addressed in greater detail during the presentation.

Mrs. Goos advised that two special speakers were present to participate in the presentation; The Reverend Laverne Jacobs, National Coordinator of Native Ministries, and The Reverend Marina Jones, Masset, B.C., who had told her story at the National Native Convocation. Also, several speakers from the Diocese of Algoma were present and would voice their concerns, and present several motions.

The Reverend Laverne Jacobs thanked the Bishop for the support given to the Native Convocation, and the members of the Native Ministries Committee. He felt greatly encouraged by the Report of Native Ministries. He had visited the Diocese approximately one year ago, and had visited in some of the Native Parishes, and since the Convocation and developments reported by Mrs. Goos, he said he sensed a movement and a new birth in Native work in the Diocese, and requested the Synod to give their support.

He outlined what had taken place leading up to the National Native Convocation, which had come about because it was felt that the Church's ministry among the Native people was not as effective as it might be. At the 1985 Conference, some concerns were expressed such as training for ministry, non-stipendiary Priests, communication or lack of it. One thing discovered at the Conference, was how strengthening it was to get together; some of the northern parishes are so isolated that they have very little contact with other Native communities, and felt very alienated, powerless and hopeless, but when together they felt they were not alone. As a result, the Primate was asked to call a National Native Convocation of all Native Clergy, Bishops and 1 lay person from each native congregation. The NEC approved this in principle and gave the Primate the authority to call the Convocation. A Task Force began the preparatory work.

The Task Force was intentional about several areas. The Convocation was to be spiritual, therefore, there had to be intentional prayer support, and to that end a Prayer Book was used throughout the Easter Season until the conclusion of the Convocation. Those prayers were felt, as was the spiritual power at that Convocation. Secondly, this was to be essentially a Native gathering, with the exception of the Primate. Non-Native people who were there were either in communications or administration. Thirdly, the Agenda was to be the Agenda of the people; this was carried out in three phases. First, the people would listen and share their stories; secondly, the group would decide upon the story to share with the Plenary group, and thirdly, in Plenary Session, it was asked what was God saying through these stories; what do we do about what we heard. The Task Force wanted everyone to have an opportunity to be involved, tell stories, listen and hear so it was necessary to have simultaneous translation.

At the end of his presentation, Fr. Jacobs stated that others would tell what the Convocation meant to them, and he then introduced The Reverend Marina Jones, of the Haida Nation, Diocese of Caledonia. She and her husband have a family of five, and expect their first grandchild.

Marina spoke of the Native Convocation and the joy experienced to see the Native people from different areas speaking in their own tongue, understanding one another - the deep feeling of warmth and love. When thinking of what she would share with the members of Synod, she thought about the passage of Scripture, "Be still, and know that I am God". She commented that Native people need to learn from White people, and the White people need to learn from the Native people, but most of all we need to learn from the Word of God. Love is the certificate to Heaven. She asked that when thinking of Native concerns, that people would look at all as being one in Christ. We are not different, but one in Christ. We are to love one another. She spoke of her journey with the Lord, and said in order to be successful in our work, we have to put Christ first, saying "Your Will be done". Marina spoke of hurts suffered in her life, of being separated from her family when at Residential School. She spoke of the Lord having given her understanding, and the knowledge that so many people around need to be loved and cared for. She spoke of her joy in giving to others. "In order for us to grow together united as one, we have to have the ingredient of love". She referred to the making of decisions, and said that the final decision had to be left with Christ. She quoted the words "I can do all things through Christ who strengthens me".

Mrs. R. Goos then introduced Mr. Ernest McGraw from Manitoulin Island, a representative from Sucker Creek, as Church Warden for thirty-five years. He remarked that the Native Convocation had opened the doors for all the Native people across Canada, that they as Indian people had decided to come out of the darkness. "We want to be out in the open to speak, to tell the White society what we have to face - they might guide us through the problems we have with our young generation coming up". He said that many Natives had blamed White missionaries for not building up a strong Church under Native leadership; they had harsh words for Residential Schools and Boarding Schools run by Churches, where Native people were prohibited from speaking their own language. Mr. McGraw stated he had not paid much attention, and could speak his Native tongue better than English. In the early years he had blamed the Church and the Diocese of Algoma, learning in later years that legislation came from Ottawa that all Native Residential Schools should be taught English only - that the Native language be prohibited.

Mr. McGraw spoke of his faith which saved him from destruction, and said that he was glad to be a part of this Synod.

Mr. Rod Thibault, of the Garden River Reserve, was the next speaker. He outlined some of the events of the Native Convocation, stating that it was a tremendous affirmation of faith as Native peoples gathered together to share stories of their spiritual journey. They were astounded by the strength they discovered in their own people; they were not alone as seemed the case in their isolated communities. The impact of seeing so many Native Clergy, Lay Readers, Catechists, was a moving and beautiful experience. He spoke of the worship experiences which provided evidence of the spiritual strength of the people. He said that for many of the delegates it was a time of healing. The delegates demonstrated a strong, devoted commitment to the Church - the early Missionaries did bring good news. Representatives expressed an ardent desire to participate to the fullest extent possible in the life of the Anglican Church, particularly in a Native way. The Convocation exceeded Task Force expectations. Many of the Native Clergy were non-stipendiary. The depth of spirituality and the faith of the people was most impressive.

The people gathered asked what the Church intended to do about their concerns; the Task Force had completed its work, and said that the future and solutions were the responsibility of those gathered there. This was a difficult message to receive at first, but after some struggle the people began to state the need to go back to their communities and address these concerns. There was a clear turning point of dependency to responsibility for their own future. With this turn of events there was an excitement and an eagerness to forge ahead.

Mr. McGraw reported that it was important for the N.E.C. to receive and implement the following Resolutions:

1. That this Convocation acknowledges and upholds the precious work of the Native Clergy in maintaining the Gospel of Jesus Christ with the Native peoples of Canada.
2. That the Primate together with present Task Force and the National Council for Native Ministry consider and report to the General Synod of the Anglican Church of Canada upon the concerns expressed at this Convocation, especially the desire on the part of Christians of the Native peoples of the Anglican Church of Canada for a greater degree of self expression, both in the Services of the Church, and control of the government of the work of the Church among the Native peoples of Canada, and more particularly how to incorporate into the work of the Church, ideals, hopes, and aspirations of the Native people of Canada for their people.

Mr. McGraw stated that the role of the Task Force was to facilitate the Convocation while staying in the background as much as possible, as was the role of the Primate.

The Convocation was only a beginning; "Native peoples must first get their act together". They must take time to meet together, and develop a common voice. The wall of isolation has begun to break; common bonds have begun to develop. The dream must now be nurtured and shared, the Church must build on the foundations laid by the Convocation. The Anglican Church of Canada has a unique opportunity to support such a pilgrimage.

The next speaker was Mrs. Bontje (Bonnie) Williams, Warden of St. John's Church, Garden River, and part of the Native Ministries Committee.

Mrs. Williams stated that there had been many discussions about the place the Native peoples have in the Church, and while commenting that the Church does try to help the people, there had been many comments that not enough is done, and this help is vital. She spoke very strongly of the need for help from the Church, especially in Native communities where there is no economic base. So many people see no way out of their economic difficulties and depression. Mrs. Williams works as a Social Counsellor with the Band, and hears many such stories. Suicide is accepted as the normal thing to do as a way out.

Mrs. Williams spoke of the differences in the values of Native and non-Native people.

She stated that the Treaty regarding Garden River was signed in 1851, and for over one hundred years, others (including the Church) ran the businesses, the Schools, etc., and the Native people let them. Now the Church is being asked to look at the whole picture - the home life, the economic base, the relaxation, the Church, in other words, social, physical, economic, spiritual. The Committee decided to ask the Church to help with another change - that before we

rush into help, we find out what the Native people feel the problem is, and what they feel will help them. Let's encourage them, the Native people to do it, offering support and assistance.

Mrs. Williams then presented the first of two motions from the Native Ministries Committee, after receiving permission from the members of Synod.

The motion read as follows:

Moved by: Mrs. B. Williams, seconded by Mr. E. McGraw -

"Whereas the Native people of the Anishinabeg First Nation have supported, understood and respected the spiritual and religious teachings of the Anglican Church; and

Whereas the Native people have recognized that a meeting process within the Diocese is needed for Native representation to continue in an active and constructive manner; and

Whereas the Anglican Church continues to support, by many means; the efforts of the Native people in ensuring that funding that is received from the Government of Canada not be cut, given the special recognition of Canada's trust responsibility to the Native people; and

Whereas the Church has become more actively involved in assisting the Native people in their aspirations to become spiritually and mentally self-supporting by instilling the dignity and pride that once filled our whole Nation; and

Whereas the Anglican Church has become more involved in assisting the Native people in combating alcohol and drug abuse and other social disorders that exist within our communities and which destroy the Spiritual foundation of our People, therefore:

Be it resolved that the Anglican Church actively and constructively support the Native People in their efforts to become a strong and healthy Nation with more emphasis on consultation at the "grass roots parish level" and that the Native Ministries Committee be empowered to develop and implement a Pastoral plan for Native Ministries which will involve Native People as much as possible in identifying and resolving issues which affect them".

In presenting the second motion from the Native Ministries Committee, Mrs. Williams stated that some people had asked why the Native people wanted continued assistance for education. She said that the Supreme Court had made a decision that the Government had a responsibility. She advised that Garden River had assumed responsibility for its own education policies. There were 35 students in the High School system, with one graduate. When students reached age 16, most of them did not go any further with their education; most people in the community had a Grade 8 level. When parents are at this level, children feel they do not have to go on. It takes a long time to change this kind of thinking. However, this has now changed and more students are furthering their education, with some at College level; there are 10 at University level. She spoke of the hope that they would become self-supporting professionals. If the assistance is cut back this would be prevented. Mrs. Williams remarked that if the non-Native people spoke out against funding cutbacks it might influence the thinking of the Government. She then read the second motion.

Moved by: Mrs. B. Williams, seconded by Mr. E. McGraw -

"Whereas the proposed cutbacks to Post-Secondary Native Education will hinder the development of Native Human Resources at a time when Native communities are beginning to realize the value of education and self-determination

Be it resolved that:

This Synod opposes the funding cutbacks to Post-Secondary Native Education proposed by the Federal Government".

At this point, due to the time factor, the Bishop requested that the voting on these two motions be held over until Saturday, also giving people time to think about them.

One Synod delegate remarked that there had been a fantastic presentation by the Native Ministries Committee, and that there should be some discussion giving support from the floor, rather than just a show of hands. Also, with regard to the second motion, he felt there should be some direction given to Synod as to where the resolution should go.

The Bishop thanked the speakers for their presentation.

The Chancellor suggested that during the Native Eucharist, "thanks be given for the many conscientious workers who staffed our Indian Schools, who laboured long and hard under adverse circumstances and little pay, to pass a Christian education on to the Native Peoples. Let us give thanks that their labours have come to fruition, that the Christian education that they were able to give has resulted in the eloquent testimony we have heard today".

The Service of Holy Communion was conducted by the Native Ministries Committee, the Celebrant was The Reverend Laverne Jacobs, and the Homily was given by The Reverend Marina Jones.

#### EVENING SITTING

In opening the Evening Session, the Bishop announced that a video concerning AIDS was available, and anyone wishing to see it should contact The Reverend C. Morden. A video of the National Native Convocation was also available.

The Bishop then welcomed the keynote speaker, The Most Reverend L.S. Garnsworthy stating that the Archbishop had given singular leadership in the Canadian Church for many years, and had recently retired.

In his opening remarks, Archbishop Garnsworthy stated that he was now the Bishop of Nowhere, and like the notices that used to appear on the movies, any resemblance to the Management is purely coincidental. He said that at this stage of his life he could say what he pleased - which he always did anyway, and intended to go on doing so, within limits.

He referred to Algoma as a great Diocese, such a vast part of Canada; he thought of the Bishop and Clergy with endless distances to travel, and the devotion of Lay people who keep the Church alive across the Diocese of Algoma "you should thank God for that". His response to the people who say that the Church is declining was that the Church is very much alive and it is so because "we continue to proclaim the Gospel of Our Lord Jesus Christ" - that is our life and our business. Our message is that God is in Christ, reconciling the world to Himself. There is no greater message than that.



Archbishop Garnsworthy spoke of Archbishop W.L. Wright, referring to his own Consecration as Bishop, and that Archbishop Wright always wrote to him on the Anniversary of that Consecration. He commented on how much Archbishop Wright has meant to the whole Canadian Church.

The Archbishop referred to two wonderful memories of Algoma; the first being on the occasion of the Consecration of Bishop F.F. Nock - after a great Service, travelling home in a dreadful blizzard, and the second memory that of the election of Bishop Peterson. It was after that that he learned that life was going to be very different - with that kind of news it does not take very long to decide on priorities and get rid of the rest!

The Archbishop remarked that if he could do it adequately he would want to say how much the Church and the Faith has meant to him; "I am more glad now than 43 years ago that my life has been in the Church".

He commented that the world is so full of serious issues that people will say you ought to have talked about that, or you are talking about something that does not concern us. He cited a number of very important issues, but said that the Church has another important piece of business as well, it has the Gospel to proclaim.

Stating that he wanted to look at the present and the future, Archbishop Garnsworthy said that he wanted to look at ministry; everyone has a ministry. One thing we are beginning to learn is that ministry is centered in baptism. Baptism is the key to everything else that happens. The Catechism in the Prayer Book states that in baptism we are children of God, heirs of the Kingdom of Heaven - but we don't believe that, we have a strange sort of theology which says you get part of the spirit and membership in baptism, and then in your teenage years the Bishop comes along, lays hands on you and you get the other part. That is not New Testament Theology. In baptism we are full members, there is nothing more we can gain. That is why I believe children should come to Communion - that is one of the greatest things that has happened in my lifetime. Some say children don't understand it - a lot of you sitting here don't understand it, you could be 90! You take God's gift of his Sacrament and live by it, that is what it is all about. Children coming to Communion is tremendously important. One woman complained that there were not any children at the Last Supper, and the Priest said "No, and there weren't any women either!"

If you believe as I do that baptism is the key to all things, then that says something to the Ordination of women. Some Anglicans have difficulty with that, but if baptism is the key then both males and females are full members, not males having all the privileges and advantages, and females having none of them. "I rejoice that in Canada we now have women Priests, and let us face it, whether we want it or no, we are soon going to have women Bishops, and that will be right if you believe that baptism is the key to membership in the Church. If you don't believe that how do you define membership of the Church? Some clergy say we should not have done this alone, we should have waited for the Orthodox and the Roman Catholics. Did Rome come to us and talk about the infallibility of the Papacy; did they come to us to talk about the Assumption of the Blessed Virgin. It is nonsense to say that we must wait, we must do what is right.

The Archbishop commented on an encyclical issued by the Pope based on the first 3 Chapters of Genesis, and the thesis is that man has superiority, and therefore,

women cannot be Ordained, and all the Apostles were men. If that is the argument against the Ordination of women, all the Apostles were Jews, and if that is true then all of us, including the Pope, were wrongly and invalidly Consecrated!

What do you believe about Baptism, because that is the key to it - to children at the Eucharist, to women Ordained and women as Bishops. We have to face that issue.

The next topic was Ecumenism. Archbishop Garnsworthy stated that there was very little around Toronto - it is an ecumenical desert. "We hardly ever see people of other faiths". With regard to the "Age of Church Union", he felt that was not where Churches are in their thinking. He said that ecumenism means that we should sit down with people of other faiths and say what can we do and discuss together. How can we serve people together. It does not mean organizational Union, it means that we stretch out our hands to other Christians. He told of one town in Qu'Appelle Diocese where all the main Churches decided to use the same Lection - a simple thing, they chose to use the Ecumenical Lection, and Christian life in that Town began to change, the Clergy began to meet and talk about the Lessons and what they mean, what they could preach about, and what was the common message.

The Archbishop commented that the Anglican Church has never claimed that it possesses all the truth - we may never be a huge denomination - not everybody could stand being an Anglican - it is like eating olives, it is an acquired taste! But we have some marvellous riches to give to the ecumenical world. We need to keep struggling to find ways so that ecumenically we can grasp hands and do things together.

My vision of the future is about evangelism - the dirtiest word in the Anglican vocabulary because it reminds us of phony evangelists and the sawdust trail, and all the things that no respectable Anglican would ever get into. The Archbishop referred to a wonderful speaker he had heard, an Evangelist called Bruce Lawson, of Seattle. Bruce said if you want evangelism, the first thing you do is to get rid of all the Committees on evangelism. The Archbishop agreed - if you want to kill evangelism create a Committee! The most marvellous definition of evangelism is one beggar telling another where to find bread. That is probably how most people came to Church. If in your life you brought one other person to Church, think what it would mean to the Diocese of Algoma. We cannot escape what God calls us to.

Archbishop Garnsworthy commented that Canada is multicultural in every sense of the word, and in this inter-faith community we cannot escape any longer coming into contact with other faiths. For instance, the Moslems are a very active Missionary force right in our midst. If any Priest has to prepare an inter-faith address, he has to find the lowest common denominator in order not to offend. Real inter-faith dialogue recognizes that we all have beliefs, and every religion is not like every other. There is a distinctive place for the Christian faith, but there is a place where we have to talk to these people. None of these people are exempt from human need, human worth and human dignity. There are all kinds of things we can do together, and the inter-faith dialogue has to take place. It is going to be more and more a part of Canadian life. The problem with Anglicans is that there are hundreds of thousands who don't know the first thing about their own faith.

The Archbishop said that God gave us minds to rethink, to reshape, so that our faith comes alive. We need to know what the Scriptures have to say, not fundamentalism - I think it is incredible that modern thinking people could ever buy fundamentalism, but if you take that book and let it speak to you, it is the

story of a people God called, it is the story of the Man of Galilee who went out and taught people that the purpose of life is to love and serve. His Apostles were frightened men who received strength and went out and turned the world upside down. The Anglican Church is a Biblical Church.

Archbishop Garnsworthy next spoke of liturgy, saying that Anglicans are not always fussy about change! He referred to a great English Priest who said that liturgy is not about something that takes place in a Gothic building, it is about all of life. He spoke of a book by a great English Benedictine monk entitled "The Shape of the Liturgy" - it shaped all the thinking that followed him. Archbishop Garnsworthy referred to the Book of Alternative Services, saying that the people who hate it most are those who have never read it or touched it - they are sure they know what it says. He said he was not there to sell either the Book of Alternative Services or the Book of Common Prayer, but that there are many things in the jolly green giant (B.A.S.) that are worth looking at - he made several comments pro and con. He especially "liked what the new Book does with Holy Week". He recommended that people learn to use it, stating that it is like eating fish - you don't eat the bones, you put them to one side, don't knock it if you haven't tried it.

The Archbishop then spoke of the way the laity are dressed to look like Clergy - it is the worst kind of symbolism. He had attended a Church recently where a Lay person came out of the congregation, dressed in ordinary street clothes, with the Chalice and the bread, and the symbolism was very powerful. It states that this is the ministry of the Laity, not somebody dressed up like a Parson! We do not need to clericalise the laity, that's why there is no Lay ministry because the Clergy have to hog it all for themselves. If we are to have lay ministry, we need to teach them how to read. The reading of the Scriptures is one of the most important parts of the Service.

He then said that a lot of the Parishes looked like Sherwood Forest - too much furniture in the Sanctuary, etc. Space is needed - a free standing Altar is great! Change won't happen overnight, but Churches need to look at liturgical space.

Another area where Lay people can make a contribution is helping the Priest in the teaching of parents who bring their children for baptism.

There never was a time when preaching was more important. He said to the Clergy that they should read - read anything you can, it is very important. No-one watches the clock with regard to how long a clergy person works, but it is important to have time to think - if you don't have time to think you never have anything to say. If you are going to preach, you also need to listen to what your people have to say. There is human need and suffering, questions and doubts, and when you listen your preaching comes alive.

In referring to stewardship, the Archbishop stated that A.I.M. was one of the greatest things that ever happened. In speaking of tithing, he said that it was Old Testament; the New Testament doctrine is "freely you have received". If you go out you will find the people will give if you have faith in God. Stewardship is a marvellous privilege that all of us have.

The Archbishop spoke of human worth - Jesus gave us the guidelines, visit the sick, feed the hungry. The Archbishop referred to the Church in South Africa which is growing and growing. The people pack the Churches - they say it is the only place where we have any worth and dignity - that is the Church dealing with social issues.

You must care about people who need care, e.g., those alone, the sick or old. Christians need to be out in the world, there are all kinds of things to do.

The Bishop in thanking Archbishop Garnsworthy said that his vitality, convictions and his speaking out both in Society and in the Church, are greatly appreciated, and that he had contributed much to the House of Bishops, the N.E.C., and Canadian life.

#### REPORT OF THE ADVISORY MINISTRY COMMITTEE (Page 139)

This report was presented by Mrs. L. Uzans, who said that the Ministry Committee had, for the past eight years, been working on the whole area of Baptismal preparation. She referred to the resource table and videos available. She stated that everybody has a ministry, it is all concentrated in baptism.

After Mrs. Uzans had spoken, there was a Service of Light with everyone having been provided with tapers; the Bishop passed the light to the members of Synod, and everyone renewed their Baptismal vows.

The evening sitting of Synod then recessed.

FRIDAY, APRIL 14th, 1989

The Morning Sitting began at 9:00 a.m., with Bible Study in groups.

After several announcements, the Bishop asked the members of Synod to recognize the birthday of Archdeacon Paterson.

At this point, it was decided that the voting on motion 2 from the Native Ministries Committee should proceed. The motion was read out by the Bishop. He asked The Reverend Laverne Jacobs to speak concerning the motion. He referred to those students who were fasting, and stated that they would really be encouraged by knowing that the Church shares their concerns and supports them.

A member of Synod asked if it would be possible to present two related motions, whereupon the Chancellor advised that there could only be one motion on the floor at any one time; however, the speaker could with permission, give notice of motions to be presented later. The speaker then read out the motions.

Moved by The Rev'd C. Dee, seconded by The Rev'd Canon H. Morrow -

"Whereas there are eight native students from Northern Ontario currently on a hunger strike to protest cutbacks to Native Post-Secondary education

Be it resolved that this Synod send a telegram of support to this group of students."

Moved by The Rev'd C. Dee, seconded by The Rev'd M. Hornby -

In view of the fact that representatives of Native people from all across the country are now assembling in Ottawa to put their case against reduction of Education Grants, it is moved that this Diocese's support of this action be telegraphed immediately to the Prime Minister, the Minister of Indian Affairs, and the local M.P."

The Chancellor stated that there appeared to be an overlap of the motions, and suggested that people moving and seconding get together to thrash out a common motion to be brought up later.

With regard to the funding cutback, one speaker felt that there was not enough known about the political implications, and as to whether the money might be channelled in other directions. In reply Mrs. B. Williams of Garden River advised that the Government had capped the funding three years previously, and were now putting in new guidelines to fit this.

One speaker stated that any cutbacks to educational funding are very serious, because we have a resource in our young people, and it is perhaps the most precious resource we have in the country at a time of economic instability.

One speaker while stating he was not taking sides, felt that the Synod lays great emphasis on Native peoples, when the problems we have are with visible minorities. He stated that racism is alive, well and kicking in Canada.

A Lay member of Synod asked if the Native students would be eligible for various Grants available to other students.

After further discussion, one member of Synod rose to a Point of Order with regard to the motion, suggesting that it be amended to read:

"This Synod opposes any funding cutbacks at this time to Post-Secondary Native Education."

The Chancellor read out the amended motion, which was then voted upon.

12. Moved by Mrs. B. Williams, seconded by Mr. E. McGraw -

"Whereas the proposed cutbacks to Post-Secondary Native Education will hinder the development of Native Human Resources at a time when Native communities are beginning to realize the value of education and self-determination

Be it resolved that:

This Synod opposes any funding cutbacks at this time to Post-Secondary Native Education." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

Due to the pressing time factor, the Bishop ruled that two motions presented by The Reverend C. Dee would be dealt with on Saturday morning.

#### REPORT FROM PASTORAL CHAPLAINCY COORDINATOR (Page 140)

The Reverend J.F. McRae presented the Report. He advised that the Pastoral Chaplaincy Committee, chaired by the Bishop, has formalized the requirements that Diocesan candidates for Ordination should normally meet, and are given in the Report. At the same time, the Diocese has certain obligations to the Candidates. Training for Supervisors has been instituted; future workshops would have to concentrate on such skills as evaluation and conflict resolution. Fr. McRae spoke of the establishment of a Covenant so that mutual expectations between Supervisor and Supervisee, or Priest and Parish may be worked out. This is not a contract, it is a covenant, and there is an important difference. Fr. McRae then invited questions.

One questioner asked if there would be any way the Diocese could support a curacy in a rural parish. In answer, Fr. McRae mentioned that at one of the training-fellowship Conferences held each year, the Early Ministries Conference, The Reverend Patrick Yu, Pastor of a rural parish for some years, was present. Fr. Yu has looked at the theory of rural work and gave an excellent presentation.

Fr. McRae agreed that there should be training for Curates or young Clergy who are going for the first time in rural areas. There has been a start at the Early Ministries Conference - how it is going to be regularized is not yet known.

REPORT OF THE HUMAN RESOURCES COMMITTEE (Page 147)

Mr. Wm. Kosny presented this Report. He spoke regarding the accepted principles for Human Resources administration within the Diocese of Algoma, and which are listed in the Report. He referred to Motion 16 of the 1987 Synod concerning the development of Diocesan guidelines on which parochial job descriptions would be based. Later in the presentation the document "Principles for Clergy Service in the Diocese of Algoma" would be discussed. The Human Resources Committee were asked to outline a Performance Review Process for both the Clergy and the Parishes; part way through the project the Committee was informed of the Woods Gordon Report which mentioned development of a Parish Ministry Assessment system to measure the effectiveness of Parishes, goals and objectives that each have established; information will be coming forward.

The Committee was asked to examine the process of appointments of Clergy to both Assisted and self-supporting Parishes, including questions of tenure, mobility, professional development and dismissal. The Committee is still working on this area, and it is also being studied by the Canons and Constitution Committee, as well as other Committees.

Mr. Kosny referred to the report from Mr. J. Ligertwood, General Treasurer, with regard to the Synod Office; the Human Resources Committee's purpose there was to determine ways in which the Bishop's heavy workload could be eased.

The Human Resources Committee was asked to look into responsibility to Clergy who are unemployed for one reason or another, with a view to possibly establishing Diocesan policy, and this is an ongoing matter. The Church is a voluntary society, we have a responsibility to all our people. Simple guidelines are in place, but these will be reviewed again together with the Woods Gordon Report and Stipend Task Force Report.

Important matters of concern to the Committee are Continuing Education for Clergy, as well as financial planning, and planning for Retirement. In the latter connection, in the next 10 years there will be approximately 20 of the clergy reaching age 65, and it was decided that there was a strong need for a Retirement Seminar. This has been planned for clergy and spouses in the latter part of August.

Mr. Kosny stated that with regard to Diocesan, Deanery, and Parish Leadership Training, there are programs underway.

He commented that there is a gold mine of human resources in the Diocese waiting to be tapped, and we must take stock of the individual talents and have an "Inventory Bank" from which we could invite people to participate in helping with the various tasks. Human resources cannot be taken for granted, they must be nurtured, trained and used effectively, and acknowledged. Mr. Kosny advised that a system is in process to compile such a bank of names.

He reiterated Archbishop Garnsworthy's comment that Anglicans do not like change, it is a very difficult thing to achieve. There is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to initiate a new order of things.

Mr. Wm. Kidd was the next speaker; he said that his task was to deal with the program of Position Descriptions and Review. He shared his experience in the secular world and his exposure to evaluation reviews of work.

It is recognized that it is a sensitive area, and to some people it is threatening, but it can be affirming, a development process. Mr. Kidd stated that a presentation of the material had been made at the Clergy School in 1988. He said this is a means of supporting Clergy and Parishes in their ministry in the Church. It is a cooperative procedure which involves both the Clergy and the Parish.

Mr. Kidd remarked that each parish is different, and therefore, the Position Description for the Incumbent must be unique for that Parish. Going hand in hand with the Position Description is the Review Process. The principle behind the Review Process is that it must first provide an avenue for self-evaluation, and secondly the Parish must be part of the review. It is a review of the total ministry of the Parish. A Review Process examines the goals and objectives which have been set by the Incumbent and the Congregation.

Mr. Kidd referred to the package received by the members of Synod which included a hypothetical Parish Profile, a Curriculum Vitae, a Model Description for a Parish Priest, a Covenant Letter or Letter of Agreement between the Parish Priest and the Parish, and finally a list of objectives for the Parish, with an arbitrary evaluation of the achievement of the objectives. Mr. Kidd then asked the delegates to go over each of the documents at their table, outlining what to do with the material.

He said that this is a developing process to be fine tuned and owned by the people. There must be a training program diocesan-wide, so that those involved will understand the process. The Diocese will have to determine the priorities within the areas of accountability, and will have to set priorities as well as the Parish. In order to study the correlation between Diocesan priorities and overview of the Parish, the Review Process would have to be undertaken by someone independent of the Parish.

The Bishop announced a half-hour period for the table groups to work on the material, after which there would be a question period.

The Bishop spoke of having been involved in the Review process concerning a Chaplain at an Institution, and this was found to be a very affirming experience for the Chaplain involved.

After the groups had completed their assignment, the meeting was called to order at 11:35 a.m.

One Clergyman was affirmative regarding the process, feeling that training is very important. A Lay delegate asked who should do the evaluation, and who should discuss the evaluation with the Incumbent. Mr. Kidd responded that he thought the self-evaluation should be done by the Rector and Wardens, and the decision regarding who should discuss it with the Incumbent, would have to be made by either the Bishop and/or the Human Resources Committee. The whole idea of the Review of the Evaluation is to get some outside opinion on it, and he stressed again the importance of the correlation between Diocesan and Parish priorities.

One Lay delegate asked what would happen to the material after the Synod delegates had discussed it - would it go back to the Committee and be implemented, or come back to Synod?

Mr. Kidd responded that there has to be a training program, that it was the program of the people in the Diocese, and there has to be a facility where the essence of the program can be enunciated. It was presented to the Clergy last Fall, and today was the first time the Laity have had it introduced to them.

In the interests of time, the Bishop stated that Mr. Kidd would not respond to each speaker but could give a summary at the end if so desired.

A Clergy delegate spoke very positively with regard to the process, she had been employed in secular work and had found evaluation and review to be very affirming and helpful. She noted with regard to the composition of the Committee, that of 15 members there was only one woman.

A Lay delegate stressed that the setting of goals has to be realistic and done jointly, and positively. This is a lengthy process.

Another delegate suggested that in the area of accountability, the word "persuading" be changed to "encouraging".

With regard to the Bank of Names, a Clergy delegate suggested that parishes have to be allowed by the Bishop and the Executive Committee to use more local initiative.

A Lay delegate who had had much experience with the process of evaluation, remarked that the most critical thing has been emphasized - namely the joint formulation of goals and objectives - those must be initially agreed upon. If that process goes well, the next thing that is critical is good continual teamwork and ongoing evaluation. If the goals are mutually agreed upon, then the natural thing to do would be to talk about progress or otherwise, and to shift priorities where necessary, and perhaps to change roles. Then at the end of the year when "you sit down to have your talk about where have we come in the longer run, it is like a recap of the whole thing, and it is absolutely delightful. There are no surprises, and it turns out to be affirming for everybody".

One member of Synod felt that the final evaluation should be done by the Archdeacon rather than the Committee.

An Archdeacon referred to a previous speaker whose table had objected to the use of the word "persuade", saying that in the release from the Lambeth Conference of 1988 regarding the process which leads up to conversion, the word "persuade" was used.

The Bishop then called upon The Venerable E.B. Paterson who wished to thank the members of Synod, on behalf of the Church of the Epiphany, Sudbury, for the many prayers and contributions from around the Diocese, for the Phoenix Fund, which was established following the disastrous fire in the Spring of 1987. He said that it gave him a great deal of pleasure to announce that in fact the Epiphany is paid for, and there will be no need to borrow money. He further advised that the Parish hoped to replace the East and West windows - one in memory of those who had lost memorials, and the other in thanksgiving for those who contributed to the rebuilding. "If the Parish were to be evaluated, it would certainly get high marks from me. Thank you very, very much from the bottom of our hearts". Archdeacon Paterson stated that one of their Lay delegates, a photographer, had with him at Synod an album of the whole process entitled "From Fire to Desire".

The Bishop commented that at the very first Service after the fire, Archdeacon Paterson had said "We are Resurrection people", and they proved it.



The Reverend F. Gower then instructed the members of Synod with regard to the voting procedure for General Synod delegates.

#### NOONDAY PRAYERS

The Book of Alternative Services was used, and the Officiant was The Reverend Dr. R. Porth.

The meeting adjourned at noon. Luncheon was served by the Staff of the Ramada Inn. The Executive Committee met separately over luncheon.

#### AFTERNOON SITTING

The afternoon sitting opened at 2:00 p.m.

#### REPORT OF THE ADVISORY ANGLICANS IN MISSION COMMITTEE (Page 209)

Mr. N. Greene, Diocesan Coordinator for A.I.M., presented the Report. He stated that the Committee met regularly to deal with continuing fund raising efforts, and the allocation of Funds on the basis of requests, and in accordance with the Diocesan CASE approved at the beginning of the program. The Committee had endeavoured to keep the people of the Diocese of Algoma informed on the progress of the program from time to time in various ways.

As of December 31, 1988, when the extended period of the fund raising segment of the program was completed, unaudited reports from National Office show donations totalling \$1,377,450.13, this figure represents 111.3 of the original objective of \$1,238,000.

While the program was originally undertaken with some mental reservations as to its practicality, the results bear out the assurances of consultants and advisers, and are a tribute to the dedication and generosity of Anglicans throughout the Diocese.

As the program was drawing to a close, your Committee raised its sights to the future, recognizing that many projects and activities inaugurated with the help of Anglicans in Mission funds would have to be discontinued unless alternative means of funding could be developed. To this end a study was conducted and a list of 7 alternative courses of action was developed. Mr. Green outlined the options as listed in the Report. A teleconference was held Jan. 23, 1989, and it was unanimously agreed by the members of the Committee that option 6, to conduct a major campaign, be recommended to the Executive Committee.

Mr. Greene referred to The Reverend Canon E. Hobbs who headed up the National A.I.M. Campaign, and who is now Executive Vice President of Navion Financial Development Systems Incorporated, and stated that he was invited to a meeting of the A.I.M. Committee, to examine the situation and make recommendations concerning future financial plans. This visit resulted in the suggestion that we conduct a Feasibility Study, the results of which will be recorded at this Synod. Canon Hobbs will now share with you the results of the Study.

Mr. Greene stated that the Advisory A.I.M. Committee recommends the Report and suggests that a decision be made that will ensure the continuation and expansion of the work of the Church in our Diocese.

Copies of the Report had been distributed to the members of Synod. Canon Hobbs advised that the National Church had decided not to have another A.I.M. at this time, but to leave it to each Diocese to decide as to how they would carry on

with their own mission and ministry needs, that the National Apportionment would be increased by 11% for National needs, and each Diocese would make its own decisions. Since that time several Dioceses have engaged in fund raising campaigns of their own.

Canon Hobbs said that his Company is working with the Church in the process of fund raising, and he attends many meetings. He has become more comfortable with the term fund-raising, because it is the connecting link between hopes and the implementation of them. He outlined the various items which are looked for in conducting a Feasibility Study.

Canon Hobbs stated that the attitudes in the Diocese are really quite positive; the primary strength was seen to be that of the Bishop; people have a lot of confidence in the Clergy of the Diocese and the dedicated Lay workers, which many felt could be mobilized in a financial campaign. There was good feeling about the relationship which exists between the Laity and the Clergy. On the whole, it was felt by the people that the Diocese is looking forward.

Those interviewed asked for closer communication between Synod Office and the individual Parishes; something should be done about the Parochial viewpoint of several Parish Leaders who do not see the wider work of the Church, and they thought there should be more done about stewardship, evangelism and Youth Ministry, and again expressed confidence in the Bishop.

When the people were asked if they were in favour of Diocesan plans (preliminary CASE) which had been circulated, 79% of the Clergy and 81% of the Laity were in favour. When asked if there were things to be added to the CASE, they listed such things as Post-Ordination Training for Clergy, better Sunday School materials and programs, evangelism, and a larger Synodical Office with augmented Staff.

Canon Hobbs remarked this is a program in which we are recommending that the funds be divided between the Parish and the Diocese. When those interviewed were asked about that, 59% of the Lay people felt it should be a 50-50 split, 50% of the Clergy felt it should be a 50-50 split, and both Clergy and Laity between 30 and 31% thought it should be 60-40 in favour of the Parish. 12% felt that the Deaneries should have some money, that a portion of the money should be earmarked for Deanery programs.

With respect to timing, 74% of the participants in the Study felt that the Campaign should begin this Fall. 88% of the Lay people strongly felt that there should be a Mission Study component, while only 50% of the Clergy thought so. Some of those who were suspicious of mission study thought it might be seen as using God as a gimmick to raise funds - that's not the first time that has been suggested, and Canon Hobbs said he referred people to St. Paul's letter to the Corinthians if they worry about that.

It was generally felt that the Mission Study program should emphasize commitment and gratitude to God; it should be a good explanation of why the funds were needed and how the money would be spent. Stewardship principles should also be emphasized. Canon Hobbs stated that it had been suggested that a Speaker's Bureau should be set up so that the needs could be taken personally into Parishes.

When people were asked how the campaign could be assured of success, they applied it to the need for a well-documented, well-explained CASE; the need for strong Lay and Clergy leadership, that the workers be well trained, the Bishop should be active and visible in the campaign; the work should be

carried on by personal visitation, solicitation, and that the Parishes should have some input into building the Diocesan CASE.

When asked if there was any reason why the campaign would fail, the great majority said they did not see any reason why it would fail; others said it would fail unless it got good support from the Clergy. Canon Hobbs said that it must be recognized that if the Clergy decide this thing is going to fail, it will fail just by them doing nothing, they don't even have to be active against it. He said that as a Priest who has worked in Church campaigns for thirty years.

When people were asked if they would personally give, all the Clergy said they would make a contribution, although some of them were not all that in favour of the campaign, but if it is done they will contribute. 92% of the Laity said they would make a gift. When people were asked how much they would give, and not everyone would answer, the average Clergy gift would be \$3,346. over 5 years, and the average Lay gift was \$3,942. over five years. The Clergy figure is higher than usual in such Studies.

People were asked who they thought would give good leadership, i.e., Diocesan Chairpersons, etc. and thirty-nine names were given for that position, and 63 people would be good Committee members. It was emphasized that the Bishop should take a leading role.

The final question asked was "Should the Diocese have a Campaign", and 85% of the Laity said yes, only 3% said no, the others said they did not know. 78% of the Clergy said yes, 22% said no. In the Diocese of Algoma, there is a slightly stronger desire among the Lay people to have the campaign, than among the Clergy.

In every Diocese there are some parishes that have particular needs. The Plan for this campaign is that 50% goes to the Parish and 50% to the Diocese, but some Parishes say their needs are greater; and it is felt that a plan could be developed to take care of this. In such cases the amount to be given to the Diocese could be negotiated Parish to Parish. This happened in Toronto Diocese, and Parishes in that special category raised 3 times as much as their Diocesan portion, but they did not give three times as much to the Diocese.

Each Parish should have its own goals, and Committee, and get support from Professional Staff. The program should have a strong educational component with stewardship principles, why the money is needed and how it would be used. The Parishes should write CASES of their own for how they would spend the money raised.

It is intended that the Campaign would begin in September or October and take 7 months to complete, with strong activity in the Parishes in February or March of next year, the Fall being the CASE writing, organization, planning and major gift period. This would primarily be led by the Lay people, with the Clergy providing inspirational leadership.

Canon Hobbs proposed that 2.2 million dollars could be raised if there is good participation, and that it could be a very successful campaign using the timetable suggested.

He then invited questions.

One Clergy delegate asked what would happen if the Parish did not raise the full amount of the goal set, and he was advised that if the split agreed upon was 50-50, then it would be split from the first dollar.

Canon Hobbs was asked to outline the cost from Navion to the Diocese. He did so, and advised that it would probably work out to 7-7½ cents on the dollar - if the Diocese goes over the goal, there is no increase in the fees.

The Bishop said that sometimes there is concern about costs, but that with regard to the A.I.M. experience, it was found that enough Interest was earned to cover all of the expenses, as well as the costs of the meetings held.

In response to a question, Canon Hobbs said that Navion would be responsible for all the training and planning.

Mr. W. Gigg, the mover of a resolution concerning the recommendations of the Planning-Feasibility Study, asked for and received permission to present his motion.

13. Moved by Mr. W. Gigg, seconded by The Rev'd Canon H. Morrow -

"That we accept the recommendations of the Planning - Feasibility Study, and recommend to Synod that the Diocesan Executive Committee be authorized to proceed with its implementation." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

YOUTH MINISTRY REPORT (Page 121)

Mr. J. Anderson, Algoma Deanery Youth Representative, advised that there would be an oral report given by the Diocesan Youth Coordinators, and an acted Report on the stage, done by the youth themselves. Several members took part in the very effective dialogue concerning Youth Ministry.

The Reverend E. Swayze, Diocesan Youth Coordinator, stated that "we are trying to develop Diocesan and Deanery support structures for Parish Youth Ministry. Youth Synod is one of the Diocesan structures; there is the Youth Ministry Committee which is comprised of the Deanery Youth Coordinators, and one Youth elected, and the Diocesan Youth Coordinators - The Reverend P. Chuipka and myself". Each Deanery has a Deanery Youth Coordinator and a number of Youth who make up the Deanery Youth Unit. Sometimes there are also extra Clergy and adults who are sympathetic to doing youth ministry. Fr. Swayze advised that there are Youth Units in each Deanery.

He spoke of youth gatherings in Deaneries and the Diocese which help to build up relationships.

Fr. Swayze said that the model being used where Deaneries are charged with the responsibility of working with Parishes, and where the Diocesan Committee works with the Deaneries, is unique in the Canadian Church, it is a new model, and Algoma is one of about a half-dozen Dioceses which has some sort of youth program organized on a Diocesan level. Shirley Harding, the National Youth Coordinator, said that Algoma will probably become a model for the rest of the Church to follow.

With regard to leadership, Fr. Swayze said he was proud of the Youth and what they had done at Synod. Each youth member present at Synod has a Parish Priest who supports them, and many of them have a Lay Adult who supports them. There is family support of their participation in the Church. He said that leaders are very vital. He told the members of Synod that it was their duty to do their share to support the Youth Leaders, both the Priest who gives time in the extra parochial ministry, and also the adults in the Parish and

Deanery who do this work. They should be affirmed by the interest of the people in the Parish.

Fr. Swayze then introduced the Deanery Coordinators:

Miss A. Weir	-	Algoma (not present)
Mr. N. Wolske	-	Muskoka
The Rev'd T. Cunningham	-	Sudbury
The Rev'd L. Shaw	-	Temiskaming
Position not filled	-	Thunder Bay

The Reverend P. Chuipka, Diocesan Coordinator, said that it has been a very rewarding process to work with the Youth. He referred to the first Youth Synod held in 1985, wherein the Bishop had discussed baptismal ministry. One girl present had said she didn't think she had a ministry, but upon questioning her the Bishop found that she listened to friends who had problems and tried to be of help to them - the Bishop said that was what ministry was about. This girl 4 years later attended the Executive Meeting held in February, as the Youth Representative on the Executive Committee, and after presenting her report, thanked everyone for the acceptance, love and support she had received, because she went with a lot of anxiety. At the March meeting of the Youth Committee, when she shared what she did at the Executive, she emphasized again how much support she got from the Executive, and felt so much a part of what was going on.

Fr. Chuipka said that she had told the Committee of having sat through the Executive Meeting, hearing of the financial concerns, and had felt guilty because contained in the Youth report was a request for money. As she spoke of this, the others were feeling the same struggle that the Diocese was having, and the first thing they wanted to do was to solve the problem! They now felt a part of the Diocese, and that they had a voice.

The Youth are very active in this Diocese, and they want to carry their own load.

In view of time constraints, the Bishop stated that resolutions concerning Youth Ministry were to be put over until later in the Synod.

#### RESULTS OF BALLOTING FOR GENERAL SYNOD DELEGATES

##### CLERGY

The Very Rev'd I.L. Robertson  
The Ven. E.B. Paterson  
The Ven. N. Goater  
The Rev'd M. Hornby

##### LAY

Mr. D.P. Oosterbaan  
Dr. D.H. Gould  
Mr. Wm. Kidd  
Mrs. L. Uzans

##### ALTERNATES

The Ven. M.S. Conliffe  
The Rev'd Canon D.M. Landon  
The Rev'd A.V. Bennett  
The Rev'd D. Donevan

Mr. H. Mackenzie  
Mr. W. Gigg  
Mrs. B. Piper  
Dr. W.A. Case

14. Moved by The Rev'd F.C. Gower, seconded by Mrs. A. Cline -

"That the ballots for the Clergy and Lay Delegates for election to General Synod be destroyed." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Bishop announced that Information Sessions would be held in the Conference and Dining Rooms, to be chaired by each of the Archdeacons; the meeting to reconvene at 4:30 p.m.

