

**ALGOMA  
SYNOD  
JOURNAL  
1997**

**The Incorporated Synod of the  
Diocese of Algoma  
Anglican Church of Canada**

**May 12th, 13, and morning of 14<sup>th</sup>, 1997**

**38<sup>th</sup> Session**

**Sault Ste. Marie, Ontario**

**SYNOD THEME:**

*“So Send I You”*

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## In Memoriam

We remember these faithful servants of God who have departed this life 1995-1997:

Sandra Jean Garbutt, widow of the Rev. Canon Harry Garbutt  
Jean Noble, widow of the Ven. Charles Noble  
Joan Charles, wife of the Rev. Robert Charles  
June Armstrong, widow of the Rev. Ronald Armstrong

\* \* \* \* \*

Glen Swanson, Church of St. John the Evangelist, New Liskeard  
George Meades, Church of the Epiphany, Sudbury  
Lenox Thompson Lane, Church of the Epiphany, Sudbury  
Jack Brown, St. Thomas' Church, Orrville

\* \* \* \* \*

*Rest Eternal Grant Unto Them, O Lord,  
And Let Light Perpetual Shine Upon Them.*

## *The Executive Committee of the Diocese of Algoma*

The Bishop - The Rt. Rev. Ronald C. Ferris

The Dean - The Very Rev. Allan R. Reed

The Treasurer - Mr. Dinant P. Oosterbaan

The Chancellor - Mr. O. Kennedy Lawson

The Vice Chancellor - Mr. Alan Newell

The Registrar - Mr. Robert Stead

### *Archdeacons*

The Ven. R.O. Andrews  
The Ven. H.M. Hamilton  
The Ven. J.E. Collins  
The Ven. S.M. De Gruchy  
The Ven. L.A. Shaw  
The Ven. M.S. Conliffe

### *Regional Deans*

The Rev. T. Corston  
The Rev. A. Knight  
The Rev. C. McMillan  
The Rev. D. Henderson  
The Rev. P. Carr

### *Lay Stewards*

Mr. N. Howson  
Mr. H. Gaines

Mrs. M. Hair  
Mr. M. Binks

Mrs. D. Anstice  
Mrs. L. White

Mr. D. Hughes  
Mrs. W. Jemmett

Mr. G. Barker  
Mrs. P. Mark

### *Youth Representative*

Mr. B. Cline

### *Permanent Courtesies of the House*

Stewardship and Parish Development Officer:  
Communications Officer:

The Rev. R. Goos  
The Rev. G. Snell

**38TH SESSION**

**MEMBERS OF 1997 SYNOD**  
**(Convening Circular)**

**EX-OFFICIO**

<b>The Bishop:</b>	<b>The Rt. Rev'd. R. C. Ferris, B.A., M.Div., D. Min., D.D.</b>
<b>The Chancellor:</b>	<b>Mr. O Kennedy Lawson</b>
<b>The Vice-Chancellor:</b>	<b>Mr. Alan Newell</b>
<b>The Registrar:</b>	<b>Mr. R. M. Sutherland</b>
<b>The Executive Archdeacon:</b>	<b>The Ven. Rodney Andrews</b>
<b>The Treasurer:</b>	<b>Mr. D P Oosterbaan</b>
<b>A C W President:</b>	<b>Mrs. Dorothy Hoover</b>

**Clergy and Lay Delegates listed in the following order:**

**Deanery of Algoma**

**Deanery of Muskoka**

**Deanery of Sudbury-Manitoulin**

**Deanery of Temiskaming**

**Deanery of Thunder Bay**

**Youth Delegates**

<b>Warden of Lay Readers:</b>	<b>Dr. David Gould</b>
<b>Lay Steward Algoma:</b>	<b>Mr. Neil Howson</b>
<b>Lay Steward Sudbury-Manitoulin:</b>	<b>Mrs. Dorothy Anstice</b>
<b>Lay Steward Temiskaming:</b>	<b>Mr. Doug Hughes</b>
<b>Lay Steward Thunder Bay:</b>	<b>Mr. Garry Barker</b>

## 1997 SYNOD DELEGATES

### ALGOMA DEANERY

<u>Parish</u>	<u>Clergyperson</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Blind River St. Saviour	<b>Glen Miller</b>	<b>Marie Kirchmeir</b>	Yvonne Bohren
Thessalon Redeemer		<b>Sid Anderson</b>	Lily McLean
Elliot Lake St. Peter the Apostle	<b>Dorothy Daly</b>	<b>George Coates</b> Cyril Emmerson	Ted Chester <b>Robert Campbell</b>
Garden River St. John	<b>Rosalie Goos</b>	<b>Gertrude Kehoe</b> Henry Corbiere	<b>Bontje Williams</b> Betty Grawbarger
Goulais River St. James		<b>Henry Speer</b>	Carol Krajewsky
Heyden St. Mark		<b>Henry Gaines</b>	
<b>Sault Ste. Marie:</b>			
Christ Church St. Peter's	<b>Earl Burke</b>	<b>Gary Bovingdon</b> <b>Keith Birkinshaw</b>	Glenn Ferguson
Holy Trinity Hon. Assist.	<b>Tom Corston</b> <b>W.R. Stadnyk</b>	<b>Jane Rogers</b> Judie Cooper <b>Robert Dickson</b>	<b>Marie Holmes</b> Frances Glover Linda Brauner
St. John's	<b>Wayne Putman</b>	Myra Robinson <b>Richard Brideaux</b>	Henry Bridge <b>Alicia Dumas</b>
St. Luke's Hon. Assist. Hon. Assist.	<b>Allan Reed</b> <b>Harry Morrow</b> <b>Muriel Hornby</b>	Jo Anstess Stephen Moore <b>John Smale</b>	<b>Roy Tonkin</b> <b>Kim Forbes</b> Joyce La Rocque
St. Matthew's Assoc.	<b>David Donevan</b> <b>Bruce McLeish</b>	<b>Alison Weir</b> Carol Vaillancourt <b>Bill Thompson</b>	<b>Bill Ward</b> Maryann McComiskey Judy Donevan
St. Joseph-St. George	<b>Hugh Hamilton</b>	Tom Bier Jr. <b>Dave Taylor</b>	Alex Buchanan <b>Lynn Goulding</b>
Wawa St. Paul		<b>Eunice McMahon</b>	Pat Lavoie
White River		Charlie Linklater	Jeanne Morgan



**MUSKOKA DEANERY**

	<b><u>Clergyperson</u></b>	<b><u>Lay Delegate</u></b>	<b><u>Alternate</u></b>
Bala Trinity/St. Alban	<b>Margaret Johnston David Hardie</b>	<b>Lenore Marsh</b>	Judith Jop
Bracebridge St. Thomas	<b>Dale Huston</b>	<b>Steve Newroth Mary Tanton Beth Haynes</b>	Doreen Huston
Lake of Bays	<b>Tom Cunningham</b>	<b>Barbara Nangle</b>	Robert Burton
Emsdale Good Shepherd Parish	<b>Tom Stradwick</b>	<b>Shirley Palmer</b>	
Gravenhurst	<b>Joan Mitchell</b>	<b>Maureen Hair Everett Corbett Gail Henderson</b>	
Barkway			
Huntsville All Saints	<b>Lynn Uzans</b>	<b>Paul Clayson Mal Binks Barbara Groves</b>	Beryl Clayson Alan Trussler Jacquie Howell
Magnetawan Almaguin Parish	<b>Alan Knight</b>	<b>Lola McCaig Robert Borland</b>	Ruby Lloyd
Milford Bay Pt. Carling	<b>Ray Porth</b>	<b>Nick Turnbull Diana Wilde</b>	
Parry Sound Hon. Assist.	<b>Jim Collins Maurice Wilkinson</b>	<b>Anne Parnick David Bradshaw Shirley Brown</b>	John Duffy
Pt. Sydney Rural Muskoka Trinity Parish	<b>Perry Chuipka</b>	<b>Veronica Roynon</b>	Rick Gilbert
Rosseau St. Stephen	<b>Sharyn Poole</b>	<b>Henry Blackmore Kenneth Towsley</b>	
Vankoughnet, St. Stephen's Uffington, St. Paul's			
Windermere			
Hon. Assistant to the Archdeacon of Muskoka	<b>Eric Paterson</b>		

## SUDBURY-MANITOULIN DEANERY

	<u>Clergyperson</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Capreol, St. Alban Garson, St. Mark's	<b>Cal McMillan</b>	<b>Marion Mason William Cooper</b>	Jackie Higgins
Coniston, All Saints	<b>Genny Rollins</b>	<b>Ethel Charsley</b>	Ted Nicholson
Copper Cliff St. John	<b>Geoffrey Woodcroft</b>	<b>Dave Cole Dale Geib</b>	Elizabeth Wilson Robert Lewis <b>Christie Geib</b>
Espanola, St. George  Massey, St. James	<b>Karen Heath</b>	<b>Diane Haines Jim Wikiruk Nelson Bell</b>	Lois Leonard
Western Manitoulin All Saints, Gore Bay Kagawong/Silverwater	<b>Linda White</b>	<b>Stanley Mullins</b>	Lois Williamson
Little Current	<b>Richard White</b>	<b>Darlene Hardy</b>	Bill Kemp
Lively Christ Church Hon. Assist	<b>Susan De Gruchy Harry Huskins Michael Hankinson</b>	<b>Frank MacKinnon Gerry Rosenfeld</b>	
Lockerby, St. James	<b>Jennifer Sisson</b>	David Rehill	Charles Nyabeze <b>Patrick McNally</b>
Manitowaning St. Paul Mindemoya St. Francis of Assisi	<b>Michael Hutt</b>	<b>Debbie Robinson  Kate Thompson</b>	David Barnes
McGregor Bay St. Christopher			
<b>Sudbury:</b>			
Ascension	<b>Guy Snell</b>	<b>Christine Osmond Gladys Abigail</b>	Allison Cline Roz Jones
Epiphany	<b>Peter Williams</b>	<b>Ruth Loukidelis Lorhel White Barbara Bolton</b>	Richard Alcock
Resurrection	<b>Marty Keatings</b>	<b>Cyril Varney Bernice Corbiere</b>	Pat Flowers
Thorneloe - St. Mark's Chapel	<b>Don Thompson</b>	<b>Steven Cox</b>	

TEMISKAMING DEANERY

Clergyperson

Lay Delegate

Alternate

Englehart  
Christ Church  
Charlton, St. Faith

Jean Wallace

Harvey Middaugh

Haileybury  
St. Paul

**Len Shaw**

**Karen McCarty**

New Liskeard  
St. John

**Margaret Lucas**

**Wannie Jemmett**

Arthur Lucas

Powassan  
St. Mary  
Callander, St. Peter  
Restoule, St. Alban

**Grant Churcher**  
Dalton Woodward

Bill Malkinson  
**John Hopper**  
**Lois Adams**

Barbara Piper  
Rayman Nicholson  
Della Norton

Sturgeon Falls  
St. Mary Magdalene

**Dawna Denis**

**Debbie Samson**

Marie Razeau

Temagami  
St. Simon's

**Fred Heathcote**

Robin Burke

Temiskaming  
Holy Trinity

Bill Ellam

Catherine Rankin

**North Bay:**

Christ Church

**Dawn Henderson**

**Keith Topps**  
**Joan Topps**

Vernon Mortson

St. Brice's

**Jerry Smith**

Patricia Carriere  
**Aase Jensen**  
**Ann Burton**

**Neal Carriere**  
Sue Hudson  
Pam Handley

St. John's  
Priest Assoc.

**Cheryl Kristolaitis**  
Ken Cleator

**Tom Chambers**  
**Dave Johnson**  
**Jody Medicoff**

Christine Whatmore

## THUNDER BAY DEANERY

	<u>Clergyperson</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Manitouwadge Holy Spirit	<b>Frank Christman</b>	Ron Sheppard Sheldon Plummer	Barbara Hendriks <b>Ivy Christman</b>
Marathon Trinity		<b>Brian Bell</b>	
Nipigon Parish	<b>Doug McClure</b>	<b>Lesley McClure</b>	Eileen Proconier
Schreiber St. John's	<b>John Sovereign</b>	<b>Bill Slykhuis</b> Otto Laing	<b>Howard Alexander</b>
West Thunder Bay	John Jordan	<b>Art Stephenson</b> <b>Brian Grant</b>	Karl Ratz
<b>Thunder Bay:</b>			
St. George	Ken Ostler	<b>William J. Meakin</b> Ingrid M. Koropeski	<b>JoAnn Meakin</b>
St. John Hon. Assist.	<b>Frank Doe</b> Michael Dunnill	<b>Mrs. Lana Beavis</b> Mrs. Eula Botly <b>Mr. David Reid</b>	<b>Mrs. Mary Nock</b>
St. Luke	<b>Greg McVeigh</b>	<b>Patricia Mark</b> <b>Nancy Polhill</b> <b>Shaun O'Connor</b>	Jennifer McVeigh Eleanor Siegrist Reynold Anderson
St. Michael & All Angels Priest Assoc.	<b>Mark Conliffe</b> David Bradford	<b>Elaine Wright</b> Bert Harding <b>Debby deBakker</b>	Shirley King <b>Joyce Primmer</b> Scott Martin
St. Paul Hon Assist	<b>Paul Carr</b> Robert Brown	David Brown <b>Meredith Meo</b> <b>Fred Poulter</b>	<b>Barbara Fugelsang</b> Ted Fallen
St. Stephen	<b>Ed Swayze</b>	<b>Garnet Walker</b>	Denise Francis Dan Sottile Art Evans
St. Thomas Hon. Assist.	<b>Richard Willans</b> Jim Turner	<b>Leonard Landy</b> <b>Dorothy Sutton</b> <b>Jean Hall-Armstrong</b>	Glenn Craig

**YOUTH DELEGATES TO SYNOD**

**Algoma Deanery:**

**Melissa Putman**  
**Marjorie Hall**  
**Ron Miskiw**

Alternates:

**Jonathan Ferris**  
**Brett Arnold**  
**Catherine Bell**

**Muskoka Deanery:**

**Peter Friesen**  
**Amanda Ringham**

**Sudbury-Manitoulin Deanery:**

**Bayden Cline**  
**Darlene Hillier**  
**Wendy Collinson**

**Temiskaming Deanery:**

**Michael Grawbarger**  
**Charles Barnes**  
**Janice Turcott**

**Thunder Bay Deanery:**

**Lynsey Leblanc**  
**Sarah Leach**  
**Eric Deguns**

Alternates:

**Heather Pike**  
**Aaryn Scott**  
**Sherri Ziegler**  
**Krista Walter**

**SYNOD 1997**  
**Sessional Committees**

**Agenda Committee**

H. Huskins, Chair  
N. Howson  
L. Uzans  
C. Kristolaitis  
T. Corston  
J. Sovereign  
K. Heath  
M. Hair

**Resolutions Committee**

S. DeGruchy, Chair  
K. Lawson  
A. Newell  
D. Gould  
G. Churcher  
R. Willans

**Arrangements**

H. Hamilton, Chair  
E. Burke  
D. Oosterbaan  
R. Andrews  
R. Brideaux  
A. Platt  
T. Corston  
M. Walls  
J. Marshall

**Credentials**

R. Goos, Chair  
J. Rogers  
J. Smale  
A. Weir  
C. Varney

**Communications**

The Communications Committee

**Worship**

D. Gould, Chair  
T. Corston  
A. Reed  
M. Hornby

**Response to the Bishop's Charge**

C. Kristolaitis, Chair  
N. Howson  
F. Poulter  
G. McVeigh  
E. Swayze  
S. Anderson  
M. Hair

**Elections**

H. Gaines, Chair  
R. Porth  
M. Tanton  
J. Wallace

**Vote of Thanks**

L. White, Chair  
M. Mason  
G. Coates  
M. Lucas

**Orientation**

H. Gaines

# Diocese of Algoma - Lay Readers

18-Mar-97

## *Diocesan Lay Readers*

Deanery	Name	First Licensed	Renewed	Usual Parish
Algoma	Brideaux, Mr. Richard	13-Jun-54	1996	St. John's, Sault Ste Marie
	Gould, Dr. David H.	23-Dec-79	1996	St. Luke's Cathedral, Sault Ste Marie
	Kidd, Mr. William	17-Feb-84	1996	St. Matthew's, Sault Ste Marie
	Speer, Mr. Henry	02-Apr-80	1996	Holy Trinity, Sault Ste Marie
	Thompson, Mr. William	17-Feb-84	1996	St. Matthew's, Sault Ste Marie
Muskoka	Graham, Mrs. Barbara	30-Jul-91	1996	St. Thomas', Bracebridge
	Hall, Mrs. Mary	01-Apr-78	1996	Almaguin Parish
	McDowall, Mrs. Betty	03-Jun-84	1996	Trinity, Parry Sound
Sudbury	Case, Lt.Col. Dr. Winslow	25-May-47	1996	St. James, Lockerby & Epiphany, Sudbury
	Cline, Mrs. Allison Ashley	16-Mar-86	1996	Ascension, Sudbury
	Leach, Mr. Brian	14-Nov-84	1996	Ascension, Sudbury
Temiskaming	Gigg, Mr. Wilfred J.(Biff)	27-May-87	1995	St. John the Divine, North Bay
	Piper, Ms Barbara	24-Sep-81	1996	St. Mary's, St. Alban's, St Peter's, Powassan/Restoule/Call

**Total of Diocesan Lay Readers : 13**

## *Parish Lay Readers*

Parish	Name	Layreader Status	First Licensed	Renewed
<b>Algoma Deanery</b>				
Christ Church, Sault Ste Marie	Hill, Mr. George	Parochial LR	22-Apr-92	1996
	Maki, Mr. James	Parochial LR	01-Mar-84	1996
	Maskaluk, Mr. Richard R.J.	Parochial LR	01-Mar-84	1996
	Wong, Dr. Gordon	Parochial LR	09-Oct-87	1996
Church of the Redeemer, Thessalon	Anderson, Mr. Syd	Parochial LR	11-Mar-85	1996
	Peterson, Ms Carol	Parochial LR	31-May-90	1996
	Stopes, Mr. Ernest	Parochial LR	16-Nov-75	1996
Holy Trinity, Sault Ste Marie	Cooper, Mrs. Judie	Parochial LR	22-Jun-83	1996
	Corston, Mrs. Ruth	Parochial LR	01-Jun-84	1996
	Dickson, Mr. Robert	Parochial LR	28-Jun-90	1996
	Glover, Mr. John	Parochial LR	25-Apr-95	1996
	Glover, Mrs. Fran	Parochial LR	01-May-89	1996
	Holmes, Mrs. Marie	Parochial LR	05-Jan-88	1996
	Komhyr, Mrs. Donna	Parochial LR	25-Apr-95	1996
	Lay, Mr. Ross	Parochial LR	25-Apr-95	1996
	Meakin, Mr. Geoff	Parochial LR	25-Apr-95	1996
	Mergaert, Ms Kathleen	Parochial LR	25-Apr-95	1996
St. George & St. Joseph, St. Joseph's Island	Brown, Mr. Patrick	Parochial LR	03-Oct-96	1996
	Ingram, Mr. Nelson	Parochial LR	01-Sep-91	1996
	Kent, Mr. Ron	Parochial LR	30-Jan-92	1996
	Taylor, Mr. David	Parochial LR	30-Jan-92	1996
St. John's, Sault Ste Marie	Dumas, Ms Alicia	LR-in-training		1996
	Thomas, Mr. Harry	Parochial LR	02-Nov-93	1996
	Walls, Mrs. Maureen	Parochial LR	29-Jan-90	1996
St. John's, Garden River	Grawbarger, Miss Lana	Parochial LR	24-Dec-90	1996
	Williams, Mrs. Bontje	Parochial LR	24-Dec-90	1996

Parish	Name	Layreader Status	First Licensed	Renewed
St. Luke's Cathedral, Sault Ste Marie	Larocque, Mrs. Joyce	Parochial LR	06-Jan-93	1996
St. Matthew's, Sault Ste Marie	Bates, Mr. James	Parochial LR	25-Apr-90	1996
	McMurray, Mr. Sean	Parochial LR	21-Mar-89	1996
St. Paul's, Wawa	Long, Ms. Ruth	Parochial LR	19-Mar-91	1996
St. Peter's, Sault Ste Marie	Birkinshaw, Mr. Keith	Parochial LR	22-Apr-92	1996
	Curtis, Mr. William E.J.	Parochial LR	01-Mar-84	1996
St. Peter the Apostle, Elliot Lake	Coates, Mr. George	Parochial LR	10-Dec-91	1996
	Cosier, Mr. Ray	Parochial LR	01-Nov-89	1996
	Emmerson, Mr. Cyril	Parochial LR	10-Dec-91	1996
	Gorton, Ms Audrey	LR-in-training	03-Oct-96	1996
	Lloyd, Mr. Glenn	LR-in-training	03-Oct-96	1996
	Walker, Ms Laura	LR-in-training	03-Oct-96	1996
St. Saviour, Blind River	Farrell, Mrs. Donna	Parochial LR	14-Feb-89	1996
	Kirchmeir, Mr. Wolf	Parochial LR	05-Dec-82	1996
	Solomon, Mr. Alexander	Parochial LR	14-Feb-89	1996
All Saints, White River	Linklater, Mr. Earle James	LR-in-Training	18-Dec-90	1995
St Mark, Heyden	Gaines, Mr. Henry	Parochial LR	02-Apr-80	1996
St. Paul's/St. Giles, Wawa/Hawk Junction	Brien, Mr. Ken	Parochial LR	30-Sep-85	1996

**Algoma Deanery Total Number of Parish Lay Readers: 44**

### Muskoka Deanery

All Saints, Bala/MacTier	Ineson, Mr. Fred	Parochial LR	17-Feb-82	1996
All Saints, Huntsville	Binks, Mr. Malcolm	Parochial LR	01-Aug-96	1996
	MacLean, Mr. William	Parochial LR	01-Aug-96	1996
Lake of Bays Parish, Lake of Bays	Cunnington, Mr. Douglas	Parochial LR	30-Sep-85	1996
	Magee, Dr. Gary	Parochial LR	14-May-93	1996
	McKinnon, Mrs. Rose	Parochial LR	21-Feb-94	1996
	Nangle, Ms Barbara	Parochial LR	28-Nov-96	1996
St. John the Baptist, Ravenscliffe	McLean, Mr. John	Parochial LR	21-Feb-94	1996
St. Thomas, Orville	Brown, Ms Doris	Parochial LR	30-Sep-85	1996
	Forbes, Mrs. Helen	Parochial LR		1996
Church of the Redeemer, Rosseau	Crawford, Mrs. Margaret	Parochial LR	22-Jan-85	1996
Almaguin Parish	Hooton, Mr. Edward "Ted"	Parochial LR	22-Sep-95	1996
	Jeffery, Mr. Larry	Parochial LR	25-Apr-95	1996
	Lloyd, Ms Ruby	Parochial LR	25-Apr-95	1996
	Maeck, Mr. Ron	Parochial LR	25-Apr-95	1996
	Putman, Ms. Mary	Parochial LR	25-Apr-95	1996
St. Thomas', Bracebridge	Scott, Mr. Munroe	Parochial LR	09-May-93	1996
Trinity, Parry Sound	Bennett, Mrs. Barbara	Parochial LR	01-May-95	1996
	Bondrager, Mr. John	Parochial LR	01-May-95	1996
	Bradshaw, Mrs. Lyn	Parochial LR	01-May-95	1996
	Bradshaw, Mr. David	Parochial LR	01-May-95	1996
	King, Mrs. Doris	Parochial LR	03-Jun-84	1996
	Thompson, Mr. John	Parochial LR	03-Jun-84	1996
Trinity-St. Alban's, Bala/Mactier	Hardie, Mrs. Carol	Parochial LR	24-May-95	1996
	Husband, Mr. Ted	Parochial LR	18-Apr-90	1996
	Marsh, Mr. John	Parochial LR	19-Feb-88	1996
	Marsh, Mrs. Lenore	Parochial LR	01-Feb-93	1996
Rural Muskoka Trinity Parish	Elliott, Ms Shirley	Parochial LR	18-Apr-96	1996
	Roynon, Ms. Veronica	Parochial LR	18-Apr-96	1996
	Woods, Ms Alva	Parochial LR	18-Apr-96	1996
Parish of Muskoka Lakes	Campbell, Mr. Wilbert G.	Parochial LR	20-May-92	1996
	MacNaughtan, MS Helen	Parochial LR	28-Nov-96	1996
	Porth, Mrs. Barbara	Parochial LR	28-Nov-96	1996
	Wilde, Ms Diana	Parochial LR	12-May-93	1996



Parish	Name	Layreader Status	First Licensed	Renewed
St. James', Gravenhurst	Flavell, Mr. William	Parochial LR	15-Oct-93	1996
	Poole, Ms Sharyn	Parochial LR	15-Oct-93	1996
	Shakespeare, Mr. Stephen	LR-in-training	15-Oct-93	1996
	Simmons, Mr. Peter	Parochial LR	22-Nov-87	1996

**Muskoka Deanery Total Number of Parish Lay Readers: 38**

### Sudbury Deanery

Western Manitoulin, Gore Bay	Panton, Mrs. Nancy	Parochial LR	20-Apr-94	1996
All Saints, Coniston	Nicholson, Mr. Ted	Parochial LR	16-Nov-92	1996
	Thompson, Mrs. Helen	Parochial LR	13-Dec-83	1996
	Toews, Mrs. Darlene	Parochial LR	16-Nov-92	1996
	Osmond, Ms Christine	Parochial LR		1996
Ascension, Sudbury	Simmie, Mr. Neil John	Parochial LR	11-Jan-79	1996
Epiphany, Sudbury	Germond, Ms Anne	Parochial LR	26-Mar-93	1995
	MacArthur, Ms Margaret	Parochial LR	27-Jan-93	1996
	Hall, Mrs. Nancy	LR-in-training	12-May-95	1996
	McMurray, Mr. Tom	LR-in-training	12-May-95	1996
Holy Trinity, Little Current	Usher, Mrs. Marilyn	LR-in-training	12-May-95	1996
	Wilson, Mrs. M.Connie	Parochial LR	10-Dec-85	1995
	Robinson, Ms Yvonne	LR-in-training	28-Feb-94	1995
	Higgins, Ms Jackie	LR-in-training	20-Apr-94	1996
Resurrection, Sudbury	Spencer, Ms Diane	LR-in-training	20-Apr-94	1996
	Covin, Mrs. Joy	LR-in-Training	12-May-95	1995
	McNally, Mr. Patrick	Parochial LR	13-Dec-83	1996
	Cole, Mrs. Sheila	Parochial LR	20-Sep-93	1996
St. Alban's, Capreol	Harvie, Mr. Paul	Parochial LR	20-Sep-93	1996
	Klugman, Dr. Michael	Parochial LR	02-Feb-87	1996
	Lewis, Mr. Robert	Parochial LR	07-Mar-88	1996
	Saddington, Mr. John	LR-in-training	14-Mar-89	1996
St. Paul's, Manitouwaning	Smith, Mr. David	Parochial LR	21-Jun-73	1995
	Thompson, Mrs Kate	Parochial LR	25-May-94	1995
	Keenan, Dr. C.	Parochial LR	29-Jun-91	1995
	Shamess-Wilson, Mrs. Dorothy	LR-in-Training	12-May-95	1995
St. George the Martyr, Espanola	LaFolley, Mr. Lorraine (Chuck)	Parochial LR	16-Apr-92	1995
	Owl, Mr. Harvey	Parochial LR	16-Apr-92	1995
	Haines, Mr. Eric	LR-in-Training	12-May-95	1995
	Cooper, Mr. Bill	Parochial LR	22-Feb-93	1996
St. John's, Webbwood	Crawford, Mr. Bill	LR-in-training	20-Apr-94	1996
	Buie, Mrs. Mary	Parochial LR	21-Mar-90	1996
	Mullins, Dr. Stanley	Parochial LR	20-Apr-94	1996
Gowan Gillmor Chapel, Spanish River				
All Saints, Naim Centre				
St. Mark's, Garson				
Western Manitoulin, Kagawong				

**Sudbury Deanery Total Number of Parish Lay Readers: 33**

### Temiskaming Deanery

Christ Church, Englehart	Byerlay, Mrs. Audrey	Parochial LR	15-May-88	1996	
	Byerlay, Mr. Gladwyn	Parochial LR	15-May-88	1996	
	Drew, Mrs. Diane	Parochial LR	04-Oct-90	1996	
	Ham, Ms Margaret	Parochial LR	04-Oct-90	1996	
	Loiselle, Mrs. Shirley	Parochial LR	15-May-88	1996	
	McKnight, Mr. Harold	Parochial LR	30-Sep-93	1996	
	Stark, Mrs. Dorene	Parochial LR	15-May-88	1996	
	Valley, Miss Evelyn	Parochial LR	04-Oct-90	1996	
	Wallace, Mrs. Jean	Parochial LR	15-May-88	1996	
	St. Brice's, North Bay	Bailey, Ms Gina	Parochial LR	31-Dec-94	1996
		Black, Mr. Robert	Parochial LR	14-Nov-90	1996

Parish	Name	Layreader Status	First Licensed	Renewed
St. Brice's, North Bay	Burton, Mr. William	Parochial LR	01-Apr-80	1996
	Parker, Mr. Gordon	Parochial LR	13-Jun-69	1996
	Randall, Mr. Al	Parochial LR	14-Nov-90	1996
	Rothwell, Mr. John	Parochial LR	14-Nov-90	1996
St. Faith's, Chariton	Bott, Mrs. Laurel	Parochial LR	15-May-88	1996
	Newton-White, Miss Muriel	Parochial LR	15-May-88	1996
St. John the Evangelist, New Liskeard	Hooey, Mrs. Marguerite	Parochial LR	30-Sep-93	1996
	Lucas, Mr. Arthur	Parochial LR	30-Sep-93	1996
	Parkin, Mr. Byron Ernest	Parochial LR	30-Sep-85	1996
	Uttley, Mrs. Deborah	LR-in-training	03-Oct-96	1996
St. Mary Magdalene, Sturgeon Falls	Piche, Mrs. Lois	Parochial LR	03-Feb-86	1995
St. Paul's, Haileybury	Park, Mr. Brian	Parochial LR	19-May-86	1996
St. Mary's, Powassan, St. Peter's, Callander	Cameron, Mr. Alexander	Parochial LR	26-Jul-94	1996
St. Mary's/St. Alban's, Powassan/Restoule	Grawbarger, Mr. Brian	Parochial LR	24-Sep-89	1996
	Loy, Mr. Robert	Parochial LR	24-Sep-89	1996
	Nicholson, Mr. Rayman	Parochial LR	24-Sep-89	1996
St. Simon's, Temagami	Burke, Mr. Robin	Parochial LR	19-May-93	1996