At 4:30 p.m., there was a Service of Holy Eucharist in Thanksgiving for Anglicans in Mission. The Celebrant was The Venerable M.S. Conliffe.

#### EVENING SITTING

The evening sitting began at 7 p.m., at which time the Bishop read out a letter from The Right Reverend F.F. Nock, which he had planned to present during the Service of Thanksgiving for Anglicans in Mission. Bishop Nock had been invited to attend, but unfortunately was unable to do so, and the letter conveyed his sentiments, and the fervent prayer that the Diocese will continue to meet the challenges which God has in store.

Bishop Peterson joined with Bishop Nock in giving thanks to Mr. N. Greene, Diocesan Coordinator for A.I.M., for his outstanding leadership and work.

The Bishop announced that the resolutions from the Youth Ministry presentation would now be heard.

The Rev'd E. Swayze presented motion 1. He stated that the motion was necessary because at the 1987 Synod a Youth representative had been elected for the Executive Committee, and then had stopped attendance, and there was no mechanism to replace the Youth Representative if that person resigned or became incapable of serving on the Committee.

15. Moved by The Rev'd E. Swayze, seconded by The Rev'd P. Chuipka -

"That Article 16, section 1, subsection (f) of the Constitution be amended by the addition of the following sentence:

A second Youth delegate shall at the same time be chosen by the other Youth delegates as a Substitute who shall replace the previously-mentioned Youth Delegate on the Executive Committee, in the event that he or she resigns or is incapable of continuing to serve." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Reverend L. Shaw presented motion 4. He said this had been amended somewhat. He stated that it was a way of ensuring future support for Youth, and would allow the Committee to plan future events. It was suggested that 2% would be roughly \$10,000, which had been the approximate amount expended for Youth events, etc. However, the Treasurer remarked that 2% would be closer to \$18,000 or \$19,000. He said that everyone has appreciated all the work that has been done in the past number of years, including the Youth Synods which had been held. Mr. Oosterbaan felt that the Budget for Youth Ministry should be set annually, keeping in mind the proposed program for the Youth Synod, or for the Youth Ministry work in the coming year, and this should be communicated to the Advisory Finance Committee so that an appropriate amount could be included in the Diocesan Budget for the following year; to say 2% of the Diocesan Budget would be too open-ended.

The Reverend L. Shaw said that the resolution was a recommendation. The Bishop said that this had been brought up at the Executive meeting, and it had been suggested that some funding could perhaps be obtained from the proposed fund-raising campaign. Fr. Shaw had concern that if this was not established in the Budget, if other funds dried up then the Youth program would be affected.

One Lay member of Synod supporting the motion said that his Service Club was very concerned about the substance abuse problem, and just one of the Clubs is committed to \$43,000. per year for the breakaway program to help those afflicted. He felt that financially, spiritually, and morally, everything should be done to support the Diocesan youth.

Several speakers while supporting the work of the Youth Committee, felt that the motion was indeed open-ended. One Lay delegate suggested an amendment which would request that Youth Ministry be a specific item of expenditure chargeable against the Diocesan Expense Fund, and she offered to work on this for presentation later. The Bishop agreed, and the motion was held over.

The Bishop requested The Reverend M. Hornby to present Motion 6 regarding the Children's Unit. For several years, she has represented the Diocese on the National Children's Unit.

16. Moved by The Rev'd M. Hornby, seconded by The Rev'd W. Putman -

"Be it resolved that this Synod approve the setting up of a Diocesan Children's Unit with the following terms of reference:

Purpose: To promote and develop ministry to and with children (from birth to age 15) within the Diocese of Algoma, and especially:

(a) to receive and share information and resource material pertinent to this ministry

(b) to develop ways in which parishes can be assisted in creatively involving this age group in the activities of the parish community.

Membership: Up to 8 members, including at least one from each Deanery, to be appointed by the Bishop after consulting with the Diocesan Human Resources Committee.

Meetings: To be held twice a year, following the meetings of the National Children's Unit.

Funding: Appropriate funding to be provided by the Diocese."

Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The next item was Notice of Motion 10. (Separate sheet.)

17. Moved by The Rev'd M. Hornby, seconded by The Rev'd C. Morden -

"That this Synod take note of the first consecration within the Anglican Communion of a woman bishop in the person of The Right Rev'd Barbara Harris, as assistant bishop of the Diocese of Massachusetts, and that this Synod communicate to her our good wishes, and keep her in our prayers." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

NOTICES OF MOTION (No. 16 on separate sheet)

This motion read as follows:

18. Moved by The Rev'd E. Sheppard, seconded by Mrs. M. Hall -

"That this Synod concurs with the policy of the Ministry of Education of Ontario that Christianity not occupy a position of dominance in the Public Schools of the Province."

The Reverend E. Sheppard spoke to his motion and referred to a "Request" contained on page 176 of the Convening Circular, which reads as follows:

At the direction of the Anglican Central Parish meeting held Jan. 29, 1989, at South River, Ontario, we request this Synod to give us a Statement regarding the Lord's Prayer and Bible reading in our Ontario Public Schools.

Such a statement should give guidance to teachers and School Board members as they endeavour to cope with recent directives from the Ministry of Education regarding religious exercises and religious education in our Public Schools.

Elliott Sheppard (Rector)                      Mary Hall (Synod Delegate)  
Mary E. Kingsley (Synod Delegate)      Ina V. Triclove (Alt. Synod Delegate)

Fr. Sheppard gave the background for both the motion and the request. He said that "we are going to have to get used to the fact that we are a minority. There are more Moslems in Toronto than there are Presbyterians in Canada". He further stated that there are two categories of religion - the Opening Exercises containing a religious aspect, and the subject of religion is allowed as a Course in the Curriculum of some School Boards.

One Lay delegate spoke very strongly against the motion, feeling that this would be a withdrawal from responsibility. While recognizing that Christianity is in the minority in the world, he felt it does not mean that Christians should cease to espouse the word of Jesus Christ and Christianity wherever there is opportunity to do so.

19. Moved by Mr. H. Mackenzie, seconded by Dr. M. Richardson -

That Motion 18 be tabled."

There was considerable discussion regarding the motion to table, during which the Chairman of the Agenda Committee referred to the "Request" on Page 176, stating that the people sending it in had had some difficulty with the wording, and had requested help of the Resolutions and Agenda Committees; he suggested that some gentleness be used for the sake of the people who had requested the help of Synod in having this question discussed. The Mover and Secunder of the motion indicated willingness to withdraw the motion, but wanted an answer to the "Request".

At this point, the Bishop asked The Reverend G. Dobinson, who represents Algoma on the Provincial Education Committee, to speak concerning the matter at hand. Fr. Dobinson stated that the Church is in a very precarious position, because it can no longer force Christianity as the only religion - because of the Bill of Rights we must have equal exposure for all religions. We can put up our hands and say we don't care, or we can work out some compromise where at least the children will get some moral training and also some Christianity. He stated that the Work Group has suggested that we have the Opening Exercises with O Canada or God Save the Queen, followed by a Moral Reading from one of the Faiths, and then a period of silence which is supervised, then there would be a multicultural Course taught by a trained Teacher which would expose students at all levels, to the various religious faiths. This seems to be the only way that the Church can go. The Provincial Synod supported that way. He referred to the pamphlet which had been sent out to all Priests for reading and discussion by various groups. It is entitled "Religious Education in Ontario Public Schools: Questions and Answers". It asks "Where do we go from here" and the most pertinent part is "Establish a multi-faith task force to assist in the development of policy and program in religious education and Elementary and



Secondary Schools in Ontario". The Metropolitan has asked that we write letters to make sure that we at least get this amount in our Schools, because we can no longer have the whole piece of pie.

The Bishop then advised the delegates concerning voting on the motion to table. A standing vote was then taken, and the motion to table was DEFEATED.

One speaker agreed with the remarks given by Fr. Dobinson, but asked the members of Synod to consider a few things. He referred to the B.N.A. Act of 1867 which was used to justify Separate School Funding, it also said that the other School system was a pluralistic, non-denominational School system. This was so until quite recently, with teachers being required to teach and uphold Judeo-Christian values, and although in the last ten years or so this has been all but ignored, it is still the situation. Now there is pressure from multicultural groups that the Lord's Prayer and any form of Christianity be taken out. He referred to the argument used that religion should be taught in the home, and he said that children are under the influence of their teachers for a longer period in the day than that of their parents. While the speaker recognized the difficult situation with the Ministry of Education, he strongly urged that the motion should not be approved.

One speaker stated that at the moment there is no legislation on the books, and while the Minister does support the spirit of the Supreme Court statement, he is looking for input from School Boards, Teachers, and from the populace at large, before he brings before the Legislature, the appropriate legislation. He stated that while it is true that we live in a pluralistic society in some centres in Canada, this is not true of every City or Town. He said we have to be careful not to throw the baby out with the bathwater. He cautioned against the teaching of all different Faiths as though they are equal, stating that it opens the door for weird cults and Satanism and occultism.

One clergyman who had taught in the School system stated that if a Teacher hostile to the Christian faith were required to teach it, he would rather dispense with the Opening Exercises. He felt that it is a challenge that the Church must meet in every area, not just through the School System but in the Church itself - to use the Church as the vehicle for the proclamation of the Gospel. He said that perhaps the answer is to have an Anglican Separate School Board, apply for Funds and do our own job.

One speaker was concerned about the "moral teaching" period. He felt that there could be a period of supervised silence, and that parents could provide their children with suitable material concerning their own Faith.

One student still in school advised that he had not had the Lord's prayer in School since Grade 4, and he felt that if religion is to return to the school system, it should be done perhaps by providing a Religious Course. He felt it was not Christian to force one's own religion down the throat of someone who does not want it!

One clergyman felt that the motion was negative and offered to make an amendment. He felt that it would be interpreted by the media that the Church is capitulating; he also stated that the Provincial Synod has made representation to the Government, and this Synod must be careful as to what is done since it would be very awkward if one of the Dioceses of the Province said something opposite. In fact, he pointed out that the Provincial Synod motion was voted upon at the 1987 Synod, and now something different is being said. He then read out the proposed amendment.

20. Moved by The Ven. E.B. Paterson, seconded by The Rev'd S. De Gruchy -

"That this Synod concurs with the policy of the Ministry of Education of Ontario that religious education in Ontario Public Schools be multi-faith in nature and taught by professional Teachers to all students."

The speaker said if you think you can be isolated, saying we are Christian in our community, turn on the television, listen to the news broadcasts about Ayatollah Khomeini - that's what we see about Islam - the tragedy is that Islam sees Northern Ireland about Christianity and also sees South Africa. He said that we cannot understand music, good literature, without the knowledge of Christianity and other world religions - we cannot crawl into a little ghetto by ourselves - Provincial Synod has said this - we need to have spiritually-literate people, whether they be Jews, Gentiles, Christians, or Moslems, etc. He said he was prepared to take anyone to the mat on Christianity, but was not sure the Schools should be that arena. We can teach people to teach history, mathematics, why can't we teach people to teach religion.

The Bishop advised that the amendment was now being debated.

The Secunder of the amendment advised that the Community in which her Parish is situated had always been very ecumenically-minded with a high degree of tolerance. In the course of a year this disintegrated because of bickering over what the children should learn with regard to the love of Jesus Christ in their School, and it appeared very quickly that religion was not building us up, it was breaking us down. She stated that some of the reasoning behind the Provincial Synod policy was that segregation on any basis, be it race, religion, sex, or anything is a divisive and hurtful thing, it does not help. Segregating children because they are Anglican, Lutheran, United, Roman Catholic, Moslem, etc. usually teaches them to hate, not to love. She said that the Provincial Synod was responding to the changing multicultural society, as well as to the very real belief that nurturing of the faith belongs in Church and home - stating that if we have to rely on the Public School system to protect our faith, we are in pretty bad shape.

It was noted that the Mover and Secunder had agreed to the amendment.

One Clergy delegate, a former Teacher in the Public School system, stated that the saying of the Lord's Prayer as an Opening Exercise is an inculcation against prayer - she said that a period of silence would be very powerful - it is an opportunity for everyone to communicate with their Maker in silence. Her belief was that if children are taught about the various faiths, it would be possible to become much better Christians; a multi-faith religious education taught well, will help in the divisiveness present in society. Christianity is a faith - it is not learned - it is caught. She referred to Archbishop Garnsworthy's presentation - "we are brought to Christ usually one by one". She asked how many present at Synod were there because they said the Lord's Prayer in School.

The Chancellor clarified the situation by saying that the motion before Synod was the original resolution that was amended by agreement of the Mover and Secunder, and he then read out the amended Resolution.

21. Moved by The Rev'd E. Sheppard, seconded by Mrs. M. Hall -

"That this Synod concurs with the policy of the Ministry of Education of Ontario that religious education in Ontario Public Schools be multi-faith in nature and taught by professional Teachers to all students." Carried.

For 88  
Opposed 54

The Bishop concurred. Passed by more than 2/3 majority.

The Bishop commented that the Baptismal statement which means a lot to him, is "that we treat every person with dignity; we cannot hide behind our thinking. Another person who is created by God whether he is of a different faith from me, is a person I have to respect. I would like my children to meet the people of the world - I would like them to know this is a multi-coloured world. I have great faith in Christ, and I want to pass it on. Jesus came into this kind of world, and walked amongst all kinds of religious groups in His time, to proclaim the Good News that there is a Way, a Truth and a Life, and He paid His life for it, but He did relate to people, and He healed a few that were not on His side."

The Bishop urged people to show compassion on these issues. People feel very strongly on these matters.

#### NOTICES OF MOTION (No. 4 on Page 173)

This motion had already been debated, the Chancellor ruled that the Executive Committee can handle this matter. The motion had been changed and was then read out.

22. Moved by The Rev'd L. Shaw, seconded by The Rev'd M. Hornby -

"That "Youth Ministry" be a specific item of expenditure chargeable against the Diocesan Expense Fund commencing with the next Budget, such item to be submitted by the Youth Ministry Committee, to be considered by the Executive Committee in its annual Budget process."

Carried.

The Bishop concurred. Passed by more than 2/3 majority.

#### REPORT OF THE STEWARDSHIP AND PARISH DEVELOPMENT OFFICER (Page 190)

Mrs. R. Goss referring to the program for Stewardship and financial Parish development - voted on at the 1987 Synod, reported that many Parishes have taken advantage of the things suggested in the excellent program. There have been many Parish Life Conferences and Every Member Visitations.

She said that one of the joys of the position has been going around to visit the Parishes. She felt that good things had happened, and that her visits had helped to put a face on Synod. Mrs. Goss said that there were wonderful people working in the Synod Office and yet so many people seem to think that Synod Office is just a Post Office Box where they have to "send money to the Sec".

Mrs. Goss advised that the Stewardship Committee does not have its full complement of people. Sudbury and Muskoka Deaneries are represented, but names are requested from the other Deaneries. She said there are many wonderful things coming up.

A pamphlet entitled "Stewards for Life" has been sent to all the Clergy. This is being promoted by the National Office. She felt that this could be put to work together with the financial campaign.

Mrs. Goss commented that many Parishes have designated a Stewardship person or Committee - she hoped that this would be so in all Parishes.

She referred to Planned Giving and asked the delegates to take the material home to their Parish. Each Parish will be asked to very carefully choose a person who can be trained to answer questions. Planned Giving is not a campaign, "we

don't go and knock on the doors of Senior Citizens asking them for their money". It is necessary to have a trained, competent person ready to answer questions if people are interested.

She mentioned the new system regarding the Budget Levy, and stated that her people at Garden River had previously been assessed at \$2,000., and would now be assessed \$400. They said that they would not go back but would try to do even better than in the past. She urged those Parishes whose Levy would be lowered to try to sustain the original amount in order to help those Parishes who feel they will have trouble in raising their Levy.

Mrs. Goos told of having received a secular card from S. Africa with artwork on it which told a story of sharing, and she reminded the delegates that we are the recipient of God's good gifts, including the gift of His Son. We receive those gifts happily, and with joy we share them with others.

#### REPORT OF THE DIOCESAN COMMUNICATIONS OFFICER (Page 167)

The Reverend F. Dce referred to page 170, "An Overview of Planning for Church Communication". He stated that when we refer to Communications, people have different understandings of what that means. He remarked that the Chart broadens our perspectives. There are different technologies available today, and a great deal of effort had been expended in exploring how to enhance what we have. He stated that some Clergy and Churches are slowly beginning to computerize. These are independent instruments, and for a very minimal cost we can begin to link these together into a communicating system where information can be shared. The Outreach Committee is taking an Inventory of resources, and has talked about an Electronic Bulletin Board - this can become that doorway. There are other data systems that we can plug into; this is very highly technical.

He then asked The Reverend L. Winslow to talk about the Envoy System and where the National Church is going, and how the system is developed.

Fr. Winslow advised that throughout the Diocese there is an electronic mail system which allows instantaneous communication with every Deanery except one, Muskoka. It allows for messages to be picked up when travelling; this kind of communication is working at about thirteen or fourteen stations in the Diocese at the present time.

The National Church is working on communications as well. There was a Conference last Fall talking about electronic and instantaneous mail at very reasonable rates, and talking about "conferencing" where the members do not have to be in the same place at the same time - they don't have to be around anywhere at the same time, the Conference carries on over a period of time, each one looking at the Conference when he has an opportunity, and putting his input in and getting other information out - they can all be in different time zones. The National Church is considering a stratification of data through a series of Bulletin Board systems, thereby cutting down on the amount of paper that flows around the Dioceses. It is a very interesting, dynamic area that is being worked upon, and it even boggles the minds of those who understand it all! It is important that we stay on top of it.

The Venerable E.B. Paterson spoke of two teleconferences held in the Diocese, one with the Pastoral Chaplains and the Human Resources Committee who met via teleconference. There were 6 or 7 Stations, some joined by 'phone, others sitting around a table in Sudbury, Sault Ste. Marie, Thunder Bay, Muskoka, and

Toronto. This was a "freebie" because it was an opportunity to test it. To get that group together it would have cost between \$3-\$4,000. There was another teleconference between the A.I.M. Committee - there were five Stations - all being able to talk together for roughly \$200. If this is done in the evening it is about half price. Videos can be sent and everyone can be looking at the video at the same time. The possibilities are vast. The Archdeacon gave an illustration saying that if a Parish wished, a television could be set up in the Nave with a picture of the Archbishop of Canterbury on it, and you could actually have the Archbishop of Canterbury preaching a Sermon, etc., and the cost might be roughly \$300-\$500. You could ask questions and he could answer.

Archdeacon Paterson said that in such a Conference of course you would not see the faces of the people, and it would to a degree hamper fellowship, but the possibilities are there, and the costs of travelling are saved.

The Reverend F. Doe referred to the Algoma Anglican, and expressed his thanks and appreciation to Mr. Robert Boyer, the retiring Editor, for his years of service to the paper. In addition, he also expressed appreciation to Mr. Donald Smith, the new Editor. He had asked the Managing Editor of Muskoka Publications to be with us, Mr. Doug Brenner, and he had been covering the Synod; had conducted personal interviews with various people. All of this will be of help to the delegates upon their return to their Parish.

Fr. Doe remarked that he did have some concerns and they would come up in the excellent report of the Algoma Anglican Standing Committee. He said that the Planning Report which had been approved should overcome a lot of the difficulties that have been present.

He commended Dr. Kosny's excellent report, and concurred with the recommendations. He recommended that if delegates did not have a copy, they could obtain it through the Archdeacons and Regional Deans. Fr. Doe said that there are things therein which could now be implemented by the Parishes. There will be structures set up to help. He said that "we have been looking at purchasing a new car, developing the vehicle, putting the pieces together that enables us to get somewhere. Part of what Dr. Kosny has recommended is the methodology for helping us to determine where we want to go, but we have to get in there - we have to decide to go."

Fr. Doe referred to Vision TV and the desire of the Anglican Church to be a presence on that network. To accomplish this, it is necessary to sell units of \$5,000. each to the various Dioceses, and it was necessary to sell \$75,000. across Canada. Algoma Diocese was one of the first to say yes. However, Anglicans have fallen short, the will is not there, we want to do it but we are not prepared to get behind it. Fr. Doe said we had a debate on religious education, but he wanted to illustrate some priorities. Our Diocese was on board with a \$5,000. share but the National Spiritual Assemblies of the B'hai in Canada last year invested \$36,000.; Council of Christian Reformed Churches in Canada \$136,000.; Canadian Council of Hindus \$4,000.; Conference of Mennonites, Manitoba \$16,000.; Council of Moslem Communities in Canada, \$100,000.; Seventh Day Adventist \$224,000.; United Church \$249,000.; John Wesley White \$189,000.; Terry Winter Communications \$189,000., and nationally the Anglican Church did not have the will to come up with \$75,000. for programming on the new religious, multifaith network. Fr. Doe stated that we have not given up on this, many good people are working on it, and we are now looking at some co-productions with the Lutheran Church.

REPORT OF THE ALGOMA ANGLICAN STANDING COMMITTEE (Page 142)

The Reverend J.M.A. Wright presented this Report. He expressed appreciation for the untiring work of Mr. Robert Boyer, retiring Editor of the Algoma Anglican, on behalf of the Committee. Fr. Wright commented that a little humor injected into the paper helps to cut some of the tensions surrounding some issues. He said that the Algoma Anglican is the vital link of this very large Diocese.

Fr. Wright referred to a proposal at the end of the report which the Committee felt would help to broaden the scope of the paper, and said that the Committee would be encouraged by the acceptance of certain motions during Synod, especially with regard to the Communications Officer. He then invited questions.

One Youth delegate commented that the Youth are not utilising the paper to its full potential. He sympathised with the burden put upon the Editor who is at the mercy of his contributors. He commented favourably on the proposal contained in the Report.

One Clergy delegate felt that the Algoma Anglican has become very selective as to what is printed in the paper. In response, another Clergyman commented that under the circumstances, the Editor has done a commendable job, particularly in the liturgical area, and did not agree with the previous speaker that there was in any sense of the word any degree of censorship involved.

The Bishop commented that "one of our venerable citizens is here tonight, The Reverend Canon J. McCausland, and he writes regularly for the Algoma Anglican".

Fr. Wright remarked that the Editor has been in regular contact with both the Standing Committee and the Bishop seeking input; he represents the Bishop and is in constant contact with the Bishop's Office - he is not working in isolation.

Another member of the Committee strongly endorsed the work of the Editor, stating that he had consulted regularly with the members of the Committee, and could not speak highly enough of him.

At this point the Bishop asked Mr. R. Boyer to come forward, and he thanked and commended him for all his energy on behalf of the paper. Mr. Boyer has been an M.P., and a member of the Press Corps. The Bishop said he reserved the right of the Editor to edit - that is what the job is all about. He said that the Editor could edit him too - at one time he had told Mr. Boyer he didn't want to see "a certain person on the front page all the time", and so Mr. Boyer took the Bishop off the front page.

The Bishop in presenting a book entitled "The Voice of the Pioneer" told Mr. Boyer that he probably still had Printer's ink in his veins.

Mr. Boyer in thanking the Bishop for the book remarked that it was because of age that he was retiring, and guessed he dated back to pioneer times. He had enjoyed the privilege of attending Synod for the first time, and meeting so many people with whom he had been associated regarding the Algoma Anglican. He thanked all those who had contributed articles and pictures over the years. He stated that the Parish news is one of the very important parts of the paper.

Mr. Boyer thanked the Bishop for his many helpful suggestions with regard to possible features for the paper.

He commended the new Editor who "will be a man for the 1990s".

## REPORT OF THE COMMITTEE ON THE BISHOP'S CHARGE

This Report was presented by Mrs. L. Uzans, Chairman of the Committee, who stated that the Bishop's Charge had been studied individually and collectively, and had given "a lot of prayer and thought about what we are about to say".

"My Lord Bishop:

On behalf of the Synod, no, on behalf of the whole Diocese, this Committee thanks you for your love and leadership over the past 7 years. We also thank Yvonne for her ministry...to you as a marriage partner and to the Diocese. We wish particularly to acknowledge her instigation of the highly successful Conference for Clergy spouses held in February of this year.

We note that your pastoral style permeated the Charge we received yesterday morning, and we heard your challenge to empower both Clergy and Laity to become the Whole People of God - a people who listen, think and act...in the world as the Body of Christ. It is important that job descriptions and parish covenants be ushered in with utmost sensitivity. We celebrate your statement that evaluations be primarily positive but would 'up' the % from 90-99. It would be irresponsible not to point out that a high level of apprehension is present about evaluation and parish goal setting/covenanting, and for this reason we ask that consideration be given to utilizing people with relevant skills to implement the process, people who can pastorally lead Clergy and Parishes into this exciting new model. To this end, we recommend that funds be allocated for the training of people for interim and specialized ministries.

We applaud your statements on the importance of Christian education, and acknowledge the valuable role of Thornelce College in providing programs to the Diocesan family. Taking into account 1) the various ways people learn, and 2) the great need for leadership in all Christian education, we ask that the Diocese promote a wide variety of educational opportunities. We recommend that the Advisory Ministry Committee be given the task of developing a plan for adult education.

We share your vision of the emergence of Native Christian Leaders in Algoma, and foresee solutions and suggestions issuing from partnership with our brothers and sisters of Native communities.

Incorporation of youth into the Body of Christ is always important, and we thank you for again bringing our thoughts to this area. We commend the endorsement of a Children's Unit for the Diocese, and see this as providing, among other very important things, a support and linkage for youth Christian Education Leaders - those unsung Sunday School teachers who nurture our parishes through our children.

We draw your attention to another 'oft forgotten' sector - the young adult. Many times this age group (22-35) are overlooked in our bid to "hear from the Youth". They tend not to be approached for consultation or committee work, and may at times feel their input is not valued. Intentional inclusion may be needed initially for their full incorporation.

While we are speaking of sometimes forgotten people, we wish to also draw your attention to the situation of laity employed within the Institutional Church, usually as Diocesan or Parish Office Staff. These people are working hard, often for extra hours and low wages. The National Church is currently looking at the issue of fair employment practice as regards employed laity. We would like to see the Diocese connect to that work. We recommend investigation of

the above suggestions be given to the Human Resources Committee for study and action recommendations.

We heard your sense of urgency around the need for Liturgy that communicates to people today. We are a Church governed episcopally, therefore appreciate this leadership.

Thank you also for focusing our attention on Evangelism. The need to incorporate the sharing of the Good News into our very fibre can not be said too often.

No response to the Bishop's Charge would be complete without a comment on workload!! It will come as no surprise that there is concern about your health. We celebrate the fact that you have been well thus far, but urge you to re-examine and reduce your workload. We need you to continue to reflect to us global pastoral issues. To do that you need time and energy to think - to meditate - to pray. You also need time for family, and.....but you've heard all those arguments before. Out of much love we recommend that you obtain appropriate assistance as soon as possible (we'll have a later motion on this).

Finally, we heartily commend your emphasis on Social Concerns - your specific mention of AIDS, Public Education of Ontario youth, P.W.R.D.F., Missions to Seamen and Native issues. We believe that solidarity with the whole world happens in relationship. Having Glenda McQueen (Panama Diocese) with us at Synod has greatly enhanced our learning. We encourage you to lead the Diocese into a twinning with a partner Diocese in another Country".

Mrs. Uzans stated that the Committee had two motions to present.

The first motion was presented, at which time the Chancellor advised that permission would have to be received from the Synod, and also that since the motion dealt with money, the wording was not appropriate since it was mandatory, therefore locking the Executive in to finding money to get help for the Bishop, whether he wants it or not, before the next Synod. He stated that it was a very dangerous procedure to have the money expenditures dictated by the floor at a meeting such as this. Priorities can not be assessed, every group would bring their motion to the Synod and it would be swept along and 100% of the Budget would be taken up, leaving no money for the things that have to be done.

Further discussion ensued wherein the Chairman of the Committee said that the intent of the Committee was to strongly recommend that the matter be locked into by the Executive Committee. The motion was then changed to read as follows:

23. Moved by Mr. H. Ziegler, seconded by The Rev'd P. Williams -

"That this Synod recommend to the Executive Committee that appropriate assistance for the Bishop be examined before the next Synod." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The second motion was read out by The Rev'd E. Swayze who spoke to the motion, explaining that for example, Muskoka Deanery had done a great deal of work on the development of Lay training, had applied to A.I.M. for funding and had been told that no money was available. In the Bishop's Charge he had touched on a number of programs available, but the Bishop's Charge Committee felt that education for the ordinary Lay person was absent. Fr. Swayze stated that in the Plan which had been outlined for the Diocese, there was no mention of educating Lay people, or of developing our human resources. It had been noted that there was no body or Committee charged with this responsibility. It was felt that the Advisory Ministry would be an appropriate Committee for this work.



The wording of the motion having been changed to reflect recommendation, the vote was taken.

24. Moved by The Rev'd E. Swayze, seconded by The Rev'd Canon J. Crouch -

"That this Synod recommend that the Advisory Ministry Committee be given the task of developing a plan for education for adults for the Whole people of God in Algoma Diocese." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Bishop thanked the Committee for its sensitivity and for the challenges presented to him.

The evening sitting recessed at 9:45 p.m. with prayer offered by Bishop Petersen.

SATURDAY, APRIL 15th, 1989

#### MORNING SITTING

The Morning Sitting began at 8:45 a.m., with Bible Study in groups.

The Bishop announced that Miss Louise Sheppard was elected as Youth Representative on the Diocesan Executive Committee, and Mr. John Anderson the substitute Representative. Miss Bonnie Schroeder was elected by the Youth as their Delegate to General Synod.

#### REPORT OF THE TASK FORCE ON CLERGY STIPENDS (Page 163)

This Report was presented by Mr. J. Corbishley. He stated that the primary task of the Stipend Task Force is to examine the overall policy and direction of the Diocese in relation to its Stipend and compensation policies. The National Church is comprised of some 30 Dioceses, each being autonomous as to the Stipend policy that they follow, and this has led to a wide disparity in Stipend and compensation policies across the Country. Compensation issues have become far more complex over the past few years with changes to the Tax system, Pension and Health care legislation, and the need to manage with scarce resources. The National Church recognized the difficulties being faced and was deeply concerned as to the many disparities across the system. In May of 1988 the N.E.C. commissioned the Management Firm of Woods Gordon to prepare a Compensation Study to identify the inequities that exist and to develop recommendations to address them which are acceptable to the National Church, and hopefully to the individual Dioceses. This is manna from heaven to the Stipend Task Force.

Mr. Corbishley outlined the various procedures taken by Woods Gordon in compiling their findings. The interim results were taken to the Dioceses across Canada, regionally in groups and discussed with them. A further Report dated March 1989 was the result, and was presented to the Bishops and their Financial Advisers.

Mr. Corbishley said he did not plan to go into the Report in detail but touched on some of the details. He remarked that the March 1989 Report had not received unanimous approval at the meeting of Bishops and Financial Advisers, but did point up the advantages of various Dioceses working in cooperation together. A Resolution which came out of the meeting was that the Report be distributed to all Dioceses for study, and hopefully implementation, and that appropriate resources be made available to the Dioceses for the study process, and that

each Diocese give an interim report on its study and implementation to the N.E.C. at its October 1989 meeting and at later times as required.

The Stipend Task Force is unanimous in its support of this new direction and the initiative of the National Church, and presents the following Resolution.

(No. 13 on Separate Sheet)

Mr. Corbishley having received permission to present the motion, did so.

One Lay delegate questioned that portion of the motion which stated that the Executive Committee would present an Interim Report to the N.E.C. for their October 1989 meeting, and he said the Executive Committee would not meet until October. The Bishop said that if there is nothing to report then that will be said, and perhaps this would be true of other Dioceses because of tight timing of meetings.

A Clergy delegate queried the fact that the Human Resources Committee was called upon to undertake the work - especially since it has already so many matters to follow through, suggesting that the Stipend Task Force is familiar with the Report and could perhaps continue with it. Mr. Corbishley stated that the members of his Committee would be happy to work with the Human Resources Committee, but there appeared to be a lot of duplication of effort by Committees. Restructuring is needed.

The Bishop commented that one strand in the Woods Gordon Report had to do with what the Human Resources Committee is dealing with - assessments. He said that the Clergy are an important human resource of the Church. The Bishop stated that the Stipend Task Force would be a sub-Committee of the Human Resources Committee, it would be a case of working together.

A former member of the Stipend Task Force remarked that he had attended the March 1989 meeting and was excited to see the progress being made toward the kind of thinking we have had in this Diocese for some time. He said he wanted to have it recorded that the motion as it is presented in no way changes the current policy of the Diocese, rather this motion is placing this document in for study and reporting, and it would take another Synod to change the current policy if such were going to be done.

Mr. Corbishley confirmed that the intent is that the document be thoroughly studied; the Stipend Task Force is unanimous in its support of the concepts and principles enunciated in the Report.

The speaker was concerned that the accessibility to all Parishes and to all Clergy be addressed and asked the Bishop for comment. The Bishop remarked that the process would involve a great deal of study work, training would be involved, and no small group would push this through the Diocese.

The motion was then voted upon.

25. Moved by Mr. J. Corbishley, seconded by The Rev'd Canon F. Roberts -

"That this Synod receive the Final Report on Compensation Policies and Practices dated April 1989 for study throughout the Diocese.

That the Human Resources Committee arrange a process for study of this Report, receive reactions and responses, and present recommendations concerning the Report to the Diocesan Executive Committee.

That the Diocesan Executive Committee present to the N.E.C. for their October 1989 meeting, an Interim report on the results of this study and the implementation intentions of the Diocese, and make such further reports as required." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

NOTICES OF MOTION (No. 2 on Page 173)

The Chairman of the Agenda Committee advised that in consultation with the Resolutions Committee, the Mover had agreed that the motion could be split; thus paragraph 1 would be 2a, and the second paragraph would be 2b.

The Mover, The Reverend R. Lumley, spoke to the first motion, stating that some people complain that the Book of Common Prayer is an ancient book with out-of-date Services that are unresponsive to modern needs, and he remarked that he had three books with him which refuted such statements, amongst them one by Author C.S. Lewis, and the third the Holy Bible, stating that the Book of Common Prayer is scriptural.

The Seconder of the motion then spoke concerning the Book of Common Prayer, stating that while the Book of Alternative Services for some was a breath of fresh air, the Book of Common Prayer remains for others the only way for them to express their fellowship with Christ, and he urged charitable consideration of the motion.

One Clergy delegate thought the motion fairly acceptable since it says what is already in place, and it was agreed that voting should then take place.

26. Moved by The Rev'd R. Lumley, seconded by Dr. W. Case -

"That within the Diocese of Algoma, the Book of Common Prayer shall enjoy a position of respect and parity, of at least equal in importance to that enjoyed by the Book of Alternative Services." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Bishop in referring to the second motion (2b), stated that this tends to be congregational; as Chief Liturgical Officer of the Diocese he said that Priests should be sensitive, making sure that Retired Priests taking Services can use the Book of Common Prayer, and that the Book of Alternative Services should also be used. The B.A.S. contains the 230 Rite - the Book of Common Prayer.

The Bishop ruled that the motion 2b which read as follows, was unnecessary.

"The use and frequency of use, of the Book of Common Prayer shall be decided by the Priest and people of the several Mission Stations and Parishes of the Diocese, for use within that particular Mission or Parish."

Motion 2b was, therefore, not voted upon.

The Chancellor remarked that he had been asked to comment on motion 3 (contained under Notices of Motion on Page 173) which asked that a Liturgical Revision Committee be established to revise the Book of Common Prayer. He advised that this is not within the purview of the Synod. The Book of Common Prayer is standard throughout the Anglican Church of Canada; only General Synod can tamper with the Book of Common Prayer. It is the official Book. The Book of Alternative Services has been authorized in this Diocese as the sole official source of Alternative Services.

Motion 3 was therefore not valid to be discussed or voted upon.

NOTICES OF MOTION (Nos. 11 and 12 on Separate Sheet)

The Reverend C. Dee stated that in light of the fact that the Bishop had sent a message yesterday regarding the proposed education cutbacks, he requested permission to withdraw motion 12. The Bishop advised that he had sent the message

regarding what had been done at Synod, to the House of Commons while the Native people were there.

The message read as follows:

"The Anglican Synod of the Diocese of Algoma supports the Native people of Canada in their efforts to ensure continued Government funding for the young people seeking post-Secondary Education."

The Bishop stated that it had been sent to the Prime Minister and the Minister of Indian Affairs.

Having received permission from the members of Synod, motion 12 was withdrawn.

(No. 11)

The Reverend C. Dee stated that the wording of this motion had been amended. He said that the original intent was not to support the hunger strike but to indicate that this Synod had already supported the objectives of the hunger strike. Fr. Dee commented that the hunger strikers have said they will not end their strike until the Government meets with Native officials to discuss the cutbacks, and the Minister has said he will not meet with Native leaders until the hunger strike is ended.

The Chancellor then read out the amended motion, which was then voted upon.

27. Moved by The Rev'd C. Dee, seconded by The Rev'd Canon H. Morrow -

"That this Synod send a telegram supporting the objectives of this group of students, but deploring the use of violence whether against one's self or anyone else as a form of political protest." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

NOTICES OF MOTION (No. 14 on Separate Sheet)

The Reverend F. Carson asked for and received permission to present the motion. He spoke concerning the concept of twinning or entering into a companionship with another Diocese. He stated that this is a program which has been developed by the Missions Department of the National Church, which would allow Dioceses to "twin" with another Diocese giving mutual support, more in terms of human resources than material support. He said that sometimes in connection with the developing world we adopt a paternalistic attitude; this program is more along the lines of learning from each other, growing together as Christians. The whole Diocese in each case has to be involved - not just the Bishops.

Fr. Carson gave details concerning the Companionship Program. He stated that the program would begin with a Covenant for a specific period of time, and at the end of that time 1, 2 or 3 years - it would be reviewed by both Dioceses, either to renew or end it. There would be an exchange of people, information, etc.

Mr. J. Anderson, Algoma Deanery Youth Representative spoke strongly in favour of the motion.

28. Moved by The Rev'd F. Carson, seconded by Mr. S. Anderson -

"WHEREAS the Christian Church, the Body of Christ, is both diverse and unique in its make-up; and whereas the Spirit of God brings people of all cultures and races together in a special, interdependent relationship

Be it resolved that this Synod endorse the concept of "Twinning" or entering into a companionship with another Diocese; and request the Bishop, in consultation with the Advisory Outreach Committee, to select such a Diocese." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

NOTICES OF MOTION (No. 15 on separate sheet)

The Reverend E. Burke asked for and received permission to present this motion.

Fr. Burke remarked that with the emphasis on Evangelism at Lambeth, it is important to address it at the Synod. He said that the resolution is not asking for a Committee, but rather that the Parishes be provided with a model which will give them specific help and resource people if needed, to enable them to carry out an ongoing program of evangelism in their Parish. He said that the idea is not to have a two-week event and then to forget about it; but to have the focus of the Parish activities resolve into a lifestyle of evangelism.

The model "Lifestyle Evangelism" had been presented to the Executive Committee by the Diocesan Outreach Committee, and he remarked that what was important about that particular model was that it is very adaptable to a Parish type of evangelism; he found it excellent. He said it is flexible. It involves the whole Parish. He gave further details of the model.

29. Moved by The Rev'd E. Burke, seconded by The Rev'd F. Carson -

"WHEREAS the Church of Jesus Christ is charged with the responsibility and joy of proclaiming the "Good News" to a hurting and lost world; and

WHEREAS the Lambeth Conference has called for a decade of Evangelism; and

WHEREAS St. Paul says, "faith comes from hearing the message...." (Romans 10:17); therefore

Be it resolved that this Synod request the Bishop to initiate a program of deliberate evangelistic effort and that specific training and growth opportunities be made available throughout the Diocese." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

At this point the Chairman of the Agenda Committee announced two Notices of Motion for the 1991 Synod; these will be published in the Synod Journal.

NOTICES OF MOTION (Nos. 18 and 19 on separate sheet)

Mrs. B. Piper asked for and received permission to present the motions.

(No. 18)

The first resolution asked the Diocese of Algoma to endorse the application of the Teme-Augama Anishnabi to the Primate's World Relief and Development Fund for a grant of \$19,074.54 as a contribution to their legal costs in connection with title to their homeland. The speaker outlined the costs, etc. involved. She said that the main question before the Supreme Court is - does the Teme-Augama Anishnabi have aboriginal title to their traditional homeland of 3,823 square miles, or is it the lands under the Public Lands Act of Ontario?

As the Bishop wished to speak on the issue, The Very Reverend I.L. Robertson took over the Chair.

The Bishop spoke of his long involvement in the struggle; he pointed out that the same situation could happen to the average Canadian with regard to land takeover. The Native people are fighting ongoing Court battles with regard to their land.

One Archdeacon speaking in favour of the motion, stated that the Church should support the Native people in their fight for their land.

One Clergyman who is directly involved remarked that it should go to the Courts so that the correct answer might be found, but he pointed out that there are casualties on the other side - many parishioners had lost their jobs, are having to move as a result, and families are being torn apart.

The Chairman remarked that to support the motion was an attempt to find out who is right in the matter.

30. Moved by Mrs. B. Piper, seconded by Mrs. L. Grawbarger -

"That the Diocese of Algoma endorse the application of the Teme-Augama Anishnabi to the Primate's World Relief and Development Fund for a grant of \$19,074.54 as a contribution to their legal costs to assert title to their traditional homeland of 3,823 square miles." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

(No. 19)

This resolution concerned a donation of \$5,000. from the Diocese of Algoma to the Teme-Augama Anishnabi. The original motion had been amended.

Mrs. Piper stated that the total of their costs was \$300,000., and the attempt is being made to approach every Diocese in Ontario for a contribution.

31. Moved by Mrs. B. Piper, seconded by Mrs. Lana Grawbarger -

"Be it further resolved: that the Diocese of Algoma donate \$5,000. to the Teme-Augama Anishnabi as a further contribution."

The Vice Chancellor put forward an amended motion as follows:

32. Moved by Mr. A. Newell, seconded by Mr. O.K. Lawson -

"Be it further resolved that the Synod recommend to the Executive that the Diocese of Algoma donate \$5,000. to the Teme-Augama Anishnabi as a further contribution, to be raised by special assessment against each parish."

The amendment was agreeable to the original Mover and Seconder.

The Chancellor pointed out that constitutionally under the Canons, the Synod cannot spend money; all the motion can be is a recommendation to the Executive.

One clergyman objecting to the late presentation of the last two motions, pointed out while not objecting to the right of the Native people to have their "day in Court", that the suggestion of a parochial levy would be presented to parishioners whose homes and livelihood would be jeopardised since they have lived in the area in question. He also pointed out that the Ontario Court of Appeal has turned the matter down twice, and money has been given by the Church to see that the Native people have their day in Court, and he asked "when do we call it quits?" He pointed out that the Executive Committee has turned down necessary property requests due to lack of funds, and yet is being asked to authorize a parochial levy in order to give a \$5,000. contribution.

One Lay delegate from the area concerned pointed out that 450 people were being put out of work, and would have to move because the action cannot be settled.

The motion as amended was then voted upon and DEFEATED.

The Bishop concurred. Defeated by more than 2/3 majority.

The Bishop welcomed Miss Glenda McQueen, Planning Officer for the Diocese of Panama. She had visited in various part of Algoma Diocese and had been asked to give her impressions at Synod.

She told of how hard it is to say goodbye in Panama, it sounds so final; her people prefer to say till we meet again, which has hope for the future, and that is how she felt about her stay in Algoma. She had found her visit and the sharing therein to be one of the most fulfilling moments of her life, as an individual, and as a member of the community of faith which brings together, men and women, youth and children, Laity and Clergy, people of different colours, races, nationalities and languages, environment and perspective. She told of how she had come to Canada in faith, not knowing people or places, trusting that she would find brothers and sisters who cared enough that what needed to be done would be so. She had found this to be so, and that the people had made her so warmly welcome. It was stressed that it is so very important that the peoples of the world get to know more about each other.

Miss McQueen was thankful that her visit prior to Synod had helped her to become informed on the issues facing the people of Algoma. She stated that she had had an opportunity during her visits, to tell of the current situation in Panama, and what the Church is trying to do there.

She referred to Clergy evaluation mentioned during Synod, and she said that she had made notes with regard to her visit and evaluated her growth since coming to Canada - her attitudes, action and behaviour. She also considered her weaknesses - where improvement was necessary. As an introvert she had tried to be open and share with people, and this had improved as her tour progressed.

Miss McQueen felt that with what was being experienced in Panama, the Church too had grown, had been confronted with the need to identify what was its calling as a servant Church in that community, in that reality.

She had tried to understand what was the Church's calling in Algoma, to serve and to minister. She said that her Bible Study group had helped her.

Glenda said that what was basic for her was - what is meant by breaking bread together, feeding the hungry, clothing the poor - what does all of this mean today in Algoma for the integrity of humankind. "This is something that you as a People of God, as the Church, have to struggle with, to define and do something about". She said I think you have a Diocese made up of extremely committed, devoted people, with lots of gifts and talents - committed to Church, Country and family; a Nation of people with great tradition, a tradition rooted in the social and religious history of its people, proud of who and what you are, and of what God has given you, and what you make of what He has given you. You are part of a very strong and powerful Church in this Country, with ties in many parts of the Government, history and makeup of this Nation, trying to carry out its ministry, feeding and receiving its members, nurturing them with a great sense of community and belonging, and during this Synod we have seen a lot of this in what you have discussed.

She said that Algoma has strong, difficult, painful issues to deal with - one of them is how as a Church in a very industrialized Nation, you keep faithful to the Gospel and respond to the calling to prevent the destruction of our environment. Another issue is how in justice you relate to the Native people.

She referred to another fundamental teaching with regard to the value of life and human beings, asking how do the people of Algoma relate to this in a Country which is becoming more diverse with regard to the different religious backgrounds, and the different ethnic groups with differing historical backgrounds. "How do you respond to unemployment, unfairness of the system in regard to the single mother's needs. Where is the Church's role in all of this? We have to struggle with what is outside of our community".

Glenda spoke of the large problems in Panama about which the people can do nothing, but being part of a large communion around the world tells them they are not alone. She felt that perhaps what she could do in Panama, and what the people of Algoma can do, will help to make the world much better.

She asked that the Synod express its solidarity with the Church of Panama and with the Ecumenical Committee of Panama, whether it be by letter or telegram, to say "we are aware of what you are doing, and we solidarize with you. We support you in your efforts, and our prayers are with you".

Glenda concluded with an invitation to Panama to a Convention being held in January 1990.

The Bishop presented Miss McQueen with a book concerning the Trans-Canada Highway.

33. Moved by The Rev'd Canon J. Crouch, seconded by Mr. H. Mackenzie -

"That this Synod accepts the resolution presented by Miss Glenda McQueen expressing solidarity with the Church of Panama and its Ecumenical Committee." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

The Chairman of the Agenda Committee reported that the Synod had disposed of all the matters before it, and would now proceed with the election of an Auditor.

Discussion ensued wherein one member of the Advisory Finance Committee commented that there was no reason to change Auditors. However, it was pointed out that the Diocese would be working with the same people in a different Firm.

34. Moved by The Ven. W.R. Stadnyk, seconded by The Rev'd L.H. Winslow -

"That the firm of Pannell Kerr MacGillivray be appointed auditors for the Diocese of Algoma." Carried.

The Bishop concurred. Passed by more than 2/3 majority.

#### MESSAGE TO HER MAJESTY THE QUEEN

The presenter of the motion registered strong objection to the Message not having been placed on the Agenda for the beginning of Synod, and asked the Agenda Committee to make a note of this, since he felt when people are preparing to leave, the Message is not given the enthusiastic attention it should receive.

35. Moved by The Ven. M.S. Conliffe, seconded by Mrs. C. Gagnon -  
(all stood)

"That the Synod adopt and send the following message:

"To Her Majesty Elizabeth the Second, Queen of Canada:

The Bishop, Clergy, and Laity of the Anglican Diocese of Algoma, now assembled in Diocesan Synod, in Sault Ste. Marie, Ontario,



Canada, re-affirm our devoted loyalty to Her Majesty, Queen Elizabeth the Second.

We are inspired by your Majesty's constant concern for harmony and understanding among the diverse peoples of the world, and trust that your proposed visit to Russia will further the cause of peace.

We pray that God will continue to bless you with honour and safety, wisdom and good health as you serve Canada and the Commonwealth Nations; and that His grace and love will be always with Her Majesty, Prince Philip, and all the members of the Royal Family."

This was CARRIED with the singing of "God Save the Queen" and "O Canada".

#### VOTES OF THANKS

Mr. H. Mackenzie, Chairman of the Vote of Thanks Committee, stated that the Committee comprising Mr. N. McDowell, Dr. M. Richardson, and Mrs. V. Hall, had asked him on their behalf, to present the following:

36. Moved by Mr. H. Mackenzie, seconded by Dr. M. Richardson -

"That we extend a warm and sincere note of thanks to the committees and individuals who have laboured diligently and effectively, before and during Synod to ensure that this 34th Algoma Synod was stimulating, provocative, informative, challenging, and spiritually uplifting.

- The Arrangements Committee under the Chairmanship of The Rev'd Garry Dobinson for appropriate and comfortable facilities in which to carry out our deliberations.
- The Agenda Committee under the Chairmanship of Harry Huskins for the smooth coordination of a full and challenging Agenda.
- The Chancellor, The Hon. John Wright, and the Vice-Chancellor, Mr. Alan Newell, for procedural advice which was important to the efficient function of Synod.
- The Credentials Committee under the Chairmanship of The Rev'd Clifford Dee, for their effectiveness in processing Synod delegates quickly and with a word of welcome.
- The Elections Committee under the Chairmanship of The Rev'd Frank Gower.
- The Bishop's Charge Committee under the Chairmanship of Mrs. Lynn Uzans, for their thoughtful comments.
- The Orientation Committee under the Chairmanship of The Ven. Eric Paterson, for helping new delegates to Synod to understand the process.
- The Canons and Resolutions Committee under the Chairmanship of Canon D. Landon, for their clarity and brevity!
- The Press, T.V. and Taping Committee under the Chairmanship of Archdeacon W. Stadnyk.
- The Services Committee under the Chairmanship of Dean Robertson, for the thoughtfulness, and for the variety of the spiritual Services which took place during Synod. We also thank the Clergy, the Wardens, Choir and Organist, and people of St. Luke's Cathedral for their hospitality and facilities related to the Ordination and opening Service of Synod.

- Archdeacon Mark Conliffe for preparing the Message to the Queen.
- The Anglican Church Women for their hard work in making the opening reception at Bishophurst so successful, and for providing refreshments during Synod.
- The Diocesan Treasurer, Mr. Din Oosterbaan, the Bishop's Secretary, Mrs. Jean McAlpine, and all members of the Synod Office who attended to every detail so professionally, before and during Synod.
- The Rev'd Ray Porth, Clerical Secretary, Mrs. Jane Rogers, Lay Secretary, and Mr. Ken Lawson, Registrar.
- The Rev'd Laverne Jacobs, The Rev'd Marina Jones, and other members of their group, for sharing the concerns of her people with us, and for sharing God's love through the celebration of the Native Eucharist.
- The Most Reverend Lewis Garnsworthy for his humorous, stimulating and challenging keynote address.
- Mr. Norman Welske for leading and lifting our voices in song.
- A special thanks to the Youth delegates to this Synod for their active participation and their excellent presentation.
- The many people responsible for preparing and presenting reports to this Synod, some of which represent months, if not years of labour and struggle.
- The people who supplied various resource material for viewing, for information and for sale, which was of genuine assistance to members of Synod.
- The Native people for sharing and providing an enjoyable meal and fellowship at Cara Community Centre.
- The efficient and courteous service given to us by the Staff of the Ramada Inn during our stay here.
- The members of this Synod for their active participation, their patience and their charity.
- To our visitors and observers for enriching our Synod through their presence.
- To the Bishop's wife, Yvonne, for her hospitality at Bishophurst.
- To our Bishop, for his love, his spiritual guidance and his incredibly hard work on behalf of this Diocese and all the people of God.
- And finally, Thanks be to God whose presence with us through the Holy Spirit has strengthened and guided our deliberations during this 34th Synod of the people of Algoma.

#### CLOSING EUCHARIST

The Eucharist was celebrated by The Right Reverend L.E. Peterson. The Eucharistic Teams were The Reverends T. Cunningham, L. Shaw, P. Chuipka and E. Swayze, together with Miss J. Capstick and Mr. R. Williams, Youth delegates. Other Youth delegates taking part were Miss B. Schroeder, Miss B. Garvin, Miss Kate Hernden and Miss L. Sheppard.

#### PROROGATION OF SYNOD

The Bishop prorogued the Thirty-fourth Session of the Synod and concluded with the Blessing.

NOTICES OF MOTION FOR 35th SESSION OF SYNOD (1991)

Moved by Dr. D.H. Gould, seconded by The Ven. E.B. Paterson -

"That Canon 38, special note: Eucharistic Assistants be amended by removing the words "in the administration of the Chalice: from line 2."

(So that the paragraph would read: "Eucharistic Assistant requires a special licence for this purpose from the Bishop. They need not be Lay Readers, etc.)

CANON ON ARCHIVES

1. The Synod shall provide a secure place of deposit for the archival records of the diocese.
2. The archives shall be administered by the archivist under the direction of the Heritage Committee, said Committee to be subject to the authority of the Executive Committee. The Heritage Committee shall consist of:
  - a) The Bishop
  - b) The Secretary-Treasurer of Synod;
  - c) The archivist;
  - d) such members as may be appointed by the Bishop, and who shall remain in office during the pleasure of the Bishop;
  - e) a Chairman to be elected by the Committee from among its members.
3. The Archivist shall provide aid and support to the Heritage Committee in stimulating and sustaining an interest in, and appreciation of, the history of the diocese.
4. The Archivist shall be appointed by the Bishop and remain in office during the pleasure of the Bishop. It shall be the duty of the Archivist to preserve all diocesan archival materials of historical value, and to arrange and describe them according to standard archival principles.
5. The archives shall be the place of deposit of all non-current diocesan and parochial records which have been determined by the Archivist to be of significant archival value, unless the Heritage Committee is satisfied that the records are held in a secure manner and in a place in which they will not deteriorate or be damaged by the environment.
6. The Archivist and the Chairman of the Heritage Committee shall provide access to the archives, assist researchers in the use of the archives, answer mail, telephone and personal enquiries, and conduct research as requested by the diocese, its officers, and parishes.

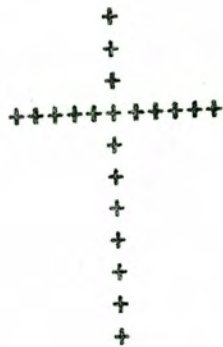
Adopted by the Heritage Committee, October 14, 1988.

**BISHOP'S CHARGE**

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by

**The Right Reverend  
LESLIE E. PETERSON, B.A., L.Th., D.D.  
BISHOP OF ALGOMA**



**TO THE THIRTY-FOURTH SYNOD  
OF THE  
DIOCESE OF ALGOMA  
Anglican Church of Canada**

**Sault Ste. Marie, Ontario  
April 13th, 1989**

THE BISHOP'S CHARGE

SYNOD - APRIL 1987

---

IN THE NAME OF THE FATHER AND OF THE SON AND OF THE HOLY SPIRIT. AMEN.

My Brothers and Sisters in Christ - People of God.

This is a moment in time when we gather to decide together resolutions and action that will enable the Diocese of Algoma to fulfil Our Lord's Mandate of Mission and Ministry. All of our decisions are immersed in worship, prayer and scriptural reflection. This Synod, following upon the experience of the bishops at Lambeth, I have asked that people be assigned to table groups where they will share reflection and fellowship together. It is my hope that we will get to know one another, and appreciate the diversity and strength of the people of Algoma. I hope you will be patient and learn to work together as we strive for the common good of the Church in Algoma. This Synod is a special time for us all!

PERSONAL THOUGHTS

Yvonne continues to support me faithfully as I move across the geography of the diocese, as well as Provincial and National commitments that belong with the mandate of episcopacy (keeping the diocese in tune with the whole Church). The highlight for both of us since last Synod was the Lambeth Conference at Kent University overlooking Canterbury Cathedral. It was one of those un-repeatable moments being a member of a worldwide, multi-cultural, multi-racial fellowship - worshipping together, studying together, working together, and enjoying fellowship both structured and informal. Archbishop Runcie's remarkable leadership is especially focussed in his theme address "The Nature of the Unity we seek". I hope all of you will have opportunity to see the video of that Address. The implications of that gathering will be expressed throughout the last decade of this century all over the Anglican Communion and beyond.

Our family keeps growing; in August, Yvonne and I are expecting our 9th grandchild. I enjoy very much being able to make contact with some of them on special occasions.

This summer I begin my 7th year as Bishop. The work pressure never seems to let up, and so far I have been blessed with good health. I do believe, however, that the assistance for the bishop outlined in a feasibility study

for the diocese will help greatly to relieve some of the work load. I enjoy getting out in the field talking to people.

I have appreciated the fact that Rosalie Goos, our Stewardship and Parish Development Officer, is able to spend time out in the parishes as well. The strength of the Church is every person fulfilling their calling as a baptized member of Christ's Body, and all the resource people, bishop, clergy, staff, have as their common goal the encouragement of the youngest, as well as the oldest member, to be an ambassador for Christ. I thank God that each of you, and the parishes you represent, are part of the Mission and Ministry of the Church in our diocese.

#### WELCOME

I am pleased to welcome to the Synod this morning a number of guests. Archbishop Lewis Garnsworthy, our keynote Speaker tonight; The Reverend Laverne Jacobs, National Coordinator for Native Ministries, our Celebrant this afternoon as we focus on Native Ministry; The Reverend Marina Jones of Masset, B.C., a Native Deacon who will speak to us today when the Report on Native Ministries is heard; Glenda McQueen of Panama, a Partner in Mission. Glenda has been on a brief tour of our diocese, and will be making some observations near the end of our Synod.

I welcome The Reverend John McRae, our Coordinator of Pastoral Chaplains, who has spoken already to you at the Synod Service last night.

We also welcome Bob Boyer, our diocesan Editor of the Algoma Anglican, who has just announced his plans for retirement. We will be thanking him appropriately later in the Synod.

Norman Wolske, Deanery of Muskoka Youth Coordinator, is here to help us with singing - you have already sampled his style.

Dr. Mitchell Kosny, Professor of Social Planning at the Ryerson Institute, will direct us through the second phase of our Planning Report. We welcome you, and look forward to meeting you informally.

The Reverend Canon Ebert Hobbs, of Navion Financial Development Systems, will lead us through a feasibility Study made in the diocese this past month for a major fund raising effort, and will join us when the A.I.M. Report appears on the Agenda.

Last, but certainly not least, we welcome Archbishop Wright, and thank him for his interest in Algoma. We support him in the loss of his dear wife, Margaret. We know that his indomitable spirit helps him to carry on.

#### DIOCESAN FAMILY CONCERNS

##### Synod Office Staff

Mr. John Ligertwood, General Treasurer of our National Church, on behalf of the diocese, conducted a review of our management procedures at the Synod Office, and throughout our organization. He noted an efficient, happy Staff. Since last Synod we said goodbye to Marilyn Sellers and Patsy Oosterbaan. We have now added two new Staff members.

Din Oosterbaan, our Treasurer, is more than a full time professional, he gives of himself to foster our diocesan practical needs. Jean McAlpine, my Secretary, and Sheila Brideaux, our Senior Clerk, do more than their share to support me and the clergy in the parishes. Our Synod Office is an important part of our diocesan ministry.

##### The Departed:

At the Eucharist on Friday, we will pause to remember with gratitude the people who have served the Diocese, and have entered the paradise of God since our last meeting.

The Rev'd Hubert Arthur Vallis (Algoma) 1953-1973  
The Rev'd Murray Edward Bradford (Algoma) 1966-1986

Mr. H.M. Monteith, Secretary-Treasurer of the Diocese of Algoma 1955-1962

Mrs. Margaret Wright, wife of The Most Reverend W.L. Wright  
Mrs. Frances Thompson, wife of The Venerable Gilbert Thompson  
Mrs. Alice Hincks, wife of The Late Canon H. Hincks  
Mrs. Mary Madeline Peeling, wife of The Late Reverend Henry Peeling  
Mrs. Dorothy Mowat, daughter of The Late Reverend Canon Wm. H. Hunter

Robert Arthur Hutcheson	All Saints' Church, Huntsville Member of the Diocesan Executive Committee
Douglas H. Murray	St. Matthew's Church, Sault Ste. Marie
Ralph Wilcox	All Saints', Onaping; St. Michael's, Azilda
Geoffrey Birch	St. John's Church, Schreiber
Frank Hutcheson	All Saints' Church, Huntsville
Captain Wm. Kidd	St. Peter the Apostle, Elliot Lake
Tom Deminion	St. Michael's Church, Azilda

"REST ETERNAL GRANT UNTO THEM, O LORD, AND LET LIGHT PERPETUAL SHINE UPON THEM."

## Human Resources

Since the last Synod only one of our clergy has retired, The Venerable Wm. Graham, who is presently living in Bracebridge. Three clergy have left the diocese for other appointments, and eight clergy are either On Leave or on the Primate's List. I am pleased to introduce five new clergy who have been added to our diocesan strength. Please restrain your enthusiastic welcome until the last name is announced.

The Reverend Richard Willans, Thunder Bay  
The Reverend Jack Bays, Thunder Bay  
The Reverend Peter Williams, Thunder Bay  
The Reverend Ed Vaughan, Emsdale  
The Reverend Bruce McLeish, Sault Ste. Marie

and those Ordained to the Diaconate last night:

The Rev'd Hugh Hamilton, The Rev'd Greg McVeigh,  
The Rev'd Joan Mitchell, The Rev'd Beth Marie Murphy,  
The Rev'd Genevieve Rollins

and William Brent Neumann, to be Ordained as a Deacon in Ottawa, on May 16, 1989, for the Diocese of Algoma.

I appreciate the focus that the Human Resources Committee has helped me to develop in the important task of Clergy appointments to parishes. When a vacancy occurs I require a parish to do a profile that helps us to look at their goals and needs. We are developing an emphasis on clergy being able to write out their job description. It is my hope that as we become more and more skilled in being able to clearly know our talents and our responsibilities, we will be better managers of our time, and able to work with others who share the responsibility for the parish ministry. St. Paul said it was a body ministry - Jesus Christ the Head, and all of us living and being a part of the Church which is His body. I foresee a leadership style that is able to confer with others about worship, teaching and ministry.

I commend the Deanery of Muskoka for their development of a Service of Celebration of New Ministry that clearly says we are a people who serve the Lord together.

When there is a vacancy after a long term ministry, or after a crisis, we need an interim ministry so that a parish can take the necessary time to refocus and adjust to a change in leadership. I believe our diocese should



be training interim pastors who will be willing to spend a period of time in a parish, preparing the people for the new pastorate.

I am pleased that during these past two years we have had two excellent sessions with some of our clergy in the role of supervision. I hope that the diocese will support our Coordinator of Pastoral Chaplains in encouraging these developments throughout the diocese. We will work on this in the next few years so that we will grow in competence and clarity as we seek to foster good leadership in Algoma.

One of the essential tasks of the Bishop, which I share with the Pastoral Chaplains, is to foster prospective candidates under the House of Bishops' guidelines. We want Priests who are enablers, people who will work in our diocese to foster in every community the gifts and resources of God's people; each one of them empowered by God the Holy Spirit, baptized into the death and resurrection of Jesus Christ.

During this Synod you are being asked to share a process of developing a Job Description for Parish Priests, based on a Covenant that is established, and a Mission Statement of the Parish. As we proceed through this, please keep in mind that any good personal evaluation process has in mind the development of healthy people enjoying their work, and is 90% affirmative in nature, encouraging people to develop their skills and gifts. It is an opportunity which I think is long overdue. The real questions about the value of our Mission and Ministry will become more focussed. The parishes will function as a body ministry, and I believe this is going to be helpful and prevent the development of false assumptions and expectations that drive people beyond their strengths, and cause crises to develop.

I foresee people spending more time knowing themselves and the people with whom they work. This will aid them to develop plans together in constructive ways in the days ahead! Lively ministries emerging from healthy communities, both urban and rural, and of course, in many different styles.

#### Planning

There has been a great deal of energy and commitment during these past two years, towards long range planning for the Diocese. The second phase of Dr. Mitchell Kosny's work is in your hands, expressing the felt needs of people across the diocese in ten meetings last Spring. It is clear to me

that people are expecting the Church to grow towards involvement in their local community. They also expect to be better informed about events and policy in the diocese, and they are calling for people's gifts and talents to be valued and included in all parish, deanery, and diocesan decision making.

As your bishop, I am aware of the raised expectations that this report is calling us to deliver as a diocese. I will not be able personally to deliver the work load that this job expects, and our present Staff is already over-worked. I hope we will not get sidetracked, but find ways and means to employ additional people with creative energy, who can lead us into the future, and help this diocese grow in every deanery, into exciting fellowship, outreach and personal development, so that some of your expectations can be delivered. This is going to cost money!

#### Anglican Church Women

The work of Anglican women in Algoma continues to be strong, reliable, and creative. Since the last Synod the leadership mantle was handed over to Algoma Deanery under the leadership of Doreen Stadnyk. She brings her gifts and faithfulness to this diocesan work. Less than a month from now the Diocesan A.C.W. Annual Meeting is scheduled to be held in Bracebridge, and promises to be another time of fellowship and development for the diocesan family. It is always a happy gathering for me as a bishop.

#### Anglican Youth

The youth of Algoma are taking their place more and more in the Councils of the Church, and it is heartening to see young people learn by struggling together, the processes of Church government, and learn to care about one another in our world. We need their voice and energy in our diocesan life. The more intentional and deliberate we are in the parishes, deaneries, and diocese, to include them in our gatherings and hear their views, the healthier our diocese will be. Diocesan Camps in Algoma have always been a great resource for youth fellowship and nurturing, as well as times for families to gather and share fellowship together.

I heartily support the proposed Children's Unit that will help to coordinate our nurturing of our basic resources for the future, our children.

Thorneloe College in Sudbury has been very helpful in developing a program of study for lay people, from which there have been several graduates in our diocese. Anglican students who are studying at Laurentian University, are encouraged to live at the College in a healthy atmosphere. We hope that you will contact Dr. John Sandys-Wunsch, the Provost, to learn more about the programs. It is hoped that the diocese would develop with the College, future programs which can be jointly sponsored to help in the leadership development work in our Church.

#### Theological Colleges

Our diocese has depended upon numerous theological Colleges for the training of Ordinands. The Colleges are all experiencing serious financial difficulties at this time, and are looking to the dioceses for financial support. There is a Resolution before General Synod calling for 2% of expenditures towards support for our Colleges. There may be other creative ways for our diocese to be responsible citizens in this area, and do our part in the development of sound theological training for Algoma students.

#### Lay Readers

The number of Lay Readers keeps growing in our diocese, and it is healthy to see the development of training programs across the Church. Theological Education is for all the people of God. I encourage more of you to become articulate theologically as we find the issues facing our world have implications that require clear and careful decisions.

#### Book of Alternative Services and Book of Common Prayer

There has been a wider use of the Book of Alternative Services across the diocese as an alternative. At Lambeth last summer, it was interesting to take part in slightly different wordings to Services, from different Provinces of the Communion. It seems that Anglicans all over the world are in some stage of Liturgical Development. I was pleased to see people participating in the Liturgy, reading the Prayers of the People with dignity.

My hope for Algoma is that we will be able to move forward intelligently, using our resource books where they best fit and make Liturgical sense. Emotional responses indicate to me that we are losing a balance that has always been a fact in Anglicanism. I believe we will be using both books.

I frankly find that there are so many excellent phrases in the new Rite that speak to our time and the Canadian context; words involving space, multiculturalism, care for our resources, people working together. They come out of our life experiences today, and allow us to celebrate the Living God in our midst. While it is important to remember our past, it is also urgent to be able to have Liturgy communicate to people today.

### Native People

I want to make it clear that Les Peterson is concerned about Native Land claims, because he is a member of the Anglican Church of Canada which has gone on record at General Synod that it believes their cause to be just and right in the eyes of God. They believe this because of our roots in the Bible teaching that upholds the plight of the marginalized and poor. I think that while there are many views on this subject, there is no wavering in my mind. Until we Canadians can come up with more justice in our treatment of our aboriginal people, we are going to be the losers. I am encouraged by the energy and commitment of the people who attended the Native Convocation in Saskatchewan last Fall. We all look forward to their report later this afternoon. I hope that we will see before too long a training program for Native Christian Leaders, and eventually Native deacons and priests in Algoma.

### Public Education

The Provincial Synod called upon our dioceses to take initiative to keep before the Government of Ontario its responsibility for the moral and spiritual development of all of its citizens; calling for a program of Religious Instruction that is well structured, and taught by competent teachers - allowing for the reality that we are a multi-cultural society, and encouraging children to become adequately informed about the history and religious backgrounds of all its citizens.

Surely if we are going to combat racism and intolerance, we need to be able to understand why a person thinks and acts differently from us. It is the kind of world in which Jesus walked, with its tensions and differences. Insulating ourselves from others in Christian ghettos is not my reading of Jesus' command to Go into the world and preach the Gospel. I hope we will always support a public education, but one that is not afraid to look at the

religious roots of all people, and allow parents to raise their children in their faith, in a healthy dialogue that will allow God to enrich and build a Church that is truly inclusive of all ages, races, languages, and customs.

#### AIDS

The House of Bishops just released a Pastoral Letter on AIDS calling for all Christian people to be compassionate to the people infected, and literate about the causes of AIDS. The Advisory Social Action Committee has made available some information for your perusal. It is important for us as a diocese, to be prepared to be clearly pastoral with patients and their families when a person is sick.

#### Missions to Seamen

I again commend the energy of the Chaplain, The Reverend David Bradford, and the Committee which supports him, for the excellent work being done to make the turnaround time at the Lakehead comfortable and hospitable. Seamen are a long way from home. The Mission is a good example of the Church in action, showing care for people in their time of need.

#### Evangelism

The Bishops at Lambeth called for a Decade of Evangelism. I hope that Algoma will give some real thought as to how we present good news to people; how to develop parishes which are open to welcome new people in their midst, and how to sustain someone who has made a commitment to Christ. Help us to first pray that God would open the hearts and minds of people to hear the good news, and give us the boldness to speak out in our culture, to bring salvation to people around us.

As I listen to all the people who are buying lottery tickets hoping for a break, and all the people spending weekends partying, and all those hooked on drugs, I think we have a field ripe for harvest. . . the need for wholesome living is there. The way we tell our story, in our own lifestyle, and in the manner of communication, is all part of Evangelism.

I believe we need to be more intentional about this, and put our minds and resources behind it, to allow God to touch thousands of people right now in our geographical area, who are in need of all that Jesus Christ and His Community can offer in love, care, and nurture.

The Diocesan Motto for 1989 is all about Evangelism - Pray the Lord of the harvest to send labourers into His harvest.

P.W.R.D.F.

When a disaster occurs, we all realize that we can immediately contribute to this Fund, but the real work of the Fund is in the development projects that prepare people to live with dignity and hope, and help them overcome a crisis. I commend heartily the work of the P.W.R.D.F. to all of you, and I thank Betty McDowall, Michael Bennett, and all the people in the parishes who have given time and energy to promote awareness of the plight of people in our world, and have entered their struggle, standing in solidarity with them, and being energized by their radical commitment to Justice, Freedom and Integrity. I can still see the face of the lady in Mexico who presented a package of pictures of Bishop Romero to me, almost saying "this is what being a Bishop is all about - a champion of the poor."

I would encourage this diocese to develop strategies of development education which allow people to be engaged with others in their struggles, and be able to see first hand base communities in action, living out the Gospel.

Conclusion

This Synod is an opportunity for the people of Algoma to move into the future with resolution. There is a healthy Agenda before us. Every person's views are important, and we need to be patient with one another so that an authentic unity and fellowship can grow, and a genuine vision can be seen that will empower, and give energy and courage to us all to be faithful to Our Lord, as members of a world wide, multi-cultural, multi-language Church, that here in this wonderful part of God's creation we may be good stewards of all of our resources, especially our human resources.

Thank God for all that we have been given. Thank God for the challenges of today. Thank God for His empowering Spirit which will guide us into the future.

Yours in Christ,

Leslie E. Peterson,  
Bishop of Algoma.

REPORT OF THE EXECUTIVE COMMITTEE

1) MEETINGS:

The present Executive Committee has held six meetings since the 33rd Synod Meeting of May 1987 -

1. May 27, 1987 - Marconi Club, Sault Ste. Marie
2. Sept. 30/Oct. 1, 1987 - St. John's Church, Copper Cliff
3. Feb. 24/25, 1988 - St. John's Church, Copper Cliff
4. May 25/26, 1988 - St. John's Church, Copper Cliff
5. Oct. 26/27, 1988 - St. John's Church, Copper Cliff
6. Feb. 22/23, 1989 - Church of the Epiphany, Sudbury

2) ATTENDANCE:

<u>Meeting No.</u>	<u>Complement</u>	<u>Attendance</u>	<u>Absent</u>	<u>Resolutions Passed</u>
1	28	28	-	12
2	28	26	2	63
3	28	24	4	54
4	28	21	7	48
5	28	25	3	42
6	28	25	3	40
	—	—	—	—
	168	149	19	259
	==	==	==	==

3) Since the 1987 Synod your Committee passed a total of 259 resolutions.

4) BEQUESTS and BENEFACTIONS:

During the two-year period ending December 31, 1988, the undernoted bequests and benefactions were received by the Diocese:

-\$ 7,500.00 BRIDEAUX MEMORIAL FUND, THE R. & S.

This fund was established by Mr. & Mrs. Richard Brideaux in August 1987 with an initial deposit of \$4,000.00. The purpose of the Fund is to assist with Missionary projects overseas as approved by the Bishop and only the income can be expended. An additional \$3,500.00 deposit to the Fund was made by the original donors in the Fall of 1988.

-\$ 1,282.00 CLERGY RETIREMENT ASSISTANCE FUND

The following capital donations were received for this Fund which was established in 1981:

Diocesan A.C.W. (1987) . . . \$ 500.  
Diocesan A.C.W. (1988) . . . \$ 500.  
St. Mary's Church, Novar . . \$ 282.

- \$ 89.00 CONTINUING EDUCATION

Donations received as follows:

Miscellaneous (1986) . . . . . \$ 89.

- \$10,000.00 GARBUTT FUND, HARRY & DERWYN

This Fund was established in September, 1988 when the Diocese received a legacy from the Estate of the late Mrs. Beulah M. Black. The gift is to be invested by the Diocese in perpetuity with the income therefrom to be paid in equal portions to the church Wardens of the following parishes:

- St. Mark's Church, Emsdale;
- St. Paul's Church, Sprucedale;
- St. Luke's Church, Kearney;
- St. Mary's Church, Novar;
- St. Mary's Church, Sand Lake;
- St. Olaf's Church, Bear Lake; and
- St. Stephen's Church, Broadbent

At a meeting on December 1, 1988, of the Emsdale Warden's Association it was passed unanimously that the investment income from this Fund be applied towards self-support of these congregations over and above what they all presently paying.

- \$50,000.00 HOMANN LEGACY, PETER J.

During February 1987, the Diocese which had been appointed as beneficiary on his Group Life Insurance Policy by the late Peter J. Homann received the proceeds of this policy. At the October 1987 meeting it was decided to designate this bequest for use in the development of Native Ministry.

- \$ 5,000.00 JOY MEMORIAL BURSARY FUND, FRANCIS W.

During January 1987, an additional \$5,000 was received increasing the Capital of this Fund to \$10,000. This Fund was established by Mrs. Eva Joy in memory of her late husband Frank who faithfully served the Church and the Diocese for many years. The purpose of the Fund is to assist a male student from the Diocese of Algoma who is attending a seminary with the intentions of entering Holy Orders. Capital is not to be encroached upon and only the income earned is to be used for bursary gifts.

- \$ 700.00 LAYREADER'S FUND, DIOCESAN

This Fund was established by resolution of the Diocesan Executive Committee in October 1986, to receive moneys donated for Lay Reader's work and to pay expenses of the Warden of Lay Readers in the provision of educational and other Lay Reader materials. Two Donations were received during 1987 and 1988 totalling \$750.00.



**-\$ 8,994.10 McPHAIL ESTATE, JOHN A.**

In respect of the Diocese of Algoma share (4/16) of the undernoted income of this Bequest which was established by the late John A. McPhail (died March 26th, 1956). Bequest administered by the Canada Trust Company with four other beneficiaries sharing in the income. Income may be expended at the discretion of the Bishop of Algoma:

1987 . . . . .	\$ 4,161.48
1988 . . . . .	\$ 4,832.62
	<u>\$ 8,994.10</u>

**-\$15,000.00 PALMER BEQUEST, ERNEST B.**

This is an outright and unrestricted bequest received from the executor of the Estate of the late Mr. Palmer a former resident in the Gravenhurst area. (Date of death, August 5, 1976). The Bishop will be determining the use to which these funds will be put.

**-\$ 3,557.00 YEOMANS FUND, SYDNEY and ISOBEL**

Donations received as undernoted from Thunder Bay. The income received from this Fund is allocated to the Divinity Student Bursary Fund.

1987 . . 44 Individual donations .	\$ 2,787.00
1988 . . 23 Individual donations .	\$ 770.00
	<u>\$ 3,557.00</u>

**5) REFUGEE SPONSORSHIP, MASTER AGREEMENT**

The Master Agreement with the Federal Government which expired on December 3, 1987, was renewed for an indefinite period (or until one party wishes to terminate) in November 1987. Under this agreement the Diocese will support sponsorship initiative of a local parish and this will greatly simplify and clear much of the red tape a parish has to go through when sponsoring refugees. The original agreement was signed on December 3, 1985.

**6) STEWARDSHIP/PARISH DEVELOPMENT OFFICER**

In line with the spirit evident at the 1987 Synod the Committee at this first meeting, decided to form a Task Force to develop a job description for a full-time half person to handle all aspects of Stewardship/Parish development. The position which will involve an initial employment period to be reviewed in 1990 was advertised extensively in parish bulletins, newsletters and several daily newspapers and as of January 15th, 1988, the Bishop appointed

Mrs. Rosalie Goos to this post. The position will initially be funded from AIM moneys. Mrs. Goos' first report to Synod appears on Page of this publication.

7) MINIMUM CLERGY STIPENDS

Since date of last Synod the following increases in minimum stipend levels were authorized for 1988 and 1989.

1988

January 1st, 1988 - The basic equalized stipend was increased from \$16,000 to \$18,000 per annum for all clergy whose 1987 stipend was between \$16,000 and \$17,200. For all clergy whose stipend for 1987 was \$17,200 and above the increase was to be limited to \$800. (5% of \$16,000).

1989

January 1st, 1989 - The basic equalized stipend was increased from \$18,000 to \$19,000 per annum for all clergy whose 1988 stipend was between \$18,000 and \$18,100. For all clergy whose stipend for 1988 was \$18,100 and above the increase was to be limited to \$900. (5% of \$18,000).

8) SERVICE GRANTS/LENGTH OF SERVICE ALLOWANCES

It is understood that the "Years of Service Allowance" is in addition to existing stipends and should be clearly identified in each clergy person's remuneration package. Increases since the 1987 Synod were as follows:

1988

- \$ 75.00 per year of service - up to 20 years -

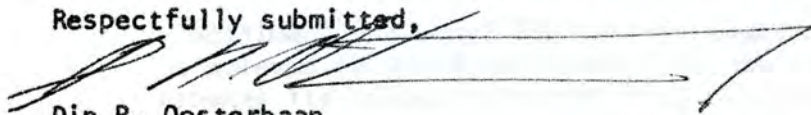
1989

- \$ 100.00 per year of service - up to 20 years -

9) GENERAL RATIFICATION

Many other matters dealt with by your Executive Committee will appear in the Advisory Committee Reports. By acceptance of this Report your Executive Committee requests ratification of all actions taken by it on your behalf since the 1987 Synod.

Respectfully submitted,



Din P. Oosterbaan  
Treasurer.  
March 7, 1989

## REPORT OF THE ADVISORY FINANCE COMMITTEE - DIOCESAN SYNOD 1989

Subsequent to the May 1987 Diocesan Synod, the Advisory Finance Committee, met on four occasions to consider a wide variety of financially related matters, including the Annual Budgets for 1988 and 1989. The following comments report on a number of the issues and action recommended:

### 1. The New Charitable Donations Income Tax Credit

The new Revenue Canada income tax regulations effective for the year 1988 and future years, provide a limited additional incentive for persons with modest incomes to contribute to charitable organizations (including the church), however, they are less attractive than the previous regulations, for those persons with higher incomes. Also, contributions to political parties continue to receive more generous tax treatment than do charitable donations.

The Committee has recommended to the Executive Committee, that this matter be discussed with officials at the National Church Office, with the objective of requesting the Minister of Finance to consider a more attractive and equitable method of recognizing charitable donations.

### 2. Archbishop Wright Building Fund

Recent large loan requests have literally exhausted this fund and while most parishes who have outstanding loans are repaying on schedule, it would be helpful if repayments could be accelerated, in order to provide funds for new requests. While this fund is not supervised by the Advisory Finance Committee, it may impact on the Annual Budget, if we are required to find funds to equalize interest costs for new loans obtained by parishes from commercial sources.

The Executive Committee may wish to consider the possibility of increasing the capital funds available in the Archbishop Wright Building Fund.

### 3. Trust Funds

The Diocese holds a number of trust funds received as bequests over many years. In some cases, the use of these funds have been directed for specific purposes by the benefactors. It is suggested that these funds and those that do not have restrictions, be examined each year to determine if they can be made available for appropriate Diocesan programs. It is the opinion of the Committee that the bequests were made by persons who had a serious interest in the work of the Diocese and the funds should not be left dormant, if they can be properly used to finance program needs.

#### 4. Stipend Policy

The Committee has recommended to the Executive Committee that the current Equalized Stipend Policy be thoroughly examined by the Stipend Task Force as we have some concerns about its impact on Clergy with medium and long term service. The National Church Executive is currently studying the whole problem of Remuneration for Clergy throughout the Canadian Church.

#### 5. Payment of Unified Levy, Central Payroll Costs and Arrears

Our Diocesan Treasurer is constantly wrestling with the problem of "Cash Flow." In part, this problem of Cash Shortage is brought about by Parishes not paying their current year's Unified Levy, and centralized Payroll costs on time. The problem is further compounded by the accumulation of Arrears from previous years. Recommendations have been made to the Executive Committee to deal with these problems. These recommendations have been approved and have been or will be circulated to parishes and deaneries.

#### 6. Unified Levy

Motion 21 of the May 1987 Diocesan Synod directed the Advisory Finance Committee to study the present method of allocating their share of Diocesan costs for administration, programs, outreach, assistance to smaller parishes, provincial and national church assessments and other costs. The present system is to levy a proportionate assessment based on expenditures of individual parishes, excluding large repair and capital costs, as defined in Canon 34. The assessment for each current year is based on expenditures reported on Parish Financial Statements for the second prior year. i.e. 1989 is based on 1987. Over the years, many parishes have voluntarily contributed more than their share based on this formula, usually in response to an appeal for funds by the Diocese or by trying to reach a Diocesan objective or goal which would rely less heavily on income from trust funds. In other instances, because of ongoing financial difficulties, some parishes have been "under assessed" with their levy being modified. Assisted parishes have also been asked to contribute their share towards Diocesan costs based on their expenditures not including the amount of Diocesan assistance.

The present system is not well understood and may not be totally fair, relying as it does on an expenditure base. It also requires the wisdom of Solomon to make adjustments based on the variety of circumstances. Our Diocesan Treasurer has many excellent qualities including compassion, but it is unfair to ask him to maintain a system of this type.

The Advisory Finance Committee, therefore, has recommended to the Executive Committee that Synod be requested to approve a revised plan for the distribution of Diocesan costs to the parishes. This plan might aptly be called a "Fair Share Plan." The plan would be based on parish income from two sources:

- (a) Offertory - Open and Envelope
- (b) Trust funds and bequests - where the income is available for general purposes

Income from Special Appeals, parish organizations, parishioners memorial bequests or gifts received for special purposes other than the general operating costs of the parish, would not be included for determination of the base income upon which the parish Fair Share would be calculated. The income figures would be taken from the information provided in the Parish Financial Statements for the second prior year. i.e. 1989 - 1988.

This system is simple, straightforward, easily understood, fair and can be administered consistently. If approved for implementation, it will cause some parishes to contribute more, some less and many will remain with very little change. You will find attached, a spread sheet showing examples of the impact of this recommended method, using the 1988 Levy for comparison purposes.

It is proposed that the "Fair Share Plan" be implemented Jan. 1, 1990 and be in place for a trial period of four years, 1990, 1991, 1992 and 1993. It is further suggested that the initial two years be a bridge period with any significant adjustments "up" or "down" to be made in two steps. We have recommended that existing Canon 34 be suspended for a four year period and temporarily replaced by a Canon appropriately worded to allow this revised method to proceed for the trial period. The "Fair Share Plan" would be reviewed in 1993. A motion to implement this recommendation has been prepared and will be presented for your decision.

I would like to thank the members of the Advisory Finance Committee for their thoughtful consideration of the financial problems and opportunities facing our Diocese and for their regular attendance at our meetings. The Diocesan Treasurer, as always, provided the greater part of the work and a large part of the advice and I would personally like to thank him for his support and co-operation.