**Temiskaming Deanery Total Number of Parish Lay Readers: 28**

### Thunder Bay Deanery

Church of the Holy Spirit, Manitouwadge	Plummer, Mr. Sheldon	Parochial LR	21-Nov-81	1996
St. George's, Thunder Bay	Koropeski, Ms Ingrid	Parochial LR	24-Nov-86	1995
	Meakin, Mr. Bill	Parochial LR	24-Nov-86	1995
St. John's North of Superior, Schreiber	Alexander, Mrs. Kim	Parochial LR	18-Sep-91	1996
	Hamilton, Mr. David	Parochial LR	09-Apr-86	1996
	Slykhuis, Mr. Bill	Parochial LR	18-Sep-91	1996
St. Luke's, Thunder Bay	Bryant, Mr. Stewart	Parochial LR	22-Sep-92	1995
	Gorst, Mr. Larry	Parochial LR	22-Sep-92	1995
	Hamill, Mr. Ted	Parochial LR	22-Sep-92	1995
	Hartley, Ms Diane	LR-in-training		1995
	LeCocq, Mr. Rae	Parochial LR	16-Dec-92	1996
	LeCocq, Mrs. Lynne	Parochial LR	16-Dec-92	1996
	Mark, Mrs. Patricia	LR-in-training	03-Oct-96	1996
	McVeigh, Mrs. Jennifer	Parochial LR	16-Dec-92	1995
	Sutton, Mr. James	LR-in-training		1995
	St. Michael, Thunder Bay	Pearce, Mr. Jerome Robert	Parochial LR	05-Feb-91
Smith, Mr. T. Harry		Parochial LR	09-Oct-73	1995
St. Paul, Thunder Bay	McCormack, Mr. Scott	Parochial LR	05-Feb-91	1995
	Rose, Mr. Eldred	Parochial LR	01-Mar-82	1995
St. Stephen the Martyr, Thunder Bay	Patterson, Mr. Tod A.	LR-in-training		1997
	Walker, Mr. Garnet	LR-in-training		1997
Trinity, Marathon	Bell, Mr. David	LR-in-training	23-Apr-90	1995
	Bell, Mr. Brian	Parochial LR	25-Jun-86	1995
	Gagnon, Ms Cathy	LR-in-training	03-Oct-96	1996
	Makepeace, Ms Bernice	LR-in-training	03-Oct-96	1996
	Morgan, Ms Jean	LR-in-training	03-Oct-96	1996
	Stradwick, Ms Nancy	LR-in-training	03-Oct-96	1996
St. Thomas', Thunder Bay	Crawford, Mrs. Helene	LR-in-training	03-Oct-96	1996
	Gilbert, Mr. Allan F.	Parochial LR	02-Apr-96	1996
	Harris, Robert J.	LR-in-training	28-Nov-96	1996
	Kiramathypathy, Mr. Daniel	LR-in-training	03-Oct-96	1996
	Landy, Mr. Leonard	Parochial LR	16-Dec-92	1996
	Smith, Mrs. Laurie Anne	Parochial LR	02-Apr-96	1996
	Sutherland, Mr. Robert M.	LR-in-training	19-Aug-93	1996
Willans, Mrs. Lesley	LR-in-training	03-Oct-96	1996	

<b>Parish</b>	<b>Name</b>	<b>Layreader Status</b>	<b>First Licensed</b>	<b>Renewed</b>
St. Thomas', Thunder Bay	Wright, Mrs.Sylvia	LR-in-training	03-Oct-96	1996

**Thunder Bay Deanery Total Number of Parish Lay Readers: 36**

**Total of Parish Lay Readers in diocese 179**

## **GENERAL AND PROVINCIAL SYNOD DELEGATES**

### ***General Synod Delegates and Alternates (Elected 1997 Diocesan Synod)***

#### Clerical Delegates

The Ven. Rodney Andrews  
The Ven. Susan De Gruchy  
The Ven. Mark Conliffe  
The Rev. Lynn Uzans

#### Lay Delegates

Dr. David Gould  
Mr. Malcolm Binks  
Ms. Alison Weir  
Ms. Meredith Meo

#### Clerical Alternates

The Very Rev. Allan Reed  
The Rev. Tom Corston  
The Rev. Richard Willans  
The Rev. Cal McMillan

#### Lay Alternates

Mr. Fred Poulter  
Ms. Jody Medicoff  
Ms. Diane Haines

### ***Provincial Synod Delegates and Alternates (Elected 1997 Diocesan Synod)***

#### Clerical Delegates

The Rev. Cheryl Kristolaitis  
The Rev. Harry Huskins  
The Rev. Dawn Henderson  
The Rev. Dr. Don Thompson

#### Lay Delegates

Ms. Dorothy Anstice  
Ms. Ruth Loukidelis  
Ms. Dorothy Hoover  
Mr. David Johnson

#### Clerical Alternates

The Rev. Geoffrey Woodcroft  
The Rev. Wayne Putman

#### Lay Alternate

Ms. Marion Mason

**COURTESIES OF THE HOUSE**

The Rev. Canon Harold Percy  
The Rev. Canon Gordon Baker  
The Rev. James Garey  
Ms. Dianne Werner  
Ms. Anthea Platt  
Ms. Janet Marshall  
Ms. Maureen Walls

**COURTESIES OF THE FLOOR**

Ms. Jacquie Howell  
Ms. Sharyn Poole  
Ms. Jane Mesich  
Mr. Robert Stead  
Mr. Hugh Mackenzie  
Ms. Cathy McCaig

## *ACTS OF SYNOD*

**Page**

1.	Adopted omnibus motion organizing Synod:	26
	i) Confirmed appointment of Committees, as printed in The Convening Circular;	
	ii) Extended greetings and courtesies of Synod and of the Floor, and received regrets of absences;	
	iii) Received report of the Scrutineers in regard to the Clerical and Lay delegates present;	
	iv) Adopted agenda;	
	v) Adopted minutes of the 1995 Synod.	
2.	Elected Lay Secretary and Clerical Secretary.	26
3.	Received Reports and Motions (a) printed in the Convening Circular, (b) additional Reports, and (c) additional [non canonical] motions	27
4.	Elected Registrar	27
5.	Rescinded and replaced Article 1 (e) of the Constitution [Election of Youth Delegates]	28
6.	Appointed Registrar until the end of the 38 <sup>th</sup> Session of Synod	30
7.	Rescinded and replaced Canon I-1 [Appointment to Charges]	30-34
8.	Accepted the final report of the Ministry 2000 Committee	34-35
9.	Added Canon A-8 [Canon on Bishop's Commissary and Diocesan Administrator]	38
10.	Amended the Canons, 1995	39-40

The Constitution:

Definitions

Article 1 and 10 - Composition of Synod and Executive Committee

Article 3 - Lay Delegates to Synod

*Acts of Synod, cont.d*

Canons:

- A-4 The Registrar
- B-4 Archives
- I-3 Churchwardens
- I-4 Lay Readers and Eucharistic Assistants
- J-3 Brotherhood of Anglican Churchmen

11. Amended Canon J-2 [Church Boards] by adding section [Vacancy on Church Board] 41
12. Adopted motion that diocesan monies derived from parishes for the operating expenses of the Diocese be known as apportionment 41
13. Adopted motion that calculation of the apportionment be based on a three-year average figure of the present base of assessment 42
14. Adopted motion directing Executive Committee to develop a substantial and creative program of budget interpretation 43
15. Allowed a motion concerning the manner in which the budget is drawn up 43
16. Adopted motion that the Executive Committee present a proposed two-year diocesan budget to the next and subsequent synods, and that this proposed budget be reviewed at the deanery council meeting prior to each synod. 43-44
17. Adopted motion that the contributions from Phase I and Phase II of Ministry 2000 not be considered for purposes of calculating apportionment 44
18. Adopted motion that the Executive Committee establish an appeal process to be administered by Deanery Council 44
19. Requested the Constitution and Canons Committee to draft canonical amendments in accordance with the disposition of the motions arising from the Report of the Apportionment Task Force 45
20. Rescinded and replaced Canon A-1 [Election of a Bishop] 35-38, 45
21. Requested the Constitution and Canons Committee to combine Canon F1 [Regional Deans] and Canon F-2 [Lay Stewards] for presentation to Synod of 1999. 46
22. Adopted motion that the Deanery Council nominate the clerical deanery official when there is a vacancy rather than by appointment by the Bishop, and requested canonical amendment for presentation to Synod of 1999. 47
23. Adopted motion that the Diocese explore the possibility of interest-free loans for parishes to help them acquire computer equipment. 48

*Acts of Synod, cont.d*

24.	Adopted motion: commending Report of the DDLTF to the Bishop, Territorial Archdeacons and Deanery Councils; requesting consideration of implementation of the general recommendations; requesting compliance with the intent of motions coming out of the report; and reminding Deanery Councils of their responsibility to educate and inform Deanery Officials and parish officials as to their functions and duties	48-49
25.	Adopted motion resolving that the Finance and Administration Committee of the Diocese assess the need for five-year financial planning	49
26.	Established Commission to Study Human Sexuality	49
27.	Adopted motion to consider responsibility allowances, item by item	51
28.	Adopted motion establishing a position differential with costs of responsibility for regional deans, archdeacons and the dean to be borne from the Diocesan budget	52
29.	Adopted motion to include responsibility allowance for special skills in the debate	52
30.	Established responsibility allowance relevant to isolation, subject to negotiations between the bishop and the congregation, based on the congregation's ability to pay.	54
31.	Established responsibility allowance for deanery and diocesan work, subject to earlier motion which stated that if responsibility allowances for Regional Deans, Archdeacons, and Dean were adopted, the cost would be borne from the diocesan budget and not by individual parishes.	51, 54
32.	Allowed consideration of notice of motion #15 regarding Equalized Stipend	55
33.	Adopted motion abandoning Equalized Stipend Policy. Parishes would be able give their clergy greater remuneration than the minimum, provided that their apportionment obligation to the Diocese is in current condition.	55
34.	Adopted motion requesting the Compensation Sub-Committee of the Administration and Finance Committee to prepare for Synod of 1999 a proposal to give an equity allowance to those incumbents living in rectories.	56
	Agreed to Message of Greeting to Her Majesty, The Queen	56
	Elected Delegates to General Synod	47
	Elected Delegates to Provincial Synod	56



**Journal of Proceedings**

**Certificate of Approval**

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

Mr. Malcolm Binks  
Lay Secretary

Malcolm H Binks

The Rev. Richard White  
Clerical Secretary

The Rev. Richard White

The Rt. Rev. Ronald C. Ferris  
Bishop of Algoma

+ Ronald C Ferris

## ***Journal of Proceedings***

***The Thirty-Eighth Session of the Synod of the Diocese of Algoma, held at Sault Ste. Marie, Ontario, May 12<sup>th</sup>, 13<sup>th</sup>, and 14<sup>th</sup>, 1997.***

### ***Monday morning***

The Bishop declared the Synod officially in session.

### **OMNIBUS MOTION ORGANIZING SYNOD**

**Moved by:           The Rev. Harry Huskins**  
**Seconded by:       The Rev. Tom Corston**

That:

1.     The appointment of Committees, as printed in the Convening Circular, be confirmed;
2.     The regrets of absences, greetings, and courtesies of Synod and of the Floor be extended or received as the case may be;
3.     The report of the Scrutineers in regard to the Clerical and Lay delegates be regarded as received, and that the Chair, as soon as may be practicable, shall announce the result of such scrutiny;
4.     The Agenda be adopted.
5.     The Minutes of the 1995 Synod be adopted.

**CARRIED #01 (5/97)**

### **ELECTION OF SECRETARIES**

**Moved by:           Mr. Neil Howson**  
**Seconded by:       The Rev. Cheryl Kristolaitis**

That Mal Binks be declared elected as Lay Secretary, and the Rev. Richard White be declared elected as Clerical Secretary.

**CARRIED #02 (5/97)**

## RECEPTION OF REPORT AND MOTIONS

**Moved by:** The Rev. Harry Huskins  
**Seconded by:** The Rev. John Sovereign

That the Reports and Motions (a) printed in the Convening Circular, (b) additional Reports, and (c) additional [non-canonical] motions be received.

**CARRIED #03 (5/97)**

## ANNOUNCEMENTS AND EXTENSION OF COURTESIES

The Bishop announced that he would make a Statement of Concurrence for the whole of the Synod proceedings.

He introduced the head table and the Chairs of Sessional Committees, and extended courtesies of the House to: The Rev. Canon Harold Percy, the Rev. Canon Gordon Baker, the Rev. James Garey, Ms. Dianne Werner, Ms. Anthea Platt, Ms. Janet Marshall and Ms. Maureen Walls. Courtesies of the Floor were extended to Ms. Jacquie Howell, Ms. Sharyn Poole, Ms. Jane Mesich, Mr. Robert Stead, Mr. Hugh Mackenzie, and Ms. Cathy McCaig. Regrets were received from the Ven. Eric Paterson. The Bishop also welcomed Mr. Ross Cutmore, the Rev. Stephen Mitchell, the Rev. Peter Simmons and other visitors to the Synod, and invited all visitors to share in the bible studies by joining table groups. He extended an invitation to all to attend the reception at Bishophurst on Tuesday evening.

The Rev. Canon Harold Percy and the Rev. Canon Gordon Baker were welcomed to the Synod.

## NOMINATION OF REGISTRAR

**Moved by:** The Rev. Harry Huskins  
**Seconded by:** The Rev. Karen Heath

That Robert Stead be nominated as Registrar.

**CARRIED #04 (5/97)**

Their being no further nominations, Robert Stead was declared elected as Registrar, and the Bishop appointed Mr. Stead to the Resolutions Sessional Committee.

## READING OF THE BISHOP'S CHARGE (Pages 81 - 100)

The Bishop read his Charge to the thirty-eighth session of the Synod of the Diocese of Algoma.

## ELECTION OF YOUTH DELEGATES

**Moved by:** Ms. Alison Weir  
**Seconded by:** Mr. Bill Ward

That Article 1 (e) of the Constitution be rescinded and be replaced with the following:

- (e) *three youth delegates from each deanery, between the ages of 16 and 24, to be selected not less than three months prior to Synod, in a manner prescribed by the Diocesan Youth Committee.*

### **Amendment**

**Moved by:** Mr. Bayden Cline  
**Seconded by:** Ms. Melissa Putman

That the wording of the motion be changed as follows:

That Article 1 (e) of the Constitution be rescinded and be replaced with the following:

- (e) *three youth delegates from each deanery, between the ages of 16 and 24, to be elected by Deanery Council at least three months prior to Synod, based on a slate of names brought forward by a nominating committee and allowing for nominations from the floor.*

**CARRIED #05 (5/97) WITH 2/3 MAJORITY**

## RAFFLES

### **Preamble**

The Muskoka Deanery had expressed their concern over apparent confusion with respect to whether or not raffles constitute gambling, and requested clarification of this issue. The Policy Handbook reflects the decision of Synod 1977 which condemned lotteries, raffles, etc. and called upon Anglicans to refrain from all gambling that does not involve hazarding trivial amounts for entertainment.

**Moved by:** The Ven. Susan De Gruchy  
**Seconded by:** Mr. Frank MacKinnon

That this Synod approve the use of raffles as a means of raising money for ongoing parish finances.

**Amendment**

Moved by: Mr. David Cole  
Seconded by: Mr. Keith Birkinshaw

That the following words be added to the motion: *and that both the donor and the purchaser receive a charitable receipt.*

**AMENDMENT RULED OUT OF ORDER**

**Amendment**

Moved by: The Rev. Tom Cunningham  
Seconded by: The Ven. Jim Collins

That the following words be added to the motion: *where the money raised would approximate the value of the item raffled off.*

**DEFEATED**

*The question on the motion as originally presented was put.*

**DEFEATED**

Moved by: The Rev. Alan Knight  
Seconded by: The Rev. Dr. David Hardie

That the Diocese set up a committee to study the whole question of raffles as a means of raising money for ongoing parish finances and to prepare a study or report with recommendations to be brought to the next Synod.

**DEFEATED**

**ANNOUNCEMENTS OF APPOINTMENTS**

President of the Ecclesiastical Court: The Hon. Mr. Justice John deP. Wright  
Chair, Bishopurst Maintenance Committee: Mr. Richard Brideaux  
Bishop's Appointments on Executive Committee: Deferred  
Youth Representative on Executive Committee: Mr. Bayden Cline

**BIBLE STUDY: The Rev. Canon Gordon Baker, leader.**

**Luncheon Recess**

**Reconvention: Monday afternoon**

Synod of the Diocese of Algoma  
Sault Ste. Marie, Ontario  
May 12-14, 1997

**INFORMATION SESSIONS:**            **Levy and Apportionment**  
   **Diocesan/Deanery Life Task Force**  
   **Equalized Stipend**  
   **Appointments Canon**  
   **Ministry 2000**

**REPORT OF THE CHAIR OF THE ELECTIONS COMMITTEE (BISHOPHURST MAINTENANCE COMMITTEE)**

Mr. Henry Gaines, Chair of the Elections Committee, reported the acclamation to the Bishophurst Maintenance Committee of the Rev. Wayne Putman and Mrs. Beverley Gaines.

The deadline for nominations of lay delegates to Provincial and General Synod was extended to 5 p.m., Monday, May 12, 1997.

**APPOINTMENT OF REGISTRAR FOR 38<sup>TH</sup> SESSION OF SYNOD**

***Preamble***

According to the Constitution, the Registrar will assume office at the termination of this session of Synod.

**Moved by:**                    **The Ven. Susan De Gruchy**  
**Seconded by:**            **Chancellor Ken Lawson**

That Mr. Robert Stead be appointed Registrar until the end of the 38<sup>th</sup> Session of the Synod of the Diocese of Algoma, at which time he will assume the office of Registrar.

**CARRIED #06 (5/97)**

**REPORT FROM THE CREDENTIALS COMMITTEE**

The Credentials Committee reported the presence of 180 voting delegates: 106 lay delegates; 6 Diocesan officials, 54 clergy, 1 lay incumbent and 13 youth.

**REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - APPOINTMENT TO CHARGES**

**Moved by:**                    **The Ven. Susan De Gruchy**  
**Seconded by:**            **The Rev. Grant Churcher**

That Canon I-1 be rescinded and replaced by the following:

*interim incumbent:*

1. The Bishop may appoint an Interim Incumbent between incumbencies.

*appointment of an incumbent to a parish:*

2. A vacancy in the incumbency of a parish shall be filled as set out in this section.

*concurrence committee:*

- a) The parish shall act through a concurrence committee of between three and seven communicants of at least the age of eighteen, who shall be elected at a vestry meeting.

*parish profile:*

- b) The concurrence committee shall draw up a parish profile as a resource for the selection of a new incumbent. Members of the parish shall be consulted in drawing up the profile.

*nomination of clergy by the Bishop:*

- c) The Bishop shall provide a list of one or more nominees for the position of incumbent.

*consideration of the Bishop's nominees:*

- d) The concurrence committee shall consider the Bishop's list. If the concurrence committee fails to concur in one of the nominees, the Bishop shall, at its request, provide another list.

*if no concurrence:*

- e) If the concurrence committee fails to concur after the presentation of three consecutive lists within a six-month period from the date of the presentation of the first list, the Bishop may make a further nomination or make an appointment.

*Bishop's right of appointment:*

3. Notwithstanding the foregoing, the Bishop shall have the right of appointment to any parish:
  - a) which requests the Bishop to make the appointment,  
or
  - b) which is in arrears to the Diocese with regard to stipend, transportation grant, or levy. (Amended 1935, 1944).

*Celebration of New Ministry in parishes:*

4. Upon the appointment of an incumbent to a parish, a date shall be set for the Celebration of A New Ministry, such date to be as soon as possible but in any event no later than ninety days after the effective date of the appointment. (Added 1969). [formerly Canon 12]

*licensing:*

5. a) No bishop, priest or deacon shall exercise an ordained ministry within the

Diocese without a license or informal permission from the Bishop.

- b) The issuance or termination of a license or informal permission to exercise an ordained ministry is the exclusive prerogative of the Bishop.
- c) A licensee is required to maintain the confidence of the Bishop with respect to sound teaching, diligence, and exemplary Christian living.

*termination of appointments:*

6. Appointment to a charge may be terminated or amended:

- a) by the resignation of the appointee: after giving three months' advance notice in writing to the Bishop. Upon the request of the appointee the Bishop may waive, in whole or in part, this advance notice of resignation;
- b) in the case of an appointment to a charge for a specified term: at the conclusion of the term or as may be otherwise mutually agreed upon in the covenant establishing the term appointment. In the absence of such a mutual agreement any continuation of the term shall be deemed to be an extension of the term from month to month;
- c) in the case of an appointment to a charge for an unspecified term:
  - i) in accordance with a notice given under s.7 of this Canon, or
  - ii) upon payment of compensation in lieu of such notice;
- d) for cause or fault on the part of the appointee, which cause or fault is detrimental to the life of the church;
- e) upon a Bishop or court of competent jurisdiction under General Synod Canon XVIII: Discipline pronouncing a sentence of:
  - i) suspension from the exercise of ministry or office;
  - ii) deprivation of office or ministry, or
  - iii) deposition from the exercise of ministry.

*termination of an appointment by notice:*

7. a) An appointment may be terminated by notice by:

- i) the Bishop with the concurrence of the Executive Committee, chaired by a member other than the Bishop
  - ii) the Executive Committee, chaired by a member other than the Bishop, with the concurrence of the Bishop.
- b) i) The notice period shall be three weeks for each year of service in the Diocese of Algoma, plus additional notice as may be specified in the original letter of appointment, but in no case shall the notice period be less than three months or more than eighteen months.



- ii) Stipend and benefits shall be paid for a minimum of three months, and then from month to month until the month in which the appointee commences other employment, or until the end of the notice period, whichever comes sooner. Further payments after the three month minimum period shall be conditional on the appointee actively seeking suitable alternative employment.

*appeal of termination:*

8. *Appointments Tribunal:*

- a) There shall be an Appointments Tribunal composed of three members.

*jurisdiction:*

- b) The Appointments Tribunal may hear appeals:
  - i) when an appointment to a charge has been terminated or amended for cause: as to the existence of cause;
  - ii) when an appointment to a charge has been terminated or amended upon notice: as to the calculation of the length of notice;
  - iii) when an appointment to a charge has been terminated or amended with compensation in lieu of notice: as to the calculation of the amount of compensation.

*composition:*

- c) The members of the Appointments Tribunal shall be selected as follows:
  - i) one person appointed by the Bishop;
  - ii) one person appointed by the appellant;
  - iii) one person, who shall act as chair, appointed by the other two.

*powers of Tribunal:*

- d) On appeal against termination or amendment of an appointment to a charge for cause the Appointments Tribunal shall determine whether cause existed for revocation of the appointment without notice. If the Appointments Tribunal finds that cause existed, it shall dismiss the appeal. If it finds that cause did not exist, it may restore the appointment or make such other order as it considers just.
- e) On appeal against termination or amendment of an appointment to a charge on notice or with payment of compensation in lieu of notice, the Appointments Tribunal shall determine whether the calculation of the length of notice or the amount of compensation was correct. If it was correct, then it shall dismiss the appeal. If it finds the calculation was in error, then it shall calculate the correct length of notice or amount of compensation.

**Amendment**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Ven. Rod Andrews

That Canon I-1 be amended by inserting the following as section 1 and renumbering the other sections accordingly:

*assisted parishes:*

The Bishop shall have the right to present and appoint clergy to assisted parishes.

**CARRIED**

**Amendment**

**Moved by:** The Rev. Dorothy Daly  
**Seconded by:** The Ven. Hugh Hamilton

That in Section 7 b) i) the words *plus additional notice as may be specified in the original letter of appointment* be replaced by *plus such notice as may be originally specified in the letter of appointment, and failing the existence of such a letter of appointment, one week for each year of service in licensed ministry elsewhere in the Anglican Church of Canada.*

***The amendment being satisfactory to the original mover and seconder, the question as twice amended was put.***

**CARRIED #07 (5/97) WITH 2/3 MAJORITY**

**REPORT ON THE ANGLICAN FOUNDATION**

The Rev. Canon Gordon Baker spoke about the Anglican Foundation and encouraged individuals, parishes and the Diocese to become active members of the Anglican Foundation. He noted that grants from the Foundation have in recent history encouraged Algoma parishes to embark on new projects.

**FORMAL REPORT TO SYNOD ON MINISTRY 2000**

The report was presented by Mr. Hugh Mackenzie, Chair of the Ministry 2000 Committee.

A detailed deanery by deanery accounting and a financial statement are included with the report.

Mr. Mackenzie noted that local teams had managed the entire program, relying on external paid consultants for only one day's help with training exercises. He paid particular tribute to members of the Ministry 2000 Committee for their hard work, and thanked the Bishop for his support.

The recommendations of the report are an attempt to bring closure to the program.

**Moved by:**            **The Rev. Harry Huskins**  
**Seconded by:**       **The Rev. Tom Corston**

That the final report of the Ministry 2000 Committee to the Synod of the Diocese of Algoma be accepted.

**CARRIED #08 (5/97)**

The Bishop expressed thanks to Mr. Mackenzie.

### ***Adjournment***

### ***Reconvention: Tuesday morning***

The Bishop introduced members of the Committee on the Response to the Bishop's Charge and invited the table groups to take five minutes to meet each other.

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

The Credentials Committee reported the presence of 181 voting delegates: 106 lay delegates; 6 Diocesan officials, 55 clergy, 1 lay incumbent and 13 youth.

### **REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - ELECTION OF A BISHOP**

**Moved by:**            **The Ven. Susan De Gruchy**  
**Seconded by:**       **The Rev. Richard Willans**

That Canon A-1 be rescinded and replaced by the following:

#### *vacancy of the See:*

1. Upon the announcement of the resignation, retirement or death of the Bishop, or the vacancy of the See, the Secretaries of the Synod shall, within one week from the occurrence of such event:
  - a) notify the Metropolitan of the same, and
  - b) ask the Metropolitan to convene a meeting of Synod for the election of:
    - i) in the event of the announcement of resignation or retirement of the Bishop, a Coadjutor Bishop who will assume the office of Diocesan Bishop on the resignation or retirement of the Diocesan Bishop;
    - ii) in the other events, a Bishop.

*electoral synod:*

2. a) The electoral synod shall be held at the earliest convenience of the Metropolitan but no later than six months after the date at which the Metropolitan was notified under s.1 of this Canon.
- b) The Metropolitan, or the Metropolitan's duly appointed representative, shall preside over the electoral synod.

*nominees from Provincial House of Bishops:*

3. The Provincial House of Bishops may nominate up to three candidates in addition to those nominated by members of Synod. There shall be no indication of the origin of these nominations.

*Episcopal Election Process Committee:*

4. a) The Executive Committee shall appoint an Episcopal Election Process Committee.
- b) The Episcopal Election Process Committee shall consist of three members of the clergy and three members of the laity. The chair of the committee shall be chosen by the committee from amongst its members.
- c) The Episcopal Election Process Committee shall formulate the process for the election, subject to the approval of the Executive Committee, and shall oversee implementation of the same. A suggested process is Annex 1 to this Canon.
- d) The process shall not prohibit nominations being made from the floor after Synod has convened.

*voting and quorum:*

5. a) One-half of those from each Order entitled to a seat and vote in the synod constitute a quorum at the electoral synod.
- b) At the electoral synod the clergy and the laity shall vote separately by Order using a written ballot.
- c) The name of the candidate with the fewest number of votes in the combined Orders shall be eliminated in each round of voting, until there are three candidates remaining.
- d) Two-thirds of the votes cast in each Order shall determine the result.

*declaration of election:*

6. The chair of the electoral synod shall declare to the synod the name of the person elected as Bishop, and without delay shall transmit to the Metropolitan a duly attested certificate declaring the result of the election.

*resignation of appointment by Bishop-elect:*

7. Any person elected as Bishop and holding at the time of such election any appointment, shall resign such appointment before installation as Bishop.

Annex 1: Suggested Process -- Episcopal Election

1. Secretaries of Synod notify the Metropolitan of the announcement of retirement, resignation, or death of the Bishop, or the vacancy of the See within one week of the occurrence of such event and a date for the election is set in consultation with the Metropolitan.
2. The Executive Committee appoints an Episcopal Election Process Committee.
3. The Episcopal Election Process Committee:
  - i) prepares a profile of the Diocese, in consultation with Deanery Councils, within two months of the notification of the Metropolitan, setting out the perceived strengths and weaknesses of the Diocese;
  - ii) establishes a budget to cover the process, and submits the same to the Executive Committee;
  - iii) circulates the diocesan profile and an invitation to nominate to each member of synod;
  - iv) receives nominations from synod members until three weeks before synod;
  - v) solicits a consent to stand for nomination and a biography from each nominee;
  - vi) circulates a list of nominees and their biographies to the members of synod;
  - vii) develops a process for handling nominations from the floor of synod and compiling and circulating written biographies of such nominees from the floor;
  - viii) develops a process whereby those nominated in advance may meet with synod members prior to voting.

***Amendment***

**Moved by:           The Ven. Hugh Hamilton**  
**Seconded by:       The Rev. Tom Corston**

That section 5.c) be amended by adding after the words *of voting* the words *except that any candidate receiving a total of ten or more ballots in both houses shall not be removed.*

***Amendment to the Amendment***

**Moved by:           Ms. Meredith Meo**  
**Seconded by:       Ms. Elaine Wright**

That section 5.c) be amended by adding after the words of voting the words *except that any candidate receiving a total of ten or more ballots in each house shall not be removed.*

**CARRIED**

In order for the Resolutions Committee to redraft section 5.c) as amended, it was

**Moved by:**           **The Rev. Harry Huskins**  
**Seconded by:**       **The Very Rev. Allan Reed**

That the De Gruchy/Willans motion regarding *Election of a Bishop* be tabled.

**CARRIED**

**(See Motion #20)**

#### **REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - BISHOP'S COMMISSARY AND DIOCESAN ADMINISTRATOR**

**Moved by:**           **The Ven. Susan De Gruchy**  
**Seconded by:**       **The Rev. Richard Willans**

That Canon A-8 be added as follows:

A-8: Canon on Bishop's Commissary & Diocesan Administrator

##### *Commissary*

1. a) In the absence of the Bishop or the inability of the Bishop to carry out episcopal duties, the Dean shall act as the Bishop's Commissary to carry out the administrative duties of the office of Bishop.
- b) In the absence of both the Bishop and the Dean, the Bishop shall appoint a Commissary.
- c) If both the Bishop and the Dean are unable to act, the Executive Committee shall appoint a Commissary.

##### *Diocesan Administrator:*

2. a) If there is no Bishop, the Executive Committee shall appoint a Diocesan Administrator to carry out the administrative duties of the office of Bishop until replaced by the Executive or the assumption of office by a new Bishop.
- b) When there is a Diocesan Administrator, the Administrator shall consult with and be advised by a Standing Committee made up of the Archdeacons.

**CARRIED #09 (5/97) WITH 2/3 MAJORITY**

**REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - AMENDMENT TO THE  
CANONS, 1995**

**Moved by:               The Ven. Susan De Gruchy**  
**Seconded by:         The Rev. Grant Churcher**

That the following provisions of the Constitution and Canons be amended as indicated:

The Constitution

Definitions

- I.       that the definition of "assisted parish" be rescinded and be replaced by the following:  
  
          "A parish       a)       served by an incumbent whose stipend and transportation grant are paid in whole or in part from sources outside of the parish, or  
                                  b)       that does not pay its levy in full."
- II.      that the definition of "self-supporting parish" be rescinded and be replaced by the following: "a parish which is not an assisted parish."

Article 1 and Article 10: Composition of Synod and Executive Committee

- III.     that s. (c) of Article 1 be amended by dropping "and Treasurer; the Treasurer of the Synod shall be a non-voting member" and adding s. (l) as follows: "the Treasurer of Synod as a non-voting member."
- IV.     that s. 1.(b) of Article 10 be amended by dropping "and the Treasurer of the synod. The Treasurer of the Synod shall be a non-voting member" and adding s. 1.(g) as follows: "the Treasurer of Synod as a non-voting member".
- V.      that s. (d) of Article 1 be rescinded and replaced by "the President of any organization functioning throughout the Diocese, as determined by the Executive Committee."

Article 3: Lay Delegates to Synod

- VI.     that s. 1.(a) be amended by rescinding the words between "A Lay Delegate" and "who" and replacing them with "shall be a person elected at the annual meeting or at any vestry meeting called for that purpose in the same year as a regularly scheduled synod, and".
- VII.    that s. 3.(a)(i) be amended by adding "except for the application of s. 1.(a) of this Article", at the beginning.

Canons

A-4: The Registrar

VIII. that this Canon be amended by adding s. 6: "The Executive Committee shall appoint an interim registrar to fill the office if it becomes vacant between synods."

B-4: Archives

IX. that s. 2.(b)(ii) be amended to read "the Treasurer of Synod".

X. that s.2.(b)(v) be deleted.

I-3: Churchwardens

XI. that s.1.(d) be rescinded and be replaced by "A candidate for appointment or election as churchwarden must be a least 18 years of age and otherwise meet the requirements for voting at a vestry meeting."

I-4: Lay Readers and Eucharistic Assistants

XII. that s.7.(a) be amended by adding "or the Algoma lay reader's medal on a blue ribbon" after "blue scarf" and deleting "Those who were initially appointed prior to the enactment of this Canon may continue to wear their customary insignia".