3/5/89

Jack Huggett  
Chairman

DIOCESE OF ALGOMA

Exhibit #11

ILLUSTRATION OF 1988 ALLOTMENT SCHEDULE BASED ON OPEN/REGULAR ENVELOPE OFFERINGS

1988 Canonical Levy	1988 (Ultimate Goal)	PARISH	CODE	1987 Unified Levy	1988 Unified Levy	1988	1988
						OPEN/REGULAR ENVELOPE OFFERINGS	ALTERNATE LEVY
<b>ALGOMA</b>							
9,412	12,063	Blind River	C	6,762	9,412	45,679	10,416
10,844	13,898	Chapleau	C	11,448	11,448	47,688	10,874
10,192		Elliot Lake	O	11,934	13,418	56,961	12,989
1,116		Goulais River	C	1,703	1,703	8,355	1,905
		Sault Ste. Marie					
7,172	9,192	Christ Church	O	6,492	7,399	35,890	8,184
3,601	4,615	St. Peter	C	2,924	3,600	16,561	3,776
15,408	19,748	Holy Trinity	O	16,590	18,653	68,224	15,557
1,487	1,906	Heyden	A	966	1,110	6,264	1,428
262		Searchmont	A	450	519	1,631	372
8,683		St. John's	O	11,661	13,113	49,619	11,315
31,824	40,788	St. Luke's	O	32,280	36,294	139,391	31,786
14,120	18,098	St. Matthew	O	14,805	16,646	92,225	21,030
412		St. John's, Garden River	A	1,260	1,449	1,858	424
8,186	10,491	St. Joseph Isl. & Echo Bay	C	7,370	8,187	32,079	7,315
4,215	5,402	Thessalon	A	3,150	3,624	20,522	4,680
4,528	5,804	Wawa	A	3,387	3,894	22,823	5,204
920	1,180	Hawk Junction	A	744	855	3,011	687
2,806	3,596	White River	A	897	1,032	4,402	1,004
<b>\$135,188</b>	<b>\$173,267</b>			<b>\$134,823</b>	<b>\$152,356</b>	<b>\$653,183</b>	<b>\$148,946</b>
<b>MUSKOKA</b>							
4,902	6,406	Bala - Torrance	A	3,628	4,173	23,272	5,307
674		MacTier	A	1,806	2,076	4,767	1,087
		Southwood	A	48	57	-	-
13,278	17,352	Bracebridge	O	12,042	13,839	56,747	12,940
112	145	Broadbent	A	126	144	-	-
1,648	2,153	Emdale	A	1,470	1,692	6,367	1,452
840	1,098	Kearney	A	660	759	5,694	1,298
809	1,057	Novar	A	639	759	7,761	1,770
28	36	Sand Lake	A	30	36	290	-
1,008	1,320	Sprucedale	A	798	918	5,394	1,230
11,533	15,071	Gravenhurst	O	11,547	12,983	60,127	13,711
220	287	Barkway	A	240	276	1,725	393
225	294	Rocksborough	A	219	252	<del>931</del>	-
321	419	Uffington	A	252	288	1,122	256
226	296	Vankoughnet	A	219	252	<del>853</del>	-
15,031	19,643	Huntsville	O	14,454	16,351	69,651	15,883
397		Grassmere	A	501	576	1,890	431
112		Ilfracombe	A	174	210	3,192	728
32		Newholm	A	45	60	<del>348</del>	-
179		Ravenscliffe	A	216	255	1,646	375
1,532	2,002	Dorset	A	531	630	6,686	1,525
1,667	2,178	Baysville	A	588	690	5,862	1,337
2,014	2,632	Port Cunningham/Fox Pt.	A	714	822	4,914	1,121
2,975	3,888	Milford Bay/Beaumaris	A	2,673	3,072	7,117	1,623
2,641	3,451	Port Carling	A	2,562	3,039	16,388	3,737
109	143	Mortimer's Point	A	110	126	<del>308</del>	-
19,708	25,755	Perry Sound	O	21,546	24,225	104,254	23,773
3,930	5,136	Port Sydney	A	2,952	3,399	12,477	2,845
177		Beatrice	A	261	305	<del>688</del>	-
312	408	Falkenburg	A	213	246	1,569	358
7,754	10,134	Rousseau Council	C	6,201	7,754	35,548	8,106
2,965	3,874	Sundridge	U	1,000	1,150	6,792	1,549
3,577	4,674	Burks Falls	C	3,190	3,577	11,530	2,629
45		Eagle Lake	A	168	195	1,411	322
761	995	Magnetawan	A	756	870	4,421	1,008
2,516	3,288	South River	C	2,352	2,516	9,973	2,274
<b>\$104,258</b>	<b>\$136,247</b>			<b>\$94,931</b>	<b>\$108,567</b>	<b>\$478,297</b>	<b>\$109,068</b>

1988 Canonical Levy	1988 (Ultimate Goal)	PARISH	CODE	1987 Unifiled Levy	1988 Unifiled Levy	1986 OPEN/REGULAR ENVELOPE OFFERINGS	1988 ALTERNA LEVY
<b>SUDBURY</b>							
9,999	12,815	Capraot	C	4,086	9,999	31,352	7,148
6,384	5,619	Gerson - St. Mark	C	4,240	4,384	16,834	3,839
397		- Good Shepherd	C	648	648	3,045	654
9,212	11,806	Copper Cliff	C	8,535	9,212	35,351	8,061
7,073	9,065	Espanola	U	3,800	4,400	25,872	5,899
736	943	Hairn	A	531	736	2,180	497
821	1,052	Whitefish Falls	A	388	450	2,319	529
7,070	9,061	Gore Bay Parish	U	2,085	3,000	14,920	3,407
9,434	12,091	Little Current	U	3,108	4,400	28,668	6,557
168	214	Shegulandeh, St. Peter	A	126	168	-	-
8,260	10,586	Lively	C	6,064	8,260	40,119	9,148
4,484	5,746	Manitowaning	C	4,015	4,484	18,234	4,158
4,290	5,497	Mindemoya	C	4,818	4,818	23,793	5,428
2,217	2,841	Massey	A	400	460	9,803	2,235
247	316	Webbwood/Spanish R.	O	-	-	<del>471</del>	-
2,202	2,822	Onaping	A	1,735	1,995	9,430	2,150
2,153	2,760	Azilda	A	1,137	1,308	7,320	1,669
<b>Sudbury</b>							
6,577	8,429	Ascension	C	6,408	6,577	27,879	6,357
25,310	32,439	Epiphany	O	23,863	26,830	103,695	23,217
10,956	14,041	Resurrection	O	10,000	11,244	46,604	10,627
5,702	7,307	St. James	A	1,626	1,869	20,944	4,776
94		St. George	A	336	388	2,015	459
2,570	3,304	Coniston	A	1,443	1,659	13,235	3,018
24		French River	A	351	405	-	-
<u>\$124,380</u>	<u>\$159,411</u>			<u>\$ 89,743</u>	<u>\$107,694</u>	<u>\$483,612</u>	<u>\$110,276</u>
<b>TEMISKAMING</b>							
8,030	10,493	Englehart	C	7,316	8,030	28,549	6,510
863	1,128	Charlton	A	200	230	4,080	930
8,376	10,946	Halleybury	C	9,584	9,584	45,538	10,354
1,675	2,190	Cobalt	U	1,092	1,400	6,281	1,432
616	805	Temagami	A	554	639	2,961	675
10,113	13,216	New Liskeard	O	9,409	10,579	36,386	8,297
<b>North Bay</b>							
11,469	14,988	Christ Church	O	11,784	13,249	54,028	12,320
12,440	16,257	St. Brice's	O	13,420	15,089	53,543	12,210
23,490	30,698	St. John	O	22,287	25,058	89,949	20,511
3,156	4,125	Powassan	A	2,426	2,790	18,089	4,125
1,535	2,007	Callander	A	1,287	1,500	15,112	3,111
-	-	Chisholm	A	12	18	-	-
539	705	Rastoule	A	309	360	1,078	246
2,149	2,808	Sturgeon Falls	A	1,170	1,350	7,032	1,604
791	1,034	Cache Bay	A	852	990	4,537	1,034
1,935		Temiscaming	A	3,210	3,690	1,014	231
<u>\$87,177</u>	<u>\$113,928</u>			<u>\$84,912</u>	<u>\$94,556</u>	<u>\$368,177</u>	<u>\$83,955</u>
<b>THUNDER BAY</b>							
4,095	5,352	Manitowadge	A	1,836	2,130	17,898	4,081
5,384	7,036	Marathon	A	1,863	2,160	17,540	4,000
4,277	5,590	Nipigon	A	1,233	1,440	15,662	3,571
226	295	Dorion	A	198	240	<del>754</del>	-
3,392	4,433	Red Rock	A	1,233	1,440	8,757	1,997
5,810	7,592	Schreiber-Terrace Bay	A	1,233	1,440	22,815	5,203
<b>Thunder Bay</b>							
11,325	14,801	St. George	C	10,038	11,325	44,799	10,216
20,373	26,624	St. John	C	20,001	20,373	85,171	19,422
12,514	16,354	St. Luke	O	11,222	12,817	56,031	12,777
20,586	26,903	St. Michael	O	21,162	23,794	113,699	25,927
27,234	35,591	St. Paul	O	26,481	29,774	131,759	30,046
4,614	6,030	St. Stephen	A	2,844	3,270	20,552	4,687
21,025		St. Thomas	O	27,066	30,432	130,677	29,799
7,420	9,697	West Thunder Bay	C	6,514	7,420	31,799	7,257
<u>\$148,275</u>	<u>\$193,775</u>			<u>\$132,924</u>	<u>\$148,055</u>	<u>\$697,159</u>	<u>\$158,983</u>
		(Contingency Reserve)			<u>(11,950)</u>		<u>(11,950)</u>
<u>\$599,278</u>	<u>\$776,628</u>			<u>\$537,333</u>	<u>\$599,278</u>	<u>\$2,680,428</u>	<u>\$599,278</u>

Hymn 19

JOYFUL, JOYFUL WE ADORE THEE

Joyful, joyful we adore thee,  
God of glory, Lord of love;  
hearts unfold like flowers before thee,  
opening to the sun above.  
Melt the clouds of sin and sadness,  
drive the dark of doubt away;  
giver of immortal gladness,  
fill us with the light of day.

All thy works with joy surround thee,  
earth and heaven reflect thy rays;  
stars and angels sing around thee,  
centre of unbroken praise.  
Field and forest, vale and mountain,  
flowery meadow, flashing sea,  
chanting bird and flowing fountain,  
call us to rejoice in thee.

Thou art giving and forgiving,  
ever blessing, ever blest,  
well-spring of the joy of living,  
ocean depth of happy rest!  
Thou our Father, Christ our Brother,  
all who live in love are thine;  
teach us how to love each other,  
lift us to the joy divine.

Henry van Dyke 1852-1933  
and the compilers

melody from Ludwig van Beethoven 17  
arranged by Edward Hodges 1796-1867



THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA

AUDITED FINANCIAL STATEMENTS

DECEMBER 31, 1988

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THE INCORPORATED SYNOD OF THE DIOCESE  
OF ALGOMA

AUDITED FINANCIAL STATEMENTS

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THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA  
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# Thorne Ernst & Whinney

Chartered Accountants

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Box 578  
Sault Ste. Marie, Ontario, Canada  
P6A 5M6

(705) 949-5811

## AUDITORS' REPORT

To The Right Reverend L.E. Peterson, B.A., L.Th., D.D. Bishop of Algoma  
and Members of The Incorporated Synod Of The Diocese Of Algoma

We have examined the balance sheet of The Incorporated Synod Of The Diocese Of Algoma as at December 31, 1988 and the statements of revenue and expenses, clergy moving fund, real estate fund, accumulated revenue over expenses, car loan fund, Archbishop Wright building fund and special purpose funds for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Synod as at December 31, 1988 and the results of its operations for the year then ended in accordance with accounting policies described in the Summary of Significant Accounting Policies, applied on a basis consistent with that of the preceding year.

*Thorne Ernst & Whinney*

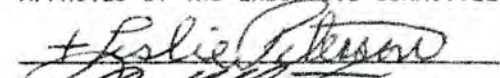

February 3, 1989

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA

BALANCE SHEET

	December 31	
	1988	1987
<b>ASSETS</b>		
<b>GENERAL FUND</b>		
Cash and treasury bills	\$ 149,224	\$ 151,997
Accrued interest receivable	31,049	42,711
Accounts receivable	78,175	86,934
Due from special purpose funds	-	71,238
Loans receivable	11,996	2,603
Marketable securities (note 1)	584,023	584,335
Mortgage receivable (note 2)	250,121	235,573
Real estate	143,388	143,388
	<u>1,247,976</u>	<u>1,318,779</u>
<b>CAR LOAN FUND</b>		
Cash and treasury bills	68,041	63,022
Loans receivable	170,813	162,363
	<u>238,854</u>	<u>225,385</u>
<b>ARCHBISHOP WRIGHT BUILDING FUND</b>		
Cash and treasury bills	150,939	125,891
Accrued interest receivable	2,148	381
Loans receivable	444,253	446,299
Mortgage receivable (note 2)	51,334	52,053
Real estate held for future development, at cost	11,557	10,860
	<u>660,231</u>	<u>635,484</u>
<b>SPECIAL PURPOSE FUNDS</b>		
Cash and treasury bills	373,447	479,314
Accrued interest receivable	8,626	8,732
Accounts receivable	2,937	15,568
Marketable securities (note 1)	1,479,237	1,470,057
Mortgages receivable (note 2)	227,904	15,000
	<u>2,092,151</u>	<u>1,988,671</u>
	<u>\$4,239,212</u>	<u>\$4,168,319</u>
<b>LIABILITIES AND FUND BALANCES</b>		
<b>GENERAL FUND</b>		
Accounts payable and accrued liabilities	\$ 92,827	\$ 161,181
Clergy moving fund	16,918	6,918
Real estate fund	1,109,722	1,109,972
Accumulated revenue over expenses	28,509	40,708
	<u>1,247,976</u>	<u>1,318,779</u>
<b>CAR LOAN FUND</b>		
	<u>238,854</u>	<u>225,385</u>
<b>ARCHBISHOP WRIGHT BUILDING FUND</b>		
	<u>660,231</u>	<u>635,484</u>
<b>SPECIAL PURPOSE FUNDS</b>		
Local purposes	699,697	482,960
Cemetery purposes	230,165	221,269
Diocesan purposes	1,162,289	1,213,204
	<u>2,092,151</u>	<u>1,917,433</u>
Due to general fund	-	71,238
	<u>2,092,151</u>	<u>1,988,671</u>
	<u>\$4,239,212</u>	<u>\$4,168,319</u>

APPROVED BY THE EXECUTIVE COMMITTEE:

 Member  
 Member

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA

STATEMENT OF REVENUE AND EXPENSES

	Year ended December 31	
	1988	1987
<b>Revenue</b>		
Algoma Mission Fund		
Apportionments	\$134,034	\$110,906
Special appeals	-	53,012
Anglican Church Women	13,500	13,500
Interest on endowment investments	15,319	14,900
Other	983	1,662
	<u>163,836</u>	<u>193,980</u>
Diocesan Expense Fund		
Assessments	459,564	426,427
Grants - Anglicans-In-Mission	83,182	117,378
Interest on investments - endowments and trusts	62,243	56,770
- other	72,115	95,543
Other, including rentals	19,236	18,431
	<u>696,340</u>	<u>714,549</u>
	<u>860,176</u>	<u>908,529</u>
<b>Expenses</b>		
Algoma Mission Fund		
General Synod Apportionment	180,000	160,345
Special appeals	-	53,012
Missions to Seamen	5,730	6,922
Bad debts	17,810	20,038
	<u>203,540</u>	<u>240,317</u>
Diocesan Expense Fund		
Stipends, grants and pensions	187,551	217,059
Salaries, wages and employee benefits	218,576	192,622
Property maintenance	24,092	22,851
Travel	27,256	55,821
Travel grants	34,939	38,299
Printing, stationery and office	32,210	24,528
Diocesan programmes and other	104,797	82,996
Synod costs	473	1,619
Algoma Anglican	12,568	12,169
Clergy moving	8,563	9,423
Thorneloe University	-	2,000
Bad debts	17,810	20,038
	<u>668,835</u>	<u>679,425</u>
	<u>872,375</u>	<u>919,742</u>
EXCESS OF EXPENSES OVER REVENUE	\$(12,199)	\$(11,213)

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA  
CLERGY MOVING FUND STATEMENT

	Year ended 1988	December 31 1987
BALANCE AT BEGINNING OF YEAR	\$ 6,918	\$ 6,918
Transfer from Archbishop Wright Building Fund	<u>10,000</u>	<u>-</u>
BALANCE AT END OF YEAR	<u>\$ 16,918</u>	<u>\$ 6,918</u>

REAL ESTATE FUND STATEMENT

	Year ended 1988	December 31 1987
BALANCE AT BEGINNING OF YEAR	\$1,109,972	\$1,081,030
Gain (loss) on disposal of investments	<u>(250)</u>	<u>28,942</u>
BALANCE AT END OF YEAR	<u>\$1,109,722</u>	<u>\$1,109,972</u>
Comprising		
Property Sale Account - cash and investments	\$ 966,334	\$ 966,584
Equity in real estate	<u>143,388</u>	<u>143,388</u>
	<u>\$1,109,722</u>	<u>\$1,109,972</u>

STATEMENT OF ACCUMULATED REVENUE OVER EXPENSES

	Year ended 1988	December 31 1987
BALANCE AT BEGINNING OF YEAR	\$ 40,708	\$ 51,921
Excess of expenses over revenue	<u>(12,199)</u>	<u>(11,213)</u>
BALANCE AT END OF YEAR	<u>\$ 28,509</u>	<u>\$ 40,708</u>

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA  
 CAR LOAN FUND STATEMENT

	Year ended December 31	
	1988	1987
BALANCE AT BEGINNING OF YEAR	\$225,385	\$213,685
Interest - loans	9,667	9,940
- investments and other	4,491	2,384
	<u>239,543</u>	<u>226,009</u>
Administrative services	689	624
BALANCE AT END OF YEAR	<u>\$238,854</u>	<u>\$225,385</u>

ARCHBISHOP WRIGHT BUILDING FUND STATEMENT

	Year ended December 31	
	1988	1987
BALANCE AT BEGINNING OF YEAR	\$635,484	\$606,866
Interest - loans	27,765	27,436
- mortgages	3,062	3,103
- investments and other	9,813	6,268
	<u>676,124</u>	<u>643,673</u>
Administrative services	3,873	1,834
Municipal taxes	2,020	2,855
Grant	-	3,500
Transfer to Clergy Moving Fund	10,000	-
	<u>15,893</u>	<u>8,189</u>
BALANCE AT END OF YEAR	<u>\$660,231</u>	<u>\$635,484</u>

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA

SPECIAL PURPOSE FUNDS STATEMENT

YEAR ENDED DECEMBER 31, 1988

	<u>Local Purposes</u>	<u>Cemetery Purposes</u>	<u>Diocesan Purposes</u>	<u>Total 1988</u>	<u>Total 1987</u>
BALANCE AT BEGINNING OF YEAR	<u>\$482,960</u>	<u>\$221,269</u>	<u>\$1,213,204</u>	<u>\$1,917,433</u>	<u>\$1,890,850</u>
Interest - investments and other	45,641	22,631	81,485	149,757	173,387
Donations - Anglicans In Mission	-	-	13,064	13,064	47,549
- Other	257,759	8,361	14,923	281,043	114,360
	<u>303,400</u>	<u>30,992</u>	<u>109,472</u>	<u>443,864</u>	<u>335,296</u>
Administrative services	2,305	3,833	15,272	21,410	10,680
Disbursements for designated purposes	84,358	18,263	145,115	247,736	298,033
	<u>86,663</u>	<u>22,096</u>	<u>160,387</u>	<u>269,146</u>	<u>308,713</u>
BALANCE AT END OF YEAR	<u>\$699,697</u>	<u>\$230,165</u>	<u>\$1,162,289</u>	<u>\$2,092,151</u>	<u>\$1,917,433</u>



THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 1988

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements are prepared in accordance with generally accepted accounting principles except as follows:

General Fund, real estate

Real estate comprising Bishophurst, Camp Manitou and two properties on Queen Street East, Sault Ste. Marie is reflected at municipal assessment values. No provision has been made for depreciation on buildings.

All other real estate, except for real estate held for future development registered in the name of the Diocese, comprising parish churches, halls, residences and cemeteries located within the Diocese, are reflected on the financial statements of the individual parishes and boards.

Marketable securities

Marketable securities consist of investments expected to be held for more than one year. Fixed income securities are carried at par value and other marketable securities are carried at cost. When there has been a loss in value of an investment that is other than a temporary decline the security is written down to market value.

Treasury bills which mature within one year are included with cash.

1. MARKETABLE SECURITIES

	<u>1988</u>	<u>1987</u>
The quoted market value of securities is as follows:		
General Fund	\$ 603,180	\$ 574,160
Special Purpose Fund	\$1,501,519	\$1,460,364

THE INCORPORATED SYNOD OF THE DIOCESE OF ALGOMA  
 NOTES TO FINANCIAL STATEMENTS (Continued)

2. MORTGAGES RECEIVABLE

	<u>1988</u>	<u>1987</u>
Mortgages receivable consist of the following:		
General Fund		
12.25% Mortgage to Algoma University Association which was due February 12, 1988, including interest to the due date	\$250,121	\$235,573
	<u>          </u>	<u>          </u>
Archbishop Wright Building Fund		
6% Mortgage to William McMurray Corporation, maturing August 1, 1991	\$ 51,334	\$ 52,053
	<u>          </u>	<u>          </u>
Special Purpose Funds		
Mortgages to ministers at interest rates from 0% to 10% per annum	\$154,404	\$ 15,000
11% Commercial mortgage, which matured December 28, 1988	<u>73,500</u>	<u>          </u>
	<u>\$227,904</u>	<u>\$ 15,000</u>
	<u>          </u>	<u>          </u>

The mortgage receivable from Algoma University Association was due on February 12, 1988. The amount has not been repaid and no interest has been accrued on the mortgage since the due date.

The Diocese began legal proceedings during 1988 to collect the balance owed by the Association.

YOUTH MINISTRY REPORT  
Diocese of Algoma

February 1989

**To: The Synod of the Diocese of Algoma**

**From: The Rev'd Perry Chuipka and the Rev'd Ed Swayze,  
Diocesan Youth Co-ordinators**

The revitalization of Youth Ministry in the Diocese started when the Bishop initiated the 1985 Youth Synod at Thornloe University in Sudbury. Since then a Youth Synod has been held every year. It has moved to Camp Manitou to reduce costs.

As a result of the annual Youth Synods, Deanery Youth Units have been developing. Currently they are operating in Thunder Bay, Algoma, Sudbury, and Temiskaming. Muskoka may be getting a youth unit going as there are a number of interested youth and adults there. Parishes have benefited by having their youth nurtured and activities have been offered for their youth to participate in.

The Deanery Youth Co-ordinators are: Thunder Bay, vacant; Algoma, Miss Alison Weir; Sudbury, The Rev'd Tom Cunningham; Muskoka, Mr. Norm Wolske; and Temiskaming, The Rev'd Len Shaw. The criteria for a Deanery Youth Co-ordinator is they may be clergy or lay, they must be interested in the youth, and willing to assist the youth in learning to lead by doing.

In the summer of 1988, the Deanery Youth Co-ordinators surveyed the parishes in their deanery to identify the parish youth leaders, and the parishes which had organized youth groups. 24 out of 57 parishes responded; about half of the parishes in the diocese have an organized youth group (AYM, GA, servers, choir). For the parishes that did not respond, the name of their parish youth leader should be sent to the Rev'd Ed Swayze, who will put them on a mailing list.

To begin formal planning for diocesan youth ministry, a Youth Ministry Consultation was held in March 1988 with youth, adult, and clergy delegates from every deanery. After much consideration, a series of recommendations were developed.

1. More training (leadership) which would improve organization. We need to expand our base of key people; know what we are doing before we tell others.
2. [more] Activities to attract others as well as for fellowship. Sports related, community service, recreational (out of doors); diocesan/deanery.
3. Christian Education (bible study, confirmation, communion, and Christian ethics) so we have something to offer to others.

4. Outreach (parish, community, world) so we have someone to program for. ("have a heart for others")
5. We decided that better organization is required throughout all of the above.

The Youth Ministry Committee (YMC), authorized at the 1987 Synod, met first in November 1988 and it will have meet again in March 1989. The members of the YMC for 1988 to 1989 are: Mr. John Anderson, The Rev'd Perry Chuipka, Mr. Michael Kergon, Miss Bonnie Schroeder The Rev'd Len Shaw, The Rev'd Ed Swayze, Mr. Richard Topps, Miss Andrea van Oudheusden, Mr. Norm Wolske.

From these meetings, youth ministry is being organized and a pastoral plan for youth ministry is evolving. The current status of the plan is, information on existing youth activities has been collected, and the YMC has developed a set of goals. It is hoped these goals will be used across the diocese at the parish, deanery, and diocesan levels.

1. Youth should have opportunities to learn the basics (fundamentals) of faith.
2. Youth should have opportunities to grapple with hard issues, and with the scholarship of the church, and develop a world-view and faith which is realistic, and grows out of the Anglican ethos.
3. Youth need opportunities to have a voice in the church.
4. Youth need opportunities to learn leadership skills by doing.
5. Having fun should be a component of youth ministry activities.

(Adopted at the YMC meeting, Nov 1988)

Serving was not written into the goals because it will happen if these goals are followed. Following existing goals meets the needs of youth not involved in the church.

The next steps in evolving the plan are developing objectives for each goal, and implementing them. The objectives for the YMC would be developed annually. Deaneries and parishes would develop their own objectives.

#### Organization of Youth Ministry

The YMC is the only administrative body supervising youth ministry at the diocesan level. The Youth Synod has also played a role in supervising youth ministry. Deanery Youth Units supervise youth ministry at the deanery level.

There is an immediate need for a Diocesan Children's Unit. The Rev'd Muriel Hornby expressed to us a need to have a committee to relate to with her work on the National Children's Unit. As expressed below, there is a need to improve Christian nurture and education in general, and specifically the Sunday School, a responsibility which a Diocesan Children's Unit would have.

The programme committee of the National Church officially has 12 to 15 age group under the Children's Unit. The responsibility for this age group is shared with the National Youth Unit. Down the road, once activity in the Diocesan Children's Unit, and the YMC increases, a committee for the 12 to 15 age group should be set up.

As the work on the YMC continues, and as the young people who are currently involved in youth ministry grow up, a need for young adult ministry will develop. In the book, Survival in the Parish, by Lyle E. Schaller, he cites from a study of youth groups, the only positive correlation between successful parish youth groups and those that were not is the presence of young adult ministry. Youth need people, who are just a little older, who can befriend them and model a Christian lifestyle which is okay.

#### Youth Synod

At the YMC meeting in November 1988, it was decided to change the format. A Youth Synod will be held every four years, which will produce a statement, and deal with youth ministry business. An annual diocesan youth conference, as yet un-named, will be held in the intervening years, which will have an educational theme, and also deal with youth ministry business. This year, in 1989, the conference will be named Youth Synod as we have already begun to advertise it, and a new name has not been selected. The format of the conference will be much the same as previous Youth Synods, but without the statement.

#### Funding

For youth ministry to continue, funding must be assured. Bringing youth together to develop relationships with their peers at Deanery and Diocesan events costs money. Events where youth can learn skills which can be passed on to parishes need money to happen.

Funding is needed for: expenses for Diocesan or Deanery Youth Co-ordinators, program and personal at diocesan youth camps, Youth Synod, diocesan administration expenses for youth ministry, travel for delegates to deanery and diocesan youth gatherings (GA festival) and training events, and expenses for training events outside of the diocese.

One proposal is establishment of a trust fund, and use the interest to finance youth ministry. This proposal has been submitted to Mr. Din Oosterbaan to be put on the list for planned giving.

### Training

The Rev'd David Donevan is working as the training co-ordinator. A training workshop is proposed for the spring in Sudbury.

### Communication

A list of sixty parish youth leaders has been developed. One mailing was sent out in the fall, and another is planned for March. The plan is annually to mail a newsletter in the fall and the spring. The newsletter contains information on resources, appointments in the youth ministry organization, parish and deanery happenings, Youth Synod announcements, advertising for camps, and address lists of youth leaders and clergy. In the fall 1988 mailing a survey was sent out inquiring whether it was useful, 17 returns which were all positive. This is a 28% return, which is very successful.

The other way of communicating is through the YMC and the Deanery Youth Co-ordinators, who in turn communicate to their deanery.

### Christian Nurture and Education

The Rev'd Muriel Hornby suggested changing the name of this section from Sunday School to Christian Nurture and Education. This change broadens the idea of nurture and education beyond Sunday School to include how children are nurtured through worship, family, school, other parish youth organizations (GA, Juniors, AYM, and servers), and parish activities.

In general, Christian nurture and education, and in particular, the Sunday School, needs to be improved. The youth expressed this need in the Youth Ministry Consultation report and in the 1985 Youth Synod Statement.

Most youth stop attending Sunday School after Gr. 6. Usually Confirmation is seen as graduation from Sunday School, and also the lack of peers discourages people from attending church. For most people, formal Christian education ends here.

In written statements and conversations, the youth are expressing a need for basic education in the fundamentals of the Christian faith, what does it mean to be a Christian? is the Bible the Word of God? It is difficult to help them grasp a more mature faith without a good grounding in the fundamentals.

The Sunday School should also be funnelling youth into other youth organizations (GA, Juniors, AYM, and servers) and the regular life of the parish (readers, advisory board, work parties).

With the recent developments in the public school system regarding religious education, the need is even greater for churches and families to do a better job in

educating and nurturing our children and youth in the Christian faith.

### Confirmation

We are not prepared at this time to comment on the curriculum used in Confirmation classes. There is a National Task force working on Confirmation.

We would like to comment on the way classes are conducted. They should be conducted in such a way that relationships are developed among the candidates and with the clergy. An informal setting is suggested, seated in a circle, with or without tables. A snack such as juice and cookies is a good way to socialize and build friendships.

### Camps

An attempt is being made to encourage the three camps in the diocese to work together. Camp manuals are being circulated among the committees, and the writing of a diocesan manual is being proposed. A questionnaire has been sent to the camp committees, and a meeting of representatives of the various camp committees has been proposed.

### Full-Time Diocesan Youth Co-ordinator

At the 1987 Synod, the following motion was passed: "That serious consideration be given by the Executive Committee to the hiring of a full time Diocesan Youth Consultant." This motion still needs to be acted upon.

There is a need for a full-time youth ministry person. The jobs a co-ordinator would do are guide planning, maintain communication, and assist in training.

The youth co-ordinator needs to learn a large body of complex information, how the diocese works, how different youth organizations work, and who the people are that are involved in youth ministry. There is a need for someone who can stick with the planning over the course of a number of years in order that the information can be learned, used, and built upon.

Part of the job of maintaining communication is to be aware of who the people are that are involved in youth ministry, to have and maintain an up to date list of addresses and telephone numbers, and to share this information. The other part of communication is to communicate the necessary information, and to do that the youth co-ordinator needs to understand the information mentioned above.

In order to assist in training, the youth co-ordinator needs to have experience in parish youth ministry. Formal training in youth ministry would help the Diocesan Youth Co-ordinator to understand how and what information to pass on.

The Diocesan Youth Co-ordinator needs to be able to devote the time to the above tasks. When it is being done part-time along with parish ministry, either the parish suffers or the youth ministry work suffers. Also work tends to suffer when people are working on the parish, deanery, and diocesan levels.

The youth co-ordinator needs to have the time and the expense account to travel to different parts of the diocese.

The current method of having two part-time Diocesan Youth Co-ordinators, a Training Co-ordinator, and Deanery Youth Co-ordinators will continue to work as long as the co-ordinators are allowed to do the work. If they are unable to, someone else may not step into the position, and the work will be left undone.

Another way to accomplish the work is to assign tasks to the proposed planning and communication officers.

A full-time co-ordinator is the most ideal alternative, and the most expensive. However, it still should be considered.

#### Word of Thanks

We would like to thank the Bishop for the support he has given in the support of youth, and of the work to help youth ministry to develop.

Also the parishes of St. Luke's Cathedral and Christ Church, Port Sydney, should be thanked for allowing the Rev'd Ed Swayze and the Rev'd Perry Chuipka to invest their time in this work.

Finally we would like to thank the youth, with whom it has been our pleasure to work with.



REPORT OF  
THE ADVISORY SOCIAL ACTION COMMITTEE.

This Advisory Committee has been involved in a number of issues in the past two years. We dealt with requests directed to us by the Bishop and by the Diocesan Executive Committee.

We interpret our duties and responsibilities as follows:

- [A] to consider moral, ethical and social issues and put them before Church members so they may be dealt with responsibly.
- [B] to express concern to and work with governments in relation to chaplaincy services, social justice, housing needs, resource development and exploitation and other social issues.
- [C] to inform the diocese of particular needs and concerns of native people.
- [D] to liaise with the national Primate's World Relief and Development.
- [E] to relate to the ministry of the Missions to Seamen within the diocese.

Our mandate in several areas was mainly "Educational", hence articles were published in the Algoma Anglican to alert Church members concerning the issue in question.

AFFORDABLE HOUSING

Act 67 of General Synod 1986 requests "each diocese to examine their their financial property .....with the intent of developing practical responses to increase the affordable housing supply.....for low income and homeless families, single parents and singles".

We recommended that in consideration of Act 67 each Deanery create a long range land-use strategy and parishes be encouraged to think creatively about their property holdings and investigate ways of responding to the housing needs in their communities.

Our committee were pleased to note that at the October Diocesan Executive meeting the Advisory Planning Committee noted that

"in view of the potential for residential expansion in Muskoka, indeed much development is taking place already, that the Anglican Church's numerous property/land holdings be identified and inventoried and that a strategy for development of this land for best possible use (housing?) should be designed. Archdeacon Goater will be appointing a Task Force within the Deanery of Muskoka for the purpose of devising a Church Property/Land Development strategy.

CALIFORNIA GRAPE BOYCOTT

The Director of Social Action Ministries, National Church wrote to all diocese, to make their people aware of the renewed

boycott against California table grapes. The boycott had been initiated by the United Farm Workers of America.

Our article in the Algoma Anglican explained what was reported as "the tragic consequences of pesticide poisoning and the stubbornness of producers and growers in their use of these deadly chemicals". A free video (VHS), entitled "The Grapes of Wrath", is available from our Synod office.

### M2W2 ONTARIO

M2W2 stands for "Man to Man/Woman to Woman". It is an ecumenical Christian organization of volunteers, who, after a period of training, build friendships with prisoners who have lost contact with the community. Jesus' love for the prisoner sets the pattern for their work- "I was in prison and you came to me".

(Matthew 25:36)

A letter of appeal for prayer support plus financial assistance to the newly organized M2W2 group in Thunder Bay, was referred to us by Bishop Peterson. Our committee met with two of their representatives and after much discussion and examination, it was an unanimous decision that we seek help for M2W2-

- 1) because Jesus invites us to loving involvement with human suffering- including that of victims and offenders.
- 2) because healing and growth do happen in caring relationships with people of faith.
- 3) because correctional authorities realize the value of M2W2 and welcome their volunteers.
- 4) because principal support comes from within the church community and other major denominations are presently supporting them.

This Advisory Social Action Committee recommended prayer support throughout the Diocese and applied to AIM under "Emerging Opportunities" for the sum of \$2000.00 for financial support to M2W2 for 1988. Our request for funding was turned down by the AIM Committee.

### AIDS IN ALGOMA

The National Church has established a Task Force on Aids. Correspondence from them, requests our co-operation in this important area of ministry. There is much need for education and awareness.

As of December, 1988, Public Health Units had reported the following cases of Aids relevant to our Diocese: Algoma -1; North Bay-4; Muskoka-Parry Sound-nil; Northwestern Ontario-2; Sudbury-5; Temiskaming-1; and Thunder Bay-7. The total statistics for Ontario are 911 cases reported with 576 deaths. The actual number of cases

in Algoma is higher than reported, because some people will have moved here after being diagnosed elsewhere, and in fact not all cases are reported. Also, the number of people currently infected but who have not yet developed symptoms, is much higher.

Computer projections anticipate between 6,849 and 10,842 cases in Canada by 1992. As of December 1988, a total of 1236 people had died in Canada.

We need to do everything we can to insure that all people, especially our youth, are well-informed about Aids and the safer-sex practices that reduce the risk of getting it. The Church must continue to uphold the sanctity of marriage and the proper expression of sexuality, but we must not fool ourselves that this is a panacea. The Church has been promoting celibacy, supporting matrimony, and condemning homosexuality for 2000 years, and sex in all its variety continues to be as popular as ever! Our best line of defense against Aids is an educated population with frank discussion about teen sexuality, homosexuality, safer-sex practices and the latest medical information. Both Thunder Bay and Sudbury have community-based Aids Committees, and all our Public Health Units have relevant information and educational programs.

The Reverend Chris Morden, a member of this Advisory Social Action Committee, is a director on the Aids Committee of Thunder Bay

A quote from our Bishop concerning Aids, "It is certainly a public health problem for us all, and the Church needs to become involved in the palliative care side of the issue so there is dignity in dying while we struggle to find a better cure for this disease. As Christians we need to embrace the people who are suffering so they do not become lepers." This committee concurs.

#### CRISIS IN RURAL COMMUNITIES

A request for financial assistance from our Diocese, by the Executive Director of Programs (National Church), towards a budget to enable the continuation of a study regarding Agricultural Crisis "Phase Two", was referred to us. The proposal was to contract for a minimum of one-half person-year at a total cost of between \$32,500-\$47,500. The job description would be to work with up to eight dioceses to identify, with local leadership, a core working-group on the food system, including farmers and fishermen, business, schools and local politicians and officials. The selected dioceses are in the Atlantic provinces, Manitoba and Saskatchewan.

This Social Action Committee supports the project in principle, but we recommended to the Diocesan Executive Committee that our Diocese do not give financial support to "Phase Two".

### NATIVE MINISTRY

We are encouraged and pleased that three Native people from our Diocese attended the Native Convocation and came back with a great deal of excitement. It is hoped that we can build on some of the enthusiasms, concerns and problems.

We look forward to the announcement that a Native Committee has been formed to address these needs.

### PRIMATE'S WORLD RELIEF AND DEVELOPMENT

"The Primate's Fund comes under the mandate of this committee, but the Diocesan network of co-ordinators has been taking shape, and assuming responsibilities. Consideration should be given to recognizing this change and reflecting it in the Canons." This is a direct quote from the Advisory Social Action Committee report to Synod 1985. We share their frustration and echo their sentiments.

### MISSION TO SEAMEN

There is a separate report by the Mission to Seamen Chaplain the Reverend David Bradford.

We commend them on their excellent endeavors to minister to the needs of the seafarers.

### OBSERVATION

We recognize the difficulty of one general committee in one deanery overseeing the multi-mandate for an Advisory Social Action Committee and suggest that a deanery level network be established, whose main function would be to publicize their social concerns and social action projects in the Algoma Anglican. This could be done on a rotation basis.

Respectfully submitted,

The Rev'd Chris Morden - Chairman

Shirley Koza - Secretary

## ADVISORY PLANNING COMMITTEE

Following the 1985 Diocesan Synod The Diocesan Advisory Committee was struck with the mandate to devise ways which would assist The Bishop and lessen his workload. Several projects were undertaken which dealt with matter that had long been considered by the Diocese. It should be noted that the initial mandate given to this Committee was, and still is:

- Deanery boundaries
- Diocesan Organization
- Methods of Administration
- Church extension and Growth
- Constitution and Canons

Various steps were taken to act in accordance with this mandate and also a request from the Bishop to study means to assist him in his workload.

Some projects (previously started) were continued and monitored by the Committee. These included Re-alignment of Parishes, Youth Ministry, Native Ministries, Personnel Support and Development. Your Committee continued to address these concerns while initiating new and other important projects.

### PARISH RE-ALIGNMENT:

Marathon and Manitowadge: These Parishes continue under this project. Marathon has progressed to the stage where it is about to become a self-supporting Parish.

The Rev'd. Pat Atkinson, in Manitowadged, is working hard here and is quietly and slowly re-building the Parish. Much healing has been done and we are optimistic for its success.

Massey, Webbwood and Spanish River: These Parishes, too, are still aligned. The Rev'd. Muriel Hornby reports that Massey has experienced some modest growth. Webbwood has a small nucleus of people. She feels there is little potential for growth here. Growth at Spanish River is a slow process and we look forward to the The Native Ministry Committee presentation which will contain more information on this Parish.

It should be noted that The Rev. Mrs. Hornby is a Non-stipendary Priest. It is only through her efforts that work in this area is able to continue. The Incumbent is conditioning the Parish to the fact that this present arrangement cannot go on indefinitely.

Muskoka Experiment This refers to a project which began in the summer of 1987. Mr. Peter Simmons was a student who was employed by the Diocese to work in its Summer Student programme funded by the Challenge /87 Programme. Mr. Simmons worked in three small congregations outside Gravenhurst under the supervision of the Rev'd. Michael

and implications" from that Report of 1987:

- a. "--an aging population who have remained long-time residence in their community and are actively involved in their church". This "--raises critical issues --- :
- i. -is the church renewing itself?
  - ii. -are younger people being attracted to actively participate in church activities?
  - iii. -as populations increase mobility, does this traditional, stable congregational base of the church steadily erode?
  - iv. -is the church reaching out to a changing ethnocultural Ontario population?"
- b. "--, the church and its physical resources are adequate in maintaining the status quo. The key choice in any future planning must be the determination of opportunities for the Anglican Church in Algoma to re-integrate itself into a broad range community life."
- c. ---participation in church activities is relatively stable: congregations do not wish to increase their level of involvement; the clergy should be tending to Parish worship and spiritual development rather than non-parochial concerns"; and the Bishop's office could use additional support'.  
--several implications arise from this:
- would greater renewal of clergy lead to greater participation in church activities?--
  - is the church not an active participant in local community activities, issues and problems?"
  - from where would the human resources come if the church was to assume a community role?
- d. "--the financial situation of the church raises some interesting choices and implications:"
- under present levels of funding can new "ventures be planned or developed?"
  - "from where is the new financial base to come?"
  - "is there a role for the church to develop ongoing fund raising campaigns?"
  - how can the church support its priorities in future ventures be planned or developed.

This Report has attempted to give some background to the direction taken by the Committee appointed after the 1987 Synod. The Synod passed the following Resolution;

" This Synod has received a report from the

Wright of Gravenhurst.

It was decided that the work should continue until August 31, 1988 supported by A. I. M. funds. A report given to the Planning Committee following that date indicates that this work should continue as a Summer Ministry.

**YOUTH MINISTRY:** Two Youth gatherings have been held since the 1987 Diocesan Synod.

I am sure that the Youth Report will deal with their concerns and plans better than can be done here.

**NATIVE MINISTRIES:** The Planning Committee is concerned that the Native People should have the deepest involvement possible in their Ministry. The Bishop and this Committee are supportive of their efforts. A special period of time has been allocated during Synod for the presentation of their concerns. You will have noted that a special time period has been allocated to this Ministry at this Synod.

**METHODS AND ADMINISTRATION:** The Committee looked in two particular areas of concern in this section of the mandate. These concerns relate to:

- i. ways to assist the bishop in his workload;
- ii. the Management Structure of the Diocese.

It became obvious to the Planning Committee that special effort in regards to Personnel Development was required. A Diocesan Human Resource Committee was established.

A separate report will be submitted by that Committee.

In regards to the Management Structure of the Diocese the decision was made to retain Mr. John Ligertwood, Treasurer of General Synod, to undertake an analysis of the management of the Diocese. Some of the recommendations from the Ligertwood Report, particularly dealing with assistance for The Bishop, have already been initiated.

**LONG RANGE PLANNING:** This became the principle focus of the Committee. You will recall that at the last Synod (1987) a Report "ANGLICANS IN ALGOMA: PERCEPTIONS ON A FUTURE ROLE FOR THE CHURCH" was presented and accepted at Synod/87.

The Report was revealing and offers the opportunity for reflection. It left the Diocese with two choices. The Diocese of Algoma can accept the status quo, and remain as is (with all that that suggests) or it could launch out into a continuing programme of planning for the Diocese.

It is important that we look at the "issues and implications" which faced the Diocese as seen in The Report of 1987. The following is a summary of the "issues

Advisory Planning Committee; report from The Diocesan Planning Coordinator; presentation and report "Anglicans in Algoma: Perceptions on a future role for the Church" by Ryerson Institute; all dealing with the issue of planning in the Diocese,

The said report contains challenges and opportunities for improvements of services to our Diocesan family,.

BE IT RESOLVED THAT: This synod directs the Diocesan Executive Committee to further explore the implications of those reports and pursue implementation of such programs as will

- .....provide for continuity of human resources
- .....encourage development of viable parishes
- .....ensure Diocesan strength"

The Diocesan Executive Committee referred the above Resolution to the Diocesan Advisory Planning Committee for their action.

The ADVISORY PLANNING COMMITTEE RECOMMENDED THAT:

- ....Phase 2 of the Long Range Planning Program be continued concurrently and in co-operation with the Parish Development/Stewardship program for the remainder of 1987
- ....A report identifying Deanery Priorities and resources be produced and submitted to the Advisory Planning Committee by May, 1988.
- ....Phase 3 of the Long Range Planning Program, being a Diocesan Action Plan, be devised and submitted to the Advisory Planning Committee by September, 1988."

In the presentation of this Resolution to the Diocesan Executive Committee emphasis was placed on the necessity of 'ownership' by all Algoma Anglicans. Any plans resulting from Phase 2 of the project had to represent the feelings and expectations of the people. The Executive Committee accepted the recommendation as presented and authorized retaining Dr. Mitchell Kosny to coordinate Phase 2 and to present the results to the Planning and Executive Committees.

SETTING THE CONTEXT of the process involved a series of meetings, conducted by Dr. Kosny, in each Deanery during March-April, 1988. These sessions focussed on the identification of strengths and opportunities, weaknesses and



threats facing the People of Algoma.

As a result of Deanery Meetings the following common concerns were raised:

#### COMMUNICATIONS

WE ALL NEED TO BE BETTER INFORMED  
ABOUT WHAT IS GOING ON IN ALGOMA

#### OUTREACH

WE MUST REACH OUT INTO THE  
LARGER COMMUNITY AND MOVE BEYOND OUR  
ANGLICAN COMFORT ZONE

#### HUMAN RESOURCES

WE MUST TAKE STOCK OF THE INDIVIDUAL  
TALENTS WE HAVE IN EACH PARISH ACROSS ALGOMA,  
AND BETTER MATCH THOSE TALENTS  
WITH WHAT NEEDS DOING

MAKING IT HAPPEN: The second part of this process was a second series of meetings in each of the Deaneries in May and June. At these meetings the invitees were to attempt to identify resource (human, physical and financial) needs to deal with the above priorities, emphasizing "How are we going to do it?"

Overriding questions come out of the series of meeting in 1988 and from the 1987 Report. These are:

"IS THE ANGLICAN COMMUNITY ACROSS ALGOMA REALLY COMMITTED TO A PROCESS AND PRACTICE OF CHANGE, OR WHEN IT REALLY GETS DOWN TO IT, ARE WE COMFORTABLE IN OUR PARISHES WITH THINGS PRETTY MUCH AS THEY ARE, THANK YOU?"

During the Deanery Meetings there seemed to be commitment to change. While it was "tenuous and perplexing" it was there but would require strong leadership and a process to involve the people.

"EXACTLY WHAT IS THE MISSION OR PURPOSE OF THE ANGLICAN CHURCH IN ALGOMA? WHAT ARE WE SUPPOSED TO BE DOING OUT THERE?"

The traditional role of The Church of "ministering to the flock" and "spreading the Word" seemed prevalent. However, this must be looked at in the light of a Church challenged by an aging population, declining congregations, lack of responding youth to name just a

few.

It appears to be a "Catch 22" situation where " as everyone waits for someone to tell someone else what to do, and since everyone is waiting for each other, nothing gets done."

"ANGLICANS ARE INVOLVED IN THEIR COMMUNITIES BECAUSE THEY ARE COMMITTED PEOPLE, NOT NECESSARILY BECAUSE THEY ARE ANGLICANS. AS A RESOURCE, THE CHURCH IS NOT ALWAYS USED TO ITS FULLEST EXTENT POSSIBLE."

This commitment of our people is a vital potential for The Church at both the Parish and Diocesan Level. It is a resource out there to be used.

"ANGLICANS DON'T FEEL 'PLUGGED IN' TO WHAT IS HAPPENING IN OTHER PARTS OF THEIR OWN DEANERIES OR THE DIOCESE. THERE IS LITTLE SENSE OR FEELING OF 'A WHOLE', OTHER THAN SYNOD WHICH TAKES PLACE EVERY TWO YEARS"

Here again is a dichotomy. Some say there is not sufficient information on the other, and others claim there is too much. Somewhere along the line there seems to be a blockage. A basic approach to communication must be taken: "What is the purpose of communication?" and "What do you want to know?"

#### ELEMENTS OF THE VISION

Dr. Kosny will be discussing this aspect of the Report in his presentation. However, there are a few comments I would like to make. Once we have dissected the Diocese to see what we believe to be the challenges we face, we must determine what are we going to do about it. This entails the vision we, The Bishop, The Clergy, the laity, see for The Church in Algoma.

#### The Mission of the Church

In establishing a framework on which to build "A STRATEGIC VISION" for The Church a statement of The Mission of the Anglican Church in the Diocese of Algoma must be made. The following, prepared by Bishop Peterson, is such a statement:

"WITHOUT THE GRACE OF GOD, THE MISSION OF THE CHURCH IS AN IMPOSSIBLE TASK. GOD CALLS US TO PROCLAIM TO THE WORLD, THE GOOD NEWS THAT IN JESUS CHRIST, WE ARE CALLED TO ENCOURAGE THE DEVELOPMENT OF CONGREGATIONS THAT ARE LOVING, AND WILLING TO FELLOWSHIP WITH THE PEOPLE FROM ALL WALKS OF LIFE.

IN AN ATMOSPHERE OF THANKSGIVING FOR THE GRACE THAT OUR LORD GIVES, WE ARE ENCOURAGED TO LEARN ALL WE CAN FROM THE SCRIPTURES OF THE OLD AND NEW TESTAMENTS, AS WELL AS THE TRADITIONS OF OUR PAST, AND RESPOND WITH OUR GOD-GIVEN GIFTS OF REASON, TO ALL THE CHALLENGES WE FACE IN OUR TIME.

THE HOPE IS THAT PEOPLE OF THE DIOCESE WILL RESPOND TO THE CALL OF GOD AND JOIN THE LORD'S MISSION IN OUR TIME."

#### DIRECTIONS AND RECOMMENDATIONS

The analysis which was done in 1987 and in Phase 2 of the Long Range Planning Project was necessary in order to involve as many people as possible so that there is ownership of the process and the plan.

The heading under which this section will be discussed are:

- a. Corporate Planning
- b. Communications
- c. Outreach and Church Growth

**CORPORATE PLANNING:** There is much activity going on out in the Diocese. The various reports presented to Synod underline this. The Planning we have experienced has been to a large degree ad hoc plan and re-active rather than pro-active.

To facilitate the process of dedicated Long Range Planning it is recommended that a position, DIRECTOR OF PLANNING AND ADMINISTRATION, be established. (It should be noted that in this context ADMINISTRATION refers to overseeing of the planning function.) The person holding this position would be:

- directly accountable to The Bishop and to the Executive Committee:
- for overseeing the development, implementation, and evaluation of administrative policy and procedures;
- in the same capacity for the communications programme
- responsible for the development of planning, support to Management Staff, Advisory Planning Committee

To fulfil the role of Director of Planning and Administration would entail involvement at all levels in the Diocese, Executive, Diocesan Committees, and at Parish and Deanery levels.

**COMMUNICATIONS:** A further recommendation is that a position of Communication Officer be established. The

Communications Officer would work with the Diocesan Planning Officer. His responsibilities would include those mentioned above but also would include work with Parishes and Deaneries.

**"THE PURPOSE OF COMMUNICATIONS AT THE DIOCESAN, DEANERY AND PARISH LEVELS MUST BE TO EDUCATE AND INFORM, NOT ONLY THE ANGLICAN COMMUNITY, BUT ALSO THE BROADER COMMUNITIES ACROSS ALGOMA. AN EFFECTIVE COMMUNICATIONS' ACTION PLAN MUST BE A TWO WAY PROCESS BETWEEN SENDER AND RECEIVER, AND REQUIRES ITS OWN OPERATING PLAN IF IT IS TO BE SUCCESSFUL.**

A Communications Committee is in place and has done much work in gathering information on communication techniques, resources etc. However, it is recommended that this be broadened in the following areas:

- to develop and implement an information and communications program;
- assume responsibility for the Algoma Anglican;
- assist Diocesan Committees in their work
- work with other media.

#### **OUTREACH AND CHURCH GROWTH**

As noted in Dr. Kosny's Report: "Recommendations which are directed at outreach and church growth are difficult ones, and are predicated on the following assumption:

**THE BASIS OF REACHING OUT IS THE INDIVIDUAL  
...EVERYONE OF US, IN OUR OWN TIME, IN OUR  
WAY, AND IN OUR OWN AREA.**

To meet the challenges presented in Outreach and Church Growth, Committees at Parish, Deanery and Diocesan levels must be established. These Committees are to be action oriented and coordination between the three levels will be essential.

Dr. Kosny presented the final draft to the Advisory Planning Committee in October, 1988. It was received, discussed fully and accepted in principle. The Committee also recommended that The Report be referred to the Diocesan Executive Committee with their recommendation that The Report be accepted.

The following motion was presented to the Executive Committee at their October, 1988 meeting:

"--, the Advisory Planning Committee has received the Final Report "Anglicans in Algoma: Building a Strategic Vision - October, 1988", and endorsed its broad conclusions, directions and implementation plan;

--, this Report with recommendations for action has been received by the Executive Committee;

BE IT RESOLVED THAT the Executive Committee also endorses the broad conclusions, directions, and implementation plan of this Report; and directs the Advisory Planning Committee to develop and implement overall strategy for discussing preparing, and presenting this final "Vision Report" to the Diocesan Synod in April '89." Carried.

### OBSERVATIONS

The recommendations raised in this Report are sweeping. Obviously all the answers to the challenges we face are not in the Report. The answers are within all of us. We went to the Algoma Family to:

- a. to seek a Diocesan-wide perspective;
- b. to identify the strengths and opportunities that face us;
- c. to identify the weaknesses and threats that face us;
- d. to build consensus on the priorities that must be addressed;
- e. to identify resources (human, physical, financial) necessary to operationalize the priorities.

Clearly there are cost factors connected to the recommendations we are making. As a first step your Planning Committee is recommending the creation of two new positions within the Diocese: a Director of Planning and Administration, and a Communications Officer. It is anticipated that with salaries and related costs, funding of \$140,000 to \$150,000, a year, will be required.

We recognize the impact such an expenditure will have on Diocesan Revenue and the Parishes who are the providers of that revenue. We, are, also, aware of the effect of increasing Stipend and Travel Cost (necessary as they are), and continuing important programmes that are already in place and the 'drying-up' of A.I.M. Funds (1992).

This is possibly the time that a fresh approach to funding will have to be undertaken.

You are asked to enter your discussion groups with an open mind. The Report: "ANGLICANS IN ALGOMA: BUILDING A STRATEGIC VISION" is a plan for ACTION Algoma. In an article in the December, 1988 issue we read of a "Leap in Faith". Our Task is to take that "LEAP IN FAITH". With your concurrence in the Report, The Algoma Family can continue in "BUILDING THE VISION".

REPORT OF THE ADVISORY MINISTRY COMMITTEE

The Advisory Ministry committee comprises:

Tom Chambers  
Rosalie Goos  
Frank Peake  
Len Shaw

Bridget Franks  
Ross Kreager  
Ray Porth  
Lynn Uzans (chair)

Recognizing the general resurgence of emphasis on Baptismal Ministry, our committee has focused its energy on consolidating the Diocese's resources on baptismal preparation. Building on work done by former Advisory Ministry Committees, we have .....

- . Completed production of a Diocesan booklet entitled Growing Into Christ: guidelines for initiation and integration into the Christian community
- . Produced a companion video, Growing Into Christ, to be used in parish education and preparation of baptismal candidates/sponsors
- . Reviewed and purchased video and literature resources to supplement diocesan materials
- . Developed a suggested model for a baptismal preparation workshop
- . Compiled handouts on sermon helps and other suggestions to aid in teaching around baptism
- . Shared Algoma materials with Toronto Diocese personnel also working on Christian Initiation

All resources will be displayed at a peopled booth at Synod. Please take a moment to gather materials appropriate for use in your parish.

Respectfully submitted for committee,

Lynn Uzans,  
Chairperson

## REPORT FROM PASTORAL CHAPLAINCY CO-ORDINATOR

At this Synod five postulants or candidates for ordained ministry in the Diocese of Algoma will be ordained deacons. Their average age is 48. Three of them are women. All but one of these candidates are married and have children. Each has been earning his/her living in a 'secular' job. Two will be ordained as self supporting clergy, (the new and much more appropriate term approved at Lambeth for what used to be called nonstipendiary clergy).

These facts neatly summarize the situation as far as enquirers about ordained ministry, theological students and many new clergy in the Diocese are concerned. Current candidates often do not follow the route from high school to Seminary to Parish as used to be the pattern. Instead they tend to be older, have had one or more secular careers, and may be able and even prefer to pay their own way.

Over the past two years, not counting the xeroxed queries that probably went to every Bishop in Canada, the Diocese has been involved with about 36 people interested in being ordained. Eleven of these were dealt with in single interviews; eight involved summer work or extended discussions both of which are now complete. Discussions with another nine are still continuing and there are eight more who have been accepted as Diocesan candidates for ordination and are completing their studies or other requirements.

This kind of interest in the ordained ministry plus the all too obvious and sad evidence of persons having been ordained who should not have been, have resulted in the Pastoral Chaplaincy Committee, chaired by the Bishop, formalizing the requirements that Diocesan candidates should normally meet. Briefly these, which conform to decisions made by the House of Bishops in November 1986, are as follows: The applicant must:

- 1) Have been a communicant member of the Anglican Church for at least three years.
- 2) Be recommended by the rector, and a representative group of laity of the parish where he/she has been worshipping for the past year.
- 3) Be recommended by the Diocesan Pastoral Chaplains Committee.
- 4) Be recommended as a candidate by the Anglican Church of Canada's Advisory Committee or Postulancy for Ordination (ACPO).
- 5) Complete three post B.A. or equivalent years at a recognized theological college and pay at least the first year's expenses him/her self.
- 6) Complete at least one recognized Clinical Pastoral Education summer course under qualified supervision.
- 7) Work for one summer under supervision in a parish in the diocese.
- 8) Be prepared to work as a curate or under similar supervision during his/her early years in the Diocese.

As the implications of applying these requirements to candidates wishing to be ordained for work in the Diocese were examined, it became clear that the Diocese had obligations as well.

2.

Chief among these is providing qualified supervision for summer students and new clergy. To date two workshops in Pastoral Leadership and Clergy Supervision have been held. Of the 22 Diocesan clergy identified as occupying actual or possible (ie for summer students) supervisory positions 13 attended both workshops and 22 attended one. Workshops have dealt with establishing covenants between supervisor and supervised, clergy and parish and with parish profiles so that expectations and capacities are clear. If future workshops are held they will concentrate on such skills as evaluation and conflict resolution which have already been identified as areas where parish clergy need further training.

Respectfully submitted,

John F. McRae, Coordinator



## REPORT OF THE ALGOMA ANGLICAN STANDING COMMITTEE

### WHO WE ARE

The Algoma Anglican Standing Committee has been meeting since October, 1987.

Members are: Fr Michael Wright, Judith Brocklehurst (co-chairpersons); Fr Frank Doe, Bob Boyer, Fr Terry Bennett, Betty McDowall, Isabel Edwards, Peggy Muntz, Barbara Nangle. (Archdeacon Noel Coater, Fr Ray Porth and Hugh Mackenzie were initial members who withdrew).

### WHAT WE DID

We have met six times.

We decided our first task should be to define our own role as a committee. However this produced something of an identity crisis: obviously, we should be supporting the work of the Algoma Anglican; however, in order to do this usefully, we felt we needed to establish what the role of the paper should be. Accordingly, we began work on a double definition:

### OUR CONCLUSION

"It was finally decided that the role of the committee is to support the work of the Algoma Anglican as it seeks to inform, educate, encourage and challenge Christians of the Anglican tradition." (minutes of the Committee, Nov. 24, 1987).

This gave us a series of very positive goals for the paper to aim for and it also indicated that the paper has a responsibility to all Anglicans of every age-group.

We began studying areas of strength and weakness and trying to come up with suggestions for improvements where we felt these would be appropriate.

A summary of our conclusions:

### WHAT WE DO WELL

Production of the paper is absolutely first-rate, and this is due to the dedication and expertise of Editor Bob Boyer and the supportive co-operation of Don Smith of Muskoka Publications. Layout is superb, and this is achieved in spite of the difficulties caused by the fact that all contributions are voluntary, so amounts of copy are unpredictable.

Proof-reading is impeccable; and the appearance of the paper is as attractive as can be expected given the inexpensive quality of the paper.

The paper is well distributed: all those who support their

parishes through regular contributions receive it free of charge. About 6,500 households receive ten issues a year; if we assume that only two people read each copy, that means we are reaching 13,000 people (there are about 23,000 known Anglicans in the diocese. While we would of course like to know that every Anglican was reading it, we cannot think of a way of obtaining better coverage.

The paper is read throughout the whole diocese and this means that it has a tremendous potential as a unifying factor. This is enormously important in such a very large geographical area.

The paper is very good indeed on covering parochial and diocesan news.

It is widely used as a forum for opinions and concerns.

It also has some very good devotional material.

Contributions are representative. Great strides have been made in overcoming a clerical bias: many contributors now are lay people.

The paper costs \$12,600 net annually for production and distribution; good value for money, for which we are grateful to Don Smith and Muskoka Publications.

#### NOT SO GOOD

Our sins are sins of omission.

There is no money to pay a professional reporter; or even to pay for some freelance work.

This problem is reflected in the quality of writing and the quality of the photography.

The editor is dependent for "copy" on voluntary submissions.

This means that some points of view are not represented because they are not presented: contributors naturally zero in on what interests them personally.

There is a need to become more issues-oriented, which is not being met. We are narrow. The Church has a provincial, a national and an international structure and a need to think globally, but this fact is not sufficiently reflected in the Algoma Anglican.

We do a very good job of catering to the needs of adults, but the needs of children and young people are not being met; they may never become readers.

Everyone on the Committee has asked for a humour section, but no material has been available.

Because the Editor is at the mercy of his contributors, the quality of contributions is uneven; the quantity is variable and the theology is inconsistent.

Unpaid contributors only send in material if they are asked repeatedly; if they don't feel like it, nothing comes in. This places a tremendous burden on the Editor.

We feel it is significant that we ourselves have met for two years, yet we have never put anything about our work in the Algoma Anglican! The paper should be the natural forum for all diocesan activities.

#### A PROPOSAL

We believe that we need a paid editorial assistant to solicit and co-ordinate good quality contributions on a regular basis.

In particular, this person would be responsible for meeting the need to do a better job of delivering thematic issues.

A paid person could also work on circulation and promotion; for example, how many seminarians receive the paper? How many are ever asked to contribute to it? How many children and youth contribute?

This would be a leg-work job which would not encroach on the overall responsibility of the Editor. Perhaps this position could be part of the mandate of the diocesan communications officer.

#### CONCLUSION

The newspaper is THE vital link of this very large diocese.

We need to use it to broaden our vision.

If this is going to be done, there is a price to pay.

#### WE INVITE COMMENTS

Part of our ministry is to allow ourselves to be honest and self-critical. We invite your recommendations.

## CAMP MANITOU REPORT

"Where there is no vision the people perisheth" Prov. 19:18

Camp Manitou is a family- a group of people- a part of the body of Christ which believes in and accepts the responsibility for Christian camping on behalf of the Diocese of Algoma. Included in this group are the campers and a large number of volunteers such as counsellors, directors, cooks, medical people, lifeguards, building maintenance people, and committee members, all of whom have an interest, a vision of Camp Manitou. Since our last report to Synod in 1987 our vision of Camp Manitou has not changes dramatically. Some plans for the future are coming into focus as we attempt to serve God's will in this setting.

I have recently taken the position as Chairman of the Central Camp Committee, so I do not have a great deal of history connected to the camp. Through my involvments over the past four or five years it has become very evident to me, that Camp Manitou has a wonderful opportunity for outreach in the Diocese. The way for this to be accomplished is by encouraging more people to become active in the running of the various camps, or by becoming campers at one of the Camps. In July Camp Manitou runs week long camps for the children of the Diocese, starting at age 8. During the month of August, we run family camps for anyone who wishes to experience the camp in a family setting. Part of my personal vision for Camp Manitou is to have each of the camps at full capacity. Only then will we be making full use of this facility.

For the Past two years Camp Manitou has acted as host to the Diocesan Youth Synod, and will do the same this year. One new camp is being offered this year to try and fill a need that we feel is present. In the last week of August we will run a singles Camp for anyone who does not feel they fit into the other camping situations.

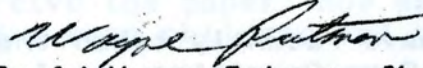
Camp Manitou is the same as any other piece of property that is owned by the Diocese of Algoma or any one of us. Camp Manitou is in constant need of repairs and renovations, to ensure that it is here for future generation to enjoy. The camp is always in need of interested people who are willing to donate their time, talents or resources to aid in the continuation of this ministry of recreation.

In our income structure, just over 50% of our income comes from campers fees and of the remaining 50%, 30% comes from the Diocese and 20% from donations from individuals and groups. On the expense side, 42% of our expenses go for food, 16% for boat transportation (we use a commercial water taxi), 9% for gasoline and propane, and 8% for honoraria.

Through the Government S.E.E.D. grant program we have been able to hire some summer staff. This is especially helpful for hiring waterfront staff, as qualified lifeguards are often hard to find, we have applied for these grants again this year.

Finally, I would like to express my deep personal gratitude to all the people who have given of their time, treasure and talents to assure that Camp Manitou is able to fulfill its commitments to providing a Christain camping experience.

Yours in Christ



Rev'd Wayne Putman, Chairman,  
Central Camp Committee

REPORT OF THE HUMAN RESOURCES COMMITTEE

Pursuant to the Diocesan Executive Committee's approval of the concept of administrative assistance for the Bishop through use of persons skilled in personnel relationships and management, as recommended by Advisory Planning Committee, the Bishop created a "Human Resources Committee" in accordance with the following resolution

. . . . We recommend that a Human Resources Committee be appointed whose primary function shall be to assist the Bishop in the area of personnel selection, screening of applicants at all levels, and to devise and develop a suitable system of review of present personnel.....

The Committee initially consisted of 10 persons appointed by the Bishop, but now numbers 15 due to addition of the 5 Archdeacons in June 1988, in order to conform with restructuring of Diocesan Committees as outlined in the Report "Management Style and Administrative Function of the Diocese of Algoma". Those listed below are now members of the Human Resources Committee:

The Right Rev'd L.E. Peterson	The Very Rev'd I.L. Robertson
The Ven. W.R. Stadnyk	The Ven. N. Goater
The Ven. E.B. Paterson	The Ven. R. Kreager
The Ven. M.S. Conliffe	The Rev'd Canon J.S. Crouch
Dr. Mary Richardson	Mr. W.B. Kidd
Mr. T.C. Luck	Mr. D.P. Oosterbaan
Mr. K. Goos	Mr. J. Huggett
Mr. W.M. Kosny	

The first meeting was held in Sault Ste. Marie on June 20, 1987, followed by others on Aug. 20, Nov. 19, 1987; and in 1988, Mar. 10, Apr. 28, June 22/23, Oct. 6, Dec. 7/8; special meetings of Sub-committees of the Human Resources Committee were held on Aug. 16, 1988, in Thunder Bay, and on Aug. 25, 1988 in Sudbury. The following guests were invited to some of the meetings for providing informative input into matters on the Agenda:

The Rev'd R. Johns, Personnel Resources Officer from General Synod, Toronto;  
Mrs. Jenny Mason, Director of Pensions, from General Synod, Toronto;  
The Rev'd J.F. McRae, Coordinator of Pastoral Chaplains, Diocese of Algoma;  
The Rev'd Canon Harry Morrow, recently retired Priest, Diocese of Algoma

The initial June 20, 1987 meeting was held in a "Think Tank" style for the purpose of identifying and exploring problems: subsequent meetings were forums for developing systems/methods and creating opportunities to improve existing procedures, and the remainder of this report is a summary of the Committee's proceedings.

The accepted principles for Human Resources administration within the Diocese of Algoma were determined to be

. . . . Guided by a spirit of prayer and discernment of the Gospel message  
. . . . Become an expression of the faith community  
. . . . Based upon Christian justice  
. . . . Accomplished in a climate of mutual respect and shared responsibility

- . . . .Provide for personal growth and development
- . . . .Enable persons to fulfill the service for which they have been chosen, and for which they will be held accountable

Employment policy for the Diocese will be such that there is a clarity of expectations through development of the following procedures:

- . . . .Assessment of ministry need - clergy and congregations
- . . . .Position design and preparation of a proposal
- . . . .Position Description
- . . . .Compensation and Rewards/Benefits
- . . . .Development of a Contract/Covenant
- . . . .Review of personal development for the purpose of self-improvement and growth

At the first meeting of the Human Resources Committee, the Bishop identified those personnel/administration areas where he required assistance, and also reviewed existing procedures for handling such matters: a very thorough exploration of the Bishop's concerns took place, and a course of priority action was developed. The subject of employment applications as received at Synod Office - a "paper work" matter of grave concern to the Bishop and one requiring much of his time - was carefully considered by the Committee: new standard forms were designed by two members of the Committee, and a system implemented to improve the processing of applications, being

- . . . ."Personnel Check List - Applicants" - to maintain the entire record of an Application from date of receipt to current Status: It is to be kept in Synod Office.
- . . . ."Application for Service (Clergy)" - to be completed by an applicant (Clergy or Staff) for determining her/his suitability and qualification for service in the Diocese: personal data, religious background, academic achievement, employment/service experience, related skills, references, personal history as permitted under legislation.

Motion 16 - Diocesan Synod May/1987. This motion was referred to Human Resources Committee for attention and action. The subject matter follows:

- . . . .An Ad hoc Committee of the Synod be established to make recommendations on the following topics for action by the next Session of Synod
  - a) to formulate Diocesan guidelines on which parochial job descriptions will be based
  - b) to outline a performance review process for both clergy and parishes
  - c) to examine the present process of appointments of clergy to both assisted and self-supporting parishes, including the questions of tenure, mobility, professional development, and dismissal.

Much soul searching and discussion took place on the subject of how to ensure the highest quality of clergy/lay services for the parishes of our Diocesan family, and there was unanimous agreement that expectations of both clergy and parishes must be defined through Position Descriptions and standards of

performance: from clergy students to Parish Priests, goals/objectives can be achieved equitably through a process that identifies accountabilities and a method for evaluation of individual performance. Position Description and associated documents were developed as follows:

- . . . . "Parish Development/Stewardship Officer" - Synod 1987 directed that an active program of Parish Development/Stewardship/Planned Giving be implemented, and that an Officer be employed to provide on-going energy and direction. This position was designed on the basis of a 3-year trial period working part-time, and following Diocesan-wide advertising Rosalie Goos was selected for service starting January 1988.
- . . . . "Coordinator for Diocesan Pastoral Chaplaincy" - This position Description was designed on basis of part-time Service, and is a continuation of work commenced by Dr. F. Peake who has moved out of Algoma. The Reverend John F. McRae accepted this assignment beginning August 1987; he will also be taking on special tasks as directed by the Bishop, and will be accountable to him.
- . . . . "Principles for Clergy Service in Diocese of Algoma" - This is a document outlining details of a Clergy Employment/Service process that consists of three elements, being (a) Position Description for a Parish Priest; (b) Standard of Performance for a Parish Priest; (c) Covenant/Letter of Agreement. This document was presented as a discussion paper to the Diocesan Clergy School held in Sudbury in September 1988, and members of clergy were invited to comment upon it and share views so that all may have an opportunity to participate in creation of a new process. This document will also be distributed to Deaneries and parishes for discussion and comment by Deanery Councils and Parish Congregation Advisory Boards. The new procedure (first time ever in Algoma) will be successful only when there is a clear identification and acceptance of the expectations of both clergy and laity in carrying out the joint mission of prayer, proclamation, and love.

An exploration of the Diocesan Student-Clergy ministry indicates that opportunities exist for improvements to this ministry through the development of a long-range program involving a Diocesan Pastoral Coordinator as well as trained Parish Priests and Laity: such a process would commence with careful selection and approval of candidates for student clergy, monitoring of progress during student College years, and curacy internship with Parish Priests having good training skills. The Reverend John F. McRae (Diocesan Pastoral Chaplaincy Coordinator) will be developing a long-range strategy for the total clergy-student ministry, together with the Diocesan Pastoral Chaplains Committee. Mr. William B. Kidd is Chair of a Curacy Training Committee created to investigate the matter of curacy training and devise/implement plans for a suitable action program: they will both work together towards determining Diocesan student needs for clergy and secular work within the Diocese, and make applications for placements as necessary.

Canon 12 - Appointment of Clergy to Charges (Motion 16, Section C)

This Canon is cause for much frustration to Parish Concurrence Committees because of the wide range of interpretation of the way the system is



expected to work, and the requirements and expectations of those involved, and the position to be filled. Initial discussion produced divergent views on the subject so Dr. Mary Richardson was assigned the task of creating a Committee in Thunder Bay (location of 3 parishes with recent clergy appointments, also residence of the Diocesan Chancellor) to produce a revised Canon 12. The initial revision pertaining to appointment of clergy to parishes was presented to the Human Resources Committee for review and approval, and is now being considered by the Canons and Constitution Committee. Dr. Richardson has also prepared and presented a discussion paper on the issue of clergy tenure, and the documents "Tenure in self-supporting parishes" and "Tenure - a Position Statement" sparked a thorough exploration of the subject. Effects of tenure upon the Parish Priest, his family, the Parish, the Diocese, advantages and disadvantages of a defined period of Service, canonical provisions and authority within the Church, were all factors for consideration if a policy of equity and consistency in exercising the privilege of tenure is to be developed. These documents will be refined and presented for further review at a future meeting, circulated to concerned persons for comment, revised if necessary, then forwarded to the Canons and Constitution Committee for acceptance and incorporation into the Diocesan Canons and Constitution.

Mr. John R. Ligertwood, General Treasurer, General Synod Office in Toronto, was selected to carry out A Study of Administration and Management Operations in the Diocesan Synod Office in order to determine ways for easing the Bishop's heavy workload. His conclusion was that the Bishop was indeed overworked, and his report "Management Style and Administration Function of the Diocese of Algoma" contains recommendations for changes which will provide more assistance for the Bishop - these have been accepted and are now in process of implementation. The charges involve a re-structuring and re-defining of Terms of Reference for various Committees, and a submission to the Canons and Constitution Committee. Some changes pertaining to the Human Resources Committee have been implemented, and many projects are now in progress which will greatly assist the Bishop in the future with Human Resources and Administration matters.

The following Resolution was referred by the Diocesan Executive Committee:

"That the Human Resources Committee do a study on our responsibility to clergy who are unemployed because of various disabilities with a view to establish a Diocesan policy."

Discussion of this subject disclosed that a policy is needed to cover assistance or compensation for early clergy retirement, clergy no longer able to serve, and for career changes due to physical disability or other compelling reasons. It is acknowledged that a major block of new funds will need to be raised if we are to assist clergy in special circumstances, and this challenge is clearly a Christian opportunity. The Very Reverend I.L. Robertson chaired a Committee to formulate guidelines, and the following were considered appropriate for immediate implementation:

- . . . . Pastoral support to be provided immediately to clergy and parish
- . . . . Provide some measure of financial assistance - separation allowance equal to monthly stipend for 3 months after termination of Service,

and continued participation in fringe benefits up to 12 months after termination of Service

- . . . .Housing/Living Allowance - up to 3 months, as per provisions in Canon 11, Section 7.
- . . . .Additional assistance may be provided based on an analysis of individual situations

This subject is important and ongoing, and this Committee will continue monitoring events, and developing procedures to take care of situations.

#### DIOCESAN YOUTH POLICY - SYNOD MOTIONS 41, 42, 43

The Bishop outlined a Diocesan Youth Policy in a letter to all those concerned on March 25, 1988. It announced the appointment of The Reverend E. Swayze and The Reverend C. Dee as Diocesan Youth Coordinators for the period March 25, 1988 to July 31, 1990, as well as Coordinators for each of the 5 Deaneries. The letter also detailed the formation of Youth Standing Committees, their composition and terms of reference. Much activity has been planned by youth including Young Adults Ministry Conference May 5-8, 1988, and Youth Synod July 29-Aug. 1, 1988; these are in addition to events in Deaneries.

#### CLERGY STIPENDS, etc.

In order to achieve the benefits of uniformity and standardization of Clergy Stipends and Remuneration; proper application and recording of pensions, insurance, and such employer-employee contributions as required by legislation; to interpret the ever-increasing involvement of Government regulations and to provide an administrative service that is not possible in small Parishes without professional Staff or skilled lay persons, the Human Resources Committee was challenged to consider the implications of the Diocese of Algoma becoming the "Employer" through principle of the Central Payroll scheme.

The pro/con views were vigorously debated, and it appears potential exists for benefits to all concerned if an acceptable procedure can be worked out. The Diocese of Kootenay is a working model of this "Employer" arrangement, and since it is similar in many respects to Algoma, a future meeting will be arranged with Kootenay Officials to share insights and experiences with the system. New information on this subject has become available in an Interim Report (November 1988) prepared by Woods Gordon Management Consultants for the National Executive Council of the Anglican Church of Canada, and will be considered at future meetings of this Committee.

#### CONTINUING EDUCATION FOR CLERGY: FINANCIAL PLANNING: RETIREMENT SEMINAR

The matter of Continuing Education and professional development of Clergy is an essential ongoing process, and participation in the many available programs is encouraged. A number of Dioceses employ a process of Workshops or Seminars to educate Clergy in financial and retirement planning. Mrs. Jenny Mason, Director of Pensions for the Anglican Church of Canada, provided the Human Resources Committee with much background information at the meeting held on June 23, 1988. This included statistical data on existing pensions, short and long-term disabilities, employment related

accidents, early retirements, Widows Allowances. Diocesan Clergy statistics indicate that 20 Clergy will be reaching age 65 in the next 10 years, so there is need for a Retirement Seminar to educate both Clergy and spouses. It was agreed that The Venerable W. Stadnyk, assisted by The Reverend Canons J. Crouch and H. Morrow, will investigate and plan a Retirement Seminar for persons (including spouses) age 55 and over to be held in 1989.

#### DIOCESAN/DEANERY/PARISH LEADERSHIP AND TRAINING

A program to develop leadership for delivery of a mutual ministry by both Clergy and Laity is being devised by a Sub-Committee of the Human Resources Committee, chaired by The Reverend John McRae. It will have two major emphases:

- . . . . Working towards a leadership vision for the Diocese and each of its Deaneries and Parishes
- . . . . Beginning a systematic process of Parish self-analysis and development

Many events are being considered to present the various elements of leadership development and training in 1989 and 1990, including Supervisor's Workshops, Early Ministries Conference, Parish Leadership Workshop, Team building Exercise for Executive Committee members, Special Training Course for Interim Pastors, Summer Students Workshop, special education for specific needs.

#### INVENTORY OF HUMAN RESOURCE SKILLS WITHIN ALGOMA

One of the duties of the Human Resources Committee is the supply of candidates for serving on various Diocesan/Deanery Committees, and during discussion of this matter it was agreed that a Bank of information identifying names and skills of Algoma Anglicans was required. A method and procedure for creating such a bank is being designed on a Deanery basis: it will involve the Deanery Officials, a coordinating Committee of Clergy from each Deanery, as well as Rectors and Wardens of each Parish. The co-operation and involvement of all members of the Diocesan family is required to make this project successful.

The members of the Human Resources Committee are grateful for the opportunity of assisting the Bishop in his administrative duties, and to be of service to the Diocesan family. We also wish to record an appreciation for the privilege of meeting at Bishophurst, and enjoyment of the warmth and hospitality of Mrs. Peterson and the Bishop: and to express thanks to Archdeacon Stadnyk, his Wardens and parishioners for hosting our meetings in the Savela Room, Holy Trinity Church, and for the delicious luncheons provided by members of Cara Community Complex.

Respectfully submitted,

William M. Kosny,  
Co-Chair.

## ADVISORY OUTREACH COMMITTEE

When this committee was appointed in 1977, its first consideration was the purpose for its existence. Since we were unclear about our purpose and eventual goals, we set out to interpret the diocesan canons and create a statement that would best describe the responsibilities of this particular committee, as we understood them. With the able assistance of members of O.P.E.N. (Ongoing Parish Education Network), we were able to establish objectives and set goals. We also came up with a statement of purpose: "We understand outreach to include Evangelism, Renewal and Social Action (ie. support to people involved in Christian work; and doing the work of Christ in society).

The specific areas of concern for this committee, therefore, are:

- (1) Evangelism - It was felt the diocese needs a plan of action for proclaiming the 'Good News'.
- (2) Information Gathering - We would collect and catalogue information from the various committees, groups and parishes within the diocese. We would be a sort of clearing house, so that interested persons may have easy access to a source of information and resources.
- (3) Advocacy Work - As a natural outflow of #2 above, we would disseminate the information. This aspect of the work would deal with publicity, education and challenge.

For the past several months, we have been in the process of collecting information for the purpose of cataloguing. Every ministry (diocesan committees, parishes, camps, etc., etc.) should have received a questionnaire requesting any information that could benefit someone else, somewhere in the diocese. Many of these questionnaires have been returned and the information is in the process of being compiled and catalogued. It is our hope that the first catalogue will be completed in time for distribution to all parishes and organizations at this Synod.

We are also struggling with the whole concept of the computer bulletin board, for outreach groups, activities, and resources that affect the life of the diocese which, when complete, means that those who are connected to the diocesan computer would have access to all information, except that which is deemed appropriate for diocesan officials only. This will take a little longer, because we want to work with the National Church so that we can create an efficient, uncomplicated system without unnecessary duplication.

The life-line of any Church is evangelism, something that is often misunderstood by the typical Anglican. We all know about the so-called T.V. evangelists and the scandals of the past two or three years; we might even recognize that most of these people are reputable and going about God's business. On the other hand we may think that evangelism is something that only certain churches do; or it is the calling of particular people like Dr. Billy Graham.

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In Matthew 28:19, Jesus exhorts us to "...make disciples of all nations..." and the apostles were sent forth to preach the Gospel, cast out demons and heal the sick (Luke 9: 1-2). St. Paul says that "Everyone who calls on the name of the Lord will be saved." (Romans 10:13). And then he goes on to clearly state that before anyone can respond, they must first hear the Word. (Roman 10: 14-15).

Because we believe that Evangelism should be given priority in the Diocese of Algoma, the following motion was passed at our committee meeting on February 16, 1989: Moved by Syd Anderson, "that the Advisory Outreach Committee recommends to Synod that this diocese establish a model for on-going parish evangelism, and provide resource people to assist the parishes in carrying it out. This to be implemented immediately. "Seconded" by Betty Klub. CARRIED.

We have also spent considerable time and effort investigating the Companion Diocese programme offered by the National Church. Known better by some as twinning, this programme enables Canadian dioceses to connect with another diocese elsewhere in the world. This programme emphasizes that the two dioceses are equal partners learning from each other as the relationship develops. However, if such a venture is to be successful, it needs the acceptance, support and input of people from all over the diocese and from different walks of life.

This would be a wonderful opportunity for growing in a mutual relationship with Christians from a different culture and society. It does mean, however, that we would have to resist the temptation to send money or take on the role of a supporting parent. Indeed, in the typical relationship there is very little financial commitment. It would involve far more than just communication between bishops...it means that people of all ages and for particular needs, perhaps visitations and numerous other things that may be limited only by one's imagination.

The Diocesan Executive meeting on February 22 & 23, 1989, has given this Companion Diocese Programme its full support and will have a motion of recommendation before Synod for consideration.

In addition to our regular activities outlined above, our committee has been active in arranging itineraries for diocesan visitors. Most recently, we prepared for the visit of Bishop and Mrs. Tibafa of Zaire and Glenda McQueen, our Synod visitor from Panama.

I am grateful for the support, encouragement and wisdom of the members of the Advisory Outreach Committee, which consists of The Reverends Tim Delaney, Robert Russell, Earl Burke, Mrs. Betty Klub, Mrs. Jane Rogers and Mr. Syd Anderson. To each one I would like to extend my sincere appreciation.

Respectfully submitted,

The Rev'd. Fred H. Carson  
Chairman

## ANGLICAN CHURCH WOMEN REPORT

At the annual meeting held in the Sault in 1988, the Thunder Bay executive finished their term of office and new officers were elected from Algoma Deanery. Doreen Stadnyk is now chairperson with Violet Rodger as first Vice- Chairman, Judi Jackson - Parrott Treasurer, Jocelyn Howson - Corresponding Secretary and Marjorie Maltby - Recording Secretary.

A Fall board meeting was held at Holy Trinity Church which included elected and appointed officers and the executive continues to meet monthly.

The 1987 Annual Meeting was held at the Church of St. John the Divine, North Bay. We were blessed with beautiful weather and a very good attendance. The theme was 'Family Life' and the motto 'Rooted and Grounded in Love'. Bishop Peterson celebrated the Eucharist assisted by Rev. Muriel Hornby, and his sermon emphasized family life and a Christian love one for another.

Rev. Muriel gave a short presentation on Eucharist before confirmation.

Rev. Bob Jackson, our theme speaker, had a video workshop on building a 'Shalom' family. Parenting for peacemaking and justice in the home.

The 1988 annual began with a tour of the Shingwauk Cemetery and the Bishop Fauquier Memorial Chapel conducted by Canon Harry Morrow. A service followed at St. Matthew's Church. This was conducted by Rosalie Goos, a lay reader at St. Matthew's and the hymns were led by a choir from St. John's Garden River and were sung partially in the Ojibway tongue.

Bishop Peterson was Celebrant for the Eucharist in St. Luke's Cathedral, with Dean Robertson assisting. Again he gave us food for thought in his message based on the motto for 1988 'Serve The Lord With Gladness'. It was wonderful to have Archbishop Wright with us for the service and for a part of our deliberations. Our sincere thanks go to him and to our Bishop Leslie for their long and continuing interest and support.

The meetings were held in the Marconi Hall where a craft table had been set up by Algoma Deanery. The crafts were for sale, with the proceeds going to the Margaret Wright Memorial Fund. This fund was established to give help to the girl's school, Ste. Hilda's and the boy's school, St. Paul's in Amritsar, India and the fund was given unanimous approval later in the meeting. They were projects very dear to the heart of our beloved Margaret Wright who died on March 2nd, 1988. We will miss her very much, and we remember her as a gracious and gentle lady who always had our interests at heart.

Betty Gracie (who is no stranger to our Diocese, through prayer workshops) was our theme speaker. She gave a presentation on lay ministry followed by a ministry discovery exercise...a self evaluation to find each individuals talents. This was followed by workshops appropriate to those talents. Prayer, healing, palliative care, grief, evangelism, worship, aging, youth leadership and marriage.

The following morning Dr. Mary Richardson gave a slide presentation of a trip undertaken by the women's unit as a further 'Rosa' project. It compared two Northern Ontario villages...one whose inhabitants had stopped trying to help themselves and had given up completely and the other where there were good, positive feelings and co-operation.

The meeting closed with a Eucharist held in the meeting room, and the new executive were installed.

We are fortunate in having dedicated and enthusiastic leaders for the various departments: -

**Devotions and Study:** Muriel Hankinson took over from Doreen Stadnyk and will be responsible for devotions at the annual meeting as well as for executive meetings. She will arrange prayer partnerships and give help when asked on Bible study, prayer and worship.

**Communications:** Deanna Ferguson took over from Margo Smith and has been editor of the 'Algoma Newsletter' for the past two years. The newsletter is the main form of communication between the executive and the branches and all are encouraged to participate.

**Social Action:** Shirley Koza receives reports of community outreach and mission work in the Deaneries and keeps us informed of needs in the north and to a lesser extent worldwide.

**Girls:** Barbara Garvin is leader. The girls work on badges and are a help to their A.C.W. when required. There is good fellowship which culminates in the annual festival.

**Juniors:** Frances Rivet has taken over from Erin Hernden as leader. Like the girls, the young people work for badges. They help at teas and where needed and have fun and a firm sense of 'belonging'.

**Family Life:** Margaret Ramsey continues in this department which, true to its name covers all aspects of family life.

**Life Members:** Doreen Brickwell is our contact with these ladies.

**Pakistani Embroideries:** Mary Rossiter has again been very active, but unfortunately our sales are down a little. We believe this to be due largely to a rise in cost and lack of new lines for sale.

Our new chairperson Doreen attended the Women's Conference as our representative last October, and a report will be given in the newsletter.

The past two years in the Deaneries have been busy.

**Algoma:** New president is Nora Jennings. The Fall meeting was held for the first time at Garden River, with the closing devotions being held in beautiful sunshine on the riverbank.

**Muskoka:** Shirley Pudsey and her committee are presently busy planning the annual Diocesan meeting. Shirley tells us the 'Peace Bell' was rung as a part of their service at the Deanery meeting.



Sudbury: Gladys Abigail reports that their meeting was held in Gore Bay, and the speaker was from Haven House, a home for battered women.

Temiskaming: President Dorothy Chabot says that at their Deanery meeting the Primate's World Relief Fund benefitted from the sale of Muriel Newton White books and cards.

Thunder Bay: New President Addie Wing tells us that like other deaneries they are active in their soup kitchen. At their meeting they viewed a video on Youth Synod.

The executive begin their term with some trepidation, and we thank Bishop Peterson, our Clergy and the Synod office for their help and understanding.

Respectfully submitted,

Marjorie Maltby  
Recording secretary.

ALGOMA DIOCESAN ANGLICAN CHURCH WOMEN

TREASURERS REPORT

JANUARY 1, 1988 to DECEMBER 31, 1988

Balance In Bank December 31, 1987 \$ 13,846.34

RECEIPTS

Apportionments	\$ 19,716.30	
Bishops Appeals	1,071.62	
Bishops Discretionary Fund	2,421.37	
Undesignated	570.00	
Miscellaneous	3,279.55	
Youth Travel	905.00	
Primate World Relief Fund	2,406.64	
Presidents Memorial & Life Members	-	
Bank Interest	1,378.02	<u>31,748.50</u>
		<u>\$ 45,594.84</u>

DISBURSEMENTS

General Purpose	\$ 21,459.79	
Bishops Appeal	1,600.00	
Bishops Discretionary	2,741.33	
Miscellaneous	1,944.55	
Youth Travel	1,300.00	\$ 29,045.67
Bank Balance		<u>16,549.17</u>
		<u>\$ 45,594.84</u>



**AGAPE GROUP HOMES INC**

31 Old Garden River Road  
Apt. No. 122 - 127  
Sault Ste. Marie, Ontario  
P6B 5Y7

(705) 949-9285

CHANGES OVER THE YEARS

March 20, 1989.

Cara House began in the Fall of 1977 when a young woman decided to give up her teaching career to provide a "home" for young women who needed to remove themselves from a destructive lifestyle. With the assistance of Holy Trinity Church, Cara House was founded to provide a positive Christian support home for young women in need. Initially the service was provided out of a rented building in downtown Sault Ste. Marie. The young woman lived in and acted as house parent to the women. Soon she married and together with her husband continued to provide the service to the community.

Cara House needed to relocate as the city needed the land that the building was situated on. Out of the search for new facilities came the idea and eventual reality of Cara Community where the residence is now located. While awaiting the completion of Cara Community, the service was temporarily provided out of house on Highway 17 North.

Over time and with the beginning of a family the couple withdrew their involvement and the management of Cara House was taken over by a Board of Directors in 1983. The day to day tasks of providing the service was taken over by 2 women, who lived-in. One of these women was a single mother with 2 children of her own. The staff was supplemented by volunteers. The search for more staff remained a goal for the Board. In 1984 a six month grant was secured which allowed for the hiring of 5 staff members including a co-ordinator. In order to qualify for the grant it was necessary to provide 24 hour per day supervision - hence the need for extra staff members. The non-live-in staff situation allowed for 24 hour supervision of the residents as well as the enlargement of the service from an 8 bed facility, to a 12 bed facility. Cara House continues to operate with a 5 person staffing component supplemented by others on grants, students and volunteers.

As the physical location and staffing component has undergone changes so too has the funding sources. Initially Cara House was funded through contributions from the residents, a monthly contribution from Holy Trinity Church and donations from interested people. These were the only funding sources from 1977 until 1983 when the 6 month grant was secured to hire the 5 staff members. In August 1984 an agreement was reached with the city of Sault Ste. Marie, to provide a per diem rate for those residents on General Welfare. Other residents contributed as they were able to from their own money. In 1985 a 3 year agreement was reached with the Ministry of Community and Social Services to fund 4 of the 12 beds.