J-3: Brotherhood of Anglican Churchmen

XIII. that this Canon be rescinded and the information be moved to the *Diocesan Handbook*.

**Moved by: Mr. Keith Topps**  
**Seconded by: The Rev. Linda White**

That items I and II under Definitions be debated separately.

**DEFEATED**

***Amendment***

**Moved by: The Rev. Paul Carr**  
**Seconded by: The Rev. Margaret Lucas**

That section I.(b) be deleted.

**DEFEATED**

***The question as originally presented was put***

**CARRIED #10 (5/97) WITH 2/3 MAJORITY**



## REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - REPLACEMENT OF WARDENS

Moved by:           **The Rev. Richard White**  
Seconded by:       **Ms. Darlene Hardy**

That Canon J-2 be amended by adding the following:

Vacancy on the Church Board:

- a) In the event of the resignation of a warden, the proper deputy warden, if there be one, shall assume the position without further appointment or election.
- b) When a warden has missed three consecutive meetings of the board, the board may pass a resolution declaring the position vacant, whereupon in the absence of a deputy,
  - i) in the case of a people's warden, the vestry shall be called to elect a replacement; and
  - ii) in the case of an incumbent's warden, the incumbent shall appoint a replacement.

**CARRIED #11 (5/97) WITH 2/3 MAJORITY**

## REPORT AND MOTIONS OF THE APPORTIONMENT TASK FORCE

The Apportionment Task Force was established following the call of the last Synod for a review of alternatives to the Unified Budget Levy. The Chair of the Apportionment Task Force, the Very Rev. Allan Reed presented the report.

Moved by:           **The Very Rev. Allan Reed**  
Seconded by:       **The Rev. Cal McMillan**

That diocesan monies derived from parishes for the operating expenses of the Diocese be known as apportionment.

The Rev. Ed Swayze rose on a point of order. He noted that motions presented by the Apportionment Task Force are changing processes which are governed by the present canons. The Chair agreed that the motions presented must be seen as advisory in expressing the will of Synod but cannot change the present canons. The Chancellor offered further assurance that to the extent that Synod sees fit to pass any of these motions and should any of these motions be inconsistent with the canons, he will advise the Bishop that they ought not to be implemented until the Canon can be changed. Canonical changes can be made in 1999 for those motions requiring such revision.

*The question was put.*

**CARRIED #12 (5/97)**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Rev. Cal McMillan

That the base used for the calculation of a parish apportionment include all monies used for the operating budget or current expenses.

**DEFEATED**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Rev. Cal McMillan

That the apportionment be established by applying two levels of participation based first on a modest percentage of the cost of incumbency and second a higher percentage of the remaining income.

**DEFEATED**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** Mr. David Cole

That the calculation of the apportionment be based on a three-year average figure of the present base of assessment.

**CARRIED #13 (5/97)**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Rev. Cal McMillan

That beginning in 1998, the apportionment be based on the total amount required for the diocesan budget from parish contributions.

**DEFEATED**

## **COMPANION DIOCESE PRESENTATION**

Reports were given by Mrs. Jacquie Howell, the Ven. Rodney Andrews, and Mrs. Jan Ferris. Special tribute was paid to Mrs. June Armstrong, who died on April 12, 1997.

The children at Synod then sang their own version of 'Amazing Grace' and 'Hands Across the Sea.' They were accompanied by the Rev. Geoffrey Woodcroft playing the guitar.

The presenters requested donations of educational and computer supplies, medical supplies, and books which could be used in the Windward Islands, and noted that transport of such supplies is readily available.

**BIBLE STUDY: The Rev. Canon Harold Percy, leader**

### ***Luncheon recess***

Synod of the Diocese of Algoma  
Sault Ste. Marie, Ontario  
May 12-14, 1997

**Reconvention: Tuesday afternoon**

**ADDRESS BY THEME SPEAKER: The Rev. Canon Harold Percy**

**REPORT OF THE CHAIR OF THE ELECTIONS COMMITTEE (DIOCESAN COURT)**

The Chair of the Elections Committee, Mr. Henry Gaines, reported on the following elections to the Diocesan Court.

Clerical Delegate: The Rev. Dr. Don Thompson  
Alternate: The Rev. Geoffrey Woodcroft

Lay Delegates: Dr. David Gould  
Ms. Allison Cline  
Alternates: Ms. Mary Nock  
Mr. Malcolm Binks

**REPORT AND MOTIONS OF THE APPORTIONMENT TASK FORCE, cont'd.**

**Moved by: The Very Rev. Allan Reed**  
**Seconded by: The Rev. Cal McMillan**

That the Executive Committee develop a substantial and creative program of budget interpretation that would be offered in deaneries and parishes.

**CARRIED #14 (5/97)**

**Moved by: The Ven. Susan De Gruchy**  
**Seconded by: Dr. David Gould**

That a motion concerning the manner in which the budget is drawn up be allowed, as a related matter to the previous motion [#14], in spite of the fact that the deadline for presenting notice of new motions has passed.

**CARRIED #15 (5/97)**

**Preamble**

The following proposal was made in an effort to provide a forum for debate and an opportunity for Synod to have more input in setting budgetary priorities. The motion having been allowed through carriage of the previous motion (#15), it was then

**Moved by: Ms. Elaine Wright**  
**Seconded by: Mr. Garry Barker**

That the Executive Committee present a proposed two-year diocesan budget to the next and subsequent synods and that this proposed budget be reviewed at the deanery council meeting prior to each synod.

The Chancellor noted that under the Canons the Executive is charged with the responsibility of expenditure of money and actual expenditures would have to be authorized by the Executive over the two years following such presentation to Synod.

**CARRIED #16 (5/97)**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Rev. Cal McMillan

That contributions from Phase I of Ministry 2000 not be considered for purposes of calculating apportionment.

***Amendment***

**Moved by:** Mr. Keith Topps  
**Seconded by:** The Rev. Frank Doe

That the words *and Phase II* be added after *Phase I* in the motion.

**CARRIED**

***The motion as amended now reads:***

That contributions from Phase I and Phase II of Ministry 2000 not be considered for purposes of calculating apportionment.

**CARRIED #17 (5/97)**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Rev. Cal McMillan

That the Executive Committee establish an appeal process to be administered by Deanery Council.

**CARRIED #18 (5/97)**

**Statement of Intention:**

That as an interim measure for 1998 and 1999, parishes will be presented with two figures of apportionment. The first figure would be derived from the regular envelope and open offerings. The second figure would be based on the measures outlined in these motions. Parishes would be given the option of choosing which figure to frame their contributions to the Diocese on.

**Moved by:**            **The Ven. Susan De Gruchy**  
**Seconded by:**       **The Very Rev. Allan Reed**

That the Constitution and Canons Committee draft canonical amendments in accordance with the disposition of these motions.

**CARRIED #19 (5/97)**

The Chancellor cautioned that the Constitution and Canons Committee not conduct apportionment work. The Apportionment Task Force should make recommendations to the Committee for canonical change.

The Bishop recorded thanks to the Apportionment Task Force composed of the Very Rev. Allan Reed, the Rev. Cal McMillan, Mr. David Cole and Mr. Din Oosterbaan.

### **REPORT OF THE CONSTITUTION AND CANONS COMMITTEE - ELECTION OF A BISHOP, cont'd.**

The De Gruchy/Willans motion re Canon A-1: Election of a Bishop was raised from the table. The Resolutions Committee presented the following wording for the amendment to the motion.

That section 5.c) of Canon A-1 shall read as follows:

The name of the candidate with the lowest total number of votes in the combined Orders shall be eliminated in each round of voting except when:

- i) there are fewer than four candidates remaining; or
- ii) the candidate with the lowest total number of votes in the combined Orders receives ten or more votes in each house.

***The amended motion re Canon A-1: Election of a Bishop was put to a vote.***

**CARRIED #20 (5/97) WITH 2/3 MAJORITY**

### **REPORT AND MOTIONS OF THE DIOCESAN DEANERY LIFE TASK FORCE**

The Diocesan Deanery Life Task Force was formed following the call of the last Synod to establish a committee to study all aspects of Diocesan and Deanery Life. The Chair of the Diocesan Deanery Life Task Force (DDLTF), the Ven. Hugh Hamilton, presented the report. He noted that the report includes the results of the Synod Office study which had been conducted by two independent consultants.

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** Ms. Elaine Wright

That this Synod accept the Report of the DDLTF.

The motion appeared confusing, as many of the recommendations were to be considered as specific motions.

**MOTION WITHDRAWN**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Rev. Cal McMillan

That this Synod forward the Report to the Bishop, the Territorial Archdeacons, and Deanery Councils with instructions that the recommendations herein be accepted for guidance for two years, and that there be a forum at the 1999 Synod to report on and evaluate the results of this trial period.

In order to allow consideration of the remaining motions of the report, this motion was

**DELAYED**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Ven. Susan De Gruchy

That the Constitution and Canons Committee be instructed to combine Canon F1 [Regional Deans] and Canon F2 [Lay Stewards] and present a revised Canon to the 1999 Synod.

**CARRIED #21 (5/97)**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Rev. Tom Cunningham

That the Archdeacons and Dean be given a responsibility allowance in an amount to be determined by the Executive Committee, in addition to reimbursement for out-of-pocket expenses while on Diocesan business.

The Chair of the Agenda Committee rose on a point of order, and noted that another motion dealing with responsibility allowances would be forthcoming from the Equalized Stipend Task Force. Since this meant Synod would be presented with two separate motions dealing with substantively the same issue, it was appropriate to determine the wishes of Synod as to whether this would be debated now or in the context of the upcoming Report of the Equalized Stipend Task Force. It was therefore,

**Moved by:** The Rev. Harry Huskins  
**Seconded by:** The Rev. John Sovereign

That the above motion (notice of motion no. 7) be tabled.

**TABLED**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** Mr. Doug Hughes

That each Deanery develop manuals for parish and deanery officials.

**DEFEATED**

**REPORT OF THE CHAIR OF THE ELECTIONS COMMITTEE (DELEGATES TO GENERAL SYNOD)**

The Chair of the Elections Committee reported on the following elections as delegates to General Synod:

4 Clerical Delegates: The Ven. Rodney Andrews, the Ven. Susan De Gruchy, the Ven. Mark Conliffe and the Rev. Lynn Uzans

Clerical Alternates: The Very Rev. Allan Reed, the Rev. Tom Corston, the Rev. Richard Willans, and the Rev. Cal McMillan

4 Lay Delegates: Dr. David Gould, Mr. Malcolm Binks, Ms. Alison Weir, Ms. Meredith Meo

Lay Alternates: Mr. Fred Poulter, Ms. Jody Medicoff, Ms. Diane Haines

Youth Delegate to General Synod: Michael Grawbarger

Alternates: Melissa Putman, Brett Arnold, Darlene Hillier, Wendy Collinson, Peter Friesen

**REPORT AND MOTIONS OF THE DIOCESAN DEANERY LIFE TASK FORCE, cont'd.**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Ven. Susan De Gruchy

That the Deanery Council nominate the clerical deanery official when there is a vacancy rather than appointment by the Bishop only, and that the Constitution and Canons Committee develop an amendment to be presented at the next Synod.

**CARRIED #22 (5/97)**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Rev. Cal McMillan

That the Deanery Council pay the expenses of all three deanery officials at the prevailing diocesan rates.

**DEFEATED**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Rev. Tom Cunningham

That a manual be created describing diocesan/deanery structures and the responsibility and roles of the Wardens, Synod Delegates, Lay Stewards, Regional Deans, and Archdeacons, and establish a training program for these officials.

**DEFEATED**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** The Rev. Cal McMillan

That all deaneries establish financial resources to assist with the implementation of the educational endeavours.

**DEFEATED**

**Moved by:** The Ven. Hugh Hamilton  
**Seconded by:** Mr. Doug Hughes

That the Diocese explore the possibility of interest-free loans for parishes to help them acquire computer equipment.

**CARRIED #23 (5/97)**

The Ven. Hugh Hamilton and the Rev. Cal McMillan had earlier made a motion (which was delayed) regarding recommendations in the DDLTF which were not presented in a specific motion. Now that the motions arising from the report had been considered, it was

**Moved by:** The Ven. Susan De Gruchy  
**Seconded by:** The Ven. Hugh Hamilton

That this Synod commend the Report of the DDLTF to the Bishop, Territorial Archdeacons and Deanery Councils, and  
That the Territorial Archdeacons and Deanery Councils consider the implementation of the general recommendations in the report, and further  
That the Territorial Archdeacons and Deanery Councils be encouraged to comply with the intent of the motions coming out of this report and passed at this Synod.

#### ***Amendment***

**Moved by:** The Rev. Grant Churcher  
**Seconded by:** Dr. David Gould

That the following be added to the motion: *That Deanery Councils be reminded of their responsibility to educate and inform Deanery Officials and parish officials as to their functions and duties as set out in the Canons and in the Diocesan Handbook, and that they be encouraged to fulfil those responsibilities.*



*The amendment being acceptable to the original mover and seconder, the question on the main motion as amended was put.*

**CARRIED #24 (5/97)**

A recommendation was received from the floor that the Resolutions Committee for future synods review motions with great care to avoid the time loss resulting from poorly prepared motions.

#### **ASSESSMENT OF NEED FOR FIVE-YEAR FINANCIAL PLANNING**

**Moved by: Mr. John Smale**  
**Seconded by: Ms. Jane Rogers**

Whereas Synod only meets once every two years, and whereas financial planning is becoming increasingly important in face of increasing costs;

Therefore be it resolved that the Finance and Administration Committee of the Diocese assess the need for five-year financial planning.

**CARRIED #25 (5/97)**

#### **ESTABLISHMENT OF COMMISSION TO STUDY HUMAN SEXUALITY**

**Moved by: Dr. David Gould**  
**Seconded by: The Ven. Susan De Gruchy**

That this Diocese expand and deepen the dialogue concerning human sexuality through the establishment of a Commission with the following mandate:

1. To establish a forum where conversation on human sexuality can be carried on in an atmosphere of trust and respect;
2. To be pastorally sensitive to the diversity of attitude within the Church;
3. To consider the full range of expressions of human sexuality in relationships, and the Church's response to those expressions.
4. To receive and respond to materials for study in this area, and where possible, to use local expertise and produce resources which could be shared with the wider Church;
5. To forward the name of a contact person (or persons) to the Faith, Worship and Ministry Committee by November 1, 1997, and subsequently receive any responses or new materials which the Commission wishes to share.

**CARRIED #26 (5/97)**

## COMMUNICATIONS COMMITTEE

**Moved by:** The Rev. Guy Snell  
**Seconded by:** Mr. Bayden Cline

That Article 10, s.1 of the Constitution be amended by adding h): *That the Chair of the Communications Committee be a regular voting member of Diocesan Executive.*

**DEFEATED**

### ***Adjournment***

### ***Presentation: 7:30 p.m., Tuesday***

The Theme Speaker, the Rev. Canon Harold Percy, addressed the gathering on the subject of Parish Growth and Evangelism.

The presentation was followed by Compline. Delegates then gathered for a reception at Bishophurst.

### ***Reconvention: Wednesday morning***

## REPORT FROM THE CREDENTIALS COMMITTEE

The Credentials Committee reported the presence of 181 voting delegates: 106 lay delegates, 6 Diocesan officials, 55 clergy, 1 lay incumbent and 13 youth.

## REPORT AND MOTIONS OF THE TASK FORCE ON THE EQUALIZED STIPEND

The Bishop established a Committee of One to examine all aspects of the Equalized Stipend, following the notice of motion at the last Synod and the subsequent recommendation from the Executive Committee to this effect. The Rev. Ed Swayze undertook this study and presented his report and motions.

**Moved by:** The Rev. Ed Swayze  
**Seconded by:** The Ven. Len Shaw

That in addition to the minimum stipend and years of service grant, a position differential be adopted effective January 1, 1998; that the responsibility allowance contained in the stipend task force report be the basis for the position differential; that the Compensation Sub-Committee of the Administration and Finance Committee review it and make recommendations to the Executive Committee which will approve the final form of the position differential; and that it be brought back to the next Synod for review.

**Amendment**

**Moved by: Mr. David Cole**  
**Seconded by: The Rev. Cal McMillan**

That if responsibility allowances for Regional Deans, Archdeacons and Dean are adopted, that the cost be borne from the diocesan budget and not by individual parishes.

**CARRIED**

*(The passage of this amendment tabled indefinitely notice of motion #7 which was tabled earlier in this meeting at the time of the presentation of the Report of the Diocesan/Deanery Life Task Force.)*

**Moved by: The Ven. Susan De Gruchy**  
**Seconded by: The Rev. Geoffrey Woodcroft**

That the responsibility allowance be considered item by item; that is, that the allowances for each of size of parish, number of parishes, round trip drive, isolation, number of points, and deanery diocesan work be considered individually.

**CARRIED #27 (5/97)**

The Chancellor raised a point of order. The passage of this motion brings up the immediate need to determine whether or not there will be a responsibility allowance paid. If such an allowance is to be paid, this motion requires that the components be discussed individually, subject to the understanding that it is the responsibility of the Executive Committee to determine final dollar amounts. The Chancellor also ruled that the passage of this motion nullifies the latter portion of the original Swayze/Shaw motion under discussion. The revised motion with the additional amendment which was approved now should read as follows:

That in addition to the minimum stipend and years of service grant, a position differential be adopted, effective January 1, 1998, and

That if responsibility allowances are adopted, the cost for regional deans, archdeacons, and the dean be borne from the Diocesan budget and not by individual parishes.

The Chancellor recorded that the principle of the motion is that the allowance, if approved, would be paid to the individual rather than the parish. The Chancellor also clarified that passage of the motion would not affect the equalized stipend. Responsibility allowances would be added to the equalized stipend.

**Amendment**

**Moved by: Mr. Fred Poulter**  
**Seconded by: The Rev. Linda White**

That annually the continuation of responsibility allowances be maintained only following a review conducted through a formal evaluation.

**AMENDMENT RULED OUT OF ORDER**

***Amendment***

**The mover and seconder agreed to the following change of wording:**

That *minimum stipend* be changed to *base stipend*.

**Moved by:           The Rev. Richard Willans**  
**Seconded by:       Mr. Leonard Landy**

That the motion be tabled until the next Synod.

**DEFEATED**

***The final motion as revised and amended reads:***

That in addition to the base stipend and years of service grant, a position differential be adopted, effective January 1, 1998, and  
That if responsibility allowances are adopted, the cost for regional deans, archdeacons, and the dean be borne from the Diocesan budget and not by individual parishes

***The question was put.***

**CARRIED #28 (5/97)**

The debate was briefly interrupted by the Chair of the Elections Committee rising on a point of order to ask delegates to delete the name of Barbara Bolton from the Provincial Synod ballot.

**Moved by:           The Rev. Dorothy Daly**  
**Seconded by:       The Ven. Susan De Gruchy**

That a responsibility allowance for special skills be included in the forthcoming item by item debate.

**CARRIED #29 (5/97)**

Debate on the individual items as presented in the De Gruchy/Woodcroft motion [#27] began. The Chancellor reiterated that the motion [#28] as passed would result in responsibility allowances being paid to the individual. If a delegate wished to move the payment to the parish rather than the individual, an amendment would be required.

*Size of Parish  
Amendment*

**Moved by:** Mr. David Cole  
**Seconded by:** The Ven. Jim Collins

That if a responsibility allowance is approved relevant to size of parish, that the percentages be subject to negotiations between the bishop and the congregation's ability to pay, up to 30 percent.

**CARRIED**

*The question as amended re responsibility allowances for size of parish was put.*

**DEFEATED**

*Number of Points  
Amendment*

**Moved by:** Ms. Kate Thompson  
**Seconded by:** The Rev. Tom Cunningham

That if a responsibility allowance is approved relevant to number of points, that the percentages be subject to negotiations between the bishop and the congregation's ability to pay, up to 10 percent.

**CARRIED**

*The question as amended re responsibility allowances for number of points was put.*

**DEFEATED**

*Round Trip Drive To Furthest Point:*

*The question re responsibility allowances for round trip drive was put.*

**DEFEATED**

*Isolation*

A point of order was raised. The portion of the original Swayze/Shaw motion referring to the Executive Committee's approving the final form of the responsibility allowance was excluded by the Chancellor's ruling. However, according to the Canons, it is the prerogative of the Executive Committee to expend the money for any allowances approved.

*Amendment*

**Moved by:** Ms. Dorothy Anstice  
**Seconded by:** The Rev. Michael Hutt

That if a responsibility allowance is approved relevant to isolation, that the percentages be subject to negotiations between the bishop and the congregation's ability to pay.

**CARRIED**

*The question as amended re responsibility allowances for isolation was put.*

**CARRIED #30 (5/27)**

*Deanery and Diocesan Work*  
**Amendment**

**Moved by:** The Rev. Canon Jerry Smith  
**Seconded by:** Ms. Jean-Hall Armstrong

That responsibility allowances paid by the Diocese to the dean, archdeacons and regional deans be compensation to their respective parishes, for the specific purpose of hiring replacement support staff.

**DEFEATED**

*The question re responsibility allowances for deanery and diocesan work was put.*

**CARRIED #31 (5/27)**

*Special Skills*  
**Amendment**

**It was agreeable to the mover and seconder that an addendum be added to the De Gruchy/Daly motion including special skills in the ongoing debate so that the motion now reads:**

That a responsibility allowance *for special skills and experience where the parish need for these special skills be determined by the bishop and the parish* be included in the forthcoming debate.

**Amendment**

**It was also agreeable to the mover and seconder that if a responsibility allowance is approved relevant to special skills, that the percentages be subject to negotiations between the bishop and the congregation's ability to pay up to 20 percent.**

*The question as amended re responsibility allowances for special skills was put.*

**DEFEATED**

**Moved by:** The Very Rev. Allan Reed  
**Seconded by:** The Ven. Mark Conliffe

That consideration of notice of motion #15 be allowed.

**CARRIED #32 (5/97)**

Accordingly, it was then

**Moved by:** The Rev. Ed Swayze  
**Seconded by:** The Ven. Len Shaw

That the Equalized Stipend Policy be abandoned. Minimum Stipend and years of service grant would continue to be set by the Executive Committee and minimum remuneration policy by the Synod. Parishes would be able to give their clergy greater remuneration than the minimum.

***Amendment***

**Moved by:** The Rev. Dale Huston  
**Seconded by:** Ms. Beth Haynes

That the motion be amended by the addition of the words *provided that their apportionment obligation to the Diocese is in a current condition.*

**CARRIED**

***The question on the motion as amended was put.***

**CARRIED #33 (5/97)**

The Chancellor summarized the debate, explaining that the question of responsibility allowances had passed in principle and with the line items as approved by the House. The motion just passed abandoning the equalized stipend does not affect those decisions.

Mr. Bill Slykhuis rose on a matter of personal privilege. He noted the considerable amount of work which had gone into preparation of the three reports (Apportionment Task Force, Diocesan/Deanery Life Task Force, and Task Force on the Equalized Stipend.) He expressed concern about the amount of work which had been defeated on the floor of Synod and suggested to the Bishop and the Executive Committee that these reports as well as relevant reports from previous Synods might be delivered to some outside party to develop recommendations for financial planning. He recommended considering deanery life, compensation and levy as a package rather than in isolation.

The Bishop added his thanks to the members of all three committees who dealt with these complex issues and noted that it was helpful to have ascertained the will of Synod on all these items.

Debate resumed on the motions presented by the Rev. E. Swayze.

**Moved by:**                **The Rev. Ed Swayze**  
**Seconded by:**        **The Ven. Len Shaw**

That the Compensation Sub-Committee of the Administration and Finance Committee prepare for the 1999 synod a proposal to give an equity allowance to those incumbents living in rectories.

**CARRIED #34 (5/97)**

## **MESSAGE OF GREETING TO HER MAJESTY, THE QUEEN**

The Ven. Mark Conliffe rose on a point of privilege to request that Synod send the following message of greeting to the Queen:

*The members of the Synod of the Diocese of Algoma, while assembled in the 38<sup>th</sup> Session in the City of Sault Ste. Marie, Ontario, Canada, send Her Majesty greetings in the name of our Lord Jesus Christ. We assure Her Majesty of our continued loyalty, and we pray God's blessing for your continued health, and His guidance as you lead the Commonwealth into the 21<sup>st</sup> Century.*

**AGREED**

## **REPORT OF THE CHAIR OF THE ELECTIONS COMMITTEE (DELEGATES TO PROVINCIAL SYNOD)**

The Chair of the Elections Committee reported on the following elections as delegates to Provincial Synod:

4 Clerical Delegates: The Rev. Cheryl Kristolaitis, the Rev. Harry Huskins, the Rev. Dawn Henderson, the Rev. Dr. Don Thompson

Alternates:                The Rev. Geoffrey Woodcroft, the Rev. Wayne Putman

4 Lay Delegates:        Ms. Dorothy Anstice, Ms. Ruth Loukidelis, Ms. Dorothy Hoover, Mr. David Johnson

Alternate:                Ms. Marion Mason

***The House consented to the destruction of all ballots.***

## **CHILDREN'S PRESENTATION**

The Children at Synod made a presentation entitled "Glue's [God Loves Us Everyone] 12 Commandments" which is attached as an appendix to these minutes.



## **RESPONSE TO THE BISHOP'S CHARGE**

The Rev. Cheryl Kristolaitis, Chair of the Response to the Bishop's Charge Committee, made this presentation. The complete text is attached as an appendix to these minutes.

## **REPORT OF THE VOTE OF THANKS COMMITTEE**

The Rev. Linda White, as Chair of this Committee, presented their Report, expressing thanks:

- ▶ To the Bishop for his leadership to the Diocese over the past two years, and especially for expediting this Session of Synod; thanks for his thoughtful Charge; and thanks for inviting the Rev. Canon Harold Percy to attend as theme speaker.
- ▶ To the Rev. Canon Harold Percy and the Rev. Canon Gordon Baker (in absentia).
- ▶ To the chairs of various Diocesan Committees, and especially for the reports, recommendations and resolutions presented to Synod. Delegates appreciated the great amount of work included in the Reports of the DDLTF, and of the Apportionment and Equalized Stipend Task Forces. The serious debate which had taken place indicated the importance of these topics.
- ▶ To the Synod Office staff for the convening circular.
- ▶ To retiring Treasurer, Mr. Din Oosterbaan, for his work at this and previous Synods.
- ▶ To the Ven. Hugh Hamilton and the members of the Sessional Arrangements Committee.
- ▶ To the Resolutions Sessional Committee, chaired by the Ven. Susan De Gruchy, for their deliberations in clarifying requests and concerns and drafting these requests into useful motions.
- ▶ To the Rev. Harry Huskins, Chair of the Agenda Committee and all members of the Committee.
- ▶ To the Rev. Guy Snell, Chair of the Communications Committee, and all members of the Committee. Delegates especially appreciated having the resolutions projected onto the monitors.
- ▶ To the Children and Youth for their presentations, and thanks to those who had provided leadership to them at this Synod.
- ▶ To all Synod delegates for their hard work and struggle to deal with many issues.
- ▶ To all the "behind the scenes" workers who normally receive no thanks.

## **GUESTS AT SYNOD**

The Rev. Jim Garey, Pastor at Zion Lutheran Church in Sault Ste. Marie, brought greetings from the Lutheran Church. He noted particularly the comments in the Bishop's Charge relating to "Internship" as he had brought his intern with him to attend the Synod.

Pastor Garey expressed his thanks for the opportunity of attending the Synod.

The Bishop thanked Pastor Garey and also the Diocesan Ecumenical Officer, Ms. Dianne Werner, for attending.

## **MINORITY REPORT FROM RESPONSE TO THE BISHOP'S CHARGE COMMITTEE PARTICIPANT**

The Rev. Dr. Greg McVeigh, who was a participant on the Response to the Bishop's Charge Committee, rose to express a minority opinion. Since there had been no time provided in the agenda for debate on the Report of the Bishop's Charge Committee, his comments were received with thanks.

## **SERVICE OF HOLY EUCHARIST**

## **PROROGATION**

The Synod was declared prorogued.

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### ***Footnote to the Journal of Proceedings:***

Subsequent to Synod, under the provisions of Article 6. s.7 of the Constitution, the Bishop has notified the Clerical and Lay Secretaries of his concurrence with all decisions of Synod.

## RESPONSE TO THE BISHOP'S CHARGE 1997

The mandate of the Response Committee was to carefully consider the points of the Bishop's Charge, to informally consult among the delegates on their thoughts about these points, and to reflect these thoughts in a formal response. We thank the delegates for your openness in giving feedback and the variety in the responses. We trust that you will hear yourself in what we say.

As Harold Percy reminded us yesterday, we are called to sing the Lord's song in an alien land. In listening to the people of Synod and in responding to the Bishop's Charge, we will frame our remarks through the variety of songs sung by the people of God as we find them in the scriptures. We hear...

### SONGS OF HOPE

which enable us to sing with confidence and joy. The vision presented by the Bishop gives some of us a way into the future. Major issues which have long been a part of our struggle as a diocese have begun to be addressed. The courage to tackle apportionment, stipend, clergy accountability and evaluation, the restructuring of deanery and diocesan life, and the review of the Synod office is much appreciated. Even when the progress seems slow, we affirm the Bishop's leadership in encouraging us to take on issues of corporate life and find a way forward. The linking of responsibility with accountability in clergy stipends and evaluation, deanery life, and diocesan budgeting is much appreciated.

The songs our society sings about the church are negative, and for that reason, the Bishop's challenge to sing a song of hope is welcomed. The vision of being an apostolic church in a time of great spiritual need fills many with hope. We hear the possibility of a ripe "harvest" and are excited by the challenge. The focus on church growth as a realistic option is strengthened by the call to develop the program of Mission 2000. The vision and possibilities of Mission 2000 brings excitement to many. We also hear...

### SONGS OF THANKSGIVING

for the vision and clarity of the Bishop's charge. Some of us were encouraged by the clear moral direction provided. The "song" of internships and youth pastors presented by the Bishop has no negative notes. We are thankful that this internship idea has arisen and been shared. For some of us, this would be a helpful step in discerning vocation. For others, a welcome opportunity to utilize gifts and talents. And for still others, an opportunity that will contribute to the church's broader ministry.

That our ministry is so close to that of our Lutheran brothers and sisters is also a cause for thanksgiving. For some of us, the prospect of full communion with the Lutheran Church is a new and surprising song, but one in which we rejoice.

The Bishop's raising of the issue of homosexuality is cause for a song of thanksgiving. It is a song that some of us have long avoided singing, but one that many are grateful is finally on the table. It is clear that not all will be singing the same tune. For that reason, we also hear...

### SONGS OF LAMENT

Some of us fear that the controversy surrounding the homosexuality discussion will drain needed energy from concerns for parish survival and/or growth. Some of us lament that the language used by the Bishop in initiating this discussion may not foster the mutual respect and dialogue needed. We trust that the commission on sexuality to be established and the parish studies on homosexuality asked for by the Bishop will encourage people to discuss this issue with one another lovingly and openly.

For some of us, no song entitled "Mutual Ministry" seems to be being sung. For some, the emphasis on strong, professional clergy leadership would appear to be at the expense of equally strong and skilled lay leadership. An emphasis on baptismal ministry enables us all to sing the Lord's song of witness and service in and for the world, and hear little encouragement to do so. Some of us also long for a vision of how we might become a transformed and transforming church relevant to a new century.

Encouragement is also needed for those of us in small parishes. We fear that the unique music of small parishes is not affirmed and is undervalued. The burden that some of us already feel is being increased by additional diocesan requests, and this is discouraging. The contribution that these parishes can make will diminish if this alienation continues to grow.

A lament is also being sung by those with a passion for justice who heard no support for these issues from the Bishop. We wonder if we are being left to sing alone. And for that reason, some of us wonder...

### HAVE YOU HEARD OUR SONG?

Mutuality has been fostered in our diocese and, for some of us, is an expectation for the way in which we work together. The building of consensus within Synod and the fostering of genuine community has a tradition in this diocese. While some of us appreciate the clear direction on many issues from our Bishop, others feel that this gives little room for their voice to be heard. How do we sing our song together?