Since it's inclusion in Cara Community Corporation, the corporation has subsidized the rent yearly and Holy Trinity Church continues to contribute yearly as well as private individuals in the community and beyond. In 1989, Christ Church and St. Matthews in Sault Ste. Marie as well as St. Paul's in Wawa have undertaken to support Cara House on a regular basis.

Over the years CaraHouse has become more recognized as a community resource and this has resulted in various agencies referring their clients to us. Through some of these agencies we are able to collect a per diem rate through purchase of service agreements.

As the service grew it became a more visible and recognized resource to the community as a whole. Cara House remains an unknown service to a lot of people but amongst social service agencies it is highly recognized as a unique and viable resource. These agencies recognize Cara House's potential as a support facility and more and more as a facility which will assist the young women in gaining some necessary skills required to live independently. In addition to the local service providers, Cara House has received requests and assisted women from Wawa, Kapuskasing, Elliot Lake, Marquette Michigan, and places in between.

Through it's growth in services to the community and in particular to the residents themselves the staffing component grew in numbers and responsibilities. Originally Cara House staff or house-parents provided a supportive type of lodging facility which met the basic needs of food and shelter and security and as adequately as possible (with only 1 or 2 staff members) any other needs presented by the residents. These needs continue to be the focus for staff but the means for meeting these needs has grown more in-depth and complex. Each resident who is admitted to Cara House has certain expectations placed on them. They are expected to set short and long term goals, to participate in the lifeskills program, to participate in groups and in house meetings, and overall they are expected to make a commitment to make changes in their lives which will benefit themselves and their children. Staff serves as a role model, as an encourager, as an instructor, as a supervisor, as an advocate, as a motivator and as a referral source in meeting their daily responsibilities to the residents. Staff are required to document daily situations and events and to keep open communication between the referring agency and Cara House to insure all resident's needs are being met to the best of everyone's ability. The referring agencies have certain expectations of Cara House in that it will provide safe housing, food necessities, structure, supervision, monitoring and teaching of life skills. A number of residents function at a lower level than their chronological age presents and this challenges the staff on a daily basis especially when the house is full or nearly full.

Underlying all of this staff is responsible to the Board of Directors to provide a quality service which meets the varied needs of the residents and the needs of the community and the district as a whole.

Over the years the Board has progressed through many changes in composition and in focus. The one focus that has been consistent over the years is the goal of securing adequate funding for the program. In attempting to reach this goal the Board has been negotiating with the Ministry of Community and Social Services.

COMSOC has agreed to provide funding for 80% of the Cara House budget for 1989 (the budget is \$151,315.) on the condition that the Board raise the other 20%. The Board is actively seeking ongoing support that will make it possible for Cara House to continue to fulfill it's original vision of providing a nurturing Christian co-operative environment to young women in need.

Respectfully submitted.

*Geraldine Roberts*  
Geraldine Roberts,

Cara House Co-ordinator

## SHINGWAUK MEMORIAL CEMETERY

On Ascension Day, May 13, 1988, a commemorative ceremony was held starting with a short service in the Bishop Fauquier Memorial Chapel conducted by Canon Henry Morrow with prayers said in Ojibway by members of the Garden River Band. A procession was made to the Shingwauk Memorial Cemetery. Despite the rain and cool weather more than 50 people made the "pilgrimage" from the Chapel to the Cemetery where a memorial stone was dedicated by Archdeacon Wm. Stadnyk to the memory of those buried in the cemetery in unmarked graves. The pilgrimage was an annual observance some years ago, and we plan to continue the tradition each Ascension Day.

Work to preserve and restore the cemetery to its original condition is an ongoing activity of the Committee. Grave stones have been cleaned, leaves raked, grass cut, broken limbs and dead trees removed, and some flowers planted in a bed around the memorial stone.

A project under way is to create a plot in which cremains may be buried.

Rev. Canon Henry Morrow  
Chairman, Shingwauk Memorial Cemetery

REPORT OF THE TASK FORCE ON CLERGY STIPENDS TO THE 1989 SYNOD

Committee members:

Chairman: Mr. John W. Corbishley  
Secretary: Mrs. Shirley Koza\*  
Present Members: The Rev'd Canon Fred Roberts  
The Rev'd Jack Bays  
Mr. Tom Wright  
Mr. Eugene Desserre\*

(\* indicates recent appointments)

Former Members: The Rev'd Ed Richmond  
Mrs. Joan Richmond  
Mr. Bill Meakin

This Stipend Task Force commenced its work in September, 1987 in Thunder Bay. Its initial task was to build a small, active committee that would take a fresh look at the overall stipend policy of the Diocese.

The Committee met monthly over the period and its members devoted many hours researching and deliberating the matters before it. I am most appreciative of the commitment shown by the participants.

The primary mandate given to the Committee was to examine the overall policy and direction of the Diocese of Algoma in relation to its Stipend and overall compensation package.

Of particular interest was the unique philosophy of an "Equalized Stipend" as followed by this Diocese. We wanted to determine if this policy was contributing in a positive or negative way to the development of the spiritual and developmental needs of the Diocese. Were there implications that should be considered within the National Church framework and how was it affecting movement of clergy between Dioceses? Did the policy have general acceptance? Was it a motivator to good performance?

In the summer of 1988, we were asked to work closely with Woods Gordon Management Consultants who had been commissioned by the N.E.C. to perform a "study of stipends, allowances and employee benefits of Bishops, Clergy and Lay Employees of the Anglican Church of Canada".

The study is intended to identify the inequities in remuneration which exist within the Church and to develop recommendations which address these inequities, and which are acceptable to the National Church as a whole as well as to the 30 Dioceses within the Church.

Our Committee was, of course, delighted to cooperate with a professional group that was doing exactly what we were trying to accomplish, and able to use resources that this Diocese does not have access to.

The fact that this study was in progress with the avowed aim of striving towards a uniform set of policies and objectives for the whole Church has influenced some of our decision making. In some instances, the Committee was reluctant to move the Diocese too far in new policy directions until such time as it had the benefit of the recommendations of this major report.

The Committee was encouraged by the direction taken by the Woods Gordon Interim Report dated November 16, 17, 1987 and its initial findings and recommendations. We perceived there to be many significant benefits to be derived from a more uniform approach to Stipend policies and overall compensation packages.

Mr. Tom Wright, a member of this task force, attended a Regional gathering in Sudbury on January 7, 1989, with the Woods Gordon people and other delegates from our Diocese, plus Moosonee and the Arctic. The study's recommendations were reviewed and ranked according to:

- 1) Desirability and
- 2) Ease to implement.

Mr. John Corbishley, Chairman of this task force, along with other delegates from Algoma will attend a meeting in Toronto the week-end of March 10, 1989. At that time, a final report with recommendations will be presented by Woods Gordon to representatives from all the Canadian Dioceses.

A Report and recommendations will be made at Synod 89, resulting from the outcome of the study.

Some of the areas of interest worked on by this Committee would include:

1. Review of our present policy of stipends and allowances paid by our Diocese.
2. Examination of stipend standards in other Dioceses.
3. Study of the booklet "Guidelines for a Healthy Deployment and Remuneration System" published by the Anglican Church of Canada.



4. Exploration of various ways Canadian Dioceses have applied the National guidelines for stipends.
5. Review of information on other Dioceses to compare basic policy for stipends and allowances with our Diocese's policy.
6. Comparison of the total clergy compensation package against that of lay professionals including a modeling of "After Tax Income".
7. Research of the matter of clergy pension and benefits at retirement. Idea raised concerning holding a retirement conference for clergy in our Diocese.
8. Examination of the question of an annual isolation allowance to clergy in isolated areas.
9. Regretfully there was a need to consider compensation for clergy leaving the Diocese. A need was identified for a disciplinary canon in this Diocese as we are presently working subject to the provisions of that of the General Synod.
10. A recommendation was made that "This Synod resolve that effective 30 April 1989 the Diocese of Algoma invites all full time and eligible part time parish lay employees, after two years of service, to become members of the Lay Retirement Plan of the Anglican Church of Canada, and that each such employee who chooses not to join the plan must signify in writing their intent not to participate.
11. It was recommended to the Executive Committee that the Diocese implement a long term disability plan for it's full time lay employees and clergy through participation in a National Church plan with the cost as part of the overall benefit.
12. Reviewed the present Diocesan policy whereby premiums are paid covering Extended Health Care and 50% of Dental Insurance for Retired Clergy. Cost is approximately \$14,000 per annum. We are the only Diocese providing this benefit. No recommendation or resolve was reached at this time.

Respectfully Submitted

Mr. John W. Corbishley - Chairman  
Mrs. Shirley Koza - Secretary

## HERITAGE COMMITTEE REPORT

The Heritage Committee met twelve times under the Chairmanship of Edith Morrow. The Committee has prepared and submitted to this Synod a proposed Canon governing the Algoma Diocesan Archives in conformity with a motion of the National Executive Committee which requests that each diocese have such a Canon.

The Diocese participated in a Provincial Synod program, funded by the Federal government, under which the archives of the Diocese in the Province are being catalogued on one standard base. As part of this program two archivists spent the months of June and July re-cataloguing our collection. The Committee extends its special thanks to Bishop and Mrs. Peterson for providing accommodations at Bishophurst for their archivists.

The Algoma Diocesan Library has been transferred to Trinity College, Toronto, where the books especially the valuable Algoma Reformation Collection, can be properly maintained. Important acquisition to the Archives collections have included the memoirs of Archbishop W. L. Wright as well as those of Archdeacon C. W. Balfour. In addition, the original 1905 Pronouncement which transformed Algoma from a Missionary District to Diocese has been located in the Archives of the Diocese of Ontario and is being transferred to Algoma's archives.

The Committee has also had plans for extensive renovations of the present Heritage Centre drawn up and these were approved by the Ex. Committee in February of 1989.

## REPORT OF THE DIOCESAN COMMUNICATIONS OFFICER

Within our Diocese the position of Communications Officer remains relatively new, having been first established by Bishop Peterson in September of 1986. This Report is only the second one to be made to our Diocesan Synod.

As everyone seems to have a different understanding of what 'communications' involves, an appendix has been included with this report to illustrate the breadth of the mandate given to the Communications Officer.

In addition to investigating several of the communications areas listed in the appendix to this report, the Communications Officer has been asked to work closely with the following Diocesan Committees:

- Diocesan Executive
- The Advisory Planning Committee
- Anglicans in Mission Committee
- Standing Committee for the Algoma Anglican.

Several of the projects outlined below have been initiated with the assistance of funds provided through Anglicans in Mission.

### 1. Envoy

Envoy is an electronic messaging service offered nationwide by Telecom Canada. This system allows its users time flexible, delay-free communications with the ability to compose, edit, send, receive and store written messages nationwide and without long-distance charges.

Through Envoy we have begun the process of linking individual computer users within our Diocese into a communications system. At the Diocesan level our advisor is Fr. Larry Winslow, and at Bell Canada our contact is Mr. Ed Chandler (200 Brady Street, Floor 2, Sudbury, Ont., P3E 3L9).

In the future we hope that Envoy will become the doorway through which we might develop an 'electronic bulletin board' and become part of an ecumenical computer network which includes 1,500 members across North America.

### 2. Northern Ontario Teleconference Network Inc. (NOTN)

The Diocese of Algoma has become a corporate member of the NOTN for a two year trial period. As a Diocesan family we have seen over recent years a greater need for more meetings as we seek to communicate more effectively. This has had an impact upon our Diocesan travel budget.

The following are some of the benefits we hope to achieve through teleconferencing:

- 1) Lower travel costs;
- 2) Allow for more frequent meetings, thus, better communications;
- 3) Enable people from virtually anywhere in the world to participate in our meetings;
- 4) Reduce non-productive travel time;
- 5) Allow people who would not normally travel for a meeting to participate as required;
- 6) Allow more people to participate and interact, creating a greater exchange of information and sharing of resources;
- 7) Allow us to meet immediately to address pressing issues.

### 3. Vision/TV and Anglican Video

On September 1, 1988, Vision TV, the world's first national and multi-faith satellite to television network began operation. It is carried by cable operators to approximately 4.5 million Canadian homes.

The programs seen on the Vision Network fall into two categories: Cornerstone and Mosaic.

Cornerstone programs are produced or purchased by the network and reflect a mix of music, drama, comedy and public affairs.

Mosaic program time is purchased by Canada's faith communities during which their own material is shown.

Nationally, the Anglican Church has made a tentative decision to participate through an agency to be known as Anglican Video. Our Diocese has made a financial commitment to support this initiative.

### 4. Advertising

#### A) The Episcopal Ad Project

The Episcopal Ad Project began in 1979 at St. Luke's Episcopal Church, Minneapolis, which found itself with a shrinking congregation whose membership was getting appreciably grayer year by year. These ads seek to attract and invite new members as well as to encourage the regular members of the church. They are a relatively inexpensive way to increase the visibility of your church in the community.

The Episcopal Ad Project,  
St. John's Episcopal Church,  
4201 Sheridan Avenue South,  
Minneapolis, MN 55410.

#### B) Public Service Announcements

The Diocese of Toronto recently purchased the North American air rights to six public service announcements. Based on the Beatitudes, they attempt to spread the Good News using colourful characters created by a Hanna Barbara cartoonist.

It would cost \$2,200 to obtain the air rights for our Diocese for all six of these announcements. Any broadcast cost would be in addition to this amount.

At the moment, these announcements appear to be too costly for us to consider.

### 5. Resource Centre/Inventory

In my last report to Synod I suggested that we needed to catalogue the many resources available within our Diocese for parish ministry, and the possible establishment of a Diocesan Resource Centre. The Algoma Deanery Council and the Advisory Outreach Committee have subsequently confirmed this need.

As a first step, the Advisory Outreach Committee has begun to compile a catalogue of the resources available within our Diocese. This is in turn being co-ordinated with the National Church which is undertaking a similar project.

6. The Algoma Anglican

Enclosed within the pages of this Synod Journal is the Report of the Algoma Anglican Standing Committee. The members of that Committee in conjunction with Mr. Robert Boyer the editor, have worked hard over the past two years to examine the paper's strengths and weaknesses. Their report contains many excellent recommendations.

As Communications Officer I commend their report to you and concur with their recommendations. In particular, I wish to endorse their call that a paid editorial assistant be hired to solicit, write, and co-ordinate good quality contributions to the paper on a regular basis as the Algoma Anglican seeks to "inform, educate, encourage and challenge Christians of the Anglican tradition."

7. Report on Management Style and Administrative Function

At the request of the Diocesan Executive, Mr. John Ligertwood from Church House, was asked to undertake a review of Management Style and Administrative Function within the Diocese of Algoma. As Communications Officer I was asked to participate in that review.

I endorse the recommendations of Mr. Ligertwood and in particular I ask for your support for the establishment of a Diocesan Communications Committee, the terms of reference for which are contained in the Management Report.

8. Anglicans in Algoma: Building a Strategic Vision

As Communications Officer I have enjoyed the opportunity to work with Dr. Kosny as he developed his report Anglicans In Algoma: Building a Strategic Vision.


I agree with his conclusion that: "The purpose of communications at the Diocesan, Deanery, and parish levels must be to educate and inform, not only the Anglican Community, but also the broader communities across Algoma. An effective communications plan must be a two-way process between sender and receiver, and requires its own operating plan if it is to be successful."

In addition, I wish to endorse the recommendations made by Dr. Kosny on pages 11 through 13 of his report.

9. Conclusion

I welcome your comments and suggestions as we work together to improve all areas of communications within our Diocese.

Respectfully submitted,

  
Rev'd Franklin A. Doe

AN OVERVIEW OF  
PLANNING FOR CHURCH COMMUNICATION

APPENDIX "A"

CHURCH COMMUNICATION NEED	CURRENT DELIVERY	NEW DELIVERY TECHNOLOGIES
Information/Education to the General Public	Print: books, magazines pamphlets Community Activities Educational TV	Satellite-to-Cable Teletext Stellite
Information/Education to Congregations	Print: pamphlets newsletters, bulletins, letters Church Meetings: services, seminars, school Minister-to-Congregation: Services, Visits to homes	Satellite-to-Cable DBS-Direct Broadcast Satellite VCR-Video Cassette Recorder Interactive Videodisc Computer learning Data Networks Videotex Teleconferencing Teletext
Professional Education	Classroom Conferences	Videodisc VCR Computer Learning Data Networks Teleconferencing
Administration (Local - National)	Written Media (Mail) Telephone Face-to-Face Meetings	Electronic Mail Data and Local Area Network Teleconferencing Computers Videotex

PLANNING CRITERIA

APPENDIX "B"

Technologies	Easy To Use	Inter-Active	Immediate Audience	Compatibility Problems	High Cost	Available Content
Videocassette Recorders	X		X	not too serious		not much religious content currently available
Interactive Videodisc		X	n/a	n/a	X	
Microcomputers		X		X	X	X admin. programs
Data Networks/ Local Area Net		X		X	X	X electronic
Satellite-to-Cable	X		X		X	unknown
DBS	X		X (less than satellite-to-cable)		X	unknown
Teleconferences	X	X	X			X
Videotex	X (relative to other computers)	X		X	X	
Teletext	X			X	X	

Report of the  
DIOCESAN MATRIMONIAL COMMISSION

TO THE SYNOD of the DIOCESE OF ALGOMA - April 13th, 14th, and 15th, 1989

The Ecclesiastical Matrimonial Commission consists of seven members as follows:

The Bishop, The Right Rev'd L.E. Peterson, as Chairman,	
The Very Rev'd I.L. Robertson,	
Mrs. Rita Allen,	Mr. T. Vandebosch,
Mrs. Eileen Stableforth,	Mrs. Norma Hankinson,
Miss Lorna Rudolph,	Mrs. J. McAlpine, Secretary.

The Bishop was pleased to appoint The Rev'd C.T.G. Mooté as a member of the Commission in April 1987, and Fr. Mooté assisted the Commission for a period of six months.

During the period from January 1987 to December 31st, 1988, the Commission held twenty-two meetings. 176 applications for re-marriage after divorce were considered.

- 140 Applications had at least one party that was Anglican
- 36 Applications were non-Anglican
- 3 Applications were NOT approved
- 2 Applications were for the Blessing of a Civil Marriage
- 1 Application was for the Clarification of Marital Status

Respectfully submitted,

Mrs. J. McAlpine (Secretary)

FEBRUARY 1989 REPORT TO DIOCESAN SYNOD FROM 1986 GENERAL SYNOD

DELEGATE ON THE NATIONAL CHILDREN'S UNIT AND ITS WORK AS IT AFFECTS ALGOMA.

Since the last diocesan synod, several parishes have been influenced by the work of the National Children's unit. The National Children's Unit is part of GOAL ONE of GENERAL SYNOD. Some notes on the significant effects on this diocese follow.

**LIFE IN THE EUCHARIST:** This publication is being used in several parishes to assist in preparation and growth in Eucharistic participation of children between the ages of six to ten years. Being a FAMILY LEARNING program, it has proved to be a growing experience for families and a deepening of baptismal ministry. It comes with a child's workbook; a parent guide; a leaders guide and a children's eucharist participation booklet.

**BLESSINGS:** This publication is also being used in parishes. It is produced in kit form, twice a year and can be received on a standing order from the Childrens Unit c/o 600 Jarvis Street. (Cost now \$8.00 a year.) This kit contains "recipes" for intergeneration happenings that have been submitted by parishes across the country (having been tested in their own congregations), as well as other information with regard to children and family. These intergenerational, as well as children's events have been used in our diocese and proved to be a strengthening on the Christian journey.

Your CU member has led workshops and childrens events within the diocese and is available to offer whatever help is possible in this regard keeping in mind that she also is a parish priest !!

The CU also has trained persons to do TELEVISION AWARENESS WORKSHOPS in which so far our diocese has not participated.

Two excellent VIDEOS have been produced;

- 1) To introduce Life In the Eucharist
- 2) On the subject of Children's faith journey with segments on Spirituality; Morality & Eucharist; each lasting twenty minutes.

Two members of the CU sit at present on the Confirmation Task Force which was struck as requested by the CU & YU.

At present a Family Activity Kit is being prepared to suplliment any already existing Baptismal Preparation Program.

Submitted by 1986 Gen. Synod Delegate and National Childrens Unit Member.  
Muriel Hornby.



NOTICES OF MOTION

- 1) Moved by The Rev'd Ed Swayze, Seconded by The Rev'd Perry Chuipka -  
"that Article 16, section 1, subsection (f) of the Constitution be amended by the addition of the following sentence:

A second Youth Delegate shall at the same time be chosen by the other Youth Delegates as a Substitute who shall replace the previously-mentioned Youth Delegate on the Executive Committee in the event that he or she resigns or is incapable of continuing to serve."

- 2) Moved by The Rev'd R. Lumley, Seconded by Mr. Patrick McNally -

"that within the Diocese of Algoma, the Book of Common Prayer shall enjoy a position of respect and parity, at least equal in importance, to that enjoyed by the Book of Alternative Services.

The use and frequency of use, of the Book of Common Prayer shall be decided by the Priest and People of the several Mission Stations and Parishes of the Diocese, for use within that particular Mission or Parish."

- 3) Moved by The Rev'd R. Lumley, Seconded by Mr. Patrick McNally -

"that a Liturgical Revision Committee be established by this Synod to revise the Book of Common Prayer. They should include, where possible, words and phrases from the Book of Alternative Services.

Ever mindful to preserve,

The Doctrine of the Church  
The Principles of worship  
The quality of Church life  
taught and proclaimed in the Book of Common Prayer.  
And to report their work to the next Synod."

- 4) A discussion on the funding of youth ministry was held at the Youth Ministry Committee meeting in November 1988. It was agreed that the following motion would be presented at the Diocesan Synod next April 1989.

Moved by The Rev'd Len Shaw, Seconded by The Rev'd Muriel Hornby -

"that 2% of the Diocesan budget be deposited annually into a fund to be used for Diocesan Youth Ministry, which will be administered by the Youth Ministry Committee."

PROPOSAL FOR THE DEVELOPMENT OF A MARRIAGE  
PREPARATION PROGRAM IN THE DIOCESE OF ALGOMA

PREAMBLE:

Recent research in family relations suggest that many married couples experience serious marital conflicts early in their relationships. In addition, few engaged couples anticipate the conflicts they will face, nor do they have the communication skills needed to resolve the conflicts when they do arise.

Most couples continue to express a desire to be married in the Church. It is therefore important that the Church, in fulfilling its legal and sacred role, grasp the opportunity to introduce couples to some of the basic skills which will assist them in creating a firm and lasting relationship.

To these ends, we suggest that the Diocese of Algoma adopt a policy promoting Marriage Preparation Programs. Such programs need guidelines concerning their content so that well researched and validated instruction tools will be used. The necessity for trained leaders is crucial to the success of any program and, while there are many clergy and laypersons with group leadership skills or counselling experience, training in content, as well as in the theoretical base, is required to make the program truly effective. In this light we recommend that the "lecture based" introductory marriage education programs be avoided because of the proven detrimental effect on couple's willingness to seek help later in their relationship.

In the past eighteen months the Deanery of Thunder Bay has sponsored a Marriage Program and thirty couples have completed the course. The Rev'd Alan Knight and Susan Simonsen, M.Ed., a family relations educator, have led the endeavour.

It is therefore proposed that:

- (1) The Synod of the Diocese adopt a policy stating that Marriage Preparation Programs are to be promoted in the diocese with the eventual objective that all couples wishing to be married should be urged to participate.
- (2) The programs should be offered on the deanery level.
- (3) Each deanery examine its human resources so that suitable leaders may be identified and their participation promoted.
- (4) Leaders of the programs be assembled on a regular basis for training and consultation with qualified and experienced professionals.

To initiate this proposal, the following motion should be brought before the Synod of the Diocese in April of 1989:

Moved by Susan Simonsen, Seconded by The Rev'd Alan Knight -

"that the Diocese of Algoma commit itself to the development of a Marriage Preparation Program involving the preparation of course guidelines as well as training for clergy and lay persons."

It is further suggested that funding for the program might be drawn from the "new program initiatives" of the Anglicans in Mission Fund.

6) Moved by The Rev'd Muriel Hornby, Seconded by The Rev'd Wayne Putman -

"Be it resolved that this Synod approve the setting up of a Diocesan Children's Unit with the following terms of reference:

Purpose: To promote and develop ministry to and with children (from birth to age 15) within the Diocese of Algoma, and especially:

- (a) to receive and share information and resource material pertinent to this ministry
- (b) to develop ways in which parishes can be assisted in creatively involving this age group in the activities of the parish community.

Membership: Up to 8 members, including at least one from each Deanery, to be appointed by the Bishop after consulting with the Diocesan Human Resources Committee.

Meetings: To be held twice a year, following the meetings of the National Children's Unit.

Funding: Appropriate funding to be provided by the Diocese"

7) Moved by Mr. Jack Huggett, Seconded by The Rev'd Frank Gower -

1) "that this Synod suspend the operation of Canon 34 and section 1(b) of Canon 35 for the calendar years 1990, 1991, 1992 and 1993, and that for those years the Unified Levy (Fair Share) for each parish be calculated on the basis of the total of the following items of annual parish income:

- a) open offerings
- b) regular envelope offerings

as shown in the annual vestry returns.

2) Parishes with endowment income are encouraged to add at least 25% of that endowment income to their "Fair Share" allotment as calculated under section 1."

Notice of Motion???

8) REQUEST

At the direction of the Anglican Central Parish meeting held January 29, 1989 at South River, Ontario we request this Synod to give us a Statement regarding the Lord's Prayer and Bible reading in our Ontario Public Schools.

Such a statement should give guidance to teachers and School Board members as they endeavour to cope with recent directives from the Ministry of Education regarding religious exercises and religious education in our Public Schools.

Elliott Sheppard (Rector)  
Mary Hall (Synod Delegate)  
Mary E. Kingsley (Synod Delegate)  
Ina V. Trolove (Alternate Synod Delegate)

WILLIAM McMURRAY CORPORATION

The William McMurray Corporation is now in its eighth year of operation and continues to function well, under the terms of reference contained in our Charter. We are especially pleased that at last one retired clergy and his wife, have chosen McMurray as their residence.

Our attached financial statements attest to the economic success of this project. To date, we have not required any subsidy from our sponsors, St. Lukes Cathedral and the Diocese of Algoma.

Since our last report to Synod, we have

- 1) Maintained full occupancy of the units
- 2) Completed interior and exterior maintenance of building including painting of the units of original tenants
- 3) Completed structural changes on the roof eaves on the north side of the building to eradicate moisture damage to the brick walls.
- 4) Initiated a landscaping program, with the assistance of Rev. Swayze, to enhance the grounds surrounding the building.
- 5) "Capped" the amount of subsidy allowed per unit at \$120.00 monthly. This enables us to spread our subsidy monies over more units and assist a greater number of tenants.

The community spirit amongst our tenants is alive and well. The close proximity to the Cathedral, downtown shopping, and the care and concern displayed by the Synod Office Staff, are the main factors responsible for this atmosphere.

We are constantly updating our waiting list of tenants. Hopefully we can maintain the proper tenant mix necessary to continue the success we have enjoyed to date. We again invite all clergy and lay delegates to forward to us the names and addresses of anyone known to them, who may desire accommodation in our building.

Respectfully submitted,

Din P. Oosterbaan,  
Secretary - Treasurer

H. Johnston,  
Chairman

WILLIAM McMURRAY CORPORATION

AUDITED FINANCIAL STATEMENTS

JULY 31, 1988

WILLIAM McMURRAY CORPORATION

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# Thorne Ernst & Whinney

Chartered Accountants

452 Albert Street E.,  
Suite 200  
Box 578  
Sault Ste. Marie, Ontario, Canada  
P6A 5M6

(705) 949-5811

## AUDITORS' REPORT

To the Board of Directors of  
William McMurray Corporation

We have examined the balance sheet of William McMurray Corporation as at July 31, 1988 and the statements of revenue and expenses, accumulated surplus, replacement reserve fund, subsidy surplus fund and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Corporation as at July 31, 1988 and the results of its operations and changes in its financial position and funds for the year then ended in accordance with accounting principles, as described in the Summary of Significant Accounting Policies, applied on a basis consistent with that of the preceding year.

October 12, 1988

*Thorne Ernst & Whinney*

WILLIAM McMURRAY CORPORATION

BALANCE SHEET

July 31

1988 1987

ASSETS

CURRENT ASSETS

Cash	\$ 5,082	\$ 9,841
Prepaid expenses	4,064	2,847
Due from Current fund	-	9
Due from Subsidy Surplus Fund	110	-
	<u>9,256</u>	<u>12,697</u>

RESTRICTED FUNDS

Replacement Reserve Fund cash	26,140	21,877
Subsidy Surplus Fund cash	5,540	5,245
	<u>31,680</u>	<u>27,122</u>

FIXED ASSETS (note 1)

Land, building, equipment and furniture	785,305	785,305
Accumulated depreciation	33,474	29,078
	<u>751,831</u>	<u>756,227</u>

\$792,767 \$796,046

LIABILITIES AND FUND BALANCES

CURRENT LIABILITIES

Accounts payable and accrued liabilities	\$ 9,941	\$ 13,364
Principal due within one year on long-term debt	4,900	4,400
Due to Subsidy Surplus Fund	-	9
Due to Current Fund	110	-
	<u>14,951</u>	<u>17,773</u>

LONG-TERM DEBT (note 2)

11% First mortgage payable	699,507	703,201
6% Second mortgage payable	51,639	52,341
	<u>751,146</u>	<u>755,542</u>
Principal included in current liabilities	4,900	4,400
	<u>746,246</u>	<u>751,142</u>

FUND BALANCES

Replacement Reserve Fund	26,140	21,877
Subsidy Surplus Fund	5,430	5,254
	<u>31,570</u>	<u>27,131</u>

\$792,767 \$796,046

APPROVED BY THE BOARD:

Director

Director



WILLIAM McMURRAY CORPORATION  
 STATEMENT OF REVENUE AND EXPENSES  
 YEAR ENDED JULY 31, 1988

	1988			1987
	<u>Residential</u>	<u>Commercial</u>	<u>Total</u>	<u>Total</u>
<b>Revenue</b>				
Rental income	\$ 74,257	\$9,972	\$ 84,229	\$ 80,304
Interest and other income	1,546	-	1,546	1,555
Federal 56.1 Assistance (C.M.H.C. Subsidy)	50,435	-	50,435	53,144
	<u>126,238</u>	<u>9,972</u>	<u>136,210</u>	<u>135,003</u>
<b>Expenses</b>				
Municipal taxes	13,048	811	13,859	13,459
Insurance	2,825	314	3,139	3,104
Repairs and maintenance	4,546	-	4,546	5,552
Janitorial services	5,012	-	5,012	4,752
Utilities	10,380	1,154	11,534	10,267
Administration	5,350	-	5,350	5,100
Professional fees	2,475	275	2,750	3,074
Office and general	4,229	-	4,229	3,706
Depreciation	4,396	-	4,396	4,056
Interest on long term debt	73,992	4,513	78,505	78,924
	<u>126,253</u>	<u>7,067</u>	<u>133,320</u>	<u>131,994</u>
<b>EXCESS OF REVENUE OVER EXPENSES (EXPENSES OVER REVENUE)</b>	<b>\$ (15)</b>	<b>\$2,905</b>	<b>\$ 2,890</b>	<b>\$ 3,009</b>
	<u><u>          </u></u>	<u><u>          </u></u>	<u><u>          </u></u>	<u><u>          </u></u>

WILLIAM McMURRAY CORPORATION  
STATEMENT OF ACCUMULATED SURPLUS

	Year ended July 31	
	1988	1987
Balance at beginning of year	-	-
Excess of revenue over expenses (expenses over revenues)		
Residential space	\$ (15)	\$ 118
Commercial space	2,905	2,891
	<u>2,890</u>	<u>3,009</u>
Contribution to Replacement Reserve Fund	3,000	3,000
Contribution to (from) Subsidy Surplus Fund	(110)	9
	<u>2,890</u>	<u>3,009</u>
 BALANCE AT END OF YEAR	 -	 -

REPLACEMENT RESERVE FUND STATEMENT

	Year ended July 31	
	1988	1987
Balance at beginning of year	\$21,877	\$17,864
Interest earned	1,263	1,013
Contribution from Operating Fund	<u>3,000</u>	<u>3,000</u>
 BALANCE AT END OF YEAR	 <u>\$26,140</u>	 <u>\$21,877</u>

SUBSIDY SURPLUS FUND STATEMENT

	Year ended July 31	
	1988	1987
Balance at beginning of year	\$ 5,254	\$ 4,992
Interest earned	286	253
Contribution from Operating Fund	-	9
	<u>5,540</u>	<u>5,254</u>
Contribution to Operating Fund	110	-
 BALANCE AT END OF YEAR	 <u>\$ 5,430</u>	 <u>\$ 5,254</u>

WILLIAM McMURRAY CORPORATION

STATEMENT OF CHANGES IN FINANCIAL POSITION

Year ended July 31  
1988      1987

CASH PROVIDED BY (USED FOR):

OPERATIONS

Excess of revenue over expenses	\$ 2,890	\$ 3,009
Depreciation, which does not involve cash	4,396	4,056
	<u>7,286</u>	<u>7,065</u>

Changes in non-cash operating working capital	(4,640)	1,381
Change in contribution in Subsidy Surplus Fund	(119)	1,736
	<u>2,527</u>	<u>10,182</u>

FINANCING

Reduction of long-term debt	(4,396)	(4,055)
Contribution to Replacement Reserve Fund	(3,000)	(3,000)
Due from (to) Subsidy Surplus Fund	110	(9)
	<u>(7,286)</u>	<u>(7,064)</u>

INCREASE (DECREASE) IN CASH	(4,759)	3,118
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Cash at beginning of year	<u>9,841</u>	<u>6,723</u>
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CASH AT END OF YEAR	<u>\$ 5,082</u>	<u>\$ 9,841</u>
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WILLIAM McMURRAY CORPORATION  
 NOTES TO FINANCIAL STATEMENTS  
 YEAR ENDED JULY 31, 1988

GENERAL

The Company is incorporated without share capital under the Ontario Business Corporations Act and its principal activity is to provide rental accommodation for the elderly and others in need.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Fixed Assets

Fixed assets are stated at cost. Depreciation is provided on the building at an amount equal to the principal repayment of the loan amortized over 35 years.

No depreciation is provided on equipment and furniture as a provision for replacement is made in the Replacement Reserve Fund.

Replacement Reserve Fund

The fund represents an appropriation of income, being \$150 per unit annually, to be set aside to finance future major repairs, replacements and renovations in accordance with the terms of the operating agreement with the Central Mortgage and Housing Corporation.

Subsidy Surplus Fund

The fund represents an appropriation of income limited to a total provision of \$500 per unit to be set aside to supplement future income requirements.

Revenue

Rental income is recognized as earned.

1. FIXED ASSETS

	1988			1987
	Cost	Accumulated depreciation	Net	Net
Land	\$ 87,366	-	\$ 87,366	\$ 87,366
Building	675,783	\$33,474	642,309	-
Equipment and furniture	22,156	-	22,156	668,861
	<u>\$785,305</u>	<u>\$33,474</u>	<u>\$751,831</u>	<u>\$756,227</u>

WILLIAM McMURRAY CORPORATION

NOTES TO FINANCIAL STATEMENTS (Continued)

2. LONG-TERM DEBT

11% First mortgage, payable \$7,713 monthly including interest and taxes, matures August 1, 1991 and is secured by the land, building and equipment located at 619 Wellington Street East, Sault Ste. Marie.

6% Second mortgage, payable \$315 monthly including interest, matures August 1, 1991 and is secured by the land and building at 619 Wellington Street East, Sault Ste. Marie.

Principal due within each of the next five years is approximately as follows:

1989	\$4,900
1990	5,400
1991	6,000
1992	6,600
1993	7,300

## REPORT OF THE WARDEN OF LAYREADERS

Since the last synod, there has been a commendable growth in the number of Layreaders and Layreaders-in-training throughout the Diocese. This has amounted to almost a 20% increase.

The training course for Parochial Layreaders (adapted from the course developed in the Diocese of Brandon) was finally completed, and has been requested (and it is hoped, used) by a number of clergy within the Diocese. In the Deanery of Algoma, a Deanery Layreaders course was begun, and has just been completed. This seems a useful way to train a number of persons and sharing the duties of instruction so that the training program is not too onerous on any single individual. I would be happy to send copies of the course and information on where to procure texts, etc to any of the other Deaneries who might be interested. A number of texts are available for purchase or borrowing from myself thanks to a grant from A.I.M. who donated the seed money so that a library could be established.

Clergy and Layreaders are reminded that there is a Layreader Handbook which contains all necessary information about layreaders and their functions, as well as the necessary forms for applying for Licences, etc. If any synod delegates are Layreaders, and have never received, or have mislaid their copies, please let me know and I will make sure that you get one. From the number of queries received over the years from Clergy and layreaders, the answers for which are readily obtained from the Handbook it would appear that there are a number who have not received one (or have not read the one they received).

This year, for the first time, reapplication for the Annual Renewal of layreader licences has generally gone well, but as might have been expected a number of problems have surfaced. One is in the matter of Eucharistic assistants. These do not require relicencing except when a new parish priest is appointed, and there is no need for them to be listed in the annual layreader application. In addition, clergy are reminded that this is a **relicensure** and that application for new layreaders must be made to the Bishop on the proper form, with supporting signatures from the Wardens.

The Bishop's secretary and I have worked out a slightly different (and I hope, easier) method of relicencing for future years.

Unfortunately, my other duties over the past two years have not allowed me to hold layreader conferences. Since these duties will ease over the forthcoming two years, I have every expectation that I will be able to hold a conference in each Deanery in the next 3 years. During the past 2 years however, Liturgical workshops on the BAS were held in two deaneries, and these were well attended by layreaders.

Layreaders and clergy are reminded that a library has been established of materials of special interest to layreaders. Now that addresses of layreaders have been obtained, I hope to send to all layreaders and clergy a list of the materials available. These include videotapes, audio cassettes, and books - many from the Diocese of Fredericton where very active layreader work is in progress.

Along with the list of library materials, I hope to begin to send a Layreader's newsletter annually containing articles of interest to layreaders.

Finally, I would like to thank all those clergy and layreaders who have been so helpful and supportive during these past two years, as I have struggled with the complexities of this office. I especially need to thank Jean McAlpine and Din Oosterban, who have worked diligently and mightily on behalf of layreaders on so very many occasions, the Bishop, who has been an unfailing source of help and support, and the Sunod Office Staff. Without the help of all of you, most of this work would have been impossible.

Respectfully submitted,

David H. Gould A.Th.

## REPORT OF THE STEWARDSHIP AND PARISH DEVELOPMENT OFFICER

As Christian stewards, our use of all that God has entrusted to us becomes a response of our faith -- a response to the Gospel of Christ. It is through the wise and effective use of our time, gifts and abilities, lives, treasures, and of creation that we become faithful stewards in all we do.

At the 1987 Synod, an extensive Stewardship Committee Report introduced the use of the "Program for Stewardship Financial/Parish Development" Handbook. A large number of parishes have made use of that material in a number of ways, especially focusing on the Parish Life Conference(goal setting), or the Every Member Visitation, or both. Ideas and outlines contained in the handbook are easily adaptable to individual parish needs and objectives. We extend our sincere appreciation to those who put a great deal of time and effort into its formation and presentation.

In January 1988, Mrs. Rosalie Goos was appointed Stewardship/Parish Development Officer for the Diocese of Algoma. As the term "parish development" can be understood in several ways, perhaps it should be stated that it is seen here as a "program" person -- an individual who is available to lead workshops, Parish Life Conferences, visitor training, to share parish life concerns, or to encourage, or to be a resource person for many areas of concern in the program of the parish or congregation. Because it was felt to be important to personally visit parishes throughout the diocese, Rosalie as now been invited for "get-acquainted", Parish Life Conferences, Visitor training or speaking in:

Algoma: Deanery Council  
Blind River  
Chapleau  
Garden River  
Wawa & White River  
Sault Ste. Marie  
St. John's  
Holy Trinity  
Goulais River  
St. Matthew's

Temiskaming: Deanery Council  
Englehardt  
Haileybury  
New Liskeard  
Powassan  
North Bay  
St. John's  
St. Brice's  
Christ Church  
Deanery A.C.W.

Muskoka: Deanery Council  
Bala  
Deanery A.C.W.

Thunder Bay: Marathon  
West Thunder Bay  
Thunder Bay  
St. John's  
St. Luke's  
St. Paul's  
St. Stephen's  
St. Thomas'

Sudbury: Little Current, Sucker Creek  
Manitowaning  
Massey  
Onaping  
St. James(Sud.), Coniston

She would welcome an invitation into the other parishes of the Diocese. Rosalie works out of the "synod office extension" at 11 Bristol Place, Sault Ste. Marie Ont., P6A 6L9, and is available there or at Synod Office for anyone wishing assistance. The phone number is 705-949-1370.

The Stewardship Committee is in the process of being reformed. The two Deaneries presently represented are Sudbury (Mr. Robert McLatchie) and Muskoka (Mrs. Audrey Westover). We still need a committed and enthusiastic representative from the Algoma, Temiskaming and Thunder Bay Deaneries. Sincere thanks to those members who have served faithfully and well.



Each parish will soon be asked for the name of their current Stewardship Representative, so that those people can share in deanery planning as well as provide leadership in their own parish stewardship endeavors. They will be helped in their efforts by the deanery Committee person or the S/PD Officer.

Because PLANNED GIVING (annuities, bequests, will, insurance, etc.) seems to be an area which could considerably help the financial situation of the church in the future, it is hoped that the diocese would take advantage of the leadership and materials offered by the National Church office. This is NOT a campaign! Mr. Kenneth Kerr, Planned Giving Officer, is willing to train members of our Committee and to assist in any way possible as a "partner" with the diocese and individual parishes. Consequently, the Executive Committee of the Algoma Diocese, at its February 1988 meeting, passed the following resolution:

The Diocese of Algoma welcomes the opportunity to join with the General Synod in a program of Gift Annuities. We accept the opportunity to be in a partnership with General Synod in which the General Synod Planned Giving Officer will provide help and guidance as required, up-to-date annuity rates, a Planned Giving Manual, brochures and other promotional material and National advertising, which we can adopt to our diocesan needs.

As "partners" we pledge that, when serving a prospective donor/annuitant, any representative of the Diocese of Algoma will present the needs of the General Synod alongside those of the diocese and/or parish as possible beneficiaries of the proposed gift.

Each parish will be asked for the name of a Planned Giving representative who will then be trained to answer any inquiries. A person wishing to share in the Planned Giving program can then deal with the parish representative, the Stewardship Officer, the Diocesan Treasurer, or the National Officer. Gifts given as part of this program can be designed for use in the parish, the diocese, or the national church, or a combination.

A program of Visiting has become a concern in many of our parishes -- whether it be an every-member-visitation (financial or otherwise) or a plan of general parish visiting. A program recommended for training people to be good parish visitors (no financial emphasis included, but can be added) is called "Training Parish Visitors". Five separate sessions are suggested, but it could be used for a Friday night-Saturday workshop. The Leader's Guide and Handbooks are available from Rosalie.

Your S/PD Officer attended several helpful conferences throughout the year:

- "Educational Event for Stewardship Leaders", sponsored by the Ecumenical Centre for Stewardship Studies Forum of the National Council of Churches.
- "Canadian Anglican Stewardship Leaders" for all Dioceses
- "Consultation on New and Reshaping Parishes" -- approximately twenty dioceses from across Canada took part in this excellent learning process.

The year ahead promises to be one of decision, promise, and challenge for our Diocese. Hopefully, the Stewardship and Parish Development team will have a vital part to play in the implementation of both present programs and projected dreams.

Respectfully submitted,  
Rosalie Goos

ADVISORY INVESTMENT COMMITTEE REPORT

1) Your Investment Committee which has been functioning since its inception at the 1967 Diocesan Synod is responsible for the overall supervision of the investment of diocesan funds as well as funds held in trust for the parishes. The primary objective of the Committee is to maximize income consistent with adequate security and within the guidelines approved by the Executive Committee as well as statutory regulations, including the diocesan canons which may apply. Insofar as the investment of parish trust funds is concerned, the Committee is also guided by any special instructions or wishes expressed by the parishes concerned.

2) The present membership of the Committee is as follows:

Mr. Gordon Lewis, C.A., Chairman	The Very Rev'd I.L. Robertson
Mr. Henry Johnston	Mr. D.P. Oosterbaan, Treasurer
Mr. Bruce Willson	

with the Chairman, Mr. Lewis having been re-elected at the first meeting of the Committee.