There are many songs to be sung, and some of us seek help in doing so. If we are to learn new tunes for the "old song", or to create "new songs", we need you to...

### HELP US SING

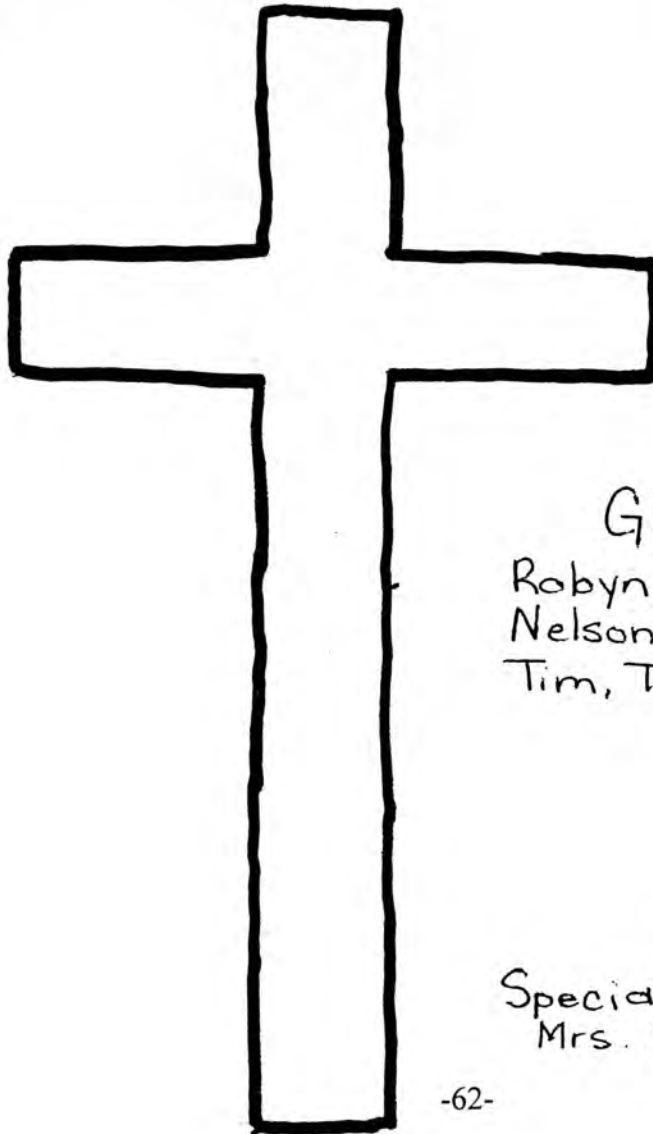
If parish churches are to grow, we seek clear goals for growth and tools to help us meet them. If deanery life is to be reshaped for greater vitality and stronger ministry, we need assistance in developing deanery leadership. If internships are to become a reality, we need to develop criteria in forming them and clear guidelines in obtaining seed money. If Anglican/Lutheran communion is to move ahead on a local level, we need more information and education. If small churches are to continue contributing creatively to diocesan life, we need resources and training specifically for us and our concerns.

In conclusion, the songs of scripture reflect the needs and hopes of God's people and all play a part in the working out of God's purpose. The charge you gave us provides a deepened understanding of, and appreciation for, your hopes for this diocese. We pray that the songs we have heard being sung in this Synod, which we present to you today, will contribute to your deepened understanding of the people you lead. Thank you for your openness and courage in commissioning this response and providing a forum in which it can be heard. We appreciate the clarity and direction you bring.

*Children's Presentation*

Glue's 12 Commandments

- 1) LOVE GOD MORE THAN OTHERS
- 2) Don't Destroy God's Gifts
- 3) Respect Everyone!
- 4) Don't Judge, Look on the inside
- 5) Don't be Unfaithful to Friends
- 6) Don't do Drugs
- 7) Don't Boast
- 8) Ask Before You take!
- 9) Don't Vandalize
- 10) No Fighting
- 11) No Cheating
- 12) No Swearing



Glue Members:  
Robyn, Alex, Bonnie, Shane,  
Nelson, Meaghan, Shannan  
Tim, Thomas, Samantha, Ren

Special Thank-you to:  
Mrs. Doe.

Unused Pages: 63 - 80

**BISHOP'S CHARGE**

By

The Right Reverend

RONALD C. FERRIS, B.A., M.Div., D.Min., D.D., S.T.D.

BISHOP OF ALGOMA



TO THE THIRTY-EIGHTH SYNOD

OF THE

DIOCESE OF ALGOMA

Anglican Church of Canada

Sault Ste. Marie, Ontario

May 12, 1997



## **BISHOP'S CHARGE**

*Jesus says: "As the Father Sent Me...So Send I You"*

### 1. Mission 2000

Over the past year and a half we have been working together on "Ministry 2000". This has been a huge initiative and I want to extend my heartfelt thanks first of all to all of the parishes for their participation and efforts and also most especially to our Ministry 2000 team which has guided our Diocese through a critical point in our story. As partners we have worked together to interest and excite our membership, to increase participation, to learn and tell our story of mission, and to increase the necessary resources for God's work. Where the Ministry 2000 program has been used and adapted sensitively, new leadership has emerged, we have visited and engaged our membership in new ways, and parishes are poised to move ahead. The 1996 Phase I financial goals were met by over 80 percent. We anticipate exceeding that percentage in 1997 Phase II. While Diocesan and parish ministries will benefit year after year from the increased giving levels achieved, and the new awareness created, the active Diocesan program stage of Ministry 2000 concludes at this Synod. Of course, individual parishes who started late may want to continue their efforts on and will be assisted. The Ministry 2000 Committee has set up an ongoing planned giving program and committee that will work in a more permanent way on the Phase III goals.

I would like us now to focus on "Mission 2000". We have the basic tools. How will we reach out to gather God's Church, and to uplift the world. We welcome to our Synod the Reverend Canon Harold Percy. I know that his time with us will provoke our thinking about how we can mobilize, gather and strengthen God's people.

In the convening circular, I asked every congregation to bring a green leaf indicating some new initiative they would like to undertake in the areas of evangelism, welcoming, neighbourhood outreach or social action. Some churches may want to develop several such initiatives. It might involve a newsletter to our members, or to our neighbourhoods. It might involve new initiatives in community relations or mission outreach to the nursing homes, correctional centres, and social agencies. I hope to organize a Diocesan Mission 2000 team that will monitor, share learnings, and assist the parishes as they undertake these new initiatives. I would like to ask each incumbent to carefully select a Mission 2000 team leader for their parish. The team leaders will then be asked to gather two or three others to act on parish priorities and to communicate and relate to our deanery mission teams and Diocesan leaders.

There will be wide freedom to accommodate the specific priorities of each local parish, but I am asking each parish to do at least one new thing to contact their neighbourhoods and lift up the world. As I travel around, I see wonderful things happening

everywhere: magnificent services, warm fellowships, caring youth leadership, good Sunday Schools, and stimulating study. It is important for us not to keep all those good things to ourselves, but to engage wider and wider circles of people.

## 2. Diocesan Growth

Over the years we all hear pundits and researchers telling us their impression of trends within the Church, and between Church and Society. I think it is very important that we listen to the trends and that we understand them accurately. Some people will interpret the trends, for example, to say that the Church is in a rapid or precipitous decline. That is not the case. There is significant reduced attendance over the past ten to twenty years from the then all-time highs. But there are still strong wells of support for the Church. We still have access to thousands upon thousands of homes. The vast majority of Canadians would still claim to have faith in God and at least nominal allegiance to some church. (I believe the 1991 Canadian census showed that in excess of 80 percent of Canadians still claim allegiance to a Christian religion.) It is important for the Church not to make sweeping characterizations of the statistics which then lead to self-fulfilling negative prophecies. Much has been made of the declining influence of the Church in Canadian Society. Much more needs to be made of the openness, opportunities, and trust which we still hold. Rather than being driven by the trends, we need to make them!

This was very characteristic of apostolic Christianity. The forecasts must have been dismal for the apostles, and for the early Church. But they were not paralysed or fearful of the trends. Driven by the caring love of Christ and the strength of the Holy Spirit, they launched a courageous and vigorous mission which would electrify and transform the entire Mediterranean world and ultimately the globe. Instead of grieving the Christian eras of ages past, let us, driven by love, create new eras of faith and goodness. Let us leave our fearfulness, and embrace anew the life changing, world changing, love of Christ!!

Attached to this report, I will give you some numbers that talk about the growth of the Diocese of Algoma. Do you know that a ten percent increase in our attendance would give us stronger attendance levels than we had twenty years ago! Let's do this together. (Let's work toward a Diocesan average Sunday attendance of 5,350.) It cannot be achieved overnight, or even before the next Synod. But we can decide now to make a start! We can decide now that the growth of our churches will be a priority.

Let us consciously work together to gather a larger Church than we had twenty years ago. Let us challenge the wisdom of this fading age and that all too prevalent presupposition of inevitable decline. Let us not be driven by the trends, fearfulness, institutional self preservation, or desperations of any kind. Let us be driven by the apostolic, gathering love of Christ. I believe that Christ wants his people gathered and cared for. Using the learnings from Ministry 2000, the resources of Mission 2000, the insights of our guest, Harold Percy,

and using the wonderful leaders and local resources of our churches, let us move forward. God's words through Moses were: "Tell the people to go forward".

### 3. Internships and Youth Pastors

A few years ago it was common in our Diocese to have curacies. The curacies involved invaluable opportunities for apprenticeship in ministry. Unfortunately, the financial pressures the Church has faced over the past years all across Canada has made curacies virtually a thing of the past. We have lost a valuable process for sharing with new ministers the skills, intuitions, and sensitivities, many of which can only be "caught" rather than "taught". Often theological schools have had field work opportunities, but again they are frequently for a very limited number of hours and offer a very short exposure indeed to the tutor. The internships for theological schools are often only four months in duration, and because of their shortness are often of dubious benefit to the host parish. As an alternative to curacies, I would like our parishes to think about the possibility of offering internships in ministry that could be filled successively year after year and strengthen many of the ministry teams in our Diocese. Such an opportunity would dovetail perfectly with one of the requirements for the Bachelor of Theology Program recently begun by the Northern Institute of Theology through Thorneloe University. The internships could also be offered to people at a variety of stages in discerning their calling. On one occasion it might be offered to a youth leader who wants to explore the possibility of a vocation to ministry. It might be offered to a young person who may subsequently be heading off to the Church Army. It could be offered to a professional person or an Arts graduate who would like a year of "hands on" ministry to test their vocation before engaging in the expense and dislocation of formal theological training. The idea could also be used for summer youth pastors to give our most promising youth leaders supervised opportunities for ministry.

In the normal pattern of training, we often ask people to uproot their lives and spend, perhaps \$40,000, on theological education without knowing if they have the exceptional skills needed to gather and build congregations. After a year of full-time ministry under supervision, both the Church and the individual would have a much better assessment as to whether steps toward ordination were the right track for the future. I understand that Lutheran seminary interns are paid \$800 per month, and are provided with a free apartment. I feel that such a plan could be affordable to many of our parishes, and could provide excellent opportunities for individuals who may have gifts of future leadership.

If there are any of our parishes that would like to initiate either summer or year long internships, I would be keen to find appropriate people for placement, and to find temporary seed money to assist. If the idea proves helpful, I would hope that the Executive Committee would work it into the budgeting process to give partial funding assistance to parishes that look to incorporate such a plan into their ongoing parish life.

#### 4. Diocesan Studies

##### **Synod Office Study**

Over the past two years there have been several improvements to the operation of the Synod Office. We have established a common filing system. The telephone system has been replaced and improved. Dictatyping has replaced stenography. The part-time Mutual Ministry staff each have space and time in the Synod Office. Secretarial support has been increased for the Executive Archdeacon. There have been needed salary increases for the clerks and secretarial staff. Furnishings, such as needed storage and computer desks, have been added.

Much has been achieved through the Synod Office Study by Donald Gerrie and Richard Crandall. These two professors from Lake Superior State University in Business Administration and Sociology respectively, were selected from a number of groups of consultants who submitted proposals to do an impartial and external assessment of our Synod Office.

In response to the results of the study, two new Pentium computers have been purchased for the Vice Treasurer and for the Bishop's Secretary. A laptop computer now gives us potential for a much faster presentation and circulation of minutes from many Diocesan meetings. The Diocese has received independent and unbiased corroboration that they are getting exceptional value for their money in relation to the workload that is carried by the Synod Office and the number of staff members doing that work in relation to all other dioceses of our size in Canada. In addition to doing this work in a more cost-effective manner than other dioceses, it should be noted that no other diocese of our size is so geographically dispersed. Our new Treasurer will bring a new level of computer skills and knowledge to enhance the functioning of the Synod Office. Although we face a challenging year with orientation as our financial staff changes, we also know that all of our work will be strengthened in the long term by the above changes. Most of the recommendations of the Synod Office study are in progress. In addition, a volunteer team has been assembled to provide monthly monitoring of our finance and administration. Prior to this Synod they served as the Administration and Finance Subcommittee. After this Synod this group will become the Administration and Finance Advisory Committee and will supplement their numbers with representation from the deaneries for the task of budget preparation and interpretation.

##### **Report of the Diocesan Deanery Life Task Force**

The work of the Diocesan Deanery Life Task Force is also before you. This work is based on extensive consultation throughout the Diocese. I would like to extend my thanks to Archdeacon Hugh Hamilton and the participants in that Task Force for the thorough work

they have done. The full text of that report is before you, and I leave it to the Synod for their consideration and implementation.

### **Report of the Apportionment Task Force**

I would like to thank the Apportionment Task Force for the research and work they have brought before this Synod. In nine brief and clear recommendations, they have provided this Synod with a kit. With the preferences this Synod expresses through those recommendations, the Executive Committee will be able to shape an apportionment system that is deemed by this Synod to be fair, equitable, and clear. If possible, it would be very helpful to find a way to integrate Ministry 2000 Phase II with our levy system (Recommendation #5) so that there would be only one annual request between the Diocese and the parishes.

It is a daunting assignment to get so many people participating in such an intricate task in such a short space of time. I ask Synod for patience and determination as we work this important matter through. Beyond these few short comments, I will leave the complex matter of levy to the information dialogue and the Synod plenary.

#### **5. Clergy Evaluation**

For the past ten years or so, clergy evaluation has been on the agenda for many dioceses across Canada. It is important for clergy to have feedback and guidance regarding their performance, in addition to ongoing evaluation of the whole of parish life. Often the Church has tried to borrow tools from government, industry, or the military that involve heavy administrative costs. Because the Church's source of funding is voluntary givings, it is impossible for us to have systems that are anywhere near as rigorous. As well, the Church cannot be reduced to a work system. There is a familial character to the Church that is based on self-motivated leaders in inter-dependent Christian families. Much of the work is done in places and ways that are unobserved and unobservable. How do you evaluate the tasks done without being intrusive into the priest/parishioner relationship? For one bishop with 130 congregations it is clear that Anglican donors by and large do not want to invest heavily in oversight and supervision.

The matter emerged anew for me during the consultation with the clergy on the Letter of Appointment. In many of those conversations the clergy themselves were asking for some evaluation process. Given this desire amongst Algoma clergy, and my knowledge of what has been tried in other dioceses, I made a proposal for our clergy to consider (Appendix II). Those conversations are ongoing at this time, but they may well result in the implementation throughout the Diocese of a plan that is both commensurate with our staff and financial resources and helpful to clergy. I am not asking the Synod for action at this time, but simply to inform all the members of this ongoing conversation and the plan as envisaged.

## 6. Clergy Compensation

The subject of clergy compensation has been a divisive issue in the Diocese for a good number of years. I thank Ed Swayze for the work he has done to present to us in a factual way a summary of the two positions. Before Synod comes to a decision on the matter, I need to convey my views on the subject and the implications for the long-term strategy and growth of the Diocese.

Our clergy are being paid between \$24,000 and \$29,000. If you add in the Housing Factor, the range is roughly between \$32,000 and \$39,000. Many of our clergy have six years of university education. Often they have sold off family assets and spent \$40,000 acquiring the theological training we expect. Much of the cost of theological education has been carried by clergy spouses. We are living in a highly competitive age when our churches are competing with all kinds of agencies and recreational facilities for the time, energies, and interests of our people. The expectations for the kind of leaders we require that can gather, grow and strengthen congregations are beyond belief. We need people that are morally sound, that can withstand the highest public scrutiny, that have exceptional leadership skills; people that can gather and train an army of volunteers, and excite and motivate communities of faith often operating with very scarce resources. Where are these exceptional people to be found? Do we properly care for them and remunerate them when we do find them?

I think the Diocese has a long way to go in generously providing for our clergy, at least to the level of a fair head of household wage - the kinds of wages that are commonly paid by our society to unionized labourers, police officers, teachers, and many fields with less exacting academic and personal requirements.

How can we move ahead? We know that to rapidly increase compensation would immediately sink many of our marginal parishes. Improvements must come in a steady and orderly way for all of our clergy. I believe that this is the time, over the coming few years when we have low rates of inflation, when we can start to make a meaningful correction.

We need to make corrections for all of our clergy. I believe that one way to start is to focus particularly on those who are assuming huge pastoral responsibilities. Of our fifty-four pastoral units, only twenty-four can comfortably afford full-time stipendiary priesthood. A few of these churches are huge congregations which require the priest to handle a high work load, have superior administrative skills, and be providing exceptional and creative leadership of large volunteer teams. We need to be allowing these parishes, particularly the giants among them, to use their resources to adequately remunerate those who take on these additional responsibilities. These parishes are the ones that will recruit and train most of our theological students, that will carry the burden of the apportionment and support the churches in the outlying areas, and that will be building the strongest patterns of attendance and giving.

I see many of the recommendations of the Swayze study offering us a way around an impasse. It keeps an equalized stipend in the sense that the Synod sets fixed remuneration levels. On the other hand it allows the stronger parishes with larger responsibilities (about thirteen churches), as well as some of our most isolated parishes and multi-point parishes with larger responsibilities, to improve remuneration in ways that are achievable. There is also built in a year by year monitoring, so that if there are changes in responsibilities, corrections are made accordingly.

We need to realize that we are in a Canada-wide and indeed international pool with a limited number of people who have the unique gifts to make congregations flourish. These people are not primarily motivated by dollars but by a sense of vocation. But I can tell you that the best people want to work with congregations that take their work with the utmost seriousness, and that have a fair, generous, and supportive attitude towards their pastoral leaders.

I would ask Synod to move ahead at this time. Any changes can be phased in over a period of years by the Executive Committee so that the consequences are not unreasonably onerous for our parishes.

My preferred plan would be to move ahead with a series of responsibility allowances. The advantages to this option are many. The parishes with the largest responsibilities and with the largest resources are allowed to move ahead. This provides an appropriate incentive for the clergy to move into larger responsibilities. It maintains the fixed level of remuneration that does not need to be negotiated annually between clergy and advisory boards, or negotiated at the time of the appointment of new clergy. One controversial item will be asking the parishes to pick up the responsibility gradients for archdeacons and regional deans. All clergy are expected to give a tithe of their time for the work beyond the church. My hope would be that archdeacons and regional deans would not take on many other duties beyond those responsibilities. The parishes that have the clergy that are recognized by the community as having the strongest leadership skills will benefit by their presence in the parish. This seems to me the only way that we can move ahead without increasing our levies and Diocesan administrative costs. Should this particular issue prove too contentious, I do hope that the responsibility allowance in some format can be adopted and that the whole proposal will not fail because of that one issue. Should the provision about responsibility allowances not be acceptable to the Synod, I would urge the Synod to move towards a minimum stipend system, and away from the equalized stipend.

## 7. Canonical Changes

Over the years the methods for making and concluding clergy appointments in the Anglican Church have become legally ambiguous. There is a peculiar nature to ordained ministry. We use ancient formularies and archaic languages on our licences. Our society

also has a heightened sense of justice. People are wanting to take disputes concerning salary and tenure to secular courts, beyond the Bishop, and beyond the communal wisdom of the Executive Committee. For religious and charitable institutions this is becoming prohibitively expensive. Many dioceses have been crippled both in terms of financial resources and staff energy, defending themselves against litigation, as well as the threat of litigation. Faced with this situation all across Canada, the National House of Bishops developed an appointment process by letter which clearly spells out the responsibilities of the diocese and the priest, and provides a fair basis on which appointments can be changed or concluded without resort to civil litigation. The Ontario bishops have acted together and implemented this process throughout the Province of Ontario. Since the last Synod, a similar process has happened throughout Algoma. The Letter of Appointment has been implemented with the support of the Executive Committee after dialogue with each deanery clericus and each deanery council. The canon before you is compatible with the national canon that has received first reading.

The only way that we could continue in the old ambiguous pattern would be to establish an extensive severance and litigation fund. The effect of this would be to push the cost of stipendiary ministry out of reach for more and more of our congregations, and undermine the financial security of more and more of our clergy. I would therefore urge you to implement the canon on appointments.

One of the complicating factors in all of this is that two Synods ago there was a call for an appointments canon that eradicated the distinction between self-supporting and assisted parishes. There is an amendment coming before you that would keep this distinction intact. I ask you to support the amendment for the following reasons. It is inherent in the nature of episcopacy that the Bishop has some freedom to deploy and appoint clergy. In times past this right of appointment was qualified, and where a patron or congregation could fully support their clergyperson, there was a consultation process established. My practice is that I usually undertake a consultation process with all parishes. To have it in canon that the Bishop could never make a direct appointment to any parish would to my mind undermine the nature of episcopacy and make a system so rigid that the Church would ultimately lose. For example, exceptional theological students could never be assured of a posting by a bishop, and thus would be forced to look elsewhere at a loss to Algoma. A good priest could suddenly become available for a small parish with very few applicants. During the months it would take to organize formal concurrence procedures, that priest could accept something certain and immediate in another diocese. For these reasons, I ask you to support the canon on appointments, but with the amendment.

#### 8. The National Homosexuality Debate

The National Church launched an extensive study on homosexuality, leading up to the last General Synod in 1995. At that Synod it was reported that 170 groups had undertaken the study and reported, but none were from the Diocese of Algoma. This is a



potentially divisive issue for our National Church, and indeed for the global Anglican family. I do not believe it is a priority issue in many of our parishes. No doubt many of us would like to avoid an issue that is so potentially divisive, and that could so draw energy from important local tasks. There is a danger, however, that if Algoma neglects the debate, we may find major moral positions of our National Church changing, and Algoma will have "Rip Van Winkled" through the discussion, awakening to unrecognizable Christian moral teachings.

The presentations, videos, and study kit of the General Synod primarily approach homosexuality as a justice issue. In doing so, they have chosen the language, idiom, and portions of the agenda of the Gay Rights Movement. These have become premises of the whole conversation. Much of the justice perspective seems to be driven by the recent prominence given to the theological theme of "inclusion". Inclusionism taken to extremes, however, renders all doctrine impossible. Just as we believe that God includes all persons in His summons to new life and the Kingdom, we also believe that all teachings, all life styles, all behaviours, are not equally consistent with the Divine will. If for the sake of inclusion, all teachings must be given equal weight by Christians, no community is possible. A community by definition must have common beliefs and behavioural boundaries that are distinct.

I believe that the homosexuality issue is not just an issue of justice, but also of righteousness. I believe that we need an open conversation that challenges all of the premises. The task of the Church is to help justice and righteousness be combined in fresh expressions of the truth. The mood, resolutions, and agenda of past General Synods show considerable partiality to the language and premises of the Gay Rights Movement. In spite of this, it must be said that the House of Bishops continues to overwhelmingly support the 1979 Guidelines. While challenging the unwarranted discrimination against homosexuals, and calling for further study of the issues, they do prohibit the ordination of persons engaging in homosexual or lesbian behaviours. The Guidelines also prohibit the blessing of same-sex unions.

Over the coming period before our next General Synod, I would like to ask at least a small group from each parish to become involved in the study, and I encourage them to select materials from the widest field possible. I would ask the parishes participating to submit their results to the Diocesan Doctrine, Worship and Ministry Committee, so that we can have some Diocesan review of the results. Some congregations may have already completed their studies, and if available, would they be willing to share their results also with the Doctrine, Worship and Ministry Committee? When the Diocesan results are collated, they will not identify the views of any individuals or congregations specifically. This can be guidance to our delegates to the next General Synod. It could also help us to prepare a Diocesan response to look for ways that we can harmoniously live together following any actions which future General Synods may take.

Issues such as this stir deep feelings of conscience and conviction on both sides. The abortion debate of the 1970's kindled just such strong feelings. The termination of life issues will no doubt become fuel for future dialogue. In addition to being matters of personal conscience, they are also matters for communal standards and response from the Christian Church. In the day to day life of every congregation, ways are found to balance communal standards and personal conscience. No matter what resolutions come out of the next General Synod, it is likely that such controversies will ever be with us. We will need to find ways of respecting personal conscience and as well holding together our common life.

It must also be remembered that one General Synod resolution does not define a consistent teaching; it must be balanced and harmonized with Scripture, with what the Church has always taught, the teachings of other national churches, the guidance of the Lambeth Conference, and the wisdom under the Spirit of other Christian faith communities.

In short, I would say the following. Whether or not the question is at the top of the agenda for your congregation, it is certainly at the top of the agenda of General Synod. All congregations are being given the opportunity for study and response. Although the present study kit outlines basic procedures, these resources can be amplified by other materials. Attached as Appendix III is information on the National Church study program, as well as other materials that I would recommend to balance that perspective. I urge all parishes to have their input and let us share the results with one another so we can guide the life of our own Diocese and respond to the decisions of General Synod.

On a personal note, I would wish to add that my views on this subject are well known. (A position paper is available for those who wish it.) I seek to love, respect and cooperate with others who have opposing views. I honour honest and responsible dissent on such a deep matter of conscience.

#### 9. Clergy Conference

In the fall of 1996, we had an excellent clergy conference with an ordination, workshops, and Herbert O'Driscoll as our theme speaker. The evaluations of the conference were extremely positive. My thanks particularly go to Rod Andrews and the organizing committee. In the evaluations, the clergy were asked to respond as to whether they wished the conferences annually or bi-annually. There was a slight preference for bi-annual conferences, and this seems particularly appropriate given the care we need to exercise in using our financial resources.

10. Companion Diocese

I have given a full report of my Companion Diocese tour in the March issue of the "Algoma Anglican". I want to confine my remarks here to some of my learnings from that visit. It was interesting to observe a culture that, although it has many religions, is not so rigidly secular as our society. Much in the culture presumes God, the language of faith, and that the Church is a full partner in the shaping of society. It was also interesting to observe a Church that is engaging the entire community through radio broadcasts, processions, street services, and the school system. They share with Algoma a sense of isolation, and a tendency to congregationalism. This makes the working at Anglican family links all the more important for both of us. I know some parishes have been frustrated by their efforts to communicate, but those efforts are important. I took note of the use of deacons, particularly in Castries, who are offering themselves in their later years after retirement from the civil service. It was inspiring to enjoy the warmth and graciousness of the Church people in the Windward Islands, where the Church unites many people of many different racial backgrounds and classes. Although in very different settings, I felt that the two dioceses face the challenge to provide life-changing witness in every neighbourhood. I was appreciative of the opportunities to see the Bequia Mission and to hear about their valuable projects over so many years. I appreciated the opportunity to visit with Bob and Connie Elkin and to see their work first hand, and as well to dialogue with the clergy of the Diocese around the issues of stewardship and mutual ministry.

11. Thorneloe University - Bachelor of Theology Program

I want to commend Thorneloe University and Dr. Don Thompson for the implementation of a Bachelor of Theology Program at Thorneloe University. The program involves three years of study, one year in General Arts, one year in Theology and Religious Studies, and one year in Ministry. This is an excellent opportunity for advanced studies for lay people. It allows people to take valuable studies in a way that is recognized and credited. Although it is not the normal course for the training of clergy, it can be an important resource for us in a few specific instances. I would like to encourage our clergy to do all they can to assist Thorneloe in undertaking the oversight of supervised field placements and incorporating these specialized volunteers into our patterns of parish ministry. It may be that where there are the resources to establish ongoing internships, the B.Th. Program could provide a stream of committed people seeking field placement opportunities. I look forward to seeing this new chapter develop for Thorneloe and for our Diocese.

12. Anglican/Lutheran Relations

Anglicans and Lutherans have had close relationships going back to the roots of each of our churches in Reformation times. Recently this closeness has found fresh expression

in important Anglican/Lutheran Dialogues and Relationships happening between our constituent churches around the globe. A joint agreement emerged between the Canadian bodies in 1989. Each church has made a commitment to work toward a full communion in 2001.

It is important to understand that full communion does not mean a merger. The two churches would remain distinct and maintain their own autonomy. But the statements of intention do include interchangeability of ministry and clergy officiating sacramentally in either church.

As you can imagine, discussions are gearing up as we move towards some special bond in 2001. For Anglicans, the three-fold order of ministry, the historic episcopate, and the Lambeth quadrilateral are important features of our continuity and identity. Equally for Lutherans, the Augsburg Confession is pivotal for identity and continuity. Lutherans would admit some uncertainty among themselves as to whether they wish to continue with the single order of ministry, or blend with the historic three-fold order. What is the meaning of "full communion" for churches that intend to remain distinct? Is interchangeability of ministry possible in churches that have different understanding of episcopacy and orders? The church with which we are in dialogue represents approximately half of all Lutherans in Canada. How will these actions affect unity amongst Lutherans and our links with the wider Anglican family? I urge all of our churches to take an interest in the ongoing dialogue as we work towards a closer relationship with the Lutherans in 2001. I will attach some summary notes that I have found helpful as Appendix IV to the Charge. Readily available you will find a quantity of brochures giving an overview of the present plan before us. I am especially appreciative of Pastor Jim Garey being with us once again. Jim exemplifies in his work with Algoma Deanery this important new bond between us.

### 13. Farewell to Din Oosterbaan

Our Diocese will come to an historic moment at the end of June when we bid farewell to our beloved Diocesan Treasurer, Din Oosterbaan. What words can adequately thank a person for twenty-two years, or nearly a quarter of a century, of loyal, conscientious, and devoted service. Throughout that time Din has been supported by his wife of thirty-eight years, Ann, and by their three children, and now five grandchildren. Din has taken his Christian commitment very seriously, and been active as a worshipper and a parish participant. Prior to becoming Diocesan Treasurer, Din had served as a parish treasurer, and came to us from the Bank of Nova Scotia. He is a veteran of three major Diocesan campaigns. He was active as a parishioner in the Cara Housing Project at Holy Trinity. He has been with the Synod Office in four different locations, and was instrumental in the McMurray Corporation Building Project where the Synod Offices are presently housed. Din has given outstanding service for the whole episcopacies of Bishop Nock and Bishop Peterson. Now on his third Bishop of Algoma, he has been enormously helpful in my orientation to the work in Algoma. I know all of you share with me in wishing Din and Ann

well as they move to a new chapter in their lives. We are profoundly thankful for all that their self-giving has meant to the ministry of this Diocese. For those in the immediate Sault area, there will be other opportunities to say farewell closer to the end of June. I invite the other Synod delegates to bid farewell to Din and Ann who will be the guests of honour at the Bishophurst Reception tomorrow evening. I would now call them forward to present to them tokens of our esteem and appreciation.

#### 14. Conclusion

Of course it is not possible in the space of the Bishop's Charge to address every item that needs attention by the Synod. I hope that you, the members, will bring forth the matters that you feel ought to be emerging as priorities for our Diocese. What are the issues that are bubbling up from the parishes, and from the deanery councils? One of the great aspects of Anglican governance is that every Synod member has an opportunity to name the matters of importance before us and to shape the life of the Synod. Once Synod begins, you no longer are parish representatives, but members of Synod. It is the duty of Synod members not only to bring the experience and perceptions of their own parishes, but to strive together for the overall good of the sisterhood of churches that we call the Diocese of Algoma.

For me, this past two-year period has been a time of rapid learning, huge challenges, and new cooperative initiatives. Without naming individuals, so many present here at this Synod have worked as partners with me in shaping this new chapter of Diocesan life. The Deanery Festivals which you supported at the last Synod have been much welcomed opportunities for enrichment. A regularized pattern of episcopal visitations has been implemented through the Archdeacons. Algoma Youth Challenge has been launched and new Cursillo Secretariats organized for Sudbury/Manitoulin and Temiskaming. An important new Archival Agreement has begun with Laurentian University. A hard-working team undertook the Mutual Ministry Festival 1996 and are working now on 1998. Thorneloe University has started its cooperative Bachelor of Theology Program. A major proposal has been discussed to reshape much of the work in rural Muskoka. All of this along with Synod Office changes and Ministry 2000 has made for an exciting two years with you. Particularly memorable to me will be the support of the Dean and Archdeacons, the hard work of the Executive Committee, the chance to meet so many Anglicans on my parish visits, and the many ordinations.

I look forward with great anticipation to the immediate future as we work together on Diocesan mission and growth. As we move out together, may we hear the words of Jesus ringing in our ears, "As the Father sent me...so send I you."

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Appendix I: Algoma Statistics

Appendix II: Clergy Evaluation Proposal

Appendix III: Homosexuality Study Resources

Appendix IV: Towards Full Communion: Anglicans and Lutherans in Canada

## ALGOMA STATISTICS

Year	Average Sunday Attendance	Parish Income in Millions
1974	5,253	1.2
1975	5,302	1.4
1976	5,183	1.5
1977	5,302	1.6
1978	5,392	1.8
1979	5,871	2.1
1980	6,030	2.9
1981	6,104	2.9
1982	6,691	3.1
1983	6,370	3.3
1984	6,587	3.4
1985	6,390	3.7
1986		4.2
1987	5,291	4.0
1988	5,693	4.5
1989	5,574	5.0
1990	5,431	5.2
1991	5,492	5.5
1992	5,166	5.2
1993	5,000	6.0
1994	4,846	5.7
1995	4,862*	5.5

4,862 is      92% of attendance 20 years ago  
                  76% of attendance 10 years ago  
                  73% of top attendance in 1982

The statistic for average Sunday attendance was not collected prior to 1974.

\* 1995 reported attendance was 4,285. A corrected figure of 4,862 has been used due to some obvious reporting errors.

from the Bishop  
Draft for discussion purposes only

CLERGY EVALUATION

1. An evaluation advisor shall be appointed for each deanery by the clericus. The advisor shall be a priest with several years experience as incumbent of a parish.
2. Evaluations shall be held on a three-year cycle, as directed by the Archdeacon.
3. The clergy evaluation will be held as a process separate from any parish evaluation process conducted by the advisory board.
4. The evaluation team shall be composed of the two wardens and two persons chosen by the one being evaluated.
5. The four members of the team will be contacted separately by the evaluation advisor, explaining the process and giving opportunities for questions.
6. The evaluation team members will be asked to review the evaluation categories using a similar worksheet evaluation as that of the Diocese of Western Newfoundland.
7. Having reviewed those categories, team members will be asked to answer in writing three basic questions.
8. The three questions are:
  - i) What leadership strengths do you see in your incumbent?
  - ii) What suggestions do you have to strengthen that leadership?
  - iii) Do you have any further comments or insights?
9. The incumbent will be asked to fill out an evaluation form with three questions as follows:
  - i) What aspects of your work are you finding deeply fulfilling?
  - ii) What aspects of your work are you finding discouraging, frustrating, or difficult?
  - iii) What growth points would you like to focus on between now and the next evaluation?
10. The evaluation advisor will summarize the responses into a concise report and meet with the incumbent undergoing evaluation to discuss the responses, ways of working at difficulties and challenges discovered, intentions for future work, and continuing education plans.
11. The evaluation advisor will then submit the report confidentially to the one being evaluated, and to the Bishop, and to the territorial archdeacon. The one being evaluated may also attach or send separately perceptions and learnings from the evaluation process.
12. An hourly rate for the evaluation advisor, telephone costs, and postage shall be covered by Diocesan funding. The travel costs of the clergy person to the interview with the advisor shall be paid from parish travel sources.



## HOMOSEXUALITY STUDY RESOURCES

### The National Church's Material

Hearing Diverse Voices, Seeking Common Ground. Anglican Church of Canada, 1994.  
Available from the Anglican Book Centre, 600 Jarvis Street, Toronto, ON M4Y 2J6.

*Responses to the National Study should be sent to:*

*Eric B. Beresford, Coordinator of Ethics and Inter Faith Relations, 600 Jarvis Street, Toronto, ON M4Y 2J6; and also to the Rev. Dr. Greg McVeigh, Chair of the Diocesan Doctrine, Worship and Ministry Committee, 213 Cameron St., Thunder Bay, ON P7C 2H1.*

### Other Resources

Issue in Human Sexuality, A Statement by the House of Bishops, General Synod of the Church of England, 1991. Morehouse Publishing, Harrisburg, PA., 1991.  
Available from the Anglican Book Centre, 600 Jarvis Street, Toronto, ON M4Y 2J6. (\$6.95)

The Homosexual Challenge, A Christian Response to an Age of Sexual Politics.  
By Donald L. Faris. Faith Today Publications, 1993.  
Available from: #1, 175 Riviera Drive, Markham, ON L3R 5J6. (\$12.00)

Video. The Gay Issue: The Challenge of the 90's.  
Available through the Evangelical Fellowship of Canada, Box 8800, Stn. B., Willowdale, ON M2K 2R6. Phone: 905-479-5885 or Fax: 905-479-4742 (\$25.00)

# Anglicans and Lutherans in Canada

1995

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## The Resolution Before Us

Coming to the Anglican General Synod, and the National Convention of the Evangelical Lutheran Church in Canada, a resolution

*Note that for each church community, wording will need to be adjusted. The official wording will be found in the appropriate Convening Circular for General Synod and the Bulletin of Reports for National Convention.*

**BE IT RESOLVED:** that this General Synod [National Convention]:

1. Reaffirm and extend the *Interim Agreement on Eucharistic Sharing* between the Anglican Church of Canada and the Evangelical Lutheran Church in Canada to 2001.

2. Replace section 5.c.iii. of the *Interim Eucharistic Sharing Agreement* with new wording: "agreements which permit an ordained minister (priest or pastor) to serve the people of both churches, including presiding at the sacraments of the Church, wherever, and according to whichever rite, the local bishop of each church deems appropriate."

3. Request that bishops specifically invite neighbouring congregations (where appropriate) to commit themselves to undertake at least one joint project and celebrate at least one joint eucharist yearly.

4. Adopt and implement a policy to permit lay people of the Evangelical Lutheran Church in Canada [Anglican Church of Canada] moving to the Anglican Church of Canada [Evangelical Lutheran Church in Canada] to be received with the same status (baptized/communicant/confirmed) which they held in the ELCIC [ACC]. Such a move, with ap-

propriate instruction, could be marked liturgically by a service of reception such as that found on pages 106-107 of the Canadian Book of Occasional Offices (1964) or on pages 161-162 of the Book of Alternative Services (1985).

5. Request dioceses and bishops to develop structures with the purpose of evaluating and improving the bishop's ministry through collegial and periodic review.

6. Encourage continuing work toward entering full communion, as defined by the Canadian Lutheran Anglican Dialogue by 2001.

7. Dismiss CLAD II with thanks, and mandate a Joint Working Group to oversee the process leading to the implementation of the above recommendations.



*A note for Anglican delegates: This resolution is in response to Act 62 of General Synod 1992 and Act 81 of General Synod 1989 which requested a response to The Niagara Report (which came from the work of an international Anglican-Lutheran Consultation on episcopate) and an evaluation of the "Interim Eucharistic Sharing Agreement". The resolution calls for further steps which all the Committees and the House of Bishops could agree to at this time as we move towards a relationship of full communion with the Evangelical Lutheran Church in Canada. Further information is found in the report of Inter-Church Inter-Faith Relations Committee in the Convening Circular.*

## A word . . .

This information newsletter is produced for delegates to the National Convention of the Evangelical Lutheran Church in Canada (meeting in July, 1995) and to the General Synod of the Anglican Church of Canada (meeting in June, 1995). The included material was gathered by Lutheran and Anglican members of the Lutheran Relations Task Force of the Anglican Inter-Church Inter-Faith Relations Committee.

Archdeacon Barry C.B. Hollowell,  
Convener  
St. George's Anglican Church  
St. Catharines, Ontario

# Anglican-Lutheran Dialogues & Reports

## The Meissen Common Statement (1988)

The Church of England and the Evangelical churches (Lutheran and Reformed) in East and West Germany reached agreements that led to mutual eucharistic hospitality, a limited degree of sharing ordained ministry, occasional joint celebrations of the Eucharist and a commitment to common life and mission.

## Niagara Consultation on Episcopate (1987)

This international consultation tackled the issue of 'episcopate'. It sought to shed fresh light on the relationship between the topics of apostolic succession, ministry of the whole people of God, episcopacy and the historic episcopate. The report which emerged, The Niagara Report, has generated response in many parts of our two communions.

## U.S.A. Lutheran-Episcopal Dialogue

In 1997 the national bodies of both the Episcopal Church and the Evangelical Lutheran Church in America will vote on a "Concordat of Agreement" which, if passed by both bodies, will establish full communion with each other.

## Anglicans and Lutherans in Northern Europe

Meeting near Porvoo in Finland, the Anglican Churches of England, Scotland, Wales and Ireland, and the Lutheran Churches of Sweden, Finland, Denmark, Norway, Iceland, Estonia, Latvia, and Lithuania, a declaration was formulated and proposed for each participating church to endorse. The Porvoo Declaration (1992) includes acknowledging one another's ordained ministries, the role of the episcopal office, and embodies a commitment to fuller interchangeability of clergy and to working together in theological and pastoral matters. Thusfar it has been endorsed by Estonia, Norway, Iceland (and rejected by Denmark) and it has been approved on first reading by the General Synod of the Church of England.

## 1995 -

An international Lutheran-Anglican theological consultation on the diaconate took place in April. Canadian Anglican deacon Maylaine Whittall was a part of that consultation. The Anglican-Lutheran International Commission will follow up on this work in October, in Siguna, Sweden.

## "Full Communion"

"Full communion is understood as a relationship between two distinct churches or communions in which each maintains its own autonomy while recognizing the catholicity and apostolicity of the other, and believing the other to hold the essentials of the Christian faith. In such a relationship communicant members of each church would be able freely to communicate at the altar of the other and there would be freedom of ordained ministers to officiate sacramentally in either church. Specifically in our context we want this to include transferability of members; mutual recognition and interchangeability of ministries; freedom to use each other's liturgies; freedom to participate in each other's ordinations and installations of clergy, including bishops; and structures for consultation to express, strengthen and enable our common life, witness, and service, to the glory of God and the salvation of the world."

*This definition of full communion was adopted by the Canadian Lutheran-Anglican Dialogue (CLAD) II, building on the definition adopted by CLAD I in its Report and Recommendations (1986).*

## Some Words & Terms

**CONFERENCE** - *Lutheran meaning* - a geographic grouping of congregations within a synod.

**CONVENTION** - *Lutheran meaning* - each Synod meets in convention every two years - in the alternate year there is a National Convention with representation from every parish.

**DIOCESE** - *Anglican meaning* - a geographic grouping of congregations with a bishop at its head.

**PROVINCE** - *Anglican meaning* - a broader geographic grouping of a number of dioceses. In the Anglican Church of Canada there are four ecclesiastical provinces: British Columbia (B.C. and the Yukon), Rupert's Land (Prairie Provinces and the Arctic), Ontario, and Canada (Quebec and the Maritimes). Each of these provinces is headed by a metropolitan (an archbishop).

**METROPOLITAN** - *Anglican meaning* - a bishop elected as archbishop by clergy and lay delegates of the synod of an ecclesiastical province.

**SYNOD** - *Lutheran meaning* - a geographic grouping of congregations with a bishop at its head. There are five synods in the ELCIC: British Columbia, Alberta and the Territories, Saskatchewan, Manitoba/N.W. Ontario, and the Eastern Synod.

*Anglican meaning* - gatherings of laity, clergy and bishops to discuss and decide matters and issues facing the church. A diocesan synod consists of the clergy and elected lay representatives from each parish meeting together along with the bishop of the diocese (every one to three years). General Synod consists of elected clergy and lay representatives and the bishop(s) of each diocese meeting together to discuss national and international concerns of the Church.

*Text of the Agreement adopted in 1989 by the General Synod of the Anglican Church of Canada and the National Convention of the Evangelical Lutheran Church in Canada.*

Both churches agreed to:

1. **Welcome and rejoice** in the substantial progress of the Canadian Lutheran-Anglican dialogue and of other national, regional and international Anglican-Lutheran conversations, and look forward to the day when full communion is established between the Lutheran and Anglican churches.

2. **Recognize** the Anglican Church of Canada / Evangelical Lutheran Church in Canada as a church in which the Gospel is preached and taught.

3. **Declare**, on the basis of the above, a relationship of **Interim Sharing of the Eucharist** beginning on October 1, 1989.

4. **Request** that an **evaluation** of this relationship be presented to the 1995 General Synod/National Convention together with proposals for future relationships.

5. **Encourage** the development of a common Christian life and mission throughout both churches by such means as:

a.) **the welcoming by congregations** of the respective churches of communicants from the other church and the encouragement of their own communicants to receive Holy Communion in churches of the other tradition, both where pastoral need arises and when ecumenical occasions make this appropriate.

b.) **the sponsoring of joint celebrations** of the eucharist after consultation with the diocesan/synodical bishops concerned, using the eucharistic rite appropriate to the presiding minister (Book of Common Prayer or Book of Alternative Services for Anglicans and Lutheran Book of Worship for Lutherans) with an ordained minister of the other church assisting.

Evaluations of such joint celebrations of the Holy Communion should be shared with the bishops of the diocese/synod concerned, and with the ecumenical officers of the respective churches.

The presence of an ordained minister of each church at the altar in this way represents two churches expressing unity in faith and baptism as well as recognizing that there are remaining divisions which they are seeking to overcome. This implies neither rejection nor final recognition of the other church's eucharist or ministry.

c.) **the fostering of:**

i. **regular prayer** and intercession for the other church and its leadership.



Woodcut from Der Kleine Catechismus of 1531

ii. **local study groups** in which the Holy Scriptures as well as the historical and theological traditions of each church are examined,

iii. **pastoral agreements** which permit a minister of either communion to serve the people of both churches in sparsely populated and isolated areas of Canada [the 1995 resolution proposes replacing this section with new wording: "agreements which permit an ordained minister (priest or pastor) to serve the people of both churches, including presiding at the sacraments of the Church, wherever, and according to whichever rite, the local bishop of each church deems appropriate."]

iv. **shared use of physical facilities,**

v. **common programs** of education and outreach

vi. **reciprocal attendance** at services of ordination and installation, although not yet participation in the laying on of hands,

vii. **theological exchanges** by invitations to theologians of the other church to make presentations at conventions, conferences and retreats,

viii. **Co-operation** in areas of social ministry.

6. **Call** for the communication of this resolution to the Anglican Consultative Council and the Lutheran World Federation, and to those churches with which each church is in dialogue or communion.

**REPORT OF THE EXECUTIVE COMMITTEE**

1) MEETINGS:

The present Executive Committee has held six meetings since the 37th Synod of October, 1995.

- |    |           |      |  |
|----|-----------|------|--|
| 1. | Nov 21/22 | 1995 | Church of the Resurrection, Sudbury                              |
| 2. | Feb 14/15 | 1996 | Christ Church, Lively and<br>Church of the Resurrection, Sudbury |
| 3. | Mar 15/16 | 1996 | Villa Loyola, Sudbury  |
| 4. | June 26   | 1996 | Teleconference at 12 locations                                   |
| 5. | Oct 23/24 | 1996 | Villa Loyola, Sudbury  |
| 6. | Feb 19/20 | 1997 | Villa Loyola, Sudbury  |

2) ATTENDANCE:

<u>Meeting No.</u>	<u>Complement</u>	<u>Attendance</u>	<u>Absent</u>	<u>Resolutions Passed</u>
1	30	24	6	41
2	29	23	6	30
3	30	25	5	26
4	30	20	10	3
5	30	28	2	52
6	<u>29</u>	<u>22</u>	<u>7</u>	<u>28</u>
	<u>179</u>	<u>142</u>	<u>36</u>	<u>180</u>

Canonically the Committee's complement is 29, but the Executive Archdeacon has been included since his appointment on April 1, 1991. The Stewardship/Parish Development Officer, as well as the ACW Representative are usually in attendance, as Non-Voting members, but they are not included in the above statistics.

The variances in complement shown are due to vacancies in the offices of Lay Steward and Bishop's Appointee.

- 3) Since the 1995 Synod your Committee passed a total of 180 resolutions.

4) **BEQUESTS AND BENEFACTIONS:**

During the two year period ending December 31, 1996, the undernoted bequests were received by the Diocese.

- \$6,672.06      **ARCHBISHOP WRIGHT CAMPERSHIP FUND**

This fund was launched by St. Luke's Cathedral during the 125th Anniversary Celebrations in the fall of 1995. The purpose of the fund is to provide money for bursaries to send children to Diocesan Summer Camps who would not otherwise had the opportunity to attend. Only the interest income from the Fund is to be used in any given year. The Fund is administered by a Committee of three, elected at the annual vestry meeting of St. Luke's parish.

- \$4,400.00      **BISHOPHURST ENDOWMENT FUND**

From 2 individuals	\$ 150
From 4 parishes	<u>\$4,250</u>
	\$4,400
	=====

Income from this Fund, which now has a capital balance of \$20,247 is transferred, annually to the Diocesan Expense Fund, to assist in meeting some of the ongoing operating expenses of the Episcopal residence.

- \$2,100.00      **CLINCH, ESTATE OF HUBERT BERESFORD**

This estate is administered by the Montreal Trust Company in Victoria, BC and only the income is made available to the Diocese. Ten other charities share in this estate which has a substantial capital balance of some \$386,000. The income is to be used at the discretion of the Bishop and is to assist student ministers as he may select in furthering the education of such student minister/s. In December, 1996, the first income remittance was received in the amount of \$2,100.

The late Mr. Clinch, prior to his death in Victoria, BC, on September 28, 1995, resided in Port Carling, Ontario. St. James Church in Port Carling as well as All Saints Church in MacTier, are separate beneficiaries in this estate.

- \$4,223.37      MCCAUSLAND, ESTATE OF JOHN GEORGE

This bequest was received in December of 1996, following Father McCausland's death on December 17th, 1994. It was stipulated that the monies be used by the Diocese of Algoma in the furtherance and performance of mission work carried on by the Diocese.

At the February, 1997 Executive Committee Meeting, it was decided that a capital account be opened for this Bequest with the income to be distributed annually to the Algoma Mission Fund. This would preserve the identity of the bequest.

- 5,000.00      MCDERMOTT, MISS HELEN D

This bequest was received from the parish of St. Paul's, Sprucedale, after the parish was closed in 1995. Under the terms of Miss McDermott's will, \$5,000 has been bequeathed to St. Paul's Anglican Church, with the stipulation that the Funds be invested in a Trust Fund with the income to be used for Religious and Charitable purposes. There was a further stipulation that in the event St. Paul's ceased to operate or exist, the capital of the Trust be transferred to the Incorporated Synod of the Diocese of Algoma.

It would appear that Miss McDermott, while not an Anglican, resided in Sprucedale for the last three to four years of her life and she was grateful for the care and kindness she received from congregational members.

-\$7,012.44      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:

1995.....	\$3,169.40
1996.....	<u>3,843.04</u>
	<u>\$7,012.44</u>

- \$18,760.00 NEW ENGLAND COMPANY

In March, 1995, and in March 1996, grants of \$9,315 and \$9,545, respectively were received in response to applications submitted by the Diocese. The New England Company has existed as a Missionary Society since 1649 and its current objective is to help spread the Gospel among Canada's natives. The Funds have been channelled through the Homann Bequest Fund and have been used towards meeting the stipendiary costs of providing native ministry at Sheguiandah/Sucker Creek and the Sagamok First Nation. Funds have also been used to assist with the cost of the diocesan native convocation as well as other gatherings.

- \$1,220.00 YEOMANS FUND, SYDNEY AND ISABEL

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

1995.....Individual donations.....	\$ 920.00
1996.....Individual donations.....	<u>300.00</u>
	<u>\$1,220.00</u>

- \$30,106.36 YOUNG, ESTATE OF CHARLES ANDREW

Funds were received initially in November, 1994, when this Estate was settled following the death of Charles A. Young in October, 1983.

An additional \$30,106.36, was received in October, 1996 when additional assets which had come to light, were liquidated. The funds concerned represent the monies from the residue of the testator's mother, while the proceeds of his own, much more modest estate, went to the Bishop's Discretionary Fund.

It was requested by the late Mr. Young that the Bishop give special consideration when funds are needed, to the parish of St. George's Anglican Church, Minnow Lake. As St. George's Church was closed in 1991, this bequest is now unrestricted.



## LETTER OF APPOINTMENT

5) At the February 1996 Meeting, the chancellor introduced the Letter of Appointment as drafted and prepared by Provincial Synod. The letter had been circulated to all the Chancellors of the province and had been discussed as well by the Bishop and the Archdeacons with several suggestions made. The document was circulated to the clericus and deaneries for their further input to be communicated to the Executive Committee. At the May 1996 Meeting, full deanery clericus, and deanery councils reported on the Letter of Appointment and further suggestions and recommendations were made at the October 1996 Meeting. Several specific concerns about the text of the Letter were noted and addressed by the Chancellor and the Chair of the Canons and Constitutions Committee. An enabling resolution was passed by the Committee at the October 1996 meeting, (Motion #39), that the Executive Committee support the Bishop in the implementation of the format of the Letter of Appointment as amended in appointments in the Diocese. A copy of the document is appended to this report.

### 6) DIOCESAN ARCHIVES

At the February 1996 meeting, the ongoing discussions with Laurentian University in Sudbury for the transference of the Diocesan Archives were finalized when your Committee passed an enabling motion approving an Agreement with Laurentian University for the storage of our Diocesan Archives. One of the great advantages for the Diocese, which is presently limited in storage space, would allow the materials to be housed in an environment to protect them from deterioration. The University staff would service the collection and deal with inquiries which would also free up staff time at the Synod Office. The move of the registers should be seen as a deposit and not as a transfer of ownership. The University has agreed to allow the Diocese to appoint the

6) DIOCESAN ARCHIVES - Continued

Archivist for the collection, and it would still be under Diocesan control.

All requests for access to the material, except for graduate students at the university, would be referred to the designated conservator of the collection, the Diocesan Archivist. The records would also be restricted from entry in the Mormon Church Data Bank. During the summer of 1996, the actual registers and other documents were transferred to the new facility at Laurentian University and in November of 1996, the Bishop entered into the Formal Agreement with Laurentian University.

7) PARISH ARREARS/WRITE-OFFS (DEBT TRANSFERENCE)

At almost every meeting of your Executive Committee the matter of parish arrears continues to be discussed. The shortfall by parishes in meeting their obligations to the Diocese in respect of stipend and stipend related obligations as well as the Unified Budget Levy is a grave concern. It has been necessary to provide in the Diocesan budgets reserve for possible non-payment and the average for the past four years has amounted to \$61,131. There has been a procedure in place for some years by which parishes may submit an application for forgiveness of arrears in deserving circumstances.

"Bishop Ferris raised the matter of the Executive Committee working to place some limitation on debt transfers for parish arrears. In the past the Executive has used the term 'forgiveness' but that expression does not really capture what is happening. What is really happening is that the unpaid responsibilities of some parishes are being shifted to others who do not have the resources to pay, or who are stewarding their resources much more carefully.

"Approximately \$52,000 for 1996 is being given to settling

7) PARISH ARREARS/WRITE-OFFS (DEBT TRANSFERENCE) - Cont'd

arrears on lines in the budget named 'bad debts'." Bishop Ferris shared his views that the Executive Committee should be very reluctant to pass the arrears of one parish on to others. A number of parishes now have retirement ministries, lay pastors, part-time ministries, or combined points so that they can have a form of ministry within their means. We should use these more flexible solutions for dealing with our problems. We should work at seriously limiting debt transfers in future years.

"Bishop Ferris noted that there still seems to be strong continuing consensus to share revenues with parishes in underpopulated areas of the Diocese."

8) OFFICERS & DIRECTORS LIABILITY INSURANCE COVERAGE

At the November 22, 1995 meeting, your Committee authorized the placement of Officer's and Director's Liability Insurance coverage for the Officers and Executive Committee members. One of the important features of this coverage is that it would provide insurance for "Directors and Officers" who are found personally liable and are not indemnified by the organization. Similar coverage was provided effective January 30th, 1996 for the Rectors and Wardens of those parishes which participate in the Group Property Insurance Plan.

9) MINIMUM CLERGY STIPENDS

Since date of last Synod the following action was taken in regards to minimum stipend levels for 1996 and 1997:

1995            At the November 1995 Meeting, the Motion was passed that:

"The Basic Equalized Stipend for 1996 be increased by 1% to \$24,950 from \$24,700, per annum effective

9) MINIMUM CLERGY STIPENDS - Cont'd

January 1, 1996, for all clergy".

It should be noted that this increase for 1995 also applied to the episcopal stipend, the salaries of office and other staff.

1996 At the October 1996 Meeting, the Motion was passed that:

"The Basic Equalized Stipend for 1997 be increased by 2% to \$25,500 from \$24,950, per annum, effective January 1, 1997 for all clergy and that self-supporting parishes be asked to adhere".

The 2% increase for 1997 also applied to the Episcopal Stipend and the other office staff.

10) SERVICE GRANTS/LENGTH OF SERVICE ALLOWANCES

It is understood that the Service Grant is in addition to existing stipends and should be clearly identified in each clergy person's remuneration package.

The current rate of \$125 per year of service has been in effect since 1991. It was changed in 1991 when the maximum number of years for which the grants are given was increased from 20 to 25 years of service.

In 1995, the rate of service grant for clergy who had 10 years or more of service was increased from \$125 per year of service to \$150 per year of service, for all their years of service, to a maximum of 25 years. For clergy who have less than 10 years of service the grant remained at \$125 per year of service.


11) GENERAL RATIFICATION

Many other matters dealt with by your Executive Committee will

11) GENERAL RATIFICATION - Cont'd

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 1995 Synod.

Respectfully submitted,



Din P. Oosterbaan,  
Diocesan Treasurer

March 13, 1997

LETTER OF APPOINTMENT

Dear \_\_\_\_\_

I am pleased to appoint you as Incumbent of (name of parish and address, or specify appointment title) commencing (date).

The terms and conditions of your appointment are set out in the following paragraphs.

SCOPE OF RESPONSIBILITY

You will be guided in taking up your new responsibilities by a number of undertakings set forth in Scripture, the Ordinals, the service of Induction and the Constitution and Canons of the Anglican Church of Canada and the Ecclesiastical Province of Ontario as well as Diocesan Constitution and Canons. As a Member of the clergy of the Diocese you have the responsibility to adhere to all such rules and guidelines as contained in these Canons and documents. You therefore should have a copy of these materials and familiarize yourself with the contents. If you do not have a copy, you may obtain a copy from the Synod Office.

In this appointment you are directly accountable to your Bishop and under the supervision of the Archdeacon with whom you share responsibility for the spiritual health and well being of the parish and its people. With the Church Wardens and Lay leaders in your parish, you also share a responsibility for the administration of the parish, including its properties and finances, as governed by Civil and Canon Law.

Further, you will be expected to share in the wider work of the Diocese and support your colleagues in ministry. Attendance at inductions, ordinations, meetings of the deanery clericus and council, Synod, clergy conferences and information days should be a priority, and you will be called upon to contribute to committee work and other activities outside the parish. You are also encouraged to seek opportunities for ecumenical collaboration and community service when appropriate. In addition the Diocese encourages your personal growth and development through planned participation in programs of continuing education, sabbaticals, and parish evaluations.

## TERMS AND CONDITIONS OF APPOINTMENT

### A. APPOINTMENT

As Incumbent, you will share with the Bishop primary responsibility for the spiritual health of the parish and its people as well as the administrative work necessarily connected with the task. In carrying out these responsibilities you will be directly accountable to the Bishop and under the supervision of the Archdeacon.

### B. REMUNERATION

1. Algoma is currently on a system of equalized stipends. Your current stipend will be at the rate of (include specific amount), less deductions required by law, Income Tax, Canada Pension Plan and Unemployment Insurance along with your share of the Group Benefit premiums. The rate of your stipend and/or the method for determining the amount of your stipend will be subject to adjustment from year to year as directed by the Executive Committee of the Diocese, and shall not be less than the minimum set by the Executive Committee from time to time.

Currently the Diocese is on a central payroll system so that the stipend payments are made by the Synod Office. Conceivably, this could change at some point in the future and payments of stipend might be made by the parish.

2. (Specify: Housing arrangements and/or allowances as well as moving expenses.)
3. (Specify: Travel reimbursement)

### C. BENEFITS

1. The benefits package of the Diocese of which you are entitled to be a member presently includes the following.

(Identify health insurance, group insurance, long-term disability, pension plan, etc.)

Because the details of the various elements of these benefits may change from time to time, specific information should be obtained from the Diocesan Treasurer at the Synod Office. As well, some of the above benefits are optional when you have similar coverage through your spouse.

2. Maternity/Parental Leave

A Diocesan policy exists with respect to this type of leave. Details are also available through the Synod Office.

3. Vacations

In accordance with Diocesan Canons and with policies established from time to time by the Executive Committee, vacations presently include 30 days of paid vacation.

D. TERMINATION OF APPOINTMENT

1. If you intend to resign your appointment at any time, you shall give the Bishop three (3) months' written notice. At the discretion of the Bishop this requirement may be shortened.
2. The Bishop reserves the right to revoke licences and appointments for just cause without notice or liability for any severance, benefits or further obligation. Just cause shall include but not be limited to breaches of discipline as outlined in the Diocesan, Provincial and National Canons.
3. All licences and appointments are subject to revocation without cause at any time upon notice of three (3) weeks for each completed full year of ordained ministry (in the Diocese) to a maximum of eighteen (18) months. In lieu of notice the Bishop may terminate your appointment and revoke your licence immediately by paying you an amount equal to the remuneration that you would have received during the period of notice as set forth above. Upon expiration of the notice period or upon payment in lieu thereof, you will not be entitled to any further notice, severance pay, pay in lieu of notice, or any other compensation whatever.
4. In circumstances where your appointment is terminated for just cause you shall vacate any church property within thirty (30) days of termination. In circumstances where your appointment is terminated for other than just cause, you shall vacate church property at the end of the notice period, or within sixty (60) days of receiving payment in lieu of the notice period, or at other such time as agreed upon between the Bishop and yourself. If such church property includes a rectory in which you have been living, so that you have not been receiving a housing allowance, you will be paid a prorated housing allowance for that part of the notice period during which you were not residing in the rectory. The amount of the housing allowance will be the fair market rent of the rectory on the day the notice is given. The fair market rent will be determined by the opinion of a member in good standing of the (specify real estate board), chosen by the Diocese, except that if you do not agree with it, you may choose another member in good standing of the (specify real estate board) and the fair market rent shall be the average of the opinions of the two members of the said real estate board.



E. EXCLUSIVITY

During the term of your full time ministry in the Diocese, you agree to serve in this position faithfully and agree that you shall not be employed or engaged in any other work without specific written permission from the Bishop before the work is undertaken.

F. CONFIDENTIALITY

You have a position of trust in which confidential information is shared with you because of your position. It is a requirement of this appointment that information disclosed on a confidential basis be treated as such unless otherwise required by civil law. Further, your position of trust must be used appropriately and with integrity, and not be exploited for personal gain or satisfaction. A violation of the integrity of this position and its trust could be just cause for termination.

This letter of appointment constitutes the entire agreement between us with respect to your new ministry. Any modification made by either of us must be done in writing and be signed by both parties. If you wish to accept this appointment under these terms and conditions as outlined herein, please sign and date the enclosed copy of this letter to indicate your acceptance, and return it to me, so that I may draft your licence.

Since this is to be a legally binding agreement, it would be advisable for you to seek legal advice prior to returning it.