3) Your Committee endeavours to meet quarterly to review the portfolio's, consider opinions and recommendations which may have been received from Brokers and to monitor any investments maturing during the coming quarter. Your Committee has met on several occasions since date of last Synod and telephone consultations are held as required from time to time.

4) The consolidation and possible unitization of the various Diocesan Trust Funds has appeared on the Committee's agenda regularly. Draft copies of proposed rules and regulations governing the operation of such a consolidated trust fund were prepared some time ago and this matter will have to be further explored and deliberated at the appropriate time.

5) We report below in some further detail on the various trust accounts:

(A) DAWSON ESTATE - ADMINISTERED BY CANADA TRUST CO., TORONTO

The income only from this Fund is available for Diocesan use and it is not included with the diocesan assets on the Balance Sheet.

	<u>December 31, 1988</u>
Bookvalue of Portfolio	\$400,369
Balance Capital Account	(2,344)
	<u>\$398,025</u>
Market Value of Portfolio	\$391,539
Rate of gross annual income (approximate)	33,800

An Asset Valuation Summary of this portfolio is listed on Page 195 of this publication.

(B) SYNOD TRUST - POOLED FUNDS:

	<u>December 31, 1987</u>	<u>December 31, 1988</u>
Bookvalue of Portfolio	\$481,431	\$482,548
Balance Capital Account	<u>5,806</u>	<u>2,806</u>
Total Book Value	\$487,237	\$485,354
	<u> </u>	<u> </u>
Market value of Portfolio	\$467,177	\$482,112
	<u> </u>	<u> </u>
Gross annual income	\$ 41,077	\$ 46,035
	<u> </u>	<u> </u>

The portfolio is listed in detail on page 196 of this publication. The sources from which funds originated are listed on pages 202 & 203

(C) SYNOD TRUST

	<u>December 31, 1987</u>	<u>December 31, 1988</u>
Book value of Investment Portfolio	\$305,202	\$313,995
Cash on Hand	<u>20,653</u>	<u>35,864</u>
	\$325,855	\$349,859
	<u> </u>	<u> </u>
Market Value of Portfolio	\$321,681	\$345,045
	<u> </u>	<u> </u>
Rate of Gross Income from Investments	\$ 28,809	\$ 34,926
	<u> </u>	<u> </u>

The investments in this account are listed in detail on page 196

(D) GENERAL PURPOSE FUNDS - PROCEEDS PROPERTY SALE ACCOUNT:

	<u>December 31, 1987</u>	<u>December 31, 1988</u>
Common Stocks	\$ 46,875	\$ 46,875
Fixed Income Bonds	537,460	537,148
Mortgage Receivable	235,573	250,120
Cash Funds on deposit	4,321	12,375
Short-term Deposit receipts	<u>142,355</u>	<u>119,816</u>
Total of Fund (at cost)	\$966,584	\$966,334
	<u> </u>	<u> </u>
Market Value of Fund	\$952,088	\$973,117
	<u> </u>	<u> </u>
Actual Net Income (After Custodial fees)	\$ 95,543	\$ 72,115
	<u> </u>	<u> </u>

Part of these funds originated in 1975 and 1985 and represent the proceeds from certain property sales. In addition the Capital has been enhanced from time to time from capital gains realized on security transactions as well the capitalization of annual income on occasion. The income is being credited to the Diocesan Expense Fund and is consequently used for diocesan purposes. Full particulars of present holdings may be found on page 197.

**HELD IN TRUST FOR PARISHES:**

**(E) LOCAL TRUSTS:**

	<u>December 31, 1987</u>	<u>December 31, 1988</u>
Total Book Value of Investments (Royal Trust)	\$466,728	\$458,435
Mortgages Receivable	15,000	227,904
<b>Total</b>	<u>\$481,728</u>	<u>\$686,339</u>
Market Value of Investments (Mortgage at par)	<u>\$471,950</u>	<u>\$680,410</u>

**(F) CEMETARY TRUSTS:**

Book Value of Investments	<u>\$216,696</u>	<u>\$221,454</u>
Market Value of Investments	<u>\$211,705</u>	<u>\$214,662</u>

Detailed schedules of investments held may be found on pages 198 & 199 of this publication.

The Local Trusts consist of funds held by the Diocese in accordance with Canon 7 and the participating parishes are listed in detail on page 200.

The Cemetery Trust mostly represent Perpetual Care Funds for the maintenance of graveyards operated by parishes and are maintained and administered by the Diocese in accordance with the provisions of Canon 20.

Full details of investments held and the participating parishes may be found on page 198 & 201 respectively.

Detailed Schedules of Investments are appended hereto.

D. P. Oosterbaan,  
Treasurer

ASSETS OF P.H.B. DAWSON ESTATE

Held in Trust for Diocese of Algoma

By Canada Trust Company, Toronto

December 31, 1988

<u>Amount (Book Value)</u>	<u>Bonds</u>	<u>Par Value</u>	<u>Rate of Int.</u>	<u>Maturity</u>	<u>Market Value</u>
\$ 11,820	Canada Govt	\$ 12,000	8.50 %	1/07/89	\$ 11,850
34,860	Prov. Alta	35,000	9.25 %	25/02/93	33,373
18,924	Ontario Hydro	20,000	7.50 %	4/02/96	17,000
20,000	Ontario Hydro	20,000	9.00 %	1/04/94	18,640
12,500	Ontario Hydro	12,500	7.00 %	1/04/92	11,369
13,904	Quebec Hydro	14,000	6.00 %	1/02/91	12,901
20,000	International Nickel	20,000	9.25 %	1/10/90	19,130
10,000	Sterling Trust	10,000	9.875%	17/03/89	10,000
20,000	General Trust	20,000	10.00 %	22/07/91	20,000
20,000	General Trust	20,000	10.00%	22/07/92	20,000
40,000	First City Co.	40,000	9.50 %	22/07/90	40,000
27,000	National Trust Co.	27,000	9.25 %	6/05/91	27,000
30,000	National Trust Co.	30,000	10.00 %	9/11/92	30,000
40,000	National Trust Co.	40,000	9.25 %	22/07/89	40,000
30,757	Common Trust Fund - Bond	-	2951 Units	-	29,522
<u>\$349,765</u>	<b>TOTAL BONDS</b>				<u>\$340,785</u>
	<u>Stocks</u>				
\$ 50,604	Common Trust Funds		2,303 Units		\$ 53,099
<u>\$ 50,604</u>	<b>TOTAL STOCKS</b>				<u>\$ 53,099</u>
	<u>Cash</u>				
\$ (2,344)	Capital Account Balance				\$ (2,344)
<u>\$398,025</u>	<b>TOTAL PORTFOLIO</b>				<u>\$391,540</u>

STATEMENT OF INVESTMENTS

As at December 31, 1988

SYNOD TRUSTS

<u>Amount (Book Value)</u>	<u>Bonds</u>	<u>Interest</u>	<u>Maturity</u>	<u>Market Value</u>
\$ 500	Canada	3.75	15/03/98	\$ 335
5,000	Canada	9.50	15/06/94	4,844
10,000	Canada	13.00	01/05/90	10,255
4,000	Royal Trust GIC "A"	10.50	24/08/92	4,000
7,000	Nova Scotia Deb	13.75	01/05/90	7,158
500	Ontario Hydro	6.25	05/01/89	500
7,500	Ontario Hydro Elec Pwr	6.00	15/03/90	7,163
10,000	Ontario Hydro Elec Pwr Deb s/a	9.00	30/06/95	9,163
3,000	Ontario Hydro Elec Pwr Commn	8.75	30/11/95	2,704
6,000	Calgary Power Ltd 1 Mtg	9.125	01/04/94	5,565
17,000	Dominion Fdryes & Stl Ltd SF Deb	10.375	15/03/96	16,469
20,000	Intl Nickel Co Cda Ltd Deb	8.625	30/06/91	18,675
4,000	Royal Bk Cda Deb	10.40	15/02/89	3,995
39,000	Toronto-Dominion Bank	10.45	15/03/89	38,903
5,000	Transcda Pipelines Ltd 1Mtg Sf A	9.25	02/07/92	4,744
10,000	Transcda Pipelines Ltd Sf Deb E	9.00	20/12/93	9,213
165,495	Canada Treasury Bills (Yield)	10.92	10/03/89	165,495
<u>\$313,995</u>				<u>\$309,181</u>

POOLED FUNDS

Bonds, Debentures

4,000	Canada	9.50%	15/06/94	3,875
40,000	Canada	11.50	15/12/91	40,800
11,000	Ontario Hydro Elec Pwr Commn	8.75	30/11/95	9,914
50,000	Ontario Hydro Elec Pwr	7.50	04/02/96	42,313
35,000	Ontario Hydro Elec Pwr Commn	8.00	15/05/98	29,444
40,000	Canada	10.25	01/06/92	39,900
35,000	Ontario Hydro	10.75	15/12/92	35,044
2,000	Ontario Hydro	6.00	15/03/90	1,910
37,000	Que. Tel.	6.00	15/10/90	33,855
10,000	Falconbridge	7.75	24/02/91	9,238
6,000	Bell Canada 1 Mtg Bd	8.125	01/05/94	5,355
50,000	Dominion Fdryes & Stl Ltd Sf Deb	10.375	15/03/96	48,438
121,846	Canada Treasury Bills	10.375	03/02/89	121,846
<u>\$441,846</u>				<u>\$421,932</u>

STATEMENT OF INVESTMENTS

As at December 31, 1988

POOLED FUNDS CONT'D

Common Stocks

\$ 13,504	Union Ent Ltd 1200 shares	NPV	\$ 12,000
13,783	Bank of Montreal 500 shares	NPV	14,000
16,220	Royal BK 500 shares	NPV	18,875
<hr/>			<hr/>
\$ 43,507			\$ 44,875
<hr/>			<hr/>
<hr/>			<hr/>
\$485,353			\$466,807
<hr/>			<hr/>

PROCEEDS FROM PROPERTY SALE ACCOUNT

<u>Par Value</u>	<u>Investments</u>	<u>Interest</u>	<u>Maturity</u>	<u>Book Value (Cost)</u>	<u>Market Value</u>
1600 shs.	Royal Bk CDA		NPV	\$ 46,875	\$ 60,400
\$100,000	Canada	11.50	15/12/91	100,000	102,000
20,000	Nova Scotia DEB	13.75	01/05/90	19,950	20,450
24,000	Saskatchewan Prov	9.50	15/01/91	23,760	23,430
10,000	Niagara Region	10.375	16/07/95	9,938	9,775
200,000	Algoma Steel Corp Ltd SFD F	11.00	01/05/95	200,000	195,500
100,000	B P Cda Inc Ont Ser B DEB	8.25	15/02/93	95,500	91,250
100,000	Bell Canada 1 Mtg AV	8.00	15/11/94	88,000	88,000
	Balance Capital Account			12,375	12,375
123,000	Canada Treasury Bill	10.66	03/03/89	119,816	119,816
250,121	Mortgage Receivable	12.25	12/02/88	250,121	250,121
				<hr/>	<hr/>
				\$966,335	\$973,117
				<hr/>	<hr/>

STATEMENT OF INVESTMENTS

As at December 31, 1988

CEMETERY TRUSTS

<u>Amount</u> <u>(Book Value)</u>	<u>Bonds</u>	<u>Interest</u>	<u>Maturity</u>	<u>Market</u> <u>Value</u>
\$ 2,000	Canada	3.75	15/03/98	\$ 1,340
1,800	Canada Former Pepi	3.00	15/09/96	1,193
6,000	Canada	13.00	01/05/90	6,153
4,000	Canada	14.50	01/05/91	4,302
8,000	Canada	10.25	01/06/92	7,980
7,000	Nova Scotia Deb	13.75	01/05/90	7,158
20,000	Ontario Hydro	10.75	15/12/92	20,025
13,000	Ontario Hydro Ser Ca5	12.50	01/05/89	13,033
500	Ontario Hydro	6.25	05/01/89	500
6,500	Ontario Hydro Elec Pwr	6.00	15/03/90	6,208
2,000	Ontario Hydro Elec Pwr Commn	8.75	30/11/95	1,803
14,000	Ontario Hydro Elec Pwr	7.50	04/02/96	11,848
5,000	Ontario Hydro	8.50	30/11/98	4,319
17,000	Inverness N.S. Cnty	10.25	15/12/94	16,618
17,000	Ottawa Carleton Regl Mun	9.75	26/05/93	16,575
1,000	Toronto Ont Met Munc	8.00	15/02/92	1,034
2,000	Bell Canada	8.00	15/03/92	1,848
5,000	Algoma Steel Corp Ltd Sfd E	10.375	01/06/94	4,781
4,000	Calgary Power Ltd 1 Mtg	9.125	01/04/94	3,710
20,000	Dominion Fdrys & Stl Ltd Sf Deb	10.375	15/03/96	19,375
7,000	Intl Nickel Co Cda Ltd Deb	8.625	30/06/91	6,536
3,000	Nova Corp	11.375	01/08/95	3,000
5,000	Tecumseh Gas	8.50	01/05/91	4,669
50,654	Can. T.-Bill	10.66	17/02/89	50,654
<hr/>				<hr/>
\$ 221,454				\$214,662
<hr/>				<hr/>



STATEMENT OF INVESTMENTS

As at December 31, 1988

LOCAL TRUSTS

<u>Amount</u> <u>(Book Value)</u>	<u>Bonds/Debentures</u>	<u>Interest</u>	<u>Maturity</u>	<u>Market</u> <u>Value</u>
\$ 2,000	Canada Former Pepi	3.00	15/09/96	\$ 1,325
5,000	Canada	9.50	15/06/94	4,844
5,000	Canada	13.00	01/05/90	5,128
35,000	Canada	12.50	01/02/91	36,120
6,000	Canada	14.50	01/05/91	6,453
44,000	Canada	13.25	01/06/89	44,352
5,000	Canada	9.00	01/09/91	4,835
5,000	Nova Scotia Deb	13.75	01/05/90	5,113
5,000	Ontario Hydro Elec Pwr	6.00	15/03/90	4,775
5,000	Ontario Hydro Elec Pwr Commn	9.00	01/04/94	4,650
30,000	Ontario Hydro Elec Pwr Commn	8.75	30/11/95	27,038
2,000	Ontario Hydro Elec Pwr	7.50	04/02/96	1,693
10,000	Ontario Hydro Elec Pwr Commn	8.25	15/09/97	8,625
5,000	Ontario	7.75	01/12/97	4,169
26,000	Saskatchewan Prov	9.50	15/01/91	25,383
15,000	Inverness N.S. Cnty	10.25	15/12/94	14,663
1,000	Sault Ste. Marie Ont Deb	8.125	15/01/89	950
1,000	Sault Ste. Marie Ont Deb	8.50	01/08/91	999
7,000	Toronto Metro	8.00	22/02/93	6,458
5,000	Toronto Metro	8.375	15/09/92	4,700
20,000	Bell Canada	7.625	01/11/91	18,400
3,000	Can. Imp. Bank Comm.	12.00	21/03/89	2,993
20,000	B C Tel Co 1 Mtg Ser V	9.00	01/10/97	17,775
5,000	CDN Pacific Sec's Ltd Deb	9.375	01/10/90	4,825
13,000	Dominion Fdrys & Stl Ltd Sf Deb	10.375	15/03/96	12,594
30,000	Intl Nickel Co Cda Ltd Deb	9.25	01/10/90	28,838
15,000	Intl Nickel Co Cda Ltd Deb	8.625	30/06/91	14,006
5,000	Interprov Pipeline Ltd Deb B	9.875	01/12/90	4,888
8,000	PanCanadian Pete Ltd Sec Deb	8.125	01/03/92	7,400
5,000	Toronto Dominion Ctr 1Mtg SF	8.00	15/06/93	4,444
7,000	Union Carbide Cda Ltd Deb	8.375	01/05/92	6,405
10,000	Westconst Trans.	8.00	15/05/91	9,388
2,000	Royal Trust GIC "A"	11.00	09/10/92	2,000
82,799	Can. T-Bill	10.66	17/02/89	82,799
9,000	C.I.B.C. Mtge Corp.(9 notes) sdy		89 - 92	9,000
<u>\$ 453,799</u>				<u>\$438,028</u>

COMMON STOCKS

\$ 4,635	Cdn Pacific Ltd 335 shs.	NPV	\$ 7,370
<u>\$ 458,434</u>			<u>\$445,398</u>

SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 1988

LOCAL TRUSTS

<u>PARISH</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL AT CREDIT</u>
ALLENSVILLE, St. Michael's	\$ 940.00	\$ 1,121.42	\$ 2,061.42
ALGOMA DEANERY - A.Y.P.A.	4.00	97.11	101.11
- B.A.C.	350.00	1,105.21	1,455.21
BALA Endowment	50.00	228.73	278.73
BEARDMORE	3,000.00	375.54	3,375.54
BRACEBRIDGE - Evelyn A. Thomas Fund	2,025.00	66.25	2,091.25
CHARLTON - St. Faith's	2,000.00	-	2,000.00
CONISTON - All Saints	7,150.00	-	7,150.00
GARDEN RIVER - St. John's; Blum Endowment	5,100.00	688.27	5,788.27
GREGORY - Christ Church; Norris Bequest	4,385.00	-	4,385.00
LATCHFORD - Christ Church	4,796.63	768.35	5,564.98
LITTLE CURRENT, Holy Trinity; Wilken Mem.	1,108.50	66.25	1,174.75
MACAULEY TWP. - Holy Cross Church	232.66	117.15	349.81
MASSEY - St. James; Parsonage Proceeds	350.00	282.91	632.91
MUSKOKA PARRY SOUND - B.A.C.	400.00	152.62	552.62
NIPIGON ENDOWMENT	800.00	45.93	845.93
NORTH BAY - St. Brice's Rectory Proceeds	29,499.07	-	29,499.07
PALMER, HESSIE R. - Lake of Bays Settler	500.00	117.56	617.56
PARRY SOUND, Trinity - Rectory Proceeds	125,487.50	2,118.43	127,605.93
PHELPS - St. Francis Church	1,500.00	1,939.22	3,439.22
PORT CARLING - St. James	7,800.00	(323.44)	7,476.56
PORT SYDNEY Endowment	2,110.00	-	2,110.00
PORT SYDNEY MEMORIAL ENDOWMENT FUND	13,873.71	1,143.82	15,017.53
PORT SYDNEY, Rectory Sale Acct.	124,803.51	991.29	125,794.80
PROVIDENCE BAY, St. Peter's	4,750.00	1.83	4,751.83
ROSSEAU Endowment	7,344.00	-	7,396.00
SAULT STE. MARIE - St. Luke's Altar Guild	2,000.00	-	2,000.00
- St. Luke's Cathedral & I.S.D.A.	78,500.00	-	78,500.00
- St. Peter's; Crawford Estate	2,000.00	551.01	2,551.01
SHEGUIANDAH - St. Andrew's; Sims Memorial	150.00	180.96	330.96
- St. Peter's Endowment	3,110.00	-	3,110.00
SOUTH RIVER - Grace Church	10,000.00	-	10,000.00
SOUTHWOOD - Church of Our Lady	2,000.00	1,908.39	3,908.39
SUDBURY - Church of Epiphany; Rectory	47,500.00	-	47,500.00
SUNDRIDGE - St. Paul Endowment	8,392.50	-	8,392.50
TEMISKAMING, Que - Holy Trinity; Mission Sustentation	62,455.00	713.35	63,168.35
- Holy Trinity; Endowment Fund	50,462.27	-	50,462.27
- Holy Trinity; Sale of Rectory	21,000.00	1,352.67	22,352.67
TORRANCE Endowment	1,173.25	597.24	1,770.49
UFFINGTON - St. Paul's Endowment	4,760.00	198.75	4,958.75
WHITE RIVER - All Saints; Rectory Sale	21,325.85	4,566.14	25,891.99
WHITEFISH FALLS - St. Augustine's	9,505.00	851.10	10,356.10
WINDERMERE - Christ Church Endowment	1,850.00	1,345.24	3,195.24
INTEREST	-	(267.71)	(267.71)
	<u>\$676,543.45</u>	<u>\$23,153.59</u>	<u>\$699,697.04</u>

SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 1988

CEMETERY TRUSTS

<u>PARISH</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL AT CREDIT</u>
BAYSVILLE - St. Ambrose	\$ 1,865.00	\$ -	\$ 1,865.00
BRACEBRIDGE - St. Thomas	61,057.60	863.51	61,921.11
DUFFERIN BRIDGE - St. John's	5,125.00	1,541.93	6,666.93
EMSDALE - St. Mark's	4,422.00	-	4,422.00
GRASSMERE - St. Paul's	10,547.80	105.70	10,653.50
GRAVENHURST - St. James	1,802.50	-	1,802.50
GREGORY - Christ Church	12,133.55	5,788.26	17,921.81
HILTON BEACH - St. John's	5,147.90	8,715.08	13,862.98
HUNTSVILLE - All Saints	13,084.90	161.25	13,246.15
ILFRACOMBE - Christ Church	1,422.16	51.25	1,473.41
JOCELYN - Holy Trinity	8,336.90	14,482.49	22,819.39
LITTLE CURRENT - Holy Trinity	5,014.70	110.70	5,125.40
MILFORD BAY - St. Mark's	908.00	2,671.14	3,579.14
MISSINABIE CEMETERY - Slumberland	70.00	93.90	163.90
McGREGOR BAY - St. Christopher's	645.00	35.68	680.68
NORTH BAY - St. John's	29,916.00	222.81	30,138.81
PORT SYDNEY - Christ Church	1,916.90	6,551.17	8,468.07
RAVENSCLIFFE - St. John's	1,087.50	-	1,087.50
ROSSEAU - Redeemer	1,463.20	-	1,463.20
SAULT STE. MARIE - Shingwauk	3,265.00	2,250.43	5,515.43
SPRUCEDALE CEMETERY - St. Paul	1,487.75	1,481.48	2,969.23
SUDBURY - Epiphany	9,119.00	-	9,119.00
ULLSWATER CEMETERY - St. Thomas	3,607.51	1,531.30	5,138.81
INTEREST	-	61.42	61.42
	<u>\$183,445.87</u>	<u>\$46,719.50</u>	<u>\$230,165.37</u>

SCHEDULE OF ENDOWMENT, TRUST FUND AND UNEXPENDED BALANCES

As at December 31, 1988

SYNOD TRUSTS

<u>NAME</u>	<u>PURPOSE/INCOME TO</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL AT CREDIT</u>
Balfour Bequest, C.W. "A" - Diocesan Missions to A.M.F.		\$ 6,515.00	\$ -	\$ 6,515.00
Balfour Bequest, D.W. "B" - Any Diocesan need, Bishop's Discretion		4,172.87	(99.93)	4,072.94
Benner Estate, James King - Women full-time Missionary Work		8,000.00	3,341.04	11,341.04
Brideaux Memorial Fund, The R. & S. - Missionary Work		7,500.00	559.44	8,059.44
Bull, Arthur A. (Estate) - Bishop's Discretion - (Children's Camping)		20,560.00	2,712.18	23,272.18
Clergy Retirement		4,555.57	8,416.86	12,972.43
Continuing Education		9,171.79	1,905.99	11,077.78
Curacy Training Fund		18,555.86	12,670.44	31,226.30
Dawson Estate, Julia - Bishophurst Maintenance		2,000.00	-	2,000.00
Dawson Bequest, P.H.B. Income - Clergy School			6,016.95	6,016.95
Divinity Student Fund		20,901.55	1,939.10	22,840.65
Edgar Bequest, Miss Annie - Bishop's Discretion		16,708.60	3,391.77	20,100.37
Edgar, Mary Susanne - Children's Camping suggested		2,000.00	342.64	2,342.64
Educational Trust for Children of Clergy		1,025.00	77.99	1,102.99
Garbutt Fund, Harry & Darwyn - Inc. Emsdale Parishes		10,000.00	118.91	10,118.91
Fauquier Chapel Fund, Bishop - Chapel Maintenance to D.E.F.		2,000.00	-	2,000.00
General Purposes - Undesignated Bequests		13,700.00	11,668.90	25,368.90
General Synod Travel - Appropriation from D.E.F.		-	2,278.18	2,278.18
Green Memorial, Eda - Income to A.M.F.		3,934.00	-	3,934.00
Gurney Memorial - Meant for upkeep Treasurer's Residence - D.E.F.		18,850.00	-	18,850.00
Heritage Centre Committee		-	3,593.29	3,593.29
Higgins Bequest, Belgrave F. - A.M.F.		825.05	-	825.05
Hornann Legacy, Peter J. - Indian Work		50,000.00	1,430.77	51,430.77

Hooey, Lawrence & Tilley Scholarship Fund	5,012.50	464.64	5,477.14
Irons Fund, Frederick G. - To D. E. F. re Stipends	10,137.50	-	10,137.50
Interest Suspense Account - Int. to be distributed		(1.60)	(1.60)
Joy Memorial Bursary Fund, Francis W. (Male Divinity Student)	10,000.00	970.01	10,970.01
Lambeth Travel - Appropriation from DeE.F.	\$ -	\$ ( 259.57)	(259.57)
Layreader's Fund, Diocesan	-	741.68	741.68
McPhail Estate, John A. - Sundry Purposes at Bishop's Discretion	-	1,624.84	1,624.84
Nock Canterbury Fund - Cantess Summer School in U.K.	4,306.08	2,653.58	6,959.66
Palmer Bequest, Ernest B. - Bishop's Discretion	15,000.00	1,698.59	16,698.59
Provincial Synod Travel	-	(1,995.18)	(1,995.18)
Richards Bequest, Benjamin - Bishop's Discretion	1,000.00	1,328.64	2,328.64
Simmons, Charles L. Estate	-	570.01	570.01
Sydney-Smith, Maria Legacy - Income distributed annually by Bishop	4,303.00	124.17	4,427.17
U.S.P.G. - Bishop's Discretion - five purposes	6,253.80	8,083.73	14,337.53
Woodward Memorial Leslie - Nursing Scholarship	3,000.00	1,789.07	4,789.07
Yeomans, Sydney & Isobel - Divinity Student Trust	8,065.00	525.00	8,590.00
	<u>\$288,053.17</u>	<u>\$78,682.13</u>	<u>\$366,735.30</u>

Pooled Funds:

Bishophurst Endowment	\$ 13,033.85		
P.H.B. Dawson Endowment	22,113.62		
Episcopal Endowment	79,716.40		
Bishop Sullivan Memorial Fund	176,469.56		
Archbishop Thorneloe Memorial Fund	<u>196,825.80</u>		
		<u>\$488,159.23</u>	
			<u>\$488,159.23</u>
		<u>\$776,212.40</u>	
			<u>\$854,894.53</u>

ARCHBISHOP WRIGHT BUILDING FUND

STATEMENT OF LOANS RECEIVABLE as at December 31st

<u>PARISH</u>	<u>1987</u>	<u>1988</u>
Azilda, St. Michael & All Angels	\$ 1,600.27	\$ 1,300.00
Azilda, St. Michael & All Angels	650.68	400.75
Cache Bay, St. Barnabas	2,103.12	1,606.30
Callander, St. Peter		
Camp Gitchegomee	7,786.18	3,980.65
Camp Manitou	1,306.50	2,637.30
Capreol	44,485.25	44,662.96
Charlton, St. Faith	2.44	
Copper Cliff, St. John the Divine	5,453.37	0
Echo Bay, St. Joseph & St. George	2,049.19	26,885.16
Gravenhurst, St. James	10,776.79	4,566.93
Manitouwadge, Holy Spirit	1,581.49	0
Massey, St. James	1,419.22	491.69
Nipigon Parish Council	13,751.24	15,493.59
North Bay, St. John	21,611.23	15,245.78
North Bay, St. John	0	47,043.58
Orrville, St. Thomas	30,174.44	15,121.21
Port Sydney, Christ Church	210.42	0
Powassan, St. Mary	215.91	
Sault Ste. Marie, Holy Trinity	105,148.00	90,300.00
Sault Ste. Marie, St. Luke's Cathedral	32,348.46	17,958.20
Sault Ste. Marie, St. Peters	0	20,486.40
Schreiber, St. John	6,093.74	2,772.78
Sucker Creek, St. Luke's	0	516.97
Sundridge, St. Paul	3,354.20	1,303.94
Thessalon, Church of the Redeemer	69,969.51	60,000.00
Thunder Bay, St. George	772.10	-
Thunder Bay, St. Michael & All Angels	29,377.38	25,067.74
Thunder Bay, St. Stephen	49,082.45	46,310.23
Wawa, St. Paul		
West Thunder Bay	4,975.19	0
	<u>\$446,298.77*</u>	<u>\$444,152.16*</u>

MORTGAGE LOAN RECEIVABLE

William McMurray Corporation	\$ 52,053.47	\$ 51,333.62
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\* Please note that outstanding interest is included.

REPORT OF THE DIOCESAN LITURGICAL COMMITTEE

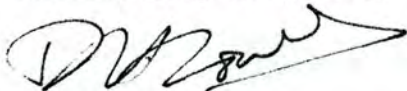
The Diocesan Liturgical Committee has been centered around the Cathedral, both for convenience of access to its Chairman, the Bishop, and because one of its' Cathedral members is a member of the National Doctrine and Worship Committee and can act as, a liason to that body.

The members of the committee are: The Very Rev. I.L. Robertson, Mrs. Dorothy Bowers, Mrs. Ida Hale, Rev. Edward Swayze, Mr. Richard Hansen, and Dr. David Gould, The Rev'd Canon H. Morrow.

One of the tasks of the Committee is to review and arrange for their trial use the various rites, both new and alternate, which are developed by the national Doctrine and Worship Committee; however the national committee, until the end of February of this year had not produced any such rites. Those in process were briefly reviewed by the committee at its meetings, and now that these are approved by D&W for trial use, the next Committee will face as its first task the review of such services as "Institution and Induction", "Services of Lessons and Carols for Advent, Christmas and Easter", "Compline", "The Public Welcoming of New Members to a Congregation", "The Installation of a Dean", "Installation of Diocesan Officers", "At the Ending of a Marriage", and "Burial of a Stillborn Child". If approved for Diocesan use, they may be authorized for trial use under committee supervision with the consent of the Bishop.

During its past term the committee has led two workshops on the BAS, one in Temiskaming Deanery and one in Thunder Bay. Both were enjoyed by all participants and were well attended by both clergy and laity.

Respectfully Submitted,



David H. Gould, M.D., A.Th. Secretary.



the "Flying Angel" Mission

# THE MISSIONS TO SEAMEN

WORLD WIDE - FOUNDED 1858

ANGLICAN CHURCH OF CANADA  
KEEFER TERMINAL - THUNDER BAY, ONTARIO

MAILING ADDRESS:

## MISSIONS TO SEAMEN SERVICE REPORT FOR 1988.

1988 was the longest shipping season on record for the Port of Thunder Bay; it was not, however, the most active year in ship arrivals, and tonnage handled.

The number of ship arrivals were down 20% from 1987; 904 Canadian and 14 American ship visits were recorded, these generally regarded as "Lakers", and 90 ships of overseas registry, known as "Salties", representing such registries as the Bahamas, Belgian, Cyprus, Finland, Greece, Hong Kong, India, Isle of Man, Liberia, Malta, Monrovia, Panama, Philippines, Poland, Russia, St. Vincent and Yugoslavia.

The smaller number of arrivals did give me an opportunity to visit the "Lakers" more often and to be of service to the crews to a greater extent, although their stay in port was very short, sometimes less than 8 hours.

The "Salties" were in port about their regular length of time and so did receive most of my attention.

We had two special visitors during the summer:-

The U.S. Coast Guard Ship Biscayne Bay, and the U.S.S. Antrim a missile destroyer. They arrived at different times and stayed for 3 or 4 days.

The officers and crew of the U.S.S. Antrim presented a special ships plaque to the Seamen's Centre in appreciation of our services to them while in port. The officers and crew of the Biscayne Bay gave us a picture of their ship for the same reason.

I was appointed Grand Chaplain to the International Shipmasters Association in January of 1988. In that capacity I assisted at the Blessing of the Fleet Service in Detroit on March 12th, and then at a special Mariners Service in Cleveland; I was also a Missions to Seamen delegate at the North American Maritime Ministry convention in Houston Texas.





The "Flying Angel" Mission

# THE MISSIONS TO SEAMEN

WORLD WIDE - FOUNDED 1856

ANGLICAN CHURCH OF CANADA  
KEEFER TERMINAL - THUNDER BAY, ONTARIO

MAILING ADDRESS:

I continued the weekly radio broadcasts for the Port of Thunder Bay and the Missions to Seamen over C.B.C. station CBQ, periodically the network rebroadcasted these broadcasts out of Toronto C.B.C.

We were able to provide assistance to the Thunder Bay Harbour Commission as they needed it, mostly in transporting visiting delegations.

On November 11th. we placed a wreath on the War Memorial at the Remembrance Service in Thunder Bay, and on the following Sunday Canon Fred Roberts and I conducted a special memorial service for all naval and merchant marine forces, in St. John's Anglican Church here.

Our Christmas card programme was quite succesful again, and I do want to thank all the parishes in the Diocese who supported me so well in this programme with their gifts of Christmas cards. I delivered the last of them on Christmas day as I conducted services aboard the C.C.G.S. Samuel Risley here in port and visited 5 other ships here in port at the same time.

The following are the activity statistics for the year.....

Church Services attended at city churches.....	14
( Polish...3    Greek...3    Baptist...1    Anglican...2    Roman Catholic...5)	
Services aboard ship and in the Chapel.....	8
Shopping trips.....	26
City Tours.....	06
Visits to Old Fort William.....	08
Stock Car Races.....	03
Registered visitors at the Centre.....	343
Phone Calls Overseas.....	306
Speaking at Service Clubs.....	02
Speaking at other Churches.....	02



the "Flying Angel" Mission

# THE MISSIONS TO SEAMEN

WORLD WIDE - FOUNDED 1856

ANGLICAN CHURCH OF CANADA

KEEFER TERMINAL - THUNDER BAY, ONTARIO

MAILING ADDRESS:

I do want to thank all those who have helped during the past, and are continuing to do so.

To Bishop Peterson for his guidance, support and trust.

To the Executive Committee of the Diocese, for their consideration and help.

To the parishes of the Diocese of Algoma and other places for their support, assistance and their prayers.

To the A.C.W. throughout the Diocese for their continued support.

To the Roman Catholic churches of the Diocese of Fort William for their help and special gifts.

To the Thunder Bay Harbour Commission, who have continually supported us with free services such as hydroelectrical service, water, heat, maintenance service, and free location on Keefer Terminal, plus a donation each year.

To Father Erneste Nazzani, Stella Maris Chaplain and Father Albert from St. Patrick Cathedral, for their assistance in celebrating Masses and for visiting on the ships with me.

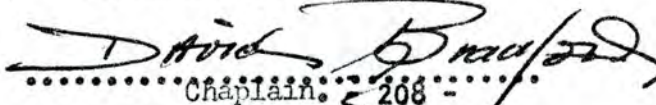
And to all others, who as individuals or groups have supported us in many ways.

Our own executive committee has been most untiring in its work at all times, and I do thank all the members who volunteered their time to this work.

My special thanks to "The Evening Watch" volunteers, workers from each of the parishes in Thunder Bay, who stand ready to assist in any way possible at the Centre, and who also provide cookies etc. for the seamen. their ready willingness to help is appreciated very much.

In submitting this report, I do ask your prayers that this work may continue as long as the need is here.

respectfully submitted

  
.....Chaplain..... 208 .....

Report of the Anglicans in Mission Advisory Committee to the  
Thirty-fourth Session of the Synod of the Diocese of  
Algoma at Sault Ste. Marie, April 13-15, 1989.

The Anglicans in Mission Advisory Committee has continued to meet regularly since the last Synod, dealing with continuing fund-raising efforts and the allocation of funds on the basis of requests and in accordance with the Diocesan Case approved at the beginning of the program.

Elsewhere in materials you have received are financial statements giving details of the financial decisions of the Committee as approved by the Executive Committee, so I shall not go into such matters at this time. We have attempted to keep the people of the Diocese informed on the progress of the program from time to time in various ways, including Algoma Anglican and through the deanery representatives on the Committee.

However, as of December 31, 1988, when the extended period of the fund-raising segment of the program was completed, unaudited reports from the National Office show donations totalling \$1,377,450.13. This figure represents 111.3 per cent of the original objective of \$1,238,000.

While the program was originally undertaken with at least some mental reservations as to its practicality, the results bear out the assurances of our consultants and advisors, and are a tribute to the dedication and generosity of Anglicans throughout the Diocese.

As the program was drawing to a close your Committee raised its sights to the future, recognizing that many projects and activities inaugurated with the help of A.I.M. funds would have to be discontinued unless alternative means of funding could be developed. To this end a study was conducted and a list of seven alternative courses of action was developed. Briefly these alternatives were:

1. Maintain the status quo --or do nothing.
2. Cut back Diocesan program--consolidate and cut costs.
3. Do it yourself -- Parishes raise own funds.
4. Wait for requests -- then try to meet needs.
5. Conduct regular, periodic financial campaigns to meet needs.
6. Conduct a major campaign. Involve parishes in making their own Cases and sharing the results.
7. Increase parish giving using professional methods.

Pros and cons for each alternative were developed, and in a teleconference conference conducted on January 23, 1989, it was unanimously agreed that Alternative 6 -- to conduct a major campaign -- be recommended to the Diocesan Executive Committee. This was done at the February meeting.

In the meantime, Canon Ebert Hobbs, who headed up the National Anglicans in Mission campaign and is now Executive Vice-President of Navion Financial Development Systems Incorporated, was invited to attend a meeting of your Advisory Committee to examine the situation and make recommendations concerning future financial plans. This visit resulted in a recommendation that we conduct a feasibility study, the results of which would be reported at this Synod.

Canon Hobbs is with us today and is prepared to share with you the results of that feasibility study. Your Advisory Committee recommends the report to your serious consideration and suggests a decision that will ensure the continuation and expansion of the work of the Church in our Diocese.

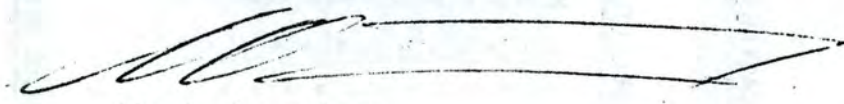
Norman E. Greene,  
Diocesan Anglicans in Mission  
Coordinator.

ANGLICANS - IN - MISSION

ACCUMULATIVE STATEMENT OF INCOME/EXPENSES/DISBURSEMENTS TO DEC. 31, 1988

<u>INCOME</u>	<u>ACCUMULATIVE TOTALS</u>
Gift Shares - National Office	\$ 646,638.81
Cost Shares - National Office	<u>5,346.57</u>
	651,985.38
Interest Earned	158,021.17
Diocesan Loan Advance	35,000.00
Miscellaneous	<u>9.68</u>
	<u>845,016.23</u>
<u>EXPENSES/DISBURSEMENTS</u>	
Community Counselling - Fees	\$ 24,640.00
Community Counselling - Travel, etc.	8,693.70
Trav/Meeting/Accommodation	16,932.15
Dio Algoma (pre 82 Travel/Mtg)	3,845.90
Promotional Material	16,520.54
Repayment Dio Loan Advance	35,000.00
Interest Paid	2,898.73
Collection/Follow-up	10,896.97
Telephone/Tel	3,477.97
Stationery	910.28
Postage/Express/Courier	2,154.15
Bank Service Charges	107.30
Grants Disbursed (page 5)	414,128.05
	<u>540,205.74</u>
Excess. Income over Expenses	<u>304,810.49</u>
	<u>845,016.23</u>
Total Capital on hand as at Jan. 1st/88	\$ 374,126.82
<u>Less:</u> Deficit year to Date (page 1)	(69,316.33)
Total Outstanding Commitments (page 5)	*(117,772.)*
Unallocated Funds available	187,038.49

\* Subject to adjustments



Din P. Oosterbaan  
Treasurer

(Jan. 16/89)

ANGLICANS - IN - MISSION

<u>CATEGORIES</u>	<u>DIO. CASE ALLOCATION</u>	<u>ACTUALLY SPENT TO DEC. 31/88</u>	<u>OUTSTANDING COMMITMENTS</u>	<u>TOTAL SPENT &amp; ALLOCATED FUNDS</u>	<u>REMARKS</u>
<u>SPIRITUAL GROWTH</u>	\$ 80,000.	\$	\$	\$	
- National Renewal Conference		516.82		517.	
- Deanery Prayer Workshops		5,000.00		5,000.	
- Youth Unit - Crossroads Cont.		360.00		360.	
- Terry Fullam Ministry		11.50		12.	
- Thunder Bay Clericus Retreat			500.	500.	
- Lay Fellowship Retreat (Algoma Deanery)		510.76		511.	
- Team Building Weekend		5,388.23		5,388.	
- Youth Del.Exp. Evangelism Workshop		300.00		300.	
- PWRDF Development Education Seminar		1,244.74		1,245.	
- O.P.E.N. Grant		634.75	565.	1,200.	
- Baptismal Resources Preparation		1,415.52	3,584.	5,000.	
- Clergy Spouse's Conference			5,000.	5,000.	
- Conf. Personal/Church Renewal (Pytches)			1,500.	1,500.	
	\$ <u>80,000.</u>	\$ <u>15,382.32</u>	\$ <u>11,149.</u>	\$ <u>26,533.</u>	
<u>LAY MINISTRY</u>					
Lay Ministry Training Committee	10,000.	1,500.00	4,500.	6,000.	
- Th. Bay Palliative Care Workshop		600.00		600.	
Youth Development Training	10,000.				
- Youth Synods		12,541.83	2,500.	15,042.	
- 1985 Summer Program "Living Fire"		40.70		41.	
- Girl's Aux. Leader's Workshop		650.00		650.	
- Diocesan Youth Ministry Consultation			1,200.	1,200.	
A. Th. Program	10,000.				
- Thorneloe University		8,000.00	2,000.	10,000.	
	\$ <u>30,000.</u>	\$ <u>23,332.53</u>	\$ <u>10,200.</u>	\$ <u>33,533.</u>	
<u>OUTREACH WITHIN THE DIOCESE</u>					
Parish Realignment	100,000.	85,000.00	6,800.	91,800.	
	\$ <u>100,000.</u>	\$ <u>85,000.00</u>	\$ <u>6,800.</u>	\$ <u>91,800.</u>	

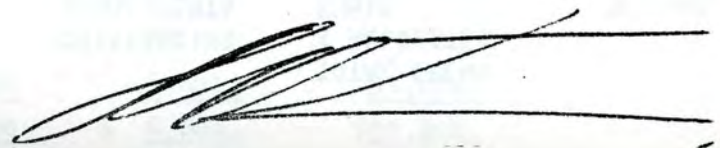
ANGLICANS - IN - MISSION

	<u>DIO. CASE ALLOCATION</u>	<u>ACTUALLY SPENT TO DEC. 31/88</u>	<u>OUTSTANDING COMMITMENTS</u>	<u>TOTAL SPENT &amp; ALLOCATED FUNDS</u>	<u>REMARKS</u>
<u>SUPPORT OF ORDAINED CLERGY</u>					
- Clergy Retirement Assistance (Early)	\$	\$ 21,000.00	\$	\$ 21,000.	
- Clergy Retirement Assistance	70,000.	15,000.00		15,000.	
- Clergy Supplementary Pension Scheme		13,858.00		13,858.	
- Continuing Education for Clergy	10,000.				
.....Clergy School		13,788.78		13,789.	
- Years Service Allowance-Ass. Parishes		4,150.00		4,150.	
	\$ <u>80,000.</u>	\$ <u>67,796.78</u>	\$ <u>      </u>	\$ <u>67,797.</u>	
<u>PARISH SERVICES</u>					
- 213 Adm. Assistance for Bhp.	25,000. Revised				
- Envoy 100 Modems		493.04	1,007.	1,500.	
- Teleconferencing Technology			5,500.	5,500.	
- Advisory Communications Comm.			3,000.	3,000.	
- Curacy Training	130,000.				
- Summer Students		40,704.18	10,000.	50,704.	
- Post Ordination/Early Ministry Conf.		6,681.13	2,000.	8,681.	
- Human Resources Committee		3,000.00	-	3,000.	
- Clergy Moving and Relocation	25,000.	28,123.80	-	28,124.	
- Stewardship Committee		5,267.14		5,267.	
- Stewardship Workshop		4,308.19		4,308.	
- Supervisory Training Event-Clergy		9,497.83	1,100. est.	10,598.	
- Parish Internship Program		3,420.04	3,500.	6,920. est	
- Parish Development Officer	75,000. Revised	21,122.19	53,878. est.	75,000. est.	
- Planning Committee		2,500.00	-	2,500.	
	\$ <u>255,000.</u>	\$ <u>125,117.54</u>	\$ <u>79,985.</u>	\$ <u>205,102.</u>	
<u>EMERGING OPPORTUNITIES</u>					
	74,000.				
- Alban Inst. (Re-Alignment/Planning Studies)		2,260.09	8,000.	10,260.	
- Pastoral Inst. of Northern Ontario		8,000.00		8,000.	
- Diocesan Planning Co-ordinator		50,530.33		50,530.	