If you have any questions with regard to what has been outlined above, please feel free to contact me.

Warmest regards,

Ronald C. Ferris  
Bishop of Algoma

I accept the appointment referred to above on the terms outlined in this letter.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

THE ADMINISTRATION AND FINANCE COMMITTEE

This Committee which has the responsibility to deal with and to handle the administration and financial concerns of the Diocese is appointed by the Bishop. One of its main functions over the year has been the preparation of the annual diocesan budget for the Executive Committee and to deal with other financial concerns as they arise.

The Bishop expressed an additional need for an informed small group to meet more frequently to identify financial resources for needs that emerge and to develop policy options for the consideration of the Executive Committee. A Finance Sub-Committee was established and this Committee has been meeting on a regular monthly basis since June of 1996.

A joint meeting of the A & F Committee as well as the Sub-Committee was held on February 15, 1997. The attached summary concerning the Administration & Finance integration as prepared by the Bishop is appended to this report for your information.

A copy of Unified Budget Summary for 1997 is attached hereto together with the audited Financial Reports since last Synod.

---

N. FARKOUH,  
CHAIRMAN

---

DIN P. OOSTERBAAN,  
TREASURER

**ADMINISTRATION AND FINANCE INTEGRATION**

In February of 1996, the Diocesan Executive Committee endorsed the Bishop's proposal to organize an Administration and Finance Subcommittee based in Sault Ste. Marie to learn about and monitor the overall Diocesan financial system. The advantages are listed below.

The existing Diocesan Administration and Finance Committee which was meeting once or twice a year in September and February has made recommendations to the October 1996 Executive and those advantages are listed below.

On September 26, I had a discussion with Nick Farkouh, Chairman of the Administration and Finance Committee about an integrated proposal that would combine the strengths and advantages of the two bodies into one unified team. The Chairman is willing to convene a joint meeting of both bodies in February in Sault Ste. Marie to implement integration.

**Advantages of the Administration and Finance Committee Model**

1. Regional representation.
2. A single body responsible for all Diocesan financial matters.
3. Continuity with past procedures.
4. Recommendations for more frequent meetings, continued regional representation, conference calls.

**Advantages of the Administration and Finance Subcommittee Model**

1. Monthly meetings and monitoring of Diocesan finances.
2. Recruitment of new energies and selections of individuals based on their expertise.
3. Meetings in Sault Ste. Marie permit the Bishop to attend and participate, and stay informed.
4. Sufficient time together that the team can focus on policy development, and provide creative review of practices.
5. Enough time together that there is in-depth work given to investment strategy, property holdings, and salary and benefit policy.
6. Low meeting costs.

**How a New Integrated System Would Work - A and F Advisory Committee**

1. There would be a meeting monthly in Sault Ste. Marie to monitor and work on administration and financial matters.
2. In addition to the monthly meeting with local membership in Sault Ste. Marie, the budget meetings would include a regional representative from each deanery, as in the past. The focus of the meeting which the regional representatives would attend would be the budget work. The deanery representatives would receive the minutes and emerging regional concerns could be dealt with by conference calls.
3. Subcommittees would be organized to work on investment, property, and compensation issues.

#### ADMINISTRATION AND FINANCE INTEGRATION

4. The main work will be done in the evenings to make it possible to recruit the expertise of those who would normally be working during the day.
5. The evening meetings would be held on site to ensure access to records, computer ledgers, etc.

I believe that this proposal will allow monthly monitoring of Diocesan financial affairs, policy development, and problem solving. It will continue the present pattern of regional representation in the budget preparation process. It will allow for the recruitment of new gifts and energies into the financial life of the Diocese. It will create a single body and a single voice to make recommendations and proposals to the Executive Committee.

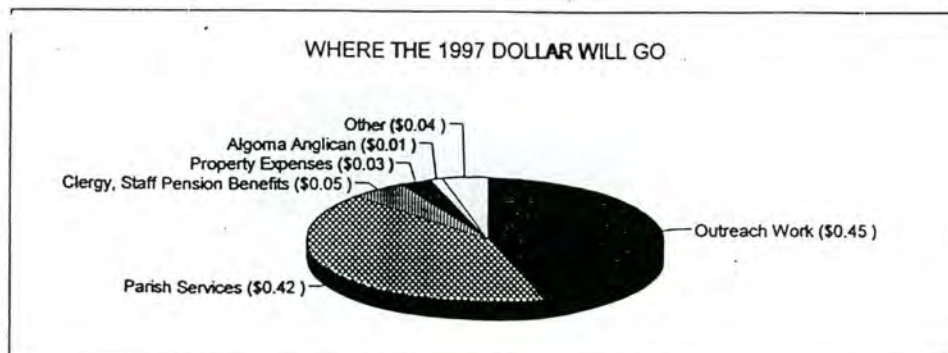
Respectfully submitted,

Ronald C. Ferris

RCF:cw

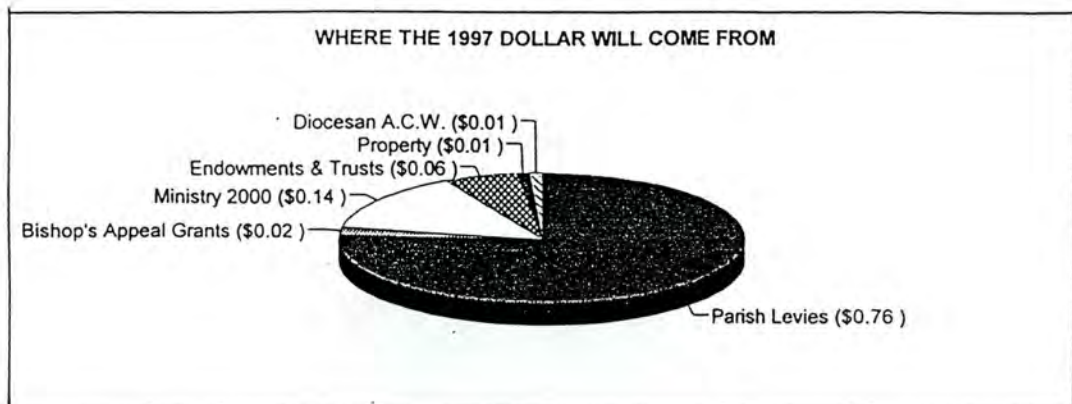
**UNIFIED BUDGET SUMMARY**

<u>Projected Disbursements</u>	<u>1996</u> <u>(Restated)</u>		<u>1997</u>	
<b>MISSIONARY WORK:</b>				
General Synod Apportionment	\$246,931		\$249,400	
Missions to Seamen	<u>4,000</u>	\$250,931	<u>4,740</u>	\$254,140
<b>OTHER WORK OUTSIDE THE DIOCESE</b>				
Gen. & Prov. Synod Assessments		64,220		63,920
Ont. Theological Colleges Grant		5,000		5,000
<b>ASSISTED PARISHES &amp; OTHER OUTREACH</b>				
<b><u>WORK WITHIN THE DIOCESE</u></b>				
Stipend/Service Grants	117,000		73,400	
Summer Students - Stip/Travel	23,700		9,923	
Clergy Moving Expense	2,500		2,500	
Allowance Doubtful Accounts	52,000		57,800	
North. Theo. Institute (Thorneloe)	<u>10,000</u>	205,200	<u>100</u>	143,723
<b>TOTAL OUTREACH WORK</b>		<b><u>\$525,351</u></b>		<b><u>\$466,783</u></b>
<b>GENERAL ADMINISTRATION:</b>				
Staff/Salaries/Episcopal (Gross)	254,800		270,000	
UIC/CPP/Church Pens/Con. Ed.	41,500		44,600	
Synod Office (rent, tel.stat. etc.)	50,600		50,900	
Professional Services (audit, legal)	10,000		10,000	
Travel & Meeting Costs	<u>62,800</u>	419,700	<u>65,020</u>	440,520
<b>CLERGY STAFF/PENSIONERS' BENEFITS</b>				
Health, Life Ins./Dental Plan	37,700		51,200	
Widows/ Allowances	<u>2,500</u>	42,200	<u>2,200</u>	53,400
<b>ALGOMA ANGLICAN (NET)</b>		16,000		14,000
<b>PROPERTY EXPENSES</b>		26,000		26,000
<b>OTHER EXPENSES:</b>				
Interest - Bank Borrowing	13,100		14,000	
Diocesan Synod	-		10,800	
Youth Camp Manitou	7,000		100	
Unforeseen/Archives	1,900		1,900	
Youth Synod/Youth Ministry	<u>6,500</u>	28,500	<u>16,500</u>	43,300
<b>TOTALS</b>		<b><u>\$1,057,751</u></b>		<b><u>\$1,044,003</u></b>



PROJECTED RECEIPTS

	<u>1996</u> (Restated)		1997
<u>FROM ENDOWMENTS &amp; TRUSTS</u>			
Bishop Sullivan Endow.	\$12,500	\$	\$11,900
P.H.B. Dawson Bequest	23,700		24,000
Episcopal Endowment	18,800		18,700
Other	<u>4,450</u>	\$	<u>3,250</u> \$
		59,450	57,850
<u>FROM PROPERTY:</u>			
McMurray Corp.		9,800	9,900
Surtax Trust Fd Adm/Int/Searches		11,250	10,250
Diocesan ACW		13,500	13,500
Bishop's Appeal Grants		-	21,000
Ministry 2000 - Phase 11		-	143,000
Undesignated Missionary Contr.		1,000	1,000
		<u>\$ 95,000</u>	<u>\$ 256,500</u>
From Parish Levies		<u>799,916</u>	<u>798,012</u>
<b>TOTAL RECEIPTS</b>		<b>\$894,916</b>	<b>\$1,054,512</b>
(Surplus)/Deficit		<u>162,835</u>	<u>\$ (10,509)</u>
<u>TOTALS</u>		<u>\$1,057,751</u> =====	<u>\$1,044,003</u> =====



**The Incorporated Synod of  
the Diocese of Algoma  
Financial Statements**

December 31, 1996

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## Auditors' Report

To the Right Reverend Ronald C. Ferris, B.A., M.Div., D.D. and  
Members of The Incorporated Synod of the Diocese of Algoma

We have audited the Balance Sheet of The Incorporated Synod of the Diocese of Algoma as at December 31, 1996 and the Statements of Revenue and Expenses, Ministry 2000 Fund Statement, Accumulated Revenue over Expenses (Expenses over Revenue), Car Loan Fund, Archbishop Wright Building Fund, Bishop's Appeal Fund and Special Purpose Funds for the year the ended. These financial statements are the responsibility of the Synod's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Synod as at December 31, 1996 and the results of its operations and changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

Sault Ste. Marie, Canada  
March 12, 1997

  
Chartered Accountants

5<sup>th</sup> Floor  
421 Bay Street  
Sault Ste. Marie  
Ontario  
P6A 1X3  
Tel: (705) 945-9700  
Fax: (705) 945-9705

# The Incorporated Synod of the Diocese of Algoma

## Statement of Revenue and Expenses

Year Ended December 31

1996

1995

### Revenue

#### Algoma Mission Fund

Apportionments	\$ 212,047	\$ 213,789
Anglican Church Women	13,500	13,800
Interest on endowment investments	11,585	13,229
Other	<u>5,685</u>	<u>4,396</u>
	<u>242,817</u>	<u>245,214</u>

#### Diocesan Expense Fund

Assessments	584,986	586,917
Bishop's Appeal donations	-	146,219
Ministry 2000 allocation	121,098	-
Interest on investments	54,346	59,271
Miscellaneous, including rentals	<u>11,650</u>	<u>11,471</u>
	<u>772,080</u>	<u>803,878</u>

1,014,897

1,049,092

### Expenses

#### Algoma Mission Fund

General Synod apportionment	246,931	244,486
Missions to Seamen	4,739	4,739
Theological Education assistance	5,000	5,000
Bad debts	<u>36,210</u>	<u>37,131</u>
	<u>292,880</u>	<u>291,356</u>

#### Diocesan Expense Fund

Algoma Anglican	6,480	19,728
Bad debts	36,210	37,131
Clergy moving	4,393	5,250
Diocesan programs and other	108,132	108,015
Interest and bank charges	6,683	17,782
Synod costs	133	10,603
Printing, stationery and office	53,962	52,820
Property maintenance	26,972	27,139
Salaries, wages and employee benefits	299,256	289,679
Stipends, grants and pensions, net (Note 2)	130,936	173,495
Travel	<u>42,902</u>	<u>32,574</u>
	<u>716,059</u>	<u>774,216</u>

1,008,939

1,065,572

Excess of revenue over expenses  
(expenses over revenue)

\$ 5,958

\$ (16,480)

See accompanying notes to the financial statements.

# The Incorporated Synod of the Diocese of Algoma

## Balance Sheet

December 31 1996 1995

### Assets

#### General Fund

Cash	\$ 24,518	\$ 23,717
Accrued interest receivable	3,725	6,075
Receivables, net of allowance of \$175,054 (1995: \$110,405)	187,590	263,798
Loans receivable	1,300	1,200
Real estate	58,152	58,152
Prepaid Ministry 2000 expenses	<u>34,004</u>	<u>-</u>
	<u>309,289</u>	<u>352,942</u>

#### Car Loan Fund

Cash and treasury bills	13,508	87,938
Loans receivable	49,685	85,126
Receivable from General Fund	<u>-</u>	<u>120,000</u>
	<u>63,193</u>	<u>293,064</u>

#### Archbishop Wright Building Fund

Cash and treasury bills	197,989	177,518
Accrued interest receivable	494	678
Loans receivable	910,421	941,184
Real estate held for future development, at cost	<u>18,399</u>	<u>17,301</u>
	<u>1,127,303</u>	<u>1,136,681</u>

#### Bishop's Appeal Fund

Cash and treasury bills	<u>31,291</u>	<u>46,107</u>
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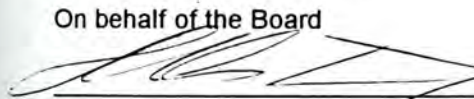
#### Special Purpose Funds

Cash and treasury bills	36,764	45,886
Accrued interest receivable	17,759	18,974
Marketable securities (Note 3)	2,519,404	2,575,706
Mortgages receivable (Note 4)	195,886	138,052
Receivable from General Fund	<u>55,843</u>	<u>-</u>
	<u>2,825,656</u>	<u>2,778,618</u>

\$ 4,356,732 \$ 4,607,412

Contingencies (Note 7)

On behalf of the Board

 Director
 
 Director

See accompanying notes to the financial statements.

Doane Raymond 

# The Incorporated Synod of the Diocese of Algoma

## Balance Sheet

December 31

1996

1995

### Liabilities and fund balances

#### General Fund

Bank indebtedness	\$ 76,517	\$ 205,376
Payables and accruals	60,221	41,250
Payable to other funds	55,843	120,000
Clergy Moving Fund	24,918	24,918
Real Estate Fund	58,152	58,152
Ministry 2000 Fund	4,434	-
Accumulated revenue over expenses (expenses over revenue)	<u>29,204</u>	<u>(96,754)</u>
	<u>309,289</u>	<u>352,942</u>

#### Car Loan Fund

Payables	17,580	-
Capital	<u>45,613</u>	<u>293,064</u>
	<u>63,193</u>	<u>293,064</u>

#### Archbishop Wright Building Fund

Compensation agreement payable (Note 5)	91,215	-
Capital	<u>1,036,088</u>	<u>1,136,681</u>
	<u>1,127,303</u>	<u>1,136,681</u>

#### Bishop's Appeal Fund

Payables	2,900	1,223
Capital	<u>28,391</u>	<u>44,884</u>
	<u>31,291</u>	<u>46,107</u>

#### Special Purpose Funds

Local purposes	1,598,923	1,682,651
Cemetery purposes	24,848	23,985
Diocesan purposes	<u>1,201,885</u>	<u>1,071,982</u>
	<u>2,825,656</u>	<u>2,778,618</u>
	<u>\$ 4,356,732</u>	<u>\$ 4,607,412</u>

See accompanying notes to the financial statements.

# The Incorporated Synod of the Diocese of Algoma Ministry 2000 Fund Statement

Year Ended December 31

1996

1995

Balance, beginning of year	\$ -	\$ -
Donations received		
Phase I	200,673	-
Phase II	<u>4,434</u>	-
	<u>205,107</u>	-
Funds allocated		
Diocesan expense fund	121,098	-
Special purpose fund	<u>61,295</u>	-
	<u>182,393</u>	-
Campaign costs	52,284	-
Less prepaid portion	<u>(34,004)</u>	-
	<u>18,280</u>	-
Balance, end of year	<u>\$ 4,434</u>	<u>\$ -</u>

See accompanying notes to the financial statements.

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**The Incorporated Synod of the Diocese of Algoma  
Statement of Accumulated Revenue Over Expenses  
(Expenses Over Revenue)**

<u>Year Ended December 31</u>	<u>1996</u>	<u>1995</u>
Balance, beginning of year	<u>\$ (96,754)</u>	<u>\$ (129,274)</u>
Excess of revenue over expenses (expenses over revenue)	5,958	(16,480)
Write-off of Car Loan Fund payable	<u>120,000</u>	<u>49,000</u>
	<u>125,958</u>	<u>32,520</u>
Balance, end of year	<u>\$ 29,204</u>	<u>\$ (96,754)</u>

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See accompanying notes to the financial statements.

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## The Incorporated Synod of the Diocese of Algoma Car Loan Fund Statement

Year Ended December 31	1996	1995
Balance, beginning of year	<u>\$ 293,064</u>	<u>\$ 293,176</u>
Interest		
Loans	4,005	4,421
Investments and other	<u>2,182</u>	<u>5,119</u>
	<u>6,187</u>	<u>9,540</u>
Write off of receivable from General Fund	<u>120,000</u>	<u>-</u>
Administrative services	309	468
Designated personnel expenditures	<u>133,329</u>	<u>9,184</u>
	<u>133,638</u>	<u>9,652</u>
Balance, end of year	<u>\$ 45,613</u>	<u>\$ 293,064</u>

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See accompanying notes to the financial statements.

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## The Incorporated Synod of the Diocese of Algoma Archbishop Wright Building Fund Statement

Year Ended December 31

1996

1995

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Balance, beginning of year	<u>\$ 1,136,681</u>	<u>\$ 1,086,761</u>
Rental income	7,200	-
Interest		
Loans	55,161	58,170
Investments and other	<u>7,304</u>	<u>6,865</u>
	<u>69,665</u>	<u>65,035</u>
Administrative services	3,437	3,236
St. Luke's compensation agreement	145,000	-
Property expenses	7,666	2,303
Recoverable advances	-	9,576
Interest expense	4,155	-
Furnace replacement	<u>10,000</u>	<u>-</u>
	<u>170,258</u>	<u>15,115</u>
Balance, end of year	<u>\$ 1,036,088</u>	<u>\$ 1,136,681</u>

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See accompanying notes to the financial statements.



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## The Incorporated Synod of the Diocese of Algoma Bishop's Appeal Fund Statement

Year Ended December 31

1996

1995

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Balance, beginning of year	<u>\$ 44,884</u>	<u>\$ 204,376</u>
Donations	33,020	48,069
Interest - investments and other	<u>310</u>	<u>8,441</u>
	<u>33,330</u>	<u>56,510</u>
Funds distributable to parishes	24,231	52,350
Grants	24,964	162,262
Campaign costs	<u>628</u>	<u>1,390</u>
	<u>49,823</u>	<u>216,002</u>
Balance, end of year	<u>\$ 28,391</u>	<u>\$ 44,884</u>

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See accompanying notes to the financial statements.

## The Incorporated Synod of the Diocese of Algoma Special Purpose Funds Statement

Year Ended December 31

	Local Purposes	Cemetery Purposes	Diocesan Purposes	Total 1996	1995
Balance, beginning of year	\$ 1,682,651	\$ 23,985	\$ 1,071,982	\$ 2,778,618	\$ 2,796,491
Interest - investments and other	113,068	1,009	75,684	189,761	215,701
Transfers in	8,696	-	-	8,696	-
Donations	<u>(92,149)</u> 29,615	<u>-</u> 1,009	<u>144,240</u> 219,924	<u>52,091</u> 250,548	<u>50,763</u> 266,464
Administrative services	8,548	146	8,946	17,640	18,067
Disbursements for designated purposes	104,795	-	81,075	185,870	219,024
Transferred to new trustee	<u>-</u> 113,343	<u>-</u> 146	<u>-</u> 90,021	<u>-</u> 203,510	<u>47,246</u> 284,337
Balance, end of year	<u>\$ 1,598,923</u>	<u>\$ 24,848</u>	<u>\$ 1,201,885</u>	<u>\$ 2,825,656</u>	<u>\$ 2,778,618</u>

See accompanying notes to the financial statements.

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# The Incorporated Synod of the Diocese of Algoma

## Notes to the Financial Statements

December 31, 1996

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### 1. Summary of significant accounting policies

These financial statements are prepared in accordance with generally accepted accounting principles.

#### General Fund - Real estate

Real estate consisting of Bishophurst and Camp Manitou is reflected at nominal 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 lower of cost or current market value.

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### 2. Stipends, grants and pensions

Stipends, grants and pensions include \$79,065 (1995: \$116,129) in respect of the Diocesan grants to assisted parishes. Total stipends and grants paid through the central payroll facility of the Diocese amount to \$2,155,832 (1995: \$2,207,482).

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### 3. Marketable securities

	<u>1996</u>	<u>1995</u>
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The quoted market value of securities is as follows:

Special Purpose Funds	<u>\$ 2,750,831</u>	<u>\$ 2,674,701</u>
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### 4. Mortgages receivable

Mortgages receivable from clergy are held by the Diocese on behalf of individual parishes. Interest rates on these mortgages range from 0% to 10% per annum.

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# The Incorporated Synod of the Diocese of Algoma

## Notes to the Financial Statements

December 31, 1996

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### 5. Compensation agreement payable

During the year, the Diocese and St. Luke's Cathedral entered into an agreement made necessary by the transfer of certain properties to the Shingwauk Education Trust. Compensation for the Deanery property at 1560 Queen Street East amounted to \$145,000, consisting of a cash consideration of \$50,000, with the balance of \$95,000 to be paid in 120 equal monthly instalments of \$1,134, including interest at 7-3/4%.

Principal repayments in each of the next five years are due as follows:

1997	\$ 6,892
1998	7,436
1999	8,023
2000	8,557
2001	9,341

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### 6. Cemetery Trust

As a result of changes to The Provincial Cemeteries Act, the Diocese can no longer act in Trustee capacity. Consequently, funds held by the Diocese must be transferred to other trustees selected by each individual parish.

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### 7. Contingencies

The Diocese has guaranteed a mortgage held by a parish to a maximum of \$104,646 and a demand loan held on another parish to a maximum of \$261,000. In addition, the Diocese has guaranteed operating lines for two parishes to a maximum of \$15,000.

ADVISORY INVESTMENT SUB-COMMITTEE

- 1) Following the integration of the Advisory Finance Committee and the Advisory Finance Sub-Committee, the Bishop appointed the new Sub-Committee with an initial membership of Mr. Ross Cutmore, Mr. Bob Rintoul and the Diocesan Treasurer. It is expected that additional appointments will be made.
- 2) 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 as they 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. The Committee reports to the Administration & Finance Committee and may also submit reports from time to time to the Executive Committee.
- 3) The Committee will be reviewing our current Investment Guidelines, the possible professional Investment Management of the Diocesan portfolios as well as other miscellaneous matters.
- 4) We report below in some detail on the various Trust Accounts and Investment Portfolios:

- 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, 1996</u>
Bookvalue of Portfolio	\$ 411,922
Balance Capital Account	<u>\$ 1,036</u>
	<u>\$ 412,958</u>
Market Value of Portfolio	\$ 437,162
Rate of gross annual income (estimated as at Feb 12, 1997)	\$ 26,607

An Asset Valuation Summary of this portfolio is listed on page 135.

- b) SYNOD TRUST

	<u>Dec. 31/95</u>	<u>Dec. 31/96</u>
Book Value of Investments	\$ 1,048,037	\$ 1,108,458
Cash on hand	<u>36,101</u>	<u>16,320</u>
Total	<u>\$ 1,084,138</u>	<u>\$ 1,124,778</u>
Market Value of Portfolio	<u>\$ 1,144,496</u>	<u>\$ 1,269,811</u>
Rate of Gross Income	<u>\$ 78,663</u>	<u>\$ 75,945</u>

HELD IN TRUST FOR PARISHES:

The Investments in this account are listed in detail on page 136 and a detailed list of the Trusts appears on pages 140, 141 & 142.

c) LOCAL TRUSTS:

	<u>Dec. 31/95</u>	<u>Dec. 31/96</u>
Total Book Value of Investm.	\$ 1,505,986	\$ 1,389,054
Mortgages Receivable	138,052	195,886
Other Assets	38,613	13,982
Total Portfolio *	<u>\$ 1,682,651</u>	<u>\$ 1,598,922</u>

\* Incl. Unexpended Income


Market Value of Investments (Mortgages at par)	<u>\$ 1,773,007</u>	<u>\$ 1,676,378</u>
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The Local Trusts consist of funds held by the Diocese in accordance with Canon D-5 and the participating parishes are listed in detail on pages 138 and 139.

d) CEMETERY TRUSTS:

Book Value of Investments	<u>\$ 21,683</u>	<u>\$ 21,770</u>
Market Value of Investments	<u>\$ 21,683</u>	<u>\$ 21,770</u>

The Cemetery Trusts mostly represent Perpetual Care Funds for the maintenance of grave yards operated by parishes and are maintained and administered by the Diocese in accordance with the provisions of Section 4 (repealed 1993) of Old Canon 20. It should be noted that since the enactment of the Revised Cemeteries Act on April 1, 1992, the Diocese can no longer act as a Trustee and arrangements are in process for transferring the Perpetual Care & Maintenance Funds to new Trustees as selected by the parishes. As at Dec. 31/96 only 4 Accounts remained on the books of the Diocese. Full details of the participating parishes may be found on page 137.

  
Din P. Oosterbaan, Treasurer

March 17, 1996

ASSETS OF P.H.B. DAWSON ESTATE

Held in Trust for Diocese of Algoma

By Canada Trust Company, Toronto

December 31, 1996

<u>Book Value</u>	<u>Bonds</u>	<u>Par Value</u>	<u>Rate of Int.</u>	<u>Maturity</u>	<u>Market Value</u>
\$ 30,147	Gov/Can	\$30,000	7.5 %	Jul 01/97	\$ 30,537
26,811	Gov/Can	27,000	9.25 %	May 15/97	27,564
14,708	Gov/Can	15,000	7.75 %	Sep 01/99	16,023
9,960	Gov/Can	10,000	8.50 %	Apr 01/02	11,172
14,873	Gov/Can	15,000	7.25 %	Jun 01/03	15,869
18,054	CMHC	18,000	6.00 %	Dec 01/98	18,472
16,788	Prov BC	17,000	9.85 %	May 01/98	18,198
30,345	Gov/Can	30,000	7.50 %	Dec 12/01	32,115
30,660	Gov/Can	30,000	7.50 %	Sep 01/00	32,040
27,633	Prov On Global	20,000 (US \$)	6.125%	Jun 28/00	27,304
<u>88,135</u>	Com Tr Fnd	8,460	Units		<u>90,187</u>
<u>\$308,114</u>	TOTAL BONDS				<u>\$319,481</u>

Stocks

\$ 40,970	Common Tr Fnd - Equities	1,783,116 units	\$ 52,263
<u>15,840</u>	Common Tr Fnd - for Eq. Fd	983,223 units	<u>17,380</u>
<u>\$ 56,810</u>	Total Equities		<u>\$ 69,643</u>

CASH & EQUIVALENT

\$ 47,000	Common Tr Fnd - MoneyMarket	4,700 units	\$ 47,000
1,036	Capital Cash		1,036
<u>3,072</u>	Income Cash		<u>3,072</u>
<u>\$ 51,108</u>			<u>\$ 51,108</u>
<u>\$416,032</u>	TOTAL PORTFOLIO		<u>\$440,232</u>

STATEMENT OF INVESTMENTS

as at December 31, 1996

SYNOD TRUSTS

<u>Amount (Book Value)</u>	<u>Bonds/Debs.</u>	<u>Interest</u>	<u>Maturity</u>	<u>Market Value</u>
\$ 500	Canada Ser T15	3.75 %	15/03/98	\$ 502
100,000	Ontario Hydro	9.00 %	16/04/02	114,375
100,000	Ontario Hydro	10.25 %	12/07/98	108,950
90,000	Ontario Hydro	9.25 %	06/01/04	90,000
75,000	Alberta Prov	6.00 %	01/03/99	77,344
50,000	New Brunswick	7.00 %	17/03/98	51,750
50,000	London City	7.25 %	05/11/01	53,563
50,000	Alcan Aluminum	12.45 %	07/11/97	53,475
10,000	Household Finance	11.35 %	16/04/01	12,075
50,000	Simcoe/Brd Ed'n	9.50 %	15/01/99	54,938
258,679	Canada T-Bill (Yield)	2.96 %	06/02/97	258,679
<u>100,000</u>	Canada Savings Bonds	5.75 %	01/11/06	<u>100,000</u>
<u>\$ 934,179</u>				<u>\$ 975,651</u>

Stocks

\$ 36,707	B.C.E. Inc.	1000 Shares	\$ 65,300
55,599	Bank of Nova Scotia	2000 Shares	91,700
13,783	Bank of Montreal	1000 Shares	43,600
26,025	Gentra	3000 Shares	6,840
<u>42,165</u>	Toronto-Dominion Bk	2000 Shares	<u>70,400</u>
<u>\$ 174,279</u>			<u>\$ 277,840</u>

Cash

\$ 12,971	Cash - Revenue Account	\$ 12,971
<u>3,349</u>	Cash - Capital Account	<u>3,349</u>
<u>\$ 16,320</u>		<u>\$ 16,320</u>

<u>\$1,124,778</u>	TOTAL PORTFOLIO	<u>\$1,269,811</u>
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SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 1996

CEMETERY TRUSTS

<u>PARISH</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL AT CREDIT</u>
DUFFERIN BRIDGE, St. John's	\$ 5,125	\$ 6,271	\$11,396
MISSINABIE, Slumberland Cem.	70	189	259
ROSSEAU, Redeemer	1,463	47	1,510
SUDBURY, Epiphany	9,119	1,228	10,347
INTEREST		<u>1,336</u>	<u>1,336</u>
	<u>\$ 15,777</u>	<u>\$ 9,071</u>	<u>\$24,848</u>

SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 1996

LOCAL TRUSTS

<u>PARISH</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL AT CREDIT</u>
ALGOMA DEANERY, General Account	\$	\$ 195.97	\$ 195.97
ALGOMA DEANERY, B.A.C.	350.00	2,096.72	2,446.72
AZILDA, St. Michael & All Angels	63,472.19	10,389.42	73,861.61
BALA, Trinity Church, Endowment	50.00	414.36	464.36
BRACEBRIDGE, Evelyn A. Thomas Mem.	2,031.00	32.50	2,063.50
BRUCE MINES, St. George		443.73	443.73
CACHE BAY, St. Barnabas	3,984.78	657.34	4,642.12
CHARLTON, St. Faith's	2,010.00	90.00	2,100.00
CONISTON, All Saints, Rectory Sale Acct	7,185.00	315.00	7,500.00
ELLIOT LAKE, St. Peter's Rect. Sale Acct		4,418.67	4,418.67
ESPANOLA, St. Geo's, Rect. Sale Acct	100,000.00	1,241.62	101,241.62
GARDEN RIVER, St. John's, Blum End.	5,177.50	524.14	5,701.64
GARSON, Good Shepherd	13,500.00	27.82	13,527.82
GREGORY, Christ Church - Norris Bequest	4,385.00	-	4,385.00
LITTLE CURRENT, Holy Trin. Wilk Mem Fnd	1,115.00		1,115.00
LITTLE CURRENT, Holy Trin Rec Sale Acct	95,150.59	-	95,150.59
MASSEY, St. James - Parsonage Proceeds	350.00	747.41	1,097.41
MUSKOKA, Parry Sound, B.A.C.	400.00	109.98	509.98
NEWHOLM, Holy Trinity		95.81	95.81
NIPIGON, Endowment	800.00	(29.04)	770.96
NORTH BAY, St. Brice's, Rectory Acct	37,248.79	-	37,248.79
ONAPING, All Saints	74,464.72	(349.13)	74,115.59
PALMER HESSIE R., Lake of Bays Settler	500.00	521.13	1,021.13
PARRY SOUND, Rectory Sale Acct	126,850.00	1,447.66	128,297.66
PORT CARLING, St. James	7,985.50	14.98	8,000.48
PORT SYDNEY, Endowment	2,123.00	41.15	2,164.15
PORT SYDNEY, Mem. Endowment Fund	13,878.71	2,772.15	16,650.86
PORT SYDNEY, Rectory Sale Acct	125,535.75	3,861.07	129,396.82
PROVIDENCE BAY, St. Peters Ch. Bldg.	4,750.00	3,267.44	8,017.44

....Schedule Endow,TrFund cont.

PURBROOK, Christ Church	-	117.40	117.40
RAMSAY, St. Andrews, Sale of Ch. Bldg.	2,000.00	267.48	2,267.48
ROCKSBOROUGH, St. Peter's Church	588.43	4.88	593.31
ROSSEAU, Church of the Redeemer Endow	8,177.81	47.48	8,225.29
SAULT STE. MARIE, St. Luke's Altar Gld	2,000.00	-	2,000.00
- St. Luke's Cath. I.S.D.A.	81,942.47	-	81,942.47
- St. Matthew's Rec. Sale	101,358.00	-	101,358.00
- St. Peter's Crawford Estate	2,005.00	2,590.30	4,595.30
SHEGUIANDAH, St. Andrew's Sim's Mem.	150.00	404.18	554.18
SHEGUIANDAH, St. Peter's Endowment	610.00	-	610.00
SOUTH BAYMOUTH, St. John's Church	2,269.26	36.59	2,305.85
SOUTH RIVER, Grace Church	5,000.00	-	5,000.00
SOUTHWOOD, Church of Our Lady	2,067.50	4,674.72	6,742.22
SPRUCEDALE, St. Paul's, Church	8,329.48	1,088.23	9,417.71
STURGEON FALLS, St. Mary Magdalene Rect	33,178.12	1,741.73	34,919.85
SUDBURY, Ch. of the Epiphany, Rectory	47,770.00	70.21	47,840.21
- Resurrection Rect. Sale Acct	108,000.00	3,662.46	111,662.46
- St. James, Rect. Sale Acct	91,241.54	(2,451.47)	88,790.07
SUNDRIDGE, St. Paul, Endowment	8,434.50		8,434.50
- St. Paul, Seabornd Bequest	5,000.00	80.66	5,080.66
TEMISKAMING, QUE. Holy Trin. Endow.	80,650.22	-	80,650.22
- Holy Trin. Mission Sust.	62,960.00	6,676.46	69,636.46
- Holy Trin. Sale of Rectory	24,265.96	5,333.33	29,599.29
THESSALON, Redeemer Rectory Sale	47,142.62		47,142.62
THUNDER BAY, St. Stephen's Rect Sale			
Acct 1992	54,399.80	115.56	54,515.36
TORRANCE, Endowment	1,179.75	1,699.27	2,879.02
UFFINGTON, St. Paul's Endowment	4,877.50	19.48	4,896.98
WHITE RIVER, All Saints, Rect. Sale	42,000.00	6,109.71	48,109.71
WHITEFISH FALLS, St. Augustine's	9,700.00	536.45	10,236.45
WINDERMERE, Christ Church Endowment	1,850.00	-	1,850.00
INTEREST	-	304.50	304.50
	<u>\$1,532,445.49</u>	<u>\$66,477.51</u>	<u>\$1,598,923.00</u>

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SCHEDULE OF ENDOWMENT, TRUST FUND AND UNEXPENDED BALANCES

As at December 31, 1996

SYNOD TRUSTS

<u>NAME</u>	<u>PURPOSE/INCOME TO</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE AS AT DEC 31/96</u>	<u>TOTAL AT CREDIT</u>
Abp Thorneloe Mem. Fd. (D.E.F. Re: Epis. Stip.)		197,786	\$ -	197,786
Abp Wright Campership Fund		6,672	350	7,022
Averill Bequest, Margaret Frances, (Undesignated)		32,200	491	32,691
Balfour Bequest C.W."A", (Diocesan Missions to A.M.F.)		6,547	-	6,547
Balfour Bequest C.W."B", (Any Dio. need Bhp's Discr.)		4,193	907	5,100
Benner Estate, James King, (Women Full-Time Miss. Work)		8,039	5,578	13,617
Bishophurst Endowment (Income to DEF)		19,747	-	19,747
Bishop Sullivan Memorial Fund (Income to AMF #518-103)		177,330	-	177,330
Brideaux Memorial Fund, The R & S, (Missionary Projects)		16,051	1,212	17,263
Bull Estate, Arthur A., (Bhp's Disc.)		20,660	20,944	41,604
Capital Gains held for Distribution		13,474	-	13,474
Clergy Retirement Ass't Fnd. (Retirement Grants)		14,586	16,928	31,514
Clinch Estate, H.B., (Bhp's Disc/Assist Stud. Min. Ed.)		-	2,100	2,100
Continuing Education		9,217	2,091	11,308
Curacy Training Fund		18,646	2,753	21,399
Dawson, Estate, Julia (Bishophurst Maintenance)		2,010	-	2,010
Dawson Bequest, P.H.B. (Clergy School)		22,221	3,693	25,914

Divinity Student Fund	21,003	1,451	22,454
Edgar Bequest, Miss Annie, (Bishop's Discretion)	16,790	2,296	19,086
Edgar, Mary Susanne (Children's Camping suggested)	2,010	212	2,222
Educational Trust for Children of Clergy	1,030	1,052	2,082
Episcopal Endowment (Income to D.E.F. Epis. Stip.)	82,105	-	82,105
Garbutt Fund, Harry & Derwyn (Assist Emsdale Parishes)	10,049	-	10,049
General Purpose (Undesignated Bequests)	13,767	891	14,658
General Synod Travel (Appropriation from D.E.F.)	-	2,061	2,061
Green Memorial, Eda (Income to Algoma Mission Fund)	3,953	-	3,953
Gurney Memorial (Orig. Treas. Res., Inc. to DEF)	18,942	-	18,942
Heritage Centre Committee	-	1,948	1,948
Higgins Bequest, Belgrave F. (Income to A.M.F.)	829	-	829
Homann Bursary Fund (Textbooks Bursaries)	1,005	55	1,060
Homann Legacy, Peter J. (Indian Work)	50,244	20,002	70,246
Hooey, Lawrence & Tilley Scholarship Fund (Bursaries)	5,037	582	5,619
Irons Fund, Frederick G. (Inc. to Emsdale)	10,187	-	10,187
Joy Memorial Bursary Fund, F.W. (Ass't Male Div. Student)	20,098	6,757	26,855
Lambeth Travel (Appropriation from D.E.F.)	-	8,111	8,111
Layreader's Fund, Diocesan	-	695	695
McCausland Estate, John George	4,223	-	4,223
McDermot Estate	5,000	402	5,402
McPhail Estate, John A. (Sundry at Bhp's Discr.)	-	15,735	15,735
Ministry 2000 (Diocesan Study & Review Fund)	-	7,475	7,475
Ministry 2000 (Personnel Resources Fund)	22,425	-	22,425
Ministry 2000 (Stewardship Fund)	14,950	-	14,950
Ministry 2000, Reserve Fund (Synod Office Equipment)	-	7,475	7,475

Ministry 2000, Reserve Fund (Windward Islands Ministry)	-	3,518	3,518
Moore Bequest, Mrs. Sadie (Unrestricted)	13,011	833	13,844
Nock Canterbury Fund (Cantess Summer Sch. in U.K.)	4,523	7,414	11,937
Palmer Bequest, Ernest Blanshard (Undesignated)	24,266	1,520	25,786
Provincial Synod Travel	-	7,338	7,338
Richards Bequest, Benjamin (Unrestricted/Bhp's Disc.)	1,005	3,360	4,365
Simmons Estate, Charles L. (Undesignated)	-	1,067	1,067
Sydney-Smith Maria Legacy, (Inc. Distr. by Bhp annually)	4,324	244	4,568
U.S.P.G. (Bishop's Discretion, Five Purposes)	6,284	1,157	7,441
Woodward Memorial, Leslie (Nursing Scholarship)	3,015	1,059	4,074
Yeomans Fnd., Sidney & Isobel (Divinity Student Trust)	8,104	835	8,940
Young Estate, Charles Andrew (Unrestricted/Bhp's Disc.)	94,296	7,433	101,729
Interest Distribution Account	-	5	5
TOTALS	<u>\$1,031,854</u>	<u>\$170,030</u>	<u>\$1,201,885</u>

**ARCHBISHOP WRIGHT BUILDING FUND**

**STATEMENT OF LOANS RECEIVABLE as at December 31st**

<b><u>PARISH</u></b>	<b><u>1995</u></b>	<b><u>1996</u></b>
Blind River, St. Saviour	\$181,780	\$163,178
Sault Ste. Marie, St. Peter	21,109	15,155
Bracebridge	259,720	259,683
Emsdale	6,370	4,931
Huntsville	71,992	39,236
Capreol	13,252	8,675
Massey	8,427	7,563
McGregor Bay	-	30,138
New Liskeard	622	-
North Bay, Christ Church	15,705	9,748
North Bay, St. John	31,758	10,672
Manitouwadge	5,345	4,180
Marathon	6,608	5,828
Nipigon Parish Council	-	6,315
Schreiber	-	3,792
Thunder Bay, St. Michael & All Angels	133,948	152,978
Camp Gitchegomee	7,351	5,762
William McMurray Corporation	155,196	150,613
Bishophurst	22,000	21,964
TOTALS	<u>\$941,183</u> =====	<u>\$900,411</u> =====

CAR LOAN FUND REPORT

As at December 31, 1996, total car loans outstanding amounted to \$49,685.00 represented by 11 individual borrowers. During the past few years the following loans were granted and processed.

<u>Year</u>	<u>Number of Loans Made</u>	<u>Total Amount</u>	<u>Year</u>	<u>Number of Loans Made</u>	<u>Total Amount</u>
1987	13	92,032	1992	11	90,779
1988	18	117,297	1993	8	55,071
1989	11	76,381	1994	15	30,452
1990	13	91,816	1995	7	66,120
1991	1	100,852	1996	6	29,687

STATEMENT OF CAR LOAN FUND CAPITAL - as at December 31st

	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>
Bal. beginning of year	\$291,957	\$299,971	\$293,175	\$293,063
Interest earned:				
Loans	6,218	4,216	4,421	4,005
Deposit Accts	2,218	3,696	5,119	2,182
5% Admin. Levy	(422)	(351)	(468)	(309)
<u>Less:</u>				
Write-offs				
Personnel Response Fnd	-	(14,357)	(9,184)	(253,329)
	<u>\$299,971</u>	<u>\$293,175</u>	<u>\$293,063</u>	<u>\$ 45,612</u>

At the March 2/3, 1994 Executive Committee Meeting, the terms of reference for the Car Loan Fund were broadened to provide for assistance in dealing with personnel including new ministries, retirements, lay-offs and dismissals.

During the year ending Dec. 31/96 the Executive Committee authorized the Write-off of the \$120,000 Loan to the General Purpose Funds made some years ago.

As directed at an earlier Executive Committee meeting, we indicate below sources of the Capital since the inception of the Fund. The Capital of the Fund is comprised of the following Assets:

Loans	\$ 84,627
Cash on Deposit (Sav.- \$ 7,938, CIBC-GIC \$80,000)	87,938
Internal Loan Receivable (owing by Gen. Pur. Fund)	120,000
Accrued Interest Earnings	<u>\$ 498</u>
	<u>\$293,063</u>



SOURCE OF CAR FUND CAPITAL TO DECEMBER 31, 1995

<u>DONATIONS:</u> (1954..\$50.00/1968..\$300.00/1982..\$200.00)	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>	
	\$ 30,982	11%


TRANSFER FROM ABP WRIGHT BUILDING FUND

1975 - 5,000	1980 - 15,000	
1976 - 5,000	1981 - 23,000	
1977 - 18,000	1986 - 35,000	
		\$101,000 34%

INTEREST EARNED

Bank Deposits\T-Bills since 1968	74,430	
Car Loans since 1981	<u>129,156</u>	
	\$203,586	69%
<u>Less:</u> Levy for Administrative Services	(7,812)	(2%)
Bad Debts (Write-Off)	(11,152)	(4%)
Personnel Response Fund (Legal)	<u>(23,541)</u>	<u>(5%)</u>
	<u>\$293,063</u>	<u>100%</u>

(Mar. 19/97)  
a:\carloan.E22

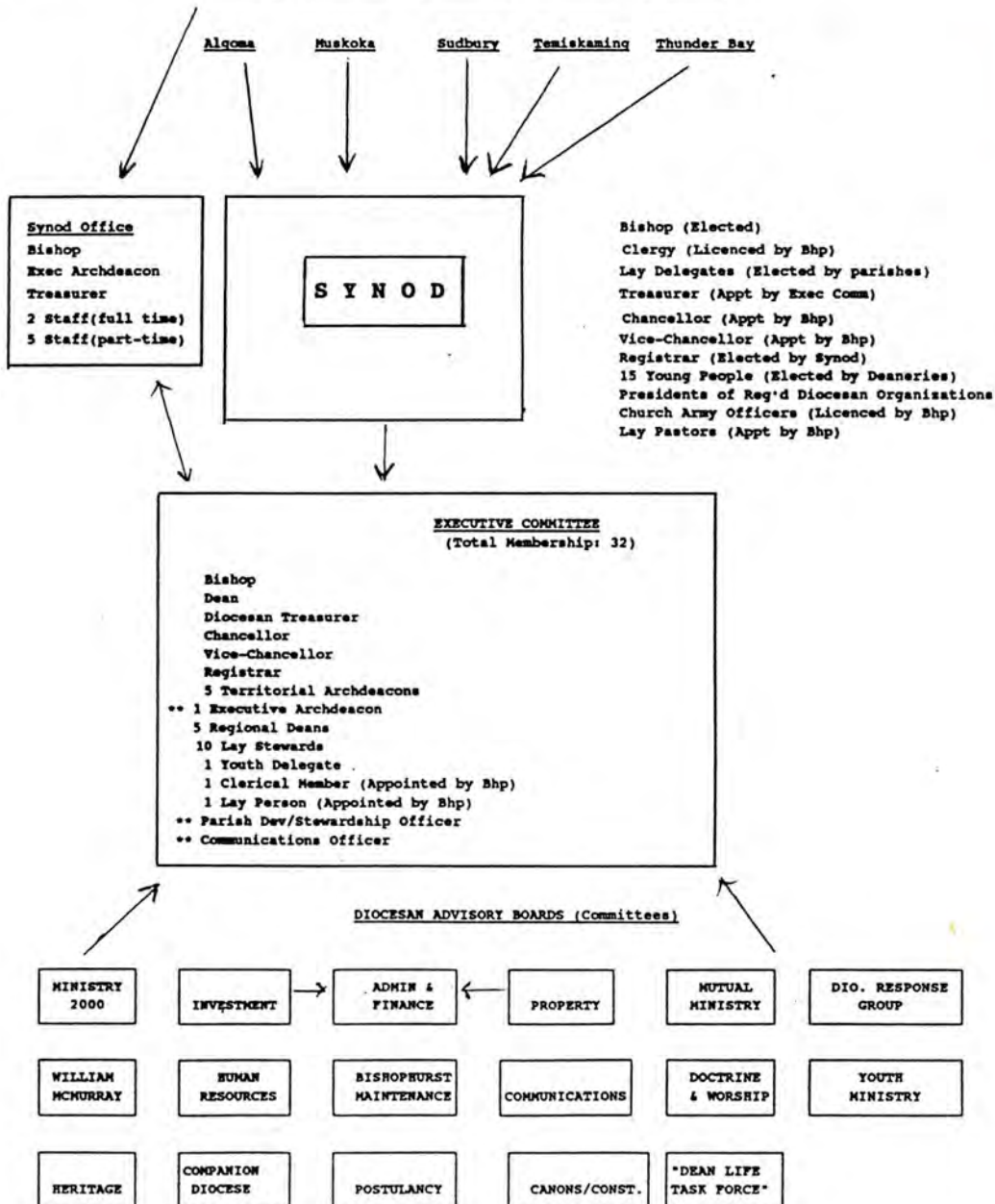


Din P. Oosterbaan  
Diocesan Treasurer

DIOCESAN STRUCTURE

Total Number of Anglicans: 61,580 (1981 Census)  
 Total Reported Membership: 18,415 (1995)  
 Total Organized Congregations: 122  
 Total Number of Deaneries: 5

Congregations.....	19	43	27	15	18
Membership.....	4398	3433	3044	2368	5172
Clergy.....*	11	12	12	9	10



\* Includes part-time clergy & lay pastors (No. of incumbents only are shown)  
 \*\* Non-Canonical positions

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA

Exhibit #9

Deanery	No. of Families	No. of Individ.	Total Memb.	#of Conf Persons	Easter Comm.	No. of Envelope Subscribers	Other Identified Givers	Avg Sunday Attn	No. of Baptisms	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Envelope Offerings
Algoma Deanery	1472	575	4398	2630	2363	1123	314	906	92	42	101	17	81	314	687793
Muskoka Deanery	1175	580	3433	1775	2200	1137	828	1052	102	57	115	12	61	220	776689
Sudbury-Manitoulin Deanery	1181	523	3044	1881	1965	923	393	729	86	51	71	15	41	194	658067
Temiskaming Deanery	809	413	2368	937	1728	781	178	744	82	34	84	11	44	248	506037
Thunder Bay Deanery	1756	669	5172	3049	3049	1434	656	854	129	65	132	18	130	501	915472
	<b>6393</b>	<b>2760</b>	<b>18415</b>	<b>10272</b>	<b>11305</b>	<b>5398</b>	<b>2369</b>	<b>4285</b>	<b>491</b>	<b>249</b>	<b>503</b>	<b>73</b>	<b>357</b>	<b>1477</b>	<b>3544058</b>

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA																Exhibit #9
	Year if diff- erent	No. of Families	No. of Individ.	Total Memb.	#of Conf Persons	Easter Comm.	No. of Envelope Subscribers	Other Identified Givers	Avg Sunday Attn	No. of Baptisms	No. of Wedd- ings	No. of Bur- ials	No. of Sunday Schools	No. of Teach- ers	No. of Pupils	Open & Envelope Offerings
ALGOMA DEANERY																
Blind River		79		151	122	87	43	111	39	1	1	2	1	6	29	30783
Elliot Lake		145	70	341	300	210	83	25	69	6			1	2	7	51680
Goulais River		39		33	33	39	29	29	20	3	1		1	3	8	11940
SAULT STE MARIE																
Christ Chrch		120	38	423	188	218	83	20	98	7	3	12	1	8	50	65772
St. Peter's		66	33	228	125	164	53	20	53	3	1	3	1	4	17	32777
Holy Trinity		180	88	623	441	417	129	37	132	11	1	10	1	8	15	94298
Heyden		10	4	16	24	20	14	2	17	1		1		2	8	12415
St. John's		64	50	248	201	117	87	15	88	7	2	11	2	6	30	49199
St. Luke's	1994	158	200	930	734	442	279	24	171	16	19	26	1	10	54	146945
St. Matt		266	23	685	385	369	172		115	7	4	14	2	14	60	94406
Garden River		87	27	275		55	12	4	22	17	3	4				6979
ST. JOE & ECHO BAY:		127	36	311		139	62	25	28	7	4	7	2	8	14	38957
Hilton Beach																
Richards Landing																
Jocelyn, Trinity																
Echo Bay, St. Geo																
Thessalon		49		100	77	47			31	5	1	2	1	1	3	27356
Wawa, St. Paul's		54					54				1		1	3	7	15431
White River	1994	28	6	34		39	23	2	23	1	1	9	2	6	12	8855
		1472	575	4398	2630	2363	1123	314	906	92	42	101	17	81	314	687793

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA															Exhibit #9	
	Year if	No.	No.		#of		No. of	Other	Avg	No.	No. of	No. of	No. of	No. of	No.	Open &
MUSKOKA DEANERY	diff-	of	of	Total	Conf	Easter	Envelope	Identified	Sunday	of	Wedd-	Bur-	Sunday	Teach-	of	Envelope
	erent	Families	Individ.	Memb.	Persons	Comm.	Subscribers	Givers	Attn	Baptisms	ings	ials	Schools	ers	Pupils	Offerings
Bala-Torrance:		46	15	128	100	78	33	38	41	4	3	4	1	4	12	32945
MacTier		15	10	50		22	18	15	15	4		1				10162
Southwood		1	3		5			5	9							213
Bracebridge:		171	135	524	458	383	203	30	182	23		19	1	9	55	136304
Rocksborough									8							638
Emsdale		29	9	104	61		39	23	34	4	1	3	1	8	12	17525
Kearney		15	12	48	29	19	9	11	10							9460
Novar		10	6	45	19	16	12	13	8							10873
Gravenhurst:		116	105	411		133	130	173	123	4	5	15	1	8	30	89358
Barkway			4	6	2	6	5		4							1790
Huntsville:																121741
Grassmere		1	1	3	3		12	24	29		1					3589
Ilfracombe								36	36			1				2736
Newholm																
Ravenscliffe		19	14	83		37	14	8	26	2						8037
Lake of Bays Mssn:																41537
Dorset, Magdalene		58	35	190		75	65	17	80	10	5	3	2	2	10	
Baysville																
Dwight/Pt. Cun.																
Milford Bay:		36	12	54	42	140	50	48	28	8	8	10	1	1	6	17716
Port Carling		65	5	135	108		37	29	35	4	4	5				14278
Gregory	1994	36	12	126	59		34		28	1	2	2				11014
Mortimer's Pt.																1500
Parry Sound:		250	75	900	600	607	210	235	45	16	7	29	1	15	50	112790
Port Sydney:		101	17	118	78	120	85	8	42	10	11	7	2	6	25	28761
Beatrice		16	2	18	15	41	15	2	8		1					2676
Falkenburg		30	1	31	28	51	21	2	10	2	2	1				7775
Rosseau																17197
Ullswater																4000
Windermere	1994	51	14	98	66		36		77	7	3		1	6	10	14959
Orrville		15	5	54	45	38	22	4	18	2	1					8995
Vankoughnet		21	5	61	39	61	10	12	13							4219
Uffington	1993	8	1	20	18	12	6	2	9							1809
Sundridge		4	25	40		64	24	10	21	1	1	5				10424
Burk's Falls		2	9	16		35	13	5	13			2				10358
Magnetawan		24	23	40		61	12	25	55		1	3				7275
South River		20	15	85		201	22	8	20			5	1	2	10	12768
Eagle Lake		15	10	45				45	25		1					1267
		1175	580	3433	1775	2200	1137	828	1052	102	57	115	12	61	220	776689

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA																Exhibit #9
	Year if	No.	No.		#of		No. of	Other	Avg	No.	No. of	No. of	No. of	No. of	No.	Open &
SUDBURY-MANITOULIN	diff-	of	of	Total	Conf	Easter	Envelope	Identified	Sunday	of	Wedd-	Bur-	Sunday	Teach-	of	Envelope
DEANERY	erent	Families	Individ.	Memb.	Persons	Comm.	Subscribers	Givers	Attn	Baptisms	Ings	ials	Schools	ers	Pupls	Offerings
Capreol		103	33	294		90	82	12	41	4	2	6	1	5	25	32537
Garson, St. Mark																17328
Copper Cliff		71	29	240	225	183	79	10	50	10	5	4	1	1	4	46227
Ascension, Sudbury		112	55	386	260	242	58	37	76	14	9	11	1	3	10	58390
Epiphany, Sudbury		190	119	499		347	215	12	141	10	3	14	1	10	42	165294
Resurrection, Sudbury		77	47	228	222	132	88		55	11	7	5	1	3	9	51560
ST. JAMES & ST. GEO:																
Lockerby, St. James		27	45	117		84	41		30	2	1					25321
Minnow Lake, St. Geo.																
Coniston, All Snts		101			258	70		33	30	12	9	12	1	4	10	15677
French River																
RAINBOW PARISH:																
Espanola		83	51	246	171	64	69	74	43	10	7	8	3	3	17	33128
Massey		31	15	86	68	18	17	4		1		1				9671
Webbwood		91	2	18	16		7	1	6							1881
Nairn Centre		3	1	7	5		3	9	3							1661
PARISH W. MANTLN:																
Gore Bay/Kagawong						146	43		57				1	2	22	35132
Kagawong																
Silverwater																
Little Current:		107	43	356	300	35	44		46	1	3	3	1	1	6	38275
Sucker Creek																
Sheguiandah, St. And																
Sheguiandah, St. Pete																1810
Lively		77	32	263	192	219	88	17	62	3	2	2	1	3	19	63334
MANITOWANING WARDEN																
Manitowaning		22	10	70	55	74	12	10	20	5		3				14843
Mindemoya		45	24	112	75	193	45	169	48	3	1	1	2	4	20	29276
South Bay Mouth		13	7	38	34	37	12	5	12				1	2	10	10154
McGregor Bay																
Azilda		28	10	84		31	20		9		2	1				6568
		1181	523	3044	1881	1965	923	393	729	86	51	71	15	41	194	658067

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA																Exhibit #9
	Year if	No.	No.		#of		No. of	Other	Avg	No.	No. of	No. of	No. of	No. of	No.	Open &
	diff-	of	of	Total	Conf	Easter	Envelope	Identified	Sunday	of	Wedd-	Bur-	Sunday	Teach-	of	Envelope
TEMISKAMING DEANERY	erent	Families	Individ.	Memb.	Persons	Comm.	Subscribers	Givers	Attn	Baptisms	ings	ials	Schools	ers	Pupils	Offerings
Englehart		59	2	120	106	80	55	4	31	4	1	3				28801
Charlton		18	6	71	20	41	13	2	20	5			2	3	30	7485
Haileybury:		68	4	146	129	168	67	4	51	8	5	12	1	2	22	54143
Cobalt																1000
Temagami		21	8	56	40	66	19	4	20	2		1	1	2	10	10293
New Liskeard		53	29	177	127	91	64	1	46	6	1	7	1	8	20	41079
NORTH BAY																
Christ Church		62	45	205	185	249	72	12	70	4	1	5	1	2	14	72411
St. Brice		196	161	600	279	500	207	80	250	21	3	19	1	10	60	119267
St John Divine		191	103	598		334	161	56	135	20	19	22	1	10	60	88830
Divine ABWBF Loan2																
Divine ABWBF Loan																
Powassan:		57	18	160		83	46	5	48	2	1	7	1	4	21	33304
Callander		53	30	163		77	52	5	33	9	2	4	1	2	7	24556
Chisholm																
Restoule		17	7	45	30	15	13	4	24	1		3				5406
Sturgeon Falls:																12000
Cache Bay																
Temiskaming		14		27	21	24	12	1	16		1	1	1	1	4	7462
		809	413	2368	937	1728	781	178	744	82	34	84	11	44	248	506037

SELECTED STATISTICS - 1995 DIOCESE OF ALGOMA

Exhibit #9

	Year If	No.	No.		#of		No. of	Other	Avg	No.	No. of	No. of	No. of	No. of	No.	Open &
	diff-	of	of	Total	Conf	Easter	Envelope	Identified	Sunday	of	Wedd-	Bur-	Sunday	Teach-	of	Envelope
THUNDER BAY DEANERY	erent	Families	Individ.	Memb.	Persons	Comm.	Subscribers	Givers	Attn	Baptisms	ings	ials	Schools	ers	Pupils	Offerings
Manitouwadge		61	10	132	139	153	36	18	41	2	1	1	1	6	18	30769
Marathon		90	11	274		66	32	38	27	3		2	1	5	15	32590
NIPIGON PAR COUNCIL		79	36	163	64	86			12	5	2	6	2	9	14	
Nipigon, St Mary's		33	22	63	28	71	29	18	10	3	2	5	1	8	10	30028
Dorion	1994	22	4	48	18	5	5		6	2	1	1				1600
Red Rock		24	10	52	18	10	12	16	2				1	1	4	6083
Schreiber		84	19	270	150	169	65	20	42	9	1	6	1	6	12	28784
THUNDER BAY																
St. George							53			5	1	4	1	1	7	41189
St. John		131	75	347	256	412	167	41	145	6	3	13	1	10	40	110184
St. Luke's		126	99	398	349	321	135	38	23	16	5	10	2	13	40	83516
St. Michael's		224	88	739	543	453	278	362	68	43	20	38	1	24	110	160897
St. Paul's		352	215	1375	694	412	221	82	171	15	13	16	1	9	32	153973
St. Stephen		68	33	229	66	235	60	0	47	8	1	2	2	5	16	30387
St. Thomas		384	30	838	550	558	258	16	200	7	13	22	1	25	155	165714
PARISH OF WEST TB	1994															
Murillo, St. James	1992	24	7	83	59	37	29	2	18	4		3	1	4	13	11138
Rosslyn, St. Mark	1992	50	7	146	104	51	46	3	35	1	1	3	1	4	15	24573
Slate River, GoodSh.	1992	4	3	15	11	10	8	2	7		1					4047
TB, Mission to seamen																
		1756	669	5172	3049	3049	1434	656	854	129	65	132	18	130	501	915472




**BISHOP APPEAL CAMPAIGN**

The attached Financial Report as at February 28, 1997 reveals the full financial details on the partnership arrangements with the parishes relative to the Campaign launched in 1990.

While the Campaign formally ended at the end of 1995, individual unpaid pledge balances still under repayment remained at the end of 1995 and during the year 1996 an additional \$5,720 was received.

These funds were distributed to the parishes concerned and the Diocese and as there were no unfulfilled pledge balances remaining, the Campaign has now ended and the attached report is the final one.



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Din P. Oosterbaan  
Diocesan Treasurer

MAR 17/97

BISHOP'S APPEAL CAMPAIGN FUND

ACCUMULATIVE STATEMENT OF INCOME/EXPENSES/DISBURSEMENTS


TO FEBRUARY 28, 1997

INCOME

188-001	Gift Shares Received	\$ 1,939,107.45
188-002	Interest Earned	14,956.85
188-003	Adm. Costs Dio. Share	25,160.34
		<hr/>
		\$ 1,979,224.64
		=====

EXPENSES/DISBURSEMENTS

188-021	Navion Fees	\$ 143,000.00
188-027	Navion Travel	16,952.59
	Direct Fundraising Cost	<hr/>
		\$ 159,952.59
188-022	Travel/Acc/Mtg.Costs	14,878.31
188-023	Postage Express	15,503.69
188-024	Tel/Fax/Envoy 100	5,407.97
188-025	Stationery/Printing	10,216.88
188-026	Rent, Sudbury Office	1,958.50
188-028	Computer Hdwe/Software	14,448.02
188-029	Promotional Material	
	(Incl.Parish Bulletins)	10,231.11
188-030	Salaries/Benefits	20,443.47
		<hr/>
		\$ 253,040.54
188-050	BAC FUNDS DISTRIBUTED	<hr/>
		1,726,184.10
		<hr/>
		\$ 1,979,224.64
		=====

  
Din P. Oosterbaan  
Diocesan Treasurer

**BISHOP'S APPEAL DIOCESAN SHARE**

The attached accumulative operating statement for the period ending February 28, 1997 reveals full financial details on the diocesan share of the Bishop's appeal Campaign since inception.

A detailed statement of the manner in which the funds were expended, by case category, is attached as well. The remaining balance of \$21,000.00 was allocated to the diocesan budget for 1997. This report constitutes the final one for the Campaign.



Din P. Oosterbaan,  
Diocesan Treasurer.