ANGLICANS-IN-MISSION

	<u>DIO. CASE ALLOCATION</u>	<u>ACTUALLY SPENT TO DEC. 31/88</u>	<u>OUTSTANDING COMMITMENTS</u>	<u>TOTAL SPENT &amp; ALLOCATED FUNDS</u>	<u>REMARKS</u>
<u>EMERGING OPPORTUNITIES - Continued</u>					
- Boat-Visitation Project (Whitefish Falls)		1,561.88	438.	2,000.	
- Special Planning Project		15,820.52	-	15,821.	
	\$ <u>74,000.</u>	<u>\$81,674.07</u>	<u>\$ 9,638.</u>	<u>\$ 91,312.</u>	
 <u>OTHER PROJECTS</u>					
Exploration for New Ministries	\$ 10,000.	\$	\$	\$	
Divinity Student Bursaries	15,000.				
South Muskoka Lay Ministry Pro		15,824.81	-	15,825.	
	\$ <u>25,000.</u>	<u>\$ 15,824.81</u>	<u>\$ -</u>	<u>\$ 15,825.</u>	
 <b>TOTALS</b>	 <u>\$ 644,000.*</u>	 <u>\$414,128.05</u>	 <u>\$117,772.</u>	 <u>\$531,902.</u>	

\*SUBJECT TO ADJUSTMENT



- 214 -



CAR LOAN FUND REPORT

As at December 31, 1988, total car loans outstanding amounted to \$170,533. represented by 36 individual borrowers. During the past five years the following loans were granted and processed.

<u>Year</u>	<u>Number of loans made</u>	<u>Total Amount</u>
1984	21	\$ 93,193.
1985	15	85,498.
1986	24	158,043.
1987	13	92,032
1988	18	117,297

STATEMENT OF CAR LOAN FUND CAPITAL - AS AT DEC. 31/88

	<u>1987</u>	<u>1988</u>
Balance at beginning of year	\$213,684	\$225,384
Interest earned: Loans	9,940	9,667
Deposit accts	2,384	4,492
<u>Less: 5% Administration Levy</u>	( 624)	( 690)
	<u>\$225,384</u>	<u>\$238,853</u>

As directed by the Executive Committee, we indicate below, source of the capital since the inception of the Fund.

SOURCE OF CAR FUND CAPITAL TO DEC. 31/88

Donations:	1954	\$ 50	
	1968	300	
	1982 (Di ACW)	<u>200</u>	
		\$ 550	
Apportionments 1954 . . . . .		1,200	
L.C. Irwin Bequest 1967 . . . . .		2,900	
Parker Island Bequest (1971 & 1974) . . . . .		18,500	
Balance of Cars for Clergy Fund . . . . .		<u>7,832</u>	
		\$30,892	13%

TRANSFERS FROM ABP WRIGHT BUILDING FUND:

1975	\$ 5,000	
1976	5,000	
1977	18,000	
1980	15,000	
1981	23,000	
1986	<u>35,000</u>	
	\$101,000	43%

INTEREST EARNED

Bank Deposits since 1968	\$25,644	
Car Loans since 1981	<u>84,450</u>	
	\$110,094	45%
	<u>\$242,076</u>	
<u>Less: Levy for Administration Services</u>	( 3,223 )	1%
	<u>\$238,853</u>	<u>100%</u>

*J. Costerton*  
Diocesan Treasurer

Hymn 84

HE'S GOT THE WHOLE WORLD

He's got the whole world in his hands,  
he's got the big round world in his hands,  
he's got the whole world in his hands,  
he's got the whole world in his hands.

He's got the wind and the rain in his hands,  
he's got the sun and the moon in his hands,  
he's got the wind and the rain in his hands,  
he's got the whole world in his hands.

He's got the tiny little baby in his hands,  
he's got the big round world in his hands,  
he's got the tiny little baby in his hands,  
he's got the whole world in his hands.

He's got you and me, brother, in his hands,  
he's got the big round world in his hands,  
he's got you and me, brother, in his hands,  
he's got the whole world in his hands.

He's got everybody in his hands,  
he's got the big round world in his hands,  
he's got everybody in his hands,  
he's got the whole world in his hands.

Spiritual

## REPORT ON NATIVE MINISTRIES

The Task Force on Native Ministry (made up of mostly non-native people) has quietly dissolved since the last Synod, to be replaced by a group of people (mostly native) who meet regularly to share ideas and concerns. These meetings were the result of:

- 1) recommendations passed at the previous Synod, based on the ground work of the Task Force on Native Ministry (the Rev'd Ross Kreager, chr)
- 2) the impact of the National Native Convocation which was held in Fort Qu'Appelle, Sask., Sept. 28 - Oct. 5, 1988. Three representatives from native parishes in Algoma attended this historic premier gathering: Mr. Archie Owl (Spanish River Reserve), Mrs. Vivienne Owl (Sucker Creek) and Mr. Rod Thibault (Garden River), with Mr. Thibault being a member of the Pre-Convocation planning committee.

Incidentally, the Sheguiandah and Spanish River Reserves, which were both experiencing clergy vacancies at the time of the last Synod, now have priests to share in their ministries: the Rev'd Clifford Dee and Mrs. Muriel Hornby, respectfully. Mrs. Rosalie Goos continues to care for the congregation in Garden River.

Following the Native Convocation, our Bishop invited the three Algoma representatives, other native parish members, and the associated clergy, to a gathering at the Anishinabe Spiritual Centre in Espanola. The Nov. 22-23 meeting was a time for passing on the excitement of the Convocation, and a time for sharing personal stories in regard to individual lives and church relationships. The second meeting, Feb. 9-10, focused on the concerns which should be shared with Synod. The group is grateful for the Peter J. Homann Legacy which has been designated for use in the development of Native Ministry, and which provided necessary funding.

Possible concerns to be expanded upon at Synod are (in condensed form):

- 1) Natives are people too
- 2) They have something to share with others
  - more understanding of cultural and community backgrounds
  - elders and youth need to be heard
  - better communication regarding the "needs of people" (take care of "family" and community before sending help overseas.
- 3) Native people have to be educated to "pay their own way," not patronized
- 4) Religion should be brought back into people's lives and into the life of the community
- 5) Cooperation between various denominations is needed to address particular problems on the reserves
- 6) Native people and the Diocese have to work together in terms of Native ministry:
  - options available open to those wishing to enter the ministry
  - special training program for native clergy
  - layreader training
- 7) Need for Native parishes to meet and work together was stressed
- 8) Desire expressed for "Diocesan" Convocation
- 9) Hope for support of non-native peoples in respect to land-claims, education policies, anti-alcohol policies, etc.

After hearing reports of the excellent speakers at the National Convocation, the Native Ministries group suggested to Bishop Peterson that they would like the Rev'd Marina Jones, of Masset, B.C., to take part in their Synod

presentation. Happily, she accepted the invitation, and will contribute both in the sharing of concerns and as preacher at the Eucharist. We are also pleased that the Rev'd Lavern Jacobs, national Co-ordinator of Native Ministries, will also be a participant, explaining the background of the Convocation, and celebrating the Eucharist.

At consequent meetings in Sault Ste. Marie on March 11, and in Blind River on April 5th, the group decided on the format to be used as they convey their concerns to Synod, and refined the presentation and recommendations which they plan to submit for Synod consideration.

The 1987 Diocesan Synod members spoke of the importance of initiatives coming from "the bottom up" What is presented to you now is from that "grass roots" level!

The Church has played an important part in the lives of the native peoples, and those who attended the Convocation felt a real desire to participate in the life of the Church to the fullest extent possible. As the time has come to turn from "dependency to assumption of responsibility", it is hoped the Diocese will listen, encourage, and support their native brothers and sisters. Hopefully, it will not be too long before the "us" and "them" can be change to "we" as we actually experience the feeling of Oneness in Christ!

Respectfully submitted,

Rosalie Goos, for:

Lana Grawbarger  
Ernest McGraw  
Jean Norman  
Archie Owl

Beatrice Owl  
Isabel Owl  
Vivienne Owl  
Nancy Syrette  
Rod Thibault

The Rev'd Clifford Dee  
The Rev'd Muriel Hornby  
The Rev'd Ross Kreager  
Bontje Williams



CARA COMMUNITY CORPORATION  
31 Old Garden River Road,  
Sault Ste. Marie, Ontario.  
P6B 5Y7

Phone: (705) 942-6055

SYNOD REPORT - 1989

It has been ten years since Cara Community Corporation was incorporated as a Non-Profit Housing Complex. Cara was started by an ad-hoc group from Holy Trinity Church who were investigating better housing facilities for Cara House ( now called Agape Group Home )

From this initial investigation, we became a Housing Complex, consisting of eighty-nine apartments, eleven townhouses and a group home for girls, age fifteen to twenty-five.

We provide accomodation for the Handicapped, Seniors and Families. We are located at 31 Old Garden River Road, next door to Holy Trinity Church.

Our Community is built around a central courtyard that greatly enhances the area. Many of our Tenants display their gardening skills by taking care of the flower boxes in the courtyard and the flower beds that surround the building.

The main floor of our complex is completely accessible for wheelchair Tenants with automatic opening front doors. Two elevators give access to the other three floors.

A large Community Centre in the west wing is ramped for easy access. Trinity Centre has become well known within the City of Sault Ste. Marie and a number of non-profit Groups meet there monthly, including the Horticultural Society and the Multiple Sclerosis Society.

Within the last year our Seniors within the Complex have organized a Club which meets every Tuesday night. They have been recognized by New Horizons and have received a grant to purchase equipment such as games, carpet bowling etc.

Cara Community ladies have enjoyed preparing for Ordination Dinners when requested by the Bishop and derive pleasure in being able to help in this way.

We have a Lounge in the West Wing where the Tenants meet over coffee to discuss the weather and any other subject of interest.

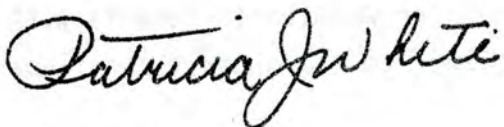
Approximately sixty to eighty people attend our Monthly Potluck Suppers, both from Cara Community and Holy Trinity Church Congregation.

Our young people have a large playground to the east of the Complex.

Cara Community works toward developing Community and providing accomodation. Blending the needs of our very diversified tenant group to some day ultimately arriving at the goal of a sharing and caring community is a challenge that involves each and every person.

Because of the need within the Community of Sault Ste. Marie for socially acceptable housing and the number of people who inquire daily for accomodation within our Complex, we are anticipating a one hundred unit addition to Cara, if all the details with the many levels of government can be worked out.

Respectfully submitted,



Patricia J. White

## ADVISORY PROPERTY COMMITTEE REPORT

1. Members: Mr. Henry Johnston                      The Ven. W. R. Stadnyk  
              Mr. Neil Howson                         Mr. D. Cole  
              Mr. O. K. Lawson                         Mr. M. Klugman  
              Mr. D. Oosterbaan
  
2. Since our last Synod this Committee has not met as often as has been customary in the past. This is largely due to the Deanery Officials handling most of the routine property matters within their respective deaneries.

The issues dealt with by this Committee were:

(a) Alterations and maintenance of Bishophurst which included, modernization of the guest bathroom, new drywall and painting of the foyer, painting and repairs as needed on the second floor rooms and hallway.

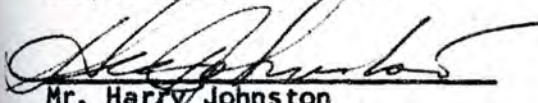
(b) Considered requests for the use of, sale or lease of portions of the Queen St. South property. This Committee maintained its position that any proposal for development of this property, be considered only on leasing arrangements, to insure control of the property by The Diocese for future generations.


(c) This Committee met with officials of Algoma University, at their request, to discuss the purchase of the home and property on Queen St. North in 1985. They were appealing the purchase price paid on the basis that there was some "cloud" over the deed to the property. The property was sold for \$225,000 in February 1985 with a downpayment of \$50,000 with the Diocese taking back a 3-year mortgage for \$175,000, bearing interest at 12½% payable and deferred to February 13, 1988, the mortgage due date. This mortgage, which totalled \$250,120 as at February 13, 1988 and which accrues interest at 12½% compounded semi-annually remains unpaid. The Executive Committee discussed the matter at great length at their May, 1988 meeting and instructed local members of the Executive Committee to endeavor to resolve the matter with the Algoma University Board of Trustees and authorizing commencement of legal action should such a meeting not bear results.

A meeting took place on June 24, 1988, during which frank discussions took place but which did not bear any concrete results. Consequently, the Diocese has now commenced, reluctantly, legal action to recover this debt.

3. The attached list, Appendix "A", of real estate sales, purchases, leases, and miscellaneous agreements have been executed since the date of last Synod and are now officially reported. Transactions in progress are not included.

Respectfully submitted

  
Mr. Harry Johnston  
Chairman

  
Mr. Din Oosterbaan  
Treasurer

APPENDIX "A"

(ADVISORY PROPERTY COMMITTEE REPORT)

A) SALE OF LAND

(Beardmore) - Sale of Lot No. 39 to Mr. Amede Raymond Lafontaine, as of April 30, 1987. Consideration \$3,000.

(Kakabeka Falls) - Sale of Parcel 3578, District of Fort William, freehold Lot 35, Plan M 58, municipally known as Clergue Street, Kakabeka Falls, from The Incorporated Synod of the Diocese of Algoma to George E. and Shirley A. Almgren, dated Feb. 25, 1988. Consideration \$4,500.

(Providence Bay) - Sale of Church Building and land to Linda Ann Ellen for \$4,750. Sept. 15, 1988.

B) SALE OF RECTORIES

(Port Sydney) - Sale of Rectory for \$133,500. to Mr. George Ecclestone, previously Lots 3, 4, 9, 10 on Plan 3, Port Sydney Village. Town of Huntsville, District Municipality of Muskoka, Aug. 12, 1988.

(Parry Sound) - Sale of Rectory, Lot 13, Plan 2, Town of Parry Sound, to the Trustees for the Congregation of the Parry Sound Pentecostal Tabernacle, dated Sept. 23, 1988. Consideration \$125,000.

C) EASEMENTS

(Emsdale) - Easement on Parcel 722, Parry Sound Section, Pt. of Lot 14, Conc. 10, Twp. of Perry, designated as Part 1 on Plan 42-R-9775, in favour of Bell Canada, together with Consent from Minister of Municipal Affairs dated Nov. 24, 1987 with Affidavits. Consideration: \$200.

(Emsdale) - Bell Canada Easement/Construction Damage Release dated Nov. 9, 1988 on Parcel 722, Parry Sound Section, Pt. of Lot 14, Conc. 10, Twp. of Perry. designated as Part 1 on Plan 42-R-9775, covering installation of fibre optics Telecommunication Cable; no damage to property. Consideration (for inconvenience) \$25.

D) MISCELLANEOUS

(St. George's, Sudbury) - Copy of Consent to closing of unopened road allowance as described as Parts 2 and 3, Plan 53 R-109864, Dec. 2, 1986. Conveyance from "The Corporation



of the City of Sudbury" of part of unopened road allowance Plan M-132, parcel 47640 S.E.S., designated as part 3, Plan 53R-10984. To be added to parcel 8872 S.E.S. Number 593393 - Land registered at Land Titles Office, Sudbury.

- (Thessalon) - Easement Agreement dated June 1, 1987 with the Corporation of the Town of Thessalon on Lot No. 29, Main Street East; Registered Plan No. 8, stipulating terms and conditions for the purpose of the Ontario Heritage Act, R.S.O. 1980, dealing with the conservation, protection and preservation of the Church building.
- Copy of Capital Grant Agreement with the Ontario Heritage Foundation dated June 24, 1986 for \$30,000. covering the Church of the Redeemer, Thessalon, Ontario.
- Copy of By-law No. 725 of the Corporation of the Town of Thessalon, dated Apr. 1, 1986, dealing with the designation of the Church of the Redeemer under Section 29 of the Ontario Heritage Act.
- (Capreol) - Consolidation of lands covering Rectory site and vacant lot beside it. Application to Consolidate executed on Nov. 27, 1987 and Registered as No. 615159 at the Land Titles Office in Sudbury, on Jan. 11, 1988.
- (Port Sydney) - Mortgage for \$73,500. on Rectory, Lot 21, Plan No. 554, Township of Stevenson, now Town of Huntsville, by Mr. George Ecclestone, to mature on Dec. 28, 1988, together with interest thereon at the rate of 11% per annum. Since paid. Mortgage discharged Jan. 3/89.
- (St. John's, S.S.Marie) - Judgement dated May 13, 1988 against Wayne Lapossie and Rosalie Lapossie relating to easement on Lot 31 and Lot 57, Plan 17-553, City of Sault Ste. Marie. Court File No. 4385/87, together with detailed copy of the examination of Wayne Lapossie dated Feb. 11, 1988.
- (St. John's, Garden River) - Relinquishment of Lease S.E. corner of Lot 104 Garden River. Sketch I.R. No. 14. This document relates to Lease 71-974 dated April 29, 1971. Relinquishment executed under date of June 22, 1978. Approved by Department of Indian Affairs and Northern Development as No. 117984. Letter from Indian and Northern Affairs Canada dated Aug. 3, 1988,
- (Missanabie Memorial Plaque) - Lease dated Nov. 25, 1988 between Canadian Pacific Limited and the Incorporated Synod of the Diocese of Algoma covering the above property for the period Aug. 1, 1988 to July 31, 1998. Consideration \$250. Rental fee paid to Marathon Realty Company Limited.

- (McGregor Bay) - Letter of Approval from the Ontario Ministry of Consumer and Commercial Relations re St. Christopher's Cemetery, dated Dec. 8, 1988, together with overall plan, sample of Plot Sales Agreement, as well as sample copy of Rules and Regulations dealing with the Cemetery operations (confined to deposit of human ashes).
- (Sudbury, Epiphany) - Copy of By-law No. 88-5 of the City of Sudbury, dated Feb. 23, 1988, designating the Church of the Epiphany under the Ontario Heritage Act RSO 1980. Site Plan Control Agreement between the Regional Municipality of Sudbury and the Incorporated Synod of the Diocese of Algoma covering Lots 15, 16 and 17, Block A Plan 3 - S, Larch Street, dealing with water and sewer services to the Church buildings.
- (1561 Queen E, S.S.Marie Residence) - House Lease dated Oct. 31, 1988 between The Incorporated Synod of the Diocese of Algoma and David Michael Stadnyk and Shauna Colleen Stadnyk for the period Nov. 1, 1988 to June 30, 1989, at the rate of \$400. monthly.
- (Port Sydney) - Second Mortgage dated Nov. 10, 1988 held by The Incorporated Synod of the Diocese of Algoma on the residence of Perry Albert Chuipka and Hannelore Else Chuipka, located on part of Lot 28, Concession 4, Township of Stephenson (now Town of Huntsville, District Municipality of Muskoka), designated as part 3 on Plan 35R-11767. Principal amount of Mortgage \$30,000., interest free, due and payable Nov. 10, 1993. Monthly payments of \$168.00
- (Parry Sound) - 1st Mortgage, dated Sept. 30, 1988 held by The Incorporated Synod of the Diocese of Algoma on the residence at 22 Louisa Street, Parry Sound, Ontario, owned jointly by Noel and Eleanor Jenann Goater, amount \$110,000. Mortgage bears interest at the rate of 10% per annum, and is due and payable on Oct. 1, 1993, subject to monthly payments of \$983.94 (25-yr amort'n.)
- (St. John's, North Bay) - Transfer/Deed of Land dated April 27, 1988 from Leslie Peterson, Bishop, as Successor of The Right Reverend Edward Sullivan, of Lot 28 and 29, Plan 10, City of North Bay, District of Nipissing, to The Incorporated Synod of the Diocese of Algoma.
- (2) Nov. 30, 1987 Letter from City of North Bay approving severance of part of Church property.
- (3) Mortgage Charge (12 pages) of part of Lot 28, Plan 10, Part 1, City of North Bay, and part of Lot 29, Plan 10, Part 2, City of North Bay, from The Incorporated Synod of the Diocese of Algoma to the C.I.B.C. Mortgage

(Muskoka Lakes Twp.) - Quit Claim Deed April 22, 1988 from The Incorporated Synod of the Diocese of Algoma to Gary G.D. Kaye and Edith J.S. Kaye to correct Title; part of Lot 26, Conc. 9, parts 1 and 2 of Plan 35R-10105, Township of Monck, now in the Township of Muskoka Lakes, District Municipality of Muskoka. Registered as No. 219960 July 18, 1988 at the Bracebridge Registry Office.

Copy of Plan 35R-10105 dated May 29, 1988 by N.P. Lyndon, O.L.S. (Ontario Land Surveyor) (part of Lot 26, Conc. IX, Township of Monck, Township of Muskoka Lakes.)

Document General filed with Registry Office in Bracebridge on June 11, 1986 by R.A. Tweedie, Solicitor for W.G. Stephens, B. Stephens, and H.J. Stephens, containing Affidavit pertaining to Title to part of Lot 26, Conc. IX, Township of Monck.

Quit Claim Deed from Gary G.D. Kaye and Edith J.S. Kaye to The Incorporated Synod of the Diocese of Algoma re part of Lot 26, Conc. IX, Township of Monck, Township of Muskoka Lakes, in the District Municipality of Muskoka, dated July 5, 1988, and Registered as No. 220972, on Aug. 17, 1988 at the Registry Office in Bracebridge.

(Port Carling) - Conveyance/Transfer Parts 1, 2, 3, from The Incorporated Synod of the Diocese of Algoma to Sandra Anna and John Nicholas Turnbull to correct a minor encroachment problem on to Church Lot No. 111, Plan 1, Port Carling, dated Dec. 12, 1988. Part 1 represents a corner of encroaching building; Part 2 chimney encroachment, and Part 3 roof-line encroachment, together with Notice of Decision and supporting By-Law from the Township of Muskoka Lakes relating to the control and development of lands in the area; numerous items of correspondence relating to re-zoning, etc. and Solicitors.

Report from Anglican Missions Service Committee (A.M.S.C.)

----"He who began a good work in you will carry it on to completion until the day of Christ Jesus". Phil. 1:6

A.M.S.C., founded in 1985 as an associate of Episcopal World Mission, Inc. U.S.A. has realized many milestones in the last two years. We are grateful for the continued support of the Rt. Rev. L. E. Peterson, Bishop of Algoma.

Our main labour of love is to the eight Canadians who have offered their services to God through overseas missionary work. Dick and Linda White are based in Cyprus. From there they reach out to strengthen Christian leaders in the Moslem world. Mary Sherwood is teaching Home Economics, Music and Bible study to the teenage residential students at Selwyn College, Honiara, Solomon Islands. Cheryl Hicks continues to work with a ministry to the women in Auki, Malaita, Solomon Islands, along with her husband Doug who is responsible for housing reconstruction in Auki. Grace and Dennis Rathwell will be contributing to the Christian life in a Girls School for Arab orphans in Ramallah, Israel. Brian and Ruth Minaker are completing their missionary training at Trinity College, Ambridge, Penn. prior to posting.

Nationally, A.M.S.C. has been involved with meeting with the World Mission Division of the Anglican Church of Canada. In November, the National Executive Committee accepted a motion which provided for regular consultation between the World Mission Division and the Anglican Independent Mission Agencies. One such meeting took place in Toronto in March 1989.

Internationally, A.M.S.C. has received support and encouragement from the Rt. Rev. Brown, Bishop of Cyprus, as reflected in the Whites' ministry in Cyprus. The Rt. Rev. S. Tibafa, Bishop of Zaire and his wife visited areas of the Algoma and Moosonee Dioceses as guests of E.W.M. - A.M.S.C. in November of 1988.

A.M.S.C. is willing to help augment the mission content of any parish through a presentation of any of these missionaries' ministries abroad. We invite parishes and individuals to join in supporting this exciting ministry. Correspondence may be sent to Box 1072, Sault Ste. Marie, ON. P6A 5N7.

----"Go and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, and teaching them to obey everything I have commanded you." Matt. 28:19,20.

Respectfully submitted  
Marian Birkinshaw  
Chairperson, A.M.S.C.  
Sault Ste. Marie, ON.

Hymn 19

JOYFUL, JOYFUL WE ADORE THEE

Joyful, joyful we adore thee,  
God of glory, Lord of love;  
hearts unfold like flowers before thee,  
opening to the sun above.  
Melt the clouds of sin and sadness,  
drive the dark of doubt away;  
giver of immortal gladness,  
fill us with the light of day.

All thy works with joy surround thee,  
earth and heaven reflect thy rays;  
stars and angels sing around thee,  
centre of unbroken praise.  
Field and forest, vale and mountain,  
flowery meadow, flashing sea,  
chanting bird and flowing fountain,  
call us to rejoice in thee.

Thou art giving and forgiving,  
ever blessing, ever blest,  
well-spring of the joy of living,  
ocean depth of happy rest!  
Thou our Father, Christ our Brother,  
all who live in love are thine;  
teach us how to love each other,  
lift us to the joy divine.

Henry van Dyke 1852-1933

and the compilers

melody from Ludwig van Beethoven 1770-1827  
arranged by Edward Hodges 1796-1867

## ECUMENICAL REPORT

Despite all the rumours to the contrary, the Ecumenical part of Church life is still alive and well. Because of its unspectacular nature, the Ecumenical Movement does not appear to be high on our list of priorities.

Archbishop Runcie spoke at Lambeth of the "feeling that the Ecumenical Movement has run into the sand and there is a lassitude and scarcely veiled apathy about unity discussions." Nevertheless some significant actions and progress have occurred in recent times. This is especially apparent when we consider three areas of endeavour.

### (1) ANGLICAN/ROMAN CATHOLIC DIALOGUE.

Dialogue between the Anglican and Roman Catholic Churches has come a long way since ARCIC(1) first met at Windsor Castle in January 1970. In sequence this committee produced the various reports on: recognizable agreement in the areas of Eucharist Ministry and Authority. All of this work was finalized in the ARCIC Final Report which ultimately became part of the agenda of Lambeth 1988. Our bishops approved the Agreed Statements on Eucharist and Ministry. The Statement on Authority was given a more guarded approval.

We are aware that a second Anglican/Roman Catholic International Commission has been set up to continue the work of the first ARCIC. One of their first mandates is the completion of the work on Authority. This group has produced one document on the significance and meaning of Salvation And The Church as seen by our two Churches.

A serious concern in all of this work is how to bring this type of dialogue down to the parish level where people live and worship. There is often a feeling of guilt and frustration expressed because 'we don't seem to be doing anything.' However an examination of our Church life reveals that much is indeed happening. We recognize first of all that there is a deeper warmth in the relationship between clergy and people of Anglican and Roman Catholic congregations. People interact in prayer groups, Bible studies, Week of Prayer for Christian Unity, social events as well as shared action in common community concerns. In some Deaneries in Algoma regular meetings are held between Anglican and Roman Catholic clergy and lay persons to discuss materials published by A.R.C.I.C.

There is a greater interaction in the circumstances of mixed marriages where clergy will share together at a wedding to indicate the support from both Christian communities for a strong marriage. In this regard the bishops of both Churches have authorized the publication and use of the booklet Pastoral Guidelines for Interchurch Marriages Between Anglicans and Roman Catholics in Canada.

The work of ARCIC(2) goes forward with our prayers for a continued deepening of understanding and sharing between our two Churches.

### (11) CANADIAN LUTHERAN/ANGLICAN DIALOGUE. C.L.A.D.

It was recognized by Archbishop Runcie in his sermon at the beginning of Lambeth that a significant advance has been made in North America with the Agreements reached between the Episcopal Church of the U.S.A. and the Lutheran Church of America involving the stage of interim Eucharistic Sharing between Episcopalian and Lutheran congregations.

In Canada a pamphlet entitled Report and Recommendations April 1986 was published. It is the result of dialogue between the Anglican Church of Canada and the newly formed Evangelical Lutheran Church of Canada. Here we are presented with agreed statements on Justification, the Eucharist, Apostolicity and Ordained Ministry. This document also contains recommendations for the implementation of this report. The presenters of this report believe "that there is no longer any serious obstacles on the way towards the establishment of full Communion between our two Churches.

The joint group of ACC/ELCIC propose that:

"1) There be a period of study in our Churches through to 1989.

2) Both Churches declare a relationship of interim sharing of the Eucharist beginning in 1989.

To formalize this process the Anglican General Synod which will take place in St. John's, Newfoundland from June 15-23rd. and the Lutheran National Convention in Saskatoon from July 12-16th. 1989 will consider a joint resolution calling for the establishment of a relationship of interim sharing of the Eucharist between the two Churches.

This relationship would involve three elements: a) hospitality to Communicant members of the other Church, b) the sponsoring of joint celebrations of the Eucharist on ecumenical occasions, c) various forms of prayer, study and co-operation. A similar relationship already exists between Lutherans and Episcopalians in the United States.

It is interesting to note that at the direction of both the Anglican and Lutheran bishops who oversee Thunder Bay, a shared service of the Eucharist took place in St. Paul's Anglican Church, Thunder Bay, with the clergy and members of Zion Lutheran Church. The Anglican Rector was the celebrant and the Lutheran Bishop was the preacher.

It should also be noted that the opportunity for such sharing is not possible for all Anglican congregations in Algoma since there may not be an Evangelical Lutheran Church in some communities.

3) An evaluation of this experience be presented to the 1995 General Synod and the Lutheran National Convention along with the proposals for future relationships."

(111) BAPTISM, EUCHARIST AND MINISTRY REPORT OF THE W.C.C.

The 1988 Lambeth Conference gave approval to the W.C.C. statement on Baptism, Eucharist and Ministry. B.E.M. has been called an ecumenical milestone in that at W.C.C. meeting at Lima in 1982 this forum was able to arrive at major agreements on the controversial doctrines of Baptism, Eucharist and Ministry. One study guide on this document points out how for the first time, divided Churches are being asked to act together on unifying doctrine. Specifically member Churches were asked to prepare an official response to the Lima text by 1985.

The official response of the Anglican Church of Canada is printed in volume 2 of the series Churches Respond To B.E.M. This volume includes 40 responses from member Churches and the preface states that by May 1986 more than 130 Churches have responded. These responses continued to be received into 1986. These are all seen to be an expression of, and a contribution to an ongoing process of ecumenical dialogue.

In the ACC response, Nov. 1985, we are reminded of how the National Executive Council commended the study of BEM to the whole of the ACC in hopes that comments would be ready by spring 1985. The hoped for response was slower to arrive than expected, not because there was a lack of interest but because of the vastness of our church geographically and the varying dates of diocesan synods. There was also the fact that BEM, significant as it is, became one more document to study along with studies in other dialogue areas e.g. ARCIC .

The Anglican Church Of Canada has in general been extremely positive about the Lima document. We recognize how the Faith and Order Commission of the WCC has sought consensus rather than immediate direct solutions to divisive issues of Christendom. We identify this approach as one used by the ACC as we have entered into dialogue with other churches (Roman Catholic, Orthodox, Lutheran).

The continuing study of BEM is being encouraged as we are reminded of the following resolution which was passed by the General Synod, meeting in Winnipeg 14-22 June 1986:

"that this general synod: 1. Recognize in the World Council of Churches' statement on baptism, eucharist and ministry a high degree of convergence in expressing the faith of the church through the ages in these matters. 2. Urge appropriate committees of general synod and the dioceses of the Anglican Church of Canada to continue to use and study "Baptism, Eucharist and Ministry", particularly in discussions with other churches which also recognizes the text as an expression of apostolic faith. 3. Encourage the Anglican Church of Canada to use this text for guidance in its worship, educational, ethical and spiritual life and witness."

The Canadian Conference of Catholic Bishops Pastoral Team has published some suggestions for the study of the BEM document. The opening paragraph is significant and reads as follows: " Ground Rule: Documents that are written ecumenically should be studied ecumenically. The Baptism, Eucharist and Ministry convergence text is the result of joint study and dialogue on the part of representatives of virtually every Christian confession. As important as their final product was the process through which they passed in arriving at this agreed statement. This process, of coming to know one another as faithful and Spirit-filled Christians of sharing life and faith, is necessary before any statements of the faith can be effectively received by the people. Therefore it is "the going itself", not just the arriving, that is a vital part of the process of studying this text."

Finally a note can be made of a 'LENT '84 Study Series' on BEM that has been reprinted by the PRAIRIE MESSENGER CATHOLIC WEEKLY. This excellent document contains not only the BEM text but several commentaries on the text. Two contributors are Archbishop Michael Peers and Bishop John Baycroft. Copies of this reprint in a newspaper format are available by writing to: PRAIRIE MESSENGER, Circulation Dept., Box 190, MÜNSTER, Sak., S0K 2Y0. Price for copies: 1-19 \$1.00; 20-50 .85; over 50 .75 . Ask for Lent '84 (BEM) Reprint (postage&hand. extra).

Conclusion: In a wide spread Diocese such as Algoma it would seem that for ecumenical dialogue to be practical and meaningful it will take place at the level of the local congregation. For it is here that members can reach to fellow Christians of other denominations offering understanding, acceptance and a desire to share and interact in prayer, study, conversations and local social action needs.

In many ways the ecumenical life is a waiting process. There are a variety of inter-church dialogues going on at the same time - some more advanced in their work and progress than others. This fact in itself should be considered as a major breakthrough when we remember that the ecumenical movement saw most of its roots appear in this century. In 1927 at Lausanne the first conference of the new Faith and Order Movement was held, but ecumenism has only been universally significant since 1948 when the World Council of Churches was formed. Much has happened in 41 years.

The problem we have is with an honest sense of impatience that the process should move faster. However in this work we are guided to remember that we must at all times work with energy, determination and also with patience as we seek to be led by God in this exciting adventure.

Respectfully submitted -- F.G. Roberts.



## REPORT OF THE PRIMATE'S WORLD RELIEF AND DEVELOPMENT FUND (PWRDF)

The Primate's World Relief and Development Fund is the development arm of the Anglican Church in Canada. As the education/interpretation unit of World Mission it works co-operatively with Partners in Mission, Volunteers in Mission, and the Companion Diocese program. PWRDF, as part of the whole mission of the church, focusses on emergency relief, refugees, development, and development education. In thirty years PWRDF has grown from a relief agency to an active partnership relationship in development work with our neighbours around the world.

Development is part of the church's mission, a response to the gospel. "It is an outward sign of inward spiritual caring... a way which enables us to transform the world, as God transforms us." Support for PWRDF is not an optional extra for those who are interested in this sort of activity, It is a way to live out our Christian faith; a core element of what it means to be a Christian in today's world.

The PWRDF operates entirely on the extra-budgetary givings of Anglicans in Canada. It receives no funds from General Synod. Administrative costs are low, one reason being the extensive network of concerned Anglicans committed to the development of human potential and dignity, and to a just and equitable sharing of the earth's resources. In Algoma there is a network of people who see the work of PWRDF as a vital part of their mission in the church and in the world.

The work in Algoma Diocese has primarily been in development education, some refugee resettlement, and fund raising. In 1988, Anglicans in Algoma gave \$82,707.27; in 1987, \$70,632.47; and in 1986, \$89,382.71. After a sharp drop in givings, there is an upturn, and hope for an even greater response to the needs of the developing world, and to the suffering of those victims of famine, war, and natural disasters.

Many parishes are already using innovative ways to raise funds, and to interpret the work of PWRDF. We hope to see our network strengthened by the active participation of every congregation in Algoma.

A key part of the work of PWRDF is development education to raise awareness of the issues which affect our people and our resources; to challenge not only our constituencies but the communities in which we live, to ask questions and to look for root causes of global crises. Why are so many people suffering from hunger, homelessness, poverty? What can we do? How can we be transforming agents in the world? These questions touch the very roots of our Christian faith and witness. The network of deanery co-ordinators is in place to bring to our attention emergency appeals, and the church's response; to sponsor workshops and seminars, and to bring justice issues before the church as a whole. Every parish receives educational resources from Church House which are valuable sources of information.

The Canadian International Development Agency (CIDA) not only contributes to projects funded by PWRDF, but also contributes to development education through the Public Participation Program.

In Algoma, development education work was highlighted by a group who participated in an exposure program in Mexico; by a diocesan development education conference, and by presentations to the Youth Synods in 1987 and 1988.

The exposure program offered the participants a chance to deepen their understanding of the systems which impoverish people, and to experience the pain and the hope of the poor. Diocesan and deanery conferences provided opportunities to learn how to engage in development and justice making. The young people had an opportunity to learn how allocations for development projects are made, and to learn about the injustice of the apartheid system in South Africa from two refugees who survived torture and the cruelties of solitary confinement in the prisons of that country.

These programs bring home the reality of the global context in which we all live, the problems of which we are a part, and provide opportunities to learn ways to respond to the gospel imperative to love our neighbours. Partnership is a key element in development work as we work with, and share decision making, with our partners overseas.

Refugees presently do not have a high profile in this diocese. Some resettlement has been done in Thunder Bay under the leadership of Archdeacon Conliffe, who is the refugee contact person for Algoma. The refugee crisis is serious and the response in this diocese has not been encouraging. Perhaps Algoma cannot sustain large numbers of refugees. Nevertheless, anyone who has access to a phone, pen and paper, can become involved.

It is, however, the responsibility of every Anglican to be informed about the bills (C-55 and C-84) enacted by parliament to deal with the influx of refugees. It is the responsibility of every Anglican to understand why the national church, through the Canadian Council of Churches, is challenging the constitutionality of certain sections of the bills in the courts. Information is available from Church House (Kathleen Ptolemy) and from the co-ordinators.

Justice making is an integral part of the work of PWRDF. The impoverishment of the earth and its people is a direct result of the political and economic systems which do not address the needs and rights of ALL people. The ecological crisis is linked to the failure to consider the impact of policies on the environment. Multiculturalism and pluralism has deepened prejudice and racism. Projects which relate to self-determination, liberation, development and a total sharing of resources must be a priority.

Stewardship has taken on a whole new dimension in its global perspective. Failure to respond to the biblical call for justice and proper stewardship of God's creation can only result in a battle for the survival of the fittest. Is this what we, as the church in the world, are about?

#### WHAT WE CAN DO:

Be informed: read the PWRDF newsletters published twice a year as an insert in the Anglican Journal;

attend workshops and seminars designed to help you to gain insights into issues which affect us all;

read information pieces in the Anglican Magazine, and Algoma Anglican.

**Be Aware:** of human rights violations, particularly in countries to which our government gives aid; of the impact of political and economic policies on the environment; of the hidden injustices in all institutions.

ask questions; dig for answers.

**Be alive:** to the call to be just stewards of all God's gifts....His creation and His people....

**For the sake of the Kingdom.**

**Betty McDowall**  
Diocesan Co-ordinator for PWRDF

**Attached:** List of Diocesan PWRDF Partners

PWRDF: DEANERY CO - ORDINATORS AND PARISH PARTNERS

Deanery of Algoma:

Co-ordinator: Michael Bennett  
Box 1257  
Sault Ste. Marie, Ontario  
P6A 6N1

Parish Partners: Erin Hernden St. Luke's Cathedral  
Leslie Willson " "  
Carolyn King " "

Michael Bennett Christ Church and St. Peter'  
Ann Cushley " "  
Jim Dukes " "

Charlotte Haldenby St. Matthews

(vacant- contact Fr. Dobinson) St. John's

Edith Callahan Holy Trinity

(vacant - contact R. Goos St. John's, Garden River

(vacant - contact Fr. Carson) Chapleau

(vacant- contact Fr. LeGrand) St. Saviour's - Blind River

(vacant - contact Fr. Moote) Echo Bay and St. Joseph Islar

(vacant - contact Fr. Moyle) St. Peter's, Elliott Lake

(vacant - contact Fr. Russell) Wawa

John Anderson Church of the Redeemer, Thess

Deanery of Muskoka:

Co-ordinator: Betty McDowall (temporary)  
22 Victoria Avenue  
Parry Sound, Ontario  
P2A 2C1

Parish Partners: Judith Brocklehurst St. Thomas, Bracebridge  
(Beatrice and Falkenburg)

Ruth Rose St. Jame's, Gravenhurst

Shirley Pudsey All Saint's, Huntsville

Fr. Kelsey (contact) Bala and Mactier

Fr. Porth (contact) Milford Bay and Port Carling

Parish Partners:	Dorothy Gray	Emsdale
	Fr. C. Locke	St. Mary's. Novar
	Hazel Bleakley	Sprucedale
	Marjorie Brandt	St. Luke's, Kearney
	Fr. P. Chuipka (contact)	Port Sydney
	Fr. R. Davies (contact)	Rosseau and Orrville
	John Thompson	Trinity, Parry Sound

Deanery of Sudbury:

Co-ordinator: The Rev'd Wayne Putman  
 Box 666  
 Espanola, Ontario  
 POP 1C0

Parish Partners:	Mrs. Laurie Encil	Massey
	Mrs. Peggy Laundrie	Espanola
	Frank and Jerri McKinley	Lively
	Vic Thorton	Church of the Ascension; Sudbur
	Winston Hardacre	Coppercliff
	Fr. M. Moote (contact)	Church of the Resurrection(S)
	Ven. E. Paterson (contact)	Church of the Epiphany
	Fr. C. Dee (contact)	Little Current
	Fr. T. Cunningham (contact)	Gore Bay
	Fr. Donovan (Contact)	Manitouwaning

Deanery of Thunder Bay:

Co-ordinator: Mr. Dave Dunnill  
 1004 - 590 Beverley  
 Thunder Bay, Ontario  
 P7B 6H1

Parish Partners:	Fred George	St. Thomas
	Bill Frank	St. Paul
	Ena Conliffe	St. Michael's

Parish Partners:	Fr. M. Dunnill	St. John's
	Mrs. E. Scott	St. Stephen's
	Mrs. Frances Sutton	St. Luke's
	no contact	West Thunder Bay
	Mrs. Florence Travolo	St. George's
	Mrs. Lola Grimes	Manitouwadge
	Fr. E. Swayze	Marathon
	unnamed	Terrace Bay
	Mrs. Olive Miller	Schreiber
	Unnamed	Marathon

Deanery of Temiskaming:

Co-ordinator: Mrs. Muriel Kreager  
 353 Aubrey Street West  
 North Bay, Ontario  
 P1B 6H8

Parish Partners:	Mrs. Susan Shaw	Haileybury
	Mrs. Diane El Amin	New Liskeard
	Miss Evelyn Valley	Englehart
	John Houghton	Powassan
	Mrs. Mary Butler	Callander
	Mrs. Joan Topps	North Bay (Christ Church)
	Tom Chambers	North Bay (St. John's ")

## Report from Anglican Fellowship of Prayer

I have just recently been asked to be the Anglican Fellowship of Prayer representative for the Diocese of Algoma. I am pleased to accept this position and do my small part to make prayer a more meaningful and vibrant experience of individual and corporate life of the diocese.

Over the years I've come to appreciate the centrality of prayer in the Christian life; because, as I see it, for Spiritual growth to occur, two things must happen - a study of the Word of God (the Bible) and prayer [fellowship with God]. Yes, prayer is central. It is communion with the living God who creates and re-creates, which is evidenced in Jesus Himself who often 'drew apart' to spend time with the Father; indeed on the night when He was arrested, He went to the Mount of Olives where He exhorted the disciples to "Pray that you will not fall into temptation." (Luke 22:40)

The Church - the Body of Christ (you and I) - is often faced with temptation that is camouflaged as being humane, loving or just and the Lord's Will is not always easily discernible. It seems to me that before we can know anyone's will, we must get to know that individual well. Is God any different? Growing in love with Christ and becoming more and more like Him (both understanding and receiving the strength to do His Will) is achieved as we enjoy His nearer presence, while the Holy Spirit leads us into a deeper sense of His Truth.

The Anglican Fellowship of Prayer is a worldwide fellowship that is entering its 31st year. Consisting of ordinary Christian men and women from all walks of life, its emphasis is on personal and corporate prayer as a necessary way of life for a vibrant, active life of faith. And it is dedicated to the education and encouragement of Anglicans to pursue a life of prayer as a natural and intriguing vocation.

At last year's A.F.P. international conference in Montreal, it was a real joy to witness hundreds of Anglicans (about 1500 at peak) getting caught up in the excitement of God's activity through His wonderful gift of prayer. With such renown speakers as Bishop Patrick Harris, the audience was captivated by the many miraculous stories of God answering prayer. (A full set tapes from the conference are available for the use of any who wish. Ask me about these when you see me at Synod - or approach the table display and leave your name.)

Since we are trying to reorganize A.F.P. in our diocese, if you would care to get involved in anyway, or if you would like to support our efforts by becoming a member of this International fellowship of Christian Anglicans, please see me at Synod and I shall attempt to direct you to the correct source of information.

Respectfully submitted,  
The Rev'd. Fred. H. Carson  
Diocesan Representative