March 17/97

**BISHOP'S APPEAL ALLOCATION**

**(Diocesan Share Account)**


**ACCUMULATIVE OPERATING STATEMENT FOR PERIOD ENDING FEB 28/97**

**INCOME**

198-001	BAF - Diocesan Shares	\$ 862,836.84
198-002	BAF - Interest Earned	<u>82,516.29</u>
		\$ 945,353.13
		=====

**EXPENDITURES**

198-100	BAF - Travel Accomodation	\$ 1,364.63
198-101	BAF - Postal/Express	150.00
198-102	BAF - Tel/Fax	225.00
198-103	BAF - Print/Stationery	32.75
198-104	BAF - Miscellaneous	10.00
198-105	BAF - Auth'd Grants Disbursed	915,883.23
198-106	BAF - BAC Adm. Costs paid	<u>27,687.52</u>
		\$ 945,353.13
		=====



DIN P. OOSTERBAAN  
DIOCESAN TREASURER

MARCH 17, 1997

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BISHOP'S APPEAL ALLOCATION

(Diocesan Share Account)

EXPENDITURES BY CASE CATEGORY  
(ACCUMULATIVE)

HUMAN RESOURCES

\$725,281.07
--------------

		<u>Accumulative</u>
a)	<u>Executive Archdeacon</u>	
	Cost of search for travel, accom. etc.	\$ 3,871.29
	Furniture	3,789.01
	Wordprocessor/Computer	4,553.06
	Tel. Installation/Misc.	593.94
	Salary/Benefits etc.	284,918.34
	Moving Costs	<u>5,163.34</u>
		<u>\$302,888.98</u>
b)	<u>Development and Training of Lay Ministry</u>	
	Workshop - Violence	\$ 1,968.19
	O.P.E.N. Workshops	2,538.11
	Lay Training Event	200.00
	Mutual Min - Muskoka Project	1,741.84
	School Pastoral Care - Th. Bay	500.00
	Saints Alive Program-Algoma Deanery	500.00
	Muskoka Deanery Education Comm.	<u>186.04</u>
		<u>\$ 7,634.18</u>
c)	<u>Curacy Development and Training</u>	
	Summer Students	<u>\$51,000.00</u>
d)	<u>Support Services for Clergy</u>	
	Early Retirement Cost	18,837.68
	Past.Inst.Counselling Service (EAP)	6,727.50
	Clergy Retirement Asst. Fund	68,042.90
	Moving Retired Church Army	2,000.00
e)	Human Res. Committee-Mtg/Travel Costs	6,400.00
f)	Interim Pastorsip Program	38,696.71
g)	Parish Dev/Stewardship Officer	112,315.90
h)	Bishop's Facilitator	4,800.00
l)	Office Rent Increase	58,188.48
j)	Diocesan Youth Co-Ordinator	28,980.84
k)	Inactive Members Ministry (Lab 1)	11,817.68
l)	Algoma Deanery Youth Retreat	2,300.00
m)	1994 Youth Synod	<u>4,650.22</u>
		<u>\$ 363,757.91</u>

COMMUNICATIONS

\$112,602.16 to date

a) <u>Training</u>		
Mutual Ministry/Camp Manitou Tapes		<u>941.94</u>
b) <u>Hardware</u>		
Synod Office - Telephone upgrade	\$ 2,772.41	
7 Fax Machines/Operating Costs	32,382.12	
Teleconferencing Equipment	9,797.00	
Bishop's Secretary Wordprocessor	3,621.37	
Character Generator	379.10	
Editing Machine	557.50	
Titler	724.73	
Other	3,924.59	
Camcorder/VHS	7,241.66	
Video Mixer Monitor	2,645.64	
VHS Video Recorder	1,225.37	
Video Cassette 8 MM	328.03	
Head Sets	216.31	
Video Tapes, etc.	552.12	
Video Light\Charger\Stand	492.15	
Battery Packs, Bulbs	352.14	
Bulletin Board	531.03	
Microphone Cable	312.20	
Camera Repairs	368.00	
Bishop's Installation	326.46	
		<u>\$ 68,749.93</u>
c) <u>Other</u>		
Christmas 1990-Radio/Newspaper Adv.	\$ 4,079.41	
Christmas 1991-Radio Advertising	6,133.08	
Extended Issues, cost of Alg.Anglican	16,600.00	
Teleconferencing	<u>\$ 16,097.80</u>	
		<u>\$ 42,910.29</u>

COMMUNITY OUTREACH

\$57,000.00 to date

a) <u>Development of Special Ministries</u>		
Ministry Long Term Care (Sudbury)		<u>\$ 15,000.00</u>
b) <u>Christian Education and Evangelism</u>		
Lakehead Chaplaincy		<u>\$ 42,000.00</u>

DIOCESAN BUDGET 1997

\$ 21,000.00

\$ 21,000.00

\$915,883.23

(Mar 17/97)

  
 \_\_\_\_\_  
 Din P. Oosterbaan,  
 Diocesan Treasurer

WILLIAM MCMURRAY CORPORATION

The William McMurray Corporation is a non-profit housing project established in 1980, sponsored by the Diocese and St. Luke's Cathedral. It owns and operates a modern three-story apartment building, elevator serviced, in down-town Sault Ste. Marie.

The Corporation operates as a caring community, serving seniors, some clergy and others who are interested in quality of life accommodation.

We offer modern one and two bedroom apartments (some with handicap facilities) as they become available, and rental subsidies may be applied for if the rent would exceed 29% of income.

The diocesan offices are also located in the Building on the ground floor, and we extend a warm invitation to all Lay and Clergy delegates to visit our building. We also urge/invite all delegates to forward us names and addresses of anyone known to them who may wish to apply for accommodation in our building. Our continued success depends greatly on having a meaningful waiting list of desirable prospective tenants.

We are pleased to record that one of our tenants, The Rev'd Canon Muriel Hornby continues to serve on the Board of Directors. Canon Jack Crouch, our Vice President over the last several years has relocated to Mississauga, Ontario. We will miss the contribution he and his wife, Mary Jane, made to the life of the community.

Appended hereto are the Auditor's Report and Financial Statements for the Corporation for the fiscal year ending July 31, 1996.

(Mar. 7/97)



Din P. Oosterbaan  
Secretary-Treasurer

Financial Statements

**WILLIAM McMURRAY CORPORATION**

Year ended July 31, 1996





KPMG  
Chartered Accountants

111 Elgin Street at Queen  
Suite 200 PO Box 578  
Sault Ste Marie Ontario P6A 5M6

Telephone (705) 949-5811  
Telefax (705) 949-0911  
<http://www.kpmg.ca>

## AUDITORS' REPORT TO THE BOARD OF DIRECTORS

We have audited the balance sheet of William McMurray Corporation as at July 31, 1996 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. These financial statements are the responsibility of the Corporation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Corporation as at July 31, 1996 and the results of its operations and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

Chartered Accountants

Sault Ste. Marie, Canada

October 11, 1996

1

# WILLIAM McMURRAY CORPORATION

## Balance Sheet

July 31, 1996, with comparative figures for 1995

	1996	1995
<b>Assets</b>		
Unrestricted funds:		
Cash	\$ 16,210	\$ 26,797
Restricted funds:		
Replacement Reserve Fund cash and term deposit	71,404	65,222
Subsidy Surplus Fund cash	7,431	8,418
	<u>78,835</u>	<u>73,640</u>
Fixed assets (note 2):		
Land, building, equipment and furniture	907,214	907,214
Accumulated depreciation	107,218	93,927
	<u>799,996</u>	<u>813,287</u>
	<u>\$ 895,041</u>	<u>\$ 913,724</u>

## Liabilities and Fund Balances

Current liabilities:		
Accounts payable and accrued liabilities	\$ 15,412	\$ 26,000
Current portion of long-term debt	14,700	13,300
	<u>30,112</u>	<u>39,300</u>
Long-term debt (note 3)	786,094	800,784
Fund balances:		
Replacement Reserve Fund	71,404	65,222
Subsidy Surplus Fund	7,431	8,418
	<u>78,835</u>	<u>73,640</u>
	<u>\$ 895,041</u>	<u>\$ 913,724</u>

See accompanying notes to financial statements.

On behalf of the Board:

\_\_\_\_\_. Director

\_\_\_\_\_. Director

# WILLIAM McMURRAY CORPORATION

## Statement of Revenue and Expenses

Year ended July 31, 1996, with comparative figures for 1995

	Residential	Commercial	1996 Total	1995 Total
<b>Revenue:</b>				
Rental income	\$ 99,928	\$ 22,885	\$ 122,813	\$ 128,109
Interest and other income	1,576	-	1,576	1,610
Federal 56.1 Assistance (C.M.H.C. Subsidy)	47,692	-	47,692	47,692
	<u>149,196</u>	<u>22,885</u>	<u>172,081</u>	<u>177,411</u>
<b>Expenses:</b>				
Municipal taxes	16,616	2,549	19,165	18,633
Insurance	4,196	466	4,662	4,261
Repairs and maintenance	15,186	1,509	16,695	22,706
Janitorial services	3,690	410	4,100	4,000
Utilities	16,605	1,844	18,449	18,543
Administration	7,520	-	7,520	7,300
Professional fees	2,615	291	2,906	2,836
Office and general	6,387	60	6,447	6,028
Depreciation	9,175	4,115	13,290	12,153
Interest on long-term debt	66,190	10,561	76,751	77,898
	<u>148,180</u>	<u>21,805</u>	<u>169,985</u>	<u>174,358</u>
Excess of revenue over expenses	\$ 1,016	\$ 1,080	\$ 2,096	\$ 3,053

See accompanying notes to financial statements.

# WILLIAM McMURRAY CORPORATION

## Statement of Accumulated Surplus

Year ended July 31, 1996, with comparative figures for 1995

	1996	1995
Balance, beginning of year	\$ -	\$ -
Excess of revenue over expenses:		
Residential	1,016	139
Commercial	1,080	2,914
Contribution from Subsidy Surplus Fund	1,204	247
	3,300	3,300
Contribution to Replacement Reserve Fund	(3,300)	(3,300)
Balance, end of year	\$ -	\$ -

## Statement of Replacement Reserve Fund

Year ended July 31, 1996, with comparative figures for 1995

	1996	1995
Balance, beginning of year	\$ 65,222	\$ 58,573
Interest earned	2,882	3,349
Contribution from Operating Fund	3,300	3,300
Balance, end of year	\$ 71,404	\$ 65,222

## Statement of Subsidy Surplus Fund

Year ended July 31, 1996, with comparative figures for 1995

	1996	1995
Balance, beginning of year	\$ 8,418	\$ 8,643
Interest earned	217	22
Contribution to Operating Fund	(1,204)	(247)
Balance, end of year	\$ 7,431	\$ 8,418

See accompanying notes to financial statements.

# WILLIAM McMURRAY CORPORATION

## Statement of Changes in Financial Position

Year ended July 31, 1996, with comparative figures for 1995

	1996	1995
Unrestricted cash provided by (used for):		
Operations:		
Excess of revenue over expenses	\$ 2,096	\$ 3,053
Depreciation, which does not involve cash	13,290	12,153
	<u>15,386</u>	<u>15,206</u>
Increase (decrease) in accounts payable and accrued liabilities	(10,587)	11,960
	<u>4,799</u>	<u>27,166</u>
Financing:		
Reduction of long-term debt	(13,290)	(12,153)
Contribution to Replacement Reserve Fund	(3,300)	(3,300)
Contribution from Subsidy Surplus Fund	1,204	247
	<u>(15,386)</u>	<u>(15,206)</u>
Increase (decrease) in unrestricted cash	(10,587)	11,960
Unrestricted cash, beginning of year	26,797	14,837
Unrestricted cash, end of year	<u>\$ 16,210</u>	<u>\$ 26,797</u>

See accompanying notes to financial statements.

# WILLIAM McMURRAY CORPORATION

Notes to Financial Statements

Year ended July 31, 1996

The Corporation is incorporated without share capital under the laws of Ontario and its principal activity is to provide rental accommodation for the elderly and others in need.

## 1. Significant accounting policies:

### (a) Fixed assets:

Fixed assets are stated at cost. Depreciation is provided on the building at an amount equal to the principal repayment of the mortgages which are amortized over thirty-five years for the first mortgage and twenty-five years for the second mortgage.

No depreciation is provided on equipment and furniture as a provision for replacement is made in the Replacement Reserve Fund.

### (b) 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 Canada Mortgage and Housing Corporation.

### (c) 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.

### (d) Revenue:

Rental income is recognized on an accrual basis.

## 2. Fixed assets:

			1996	1995
	Cost	Accumulated depreciation	Net	Net
Land	\$ 87,366	\$ -	\$ 87,366	\$ 87,366
Building	797,692	107,218	690,474	703,765
Equipment and furniture	22,156	-	22,156	22,156
	<u>\$ 907,214</u>	<u>\$ 107,218</u>	<u>\$ 799,996</u>	<u>\$ 813,287</u>

# WILLIAM McMURRAY CORPORATION

Notes to Financial Statements

Year ended July 31, 1996

### 3. Long-term debt:

	1996	1995
7.22% First mortgage payable in monthly instalments of \$5,062 including interest, due September 1, 2001	\$ 648,028	\$ 657,203
6% Second mortgage payable in monthly instalments of \$1,118 including interest, due August 1, 2016	152,766	156,881
	800,794	814,084
Current portion of long-term debt	14,700	13,300
	\$ 786,094	\$ 800,784

The aggregate maturities of long-term debt for each of the five years subsequent to July 31, 1996, are approximately as follows:

1997	\$ 14,700
1998	16,200
1999	17,400
2000	18,700
2001	20,000

### 4. Related party transactions:

The Corporation's commercial rental space is leased to the Incorporated Synod of The Diocese of Algoma. The Diocese administers the operations of the Corporation and both entities have some common directors.

The 6% second mortgage is held by the Diocese.

### 5. Government assistance:

The Corporation receives assistance from Canada Mortgage and Housing Corporation (C.M.H.C.) to a maximum of \$47,692 in 1995/96, (\$47,692 in 1994/95) to reduce project cost and rentals. The Corporation is required to charge lessees rent based on a rent-to-income scale.

## REPORT OF THE BISHOPHURST MAINTENANCE COMMITTEE

The Bishophurst Maintenance Committee was set up by Synod and is made up of the following members:

Mrs. Fran Glover  
The Reverend Wayne Putman  
Mr. Richard Brideaux (Chairman)

as well as the following co-opted members:

Mr. D. Bowers  
Mr. H. Brain  
Mrs. J. Anstess  
Mrs. H. Gaines  
Mr. C. Tossell (ex-officio)

The Committee met a number of times to ascertain what should be done to properly maintain Bishophurst. A number of items were discussed and prioritised.

Some of the major items needing attention were as follows:

1. Repaint and replace damaged chimney bricks
2. Repairs to garage door
3. Living room/Dining room drapes
4. North wing - attic insulation
5. Heating system
6. Window replacements
7. Electrical System replacement
8. Interior redecorating
9. Garage painting
10. Raise and level south verandah

Items 2,3,4 and 5 have been completed.



## Report of the Bishophurst Maintenance Committee - Cont'd

Item 5 - The heating system replacement, involved the installation of a new gas furnace to replace the existing oil fired furnace. With the changeover to gas, it is expected that we will experience a reduction in our costs for fuel and maintenance.

Item 1 - Scheduled for completion as soon as weather permits.

The remaining items will be considered as finances permit.

Bishop and Mrs. Ferris continue to open up their home to numerous diocesan and community activities, such as New Year's Day Reception, Synod Reception, Lay Readers' Conference Reception, Meetings of Bishop, Dean, and Archdeacons, Maundy Thursday Reception for Deanery Clergy and wives. Accommodations for some guests of Synod and numerous other instances. The use of Bishophurst for these events represents substantial financial savings for the Diocese.

On behalf of the Committee, I wish to express our appreciation to Bishop and Mrs. Ferris for their co-operation and patience, particularly during the installation of the new heating system. We apologise for the discomforts they endured and thank them for their tolerance.

We express our thanks also to Din Oosterbaan for his valued assistance.

As chairman, I wish to say 'thank you' to the members of the Committee for their work and co-operation throughout the year.

Richard Brideaux,  
Chairman

March 18, 1997

EXECUTIVE ARCHDEACONReport to Synod 1997

I am enjoying my sixth year as your Executive Archdeacon. It is a privilege to be part of this Diocese, and I remain impressed by the loyalty and devotion Algoma Anglicans have for their church.

Deanery Days:

At the 1995 Synod Bishop Ferris proposed Deanery Days - events designed to allow the Bishop and Diocesan Staff to share a day of learning and community with people in each Deanery. This proposal was well received and the Deanery Days have been well attended. I participated in four of the five Deanery Days, and appreciated an additional opportunity to meet many people.

Assistance for the Bishop:

Bishop Ferris and I work together on many projects, requests and problems, as well as personnel and staffing matters. The Bishop meets regularly with the Dean and the Archdeacons to provide a consultative base for decisions.

I have served as Bishop's Commissary occasionally, and I represented Bishop Ferris at the Shingwauk Residential School Reunion in July 1996.

Along with the Chief Justice of Ontario and the Mayor of Sault Ste. Marie, I participated in the rededication of a headstone for Col. John Prince in Bellevue Park, Sault Ste. Marie.

Clergy Conferences:

The annual Early Ministry Conference continues to be a helpful event for clergy who are recently ordained, or candidates about to be ordained. I assume organizational responsibility for this event.

In 1996 the semi annual Clergy Conference was reintroduced into diocesan programming. I was responsible for the organization of the Conference which was highlighted by addresses delivered by the Rev. Canon Herbert O'Driscoll, workshops on areas vital to clergy progressional development, and social opportunities for the clergy to get to know one another better.

Postulancy:

As Coordinator of the Postulancy Commission I receive applications for Postulancy from the Pastoral Chaplains, work with the Commission as they consider the applications, and provide liaison between the Commission and the Bishop.

My work as Coordinator of the Postulancy Commission ties in with my participation in the Ontario Provincial Commission on Theological Education (OPCOTE), where I am the diocesan representative.

My reflections on discernment for ministry have been enhanced by attendance at conferences on this subject at Huron College in May 1996, and at Lumsden, Saskatchewan in January 1997.

#### Visits/Pastoral Contacts:

My travels across the diocese for parish and deanery events took me as far east as Huntsville for a retirement gathering for Archdeacon Paterson, and as far west as Camp Gitchigomee, and to many parishes in between! I was a presenter for the Thunder Bay Deanery Education Day in November 1996.

Occasionally I travel to parishes to replace clergy, or to fill in at parishes temporarily without clergy. I become involved in summer parishes, and take an interest in our summer ministries.

The Mutual Ministry Conference in Sault Ste. Marie, the Dynamos weekend at Lake Rosseau and the Native Convocation at Echo Bay are some of the events I attended since last Synod.

#### Shingwauk Trust:

This large trust "for native education," has a long connection with the Anglican Church. It is administered by a group of native persons from the Sault Ste. Marie area. Miss Lana Grawbarger of Garden River and I are the official Anglican Church representatives on the Trust.

#### National/International Representation:

Dr. David Gould and I represent the Diocese of Algoma on the Council of General Synod (formerly National Executive Council). As a member of the Council I have been appointed to two committees of General Synod: the Audit Committee and the Administrative Unit for the Continuing Education Fund.

I am an alternate partner from the Anglican Church of Canada to the Council of the Episcopal Church of the United States of America. To date I have attended just one meeting of the ECUSA Council, which I found helpful in learning about our neighbouring church to the south.

Synod Office:

Since last Synod we have benefited from an improved telephone system, some physical changes in the Synod Office, addition of a security system, and provision of an office for Rosalie Goos and Cathy McCaig.

Copies of my correspondence fill a rather large binder each year, and so I appreciate the addition of some part time secretarial assistance from Mrs. Rosalie Lalonde.

With the pending departure of the Diocesan Treasurer, Din Oosterbaan, and the arrival of his replacement, Jane Mesich, combined with the retirements of Sheila Brideaux and Jack Crouch, we have experienced many staff changes at Synod Office. I provided staff support to the committee responsible for finding a replacement for Mr. Oosterbaan.

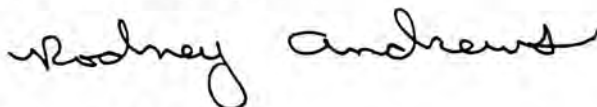
Communication:

As an ex officio member of all diocesan committees, I seek to keep myself informed and to pass on information. Many queries regarding policy and procedure are fielded at the Synod Office. I attend meetings of the Matrimonial Commission (which I frequently Chair), the Diocesan Executive Committee, meetings of the Bishop, Dean and Archdeacons, the Postulancy Commission, an annual meeting of the Pastoral Chaplains, the Synod Planning Committee and the Synod Arrangements Committee.

'The Diocese of Algoma FAX Network' is a communication link of 40 to 50 FAX stations across the Diocese. The addition of 15 or 20 stations since last Synod appears to indicate the Network meets a vital need. The FAX Network has helped to reduce feelings of isolation, to bring the work of the Synod Office closer to the parishes, and to spread the news in a timely manner. Much of the material distributed on the FAX Network finds its way into the Algoma Anglican and thereby receives a wider distribution.

It is a pleasure to work with the people of the Diocese of Algoma. My wife Jacqueline joins me in thanking you for your encouragement and support.

Yours sincerely,



Rodney Andrews,  
Executive Archdeacon

## POSTULANCY COMMISSION - DIOCESE OF ALGOMA

### Report to Synod 1997

#### 1. The Function of the Commission

Since the last Synod in October, 1995 two women and four men (total six) have been ordained deacon. Three women have been ordained priests. Most of these persons had graduated with a recognized degree from a theological college.

The Commission meets three or four times a year, usually in Sudbury and occasionally by telephone. It functions in an advisory role to the Bishop.

At present the Diocese has one postulant and several candidates who are being considered for postulancy. It is important to note that postulancy does not guarantee ordination in the Diocese of Algoma or parish employment here. It is essentially a recognition that the person has been identified as a suitable candidate for ordained ministry in Algoma.

Some requests come from persons outside our Diocese for consideration as postulants. Due to a lack of available positions in this Diocese, most of these inquirers are encouraged to continue their search elsewhere.

The majority of applications considered by the Postulancy Commission come from within the Diocese. Unfortunately, more applications are received than the Diocese can absorb in the foreseeable future. The Commission considers each application very seriously, particularly considering 'fit' and 'ability' for ministry in Algoma.

#### 2. Role of the Pastoral Chaplains

The Pastoral Chaplains meet with inquirers to help them determine the authenticity of their call from God, their suitability for ordained ministry and to help them work through the steps required by the Postulancy Commission.

Pastoral Chaplains keep in touch with theological college students from their deaneries, with inquirers living in their area and with newly ordained clergy assigned to parish work in their Deaneries. They meet with the Bishop and the Executive Archdeacon once each year and they participate in the Early Ministry Conference.

#### 3. Some Trends and Changes Affecting Postulancy

A. Many of the persons making their way to the colleges have had a previous career, the majority are female, and many are forty

years of age or older. Often they are new Anglicans. Not all of the people who enroll in theological colleges are proceeding to ordination, but many are hoping to follow this route.

B. Theological colleges are struggling with increased costs and reduced incomes. The Executive Archdeacon represents our Diocese on the Ontario Provincial Commission on Theological Education. The purpose of the Commission is to encourage the Ontario dioceses to support Huron College in London, Trinity College and Wycliffe College in Toronto and St. Paul's College in Ottawa - four Ontario colleges dedicated to preparing clergy for ordained ministry.

C. There has been a decrease in the number of salaried positions in the Anglican Church of Canada.

#### **4. 'Areas of Competency'**

Several years ago there was a growing recognition that formal theological college education was not accessible to all candidates for ministry in Algoma, and that the Diocese and some individuals who feel called to ordination could benefit from alternative routes for preparation. In June 1993 a group of people from Algoma met at the Toronto School of Theology to prepare a list of competencies. This is seen as a minimum list of required areas of study and preparation, and has been adopted as the norm for preparation for ordained ministry.

#### **5. 'Check List for Candidates for Ordination'**

The Postulancy Commission has sought to find ways of being consistent in dealing with inquirers, postulants and new ordinands. A 'check list' was developed for this purpose.

#### **6. The Use of Covenants**

The Postulancy Commission has encouraged the development of covenants. Persons seeking ordination are asked to work with their mentors, supervisors, fellow parishioners etc. to set goals, determine learning paths, and have regular reviews of achievements. The purpose of the covenants is to develop effective ministries.

#### **7. Selection and Nurture**

The Diocese of Algoma has developed a selection process which goes beyond national church requirements. We benefit from this process of nurturing competent and dedicated clergy professionals. As the Commission reviews applications, it will continue to confirm that the call to ordained ministry comes from God, is recognized by the Bishop, and is affirmed by the parish the person belongs to. The Commission also takes into

consideration the availability of a suitable position in the Diocese.

**8. Thanks to Commission Members**

I wish to express my personal appreciation for the privilege of working with the dedicated and talented members of the Commission. Their service to the Diocese is invaluable.

*Rodney Andrews*

Rodney Andrews,  
Executive Archdeacon  
Coordinator of the Postulancy Commission

**THORNELOE UNIVERSITY**  
**Report to Synod - 1997**

**General**

Thorneloe University continues to provide a vital Christian presence at Laurentian University along with its sisters University of Sudbury and Huntington University.

In the past year Thorneloe taught nearly 1500 students within its four disciplinary fields of Religious Studies, Classical Studies, Women's Studies and Theatre Arts. In addition to the teaching on campus, Thorneloe operates a School of Theology providing a diploma (1 yr) programme in theology having a student body of some 120 students yearly. It also operates a Bachelor of Theology programme in distance education with University of Sudbury, and Huntington University, and there are upwards of 30 students in this programme. The first graduates with their B.Th. will be graduating spring of 1988.

**Chaplaincy**

Thorneloe contributes a part-time Chaplain to the Campus Ministry staff of Laurentian University in person of The Rev. Geoffrey Woodcroft. He is also Chaplain to Thorneloe students and residence. The weekly worship at the chapel is Sunday evening, and there is regularly a group of 20 plus students at that Eucharist. The chapel community has its own wardens, and Synod delegate, and functions under the auspices of an annual meeting held in late January early February. This years meeting was held on February 9/97, and Mr. Shaun Turner was elected People's Warden, and Mr. Stephen Cox elected Lay Delegate to Synod. Of concern to the chapel community over the next year was the degree to which members not only partook of the experience of worship at the chapel, but also saw themselves as an extension of the ministry of the chapel community to the Laurentian campus at large.

**Residence**

The residence consists of 54 single rooms for men and women, and has proven to be a most desirable residence on campus for students who are serious about their studies as well as looking for a form of community in a "home away from home". Mr. Simon Talbot has served as the President of Student Council for the past year.

**Faculty**

The university is committed to providing two full-time faculty in its main disciplinary areas of Classics, Theatre Arts and Women's Studies. It also provides a full-time faculty member plus the Provost teaching in Religious Studies. There is a part-time faculty of some seven or eight persons that compliment this staff. In the past two years Thorneloe along with Laurentian has begun a M.A. Programme in the Humanities which focuses on interdisciplinary work and culture and values. This programmes is proving to very popular indeed.



## **Financial and Property**

The past four or five years have been years of high enrolment with adequate sources of income for most of Thorneloe's programme. The past year however, there has been a decrease of some 15% in enrolment and this will be followed by next year likely another 15%. However, the overall enrollment of the university may start to increase in the next three years. It is key that Thorneloe as well as the rest of Laurentian be prepared with excellent faculty and programme to resource these students when they search for the university they wish to attend.

In order to provide for the future, Thorneloe needs to complete its current building so as to provide adequate facilities for its Theatre Arts programme, a decent size lecture hall for its major classes, and adequate faculty and common room space for the college to exist as a functioning community. It is likely that the decision to go ahead with a modest building programme will proceed in the next month. This will include a financial campaign directed largely to the university community for the building of the Theatre Arts complex.

## **Association of Anglican Colleges**

Thorneloe remains an active participant in the yearly gathering of Heads of Anglican Colleges and Universities held in Canada, both for general universities but also for theological colleges. Thorneloe also maintains an affiliation with The Association of Episcopal Colleges in the United States and the World Body of the Colleges and Universities of the Anglican Communion. This body shares developmental work on being a local Anglican resource to churches and communities around the world. It will increasingly use Internet and World Wide Web communications means to provide focus to the sense of community prevailing throughout the Anglican Communion as a whole. Dr. Thompson (Provost) continues to serve on the Faith and Witness Commission of the Canadian Council of Churches, and the National Anglican/Roman Catholic Dialogue of Canada. Within the province he sits on the Ministry Commission of the Ecclesiastical Province of Ontario, and within the Diocese of Algoma on the Postulancy Commission, the Diocesan Court, and the Ministry 2000 Committee.

As the diocese, and the college, and university move into the very different third millennium of Christian history, it is expected that we have to share and combine our resources in many new and creative ways to ensure that the church community, both Anglican and ecumenical, is strong in Northern Ontario, and that the resources of the people of God are effective in witnessing to the gospel.

Yours sincerely,

(The Rev. Dr.) Don Thompson  
President and Provost of the College.

**Communications Committee Report**  
***For Diocesan Synod 1997***

At the direction of the Bishop the Communications Committee was reorganized following last Synod. The Bishop had suggested, in the light of distances and financial resources that three coordinators oversee the various communications needs of the Diocese. They are:

Chair and Coordinator, Video	The Rev. Guy Snell
Coordinator, Press Relations	The Rev. Tom Corston
Coordinator, Algoma Anglican Support	Mr. Malcolm Binks

Five other members of the Committee have provided support—and labour—especially in the video wing.

The Press Relations Coordinator has taken responsibility for Press Releases and dissemination of information to the various news media. This role will become especially pivotal during this Synod if we do not invite a reporter from the Algoma Anglican—which has been, in the past, an expensive option.

The Algoma Anglican Support Coordinator has had an interesting time in overseeing the change-over in publishers for the Algoma Anglican this past summer. The Editors moved the operation out of Muskoka Publishing into their own private company. The change-over did not result in any missed issues of the paper, but in some welcome improvements to the layout and style. The content and collection of material for the Algoma Anglican remains a challenge, but we are assured that its publication is in responsible hands.

The Video wing has been very active with several productions, including:

- Synod '95
- Dynamos '96
- Ministry 2000 Kick-off & Trainers
- The Making of a Deacon (Ordination of The Rev. Karen Heath)
- The Future of the Church (O'Driscoll Talks)
- St. Luke's Retreat (O'Driscoll)
- Call & Caring/Church Growth (Dean Reed)
- and more.

We have disseminated video and audio material through a policy of tape sales, which appears to be well received across the diocese and across Canada. In this fashion, we have been able to recover most costs related to supplies and equipment. In 1996 over \$900.00 was returned to the Diocese towards support of the Communications Committee work. An up-dated list of video and audio resources will be available at Synod or by contacting the Communications Officer.

On other fronts the electronic Bulletin Board System (BBS) is still in operation with conferences on Sermonship, Prayer Needs, Anglican World News, and even the Algoma Handbook on-line. Anyone with a computer and modem may access this information by

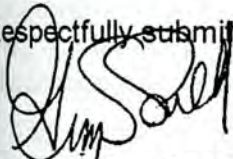
calling the BBS at 705-560-0943. Plans to expand the Board and possible access over the Internet are being investigated, but costs may prohibit us from proceeding in the near future. For the time being, a single long distance call will be rewarded with the wealth of information available.

In late November, 1996 the Committee's studio in Sudbury was the object of an unfortunate Break, Enter, and Theft. When all was cleaned up, \$12,000.00 had been expended to do repairs and replace equipment. On one hand, we can report positively that once again our Diocesan insurance policy came through with flying colours. We received considerable support and cooperation from Dawson & Keenan, and our Adjuster (with Crawford Insurance, Sudbury). On the other hand, there were losses which cannot be quantified and replaced. In the cameras which were stolen were the only tapes of the ordination of three of our women priests (St. Luke's Cathedral, October 3, 1996). These were never recovered. Personal loss of jewellery in the house was also unrecoverable—and imprudent to apply against the tenant's insurance package.

We have maintained a conversation with the Diocesan Treasurer over the past while with regards to budgetary needs. This has resulted in a small increase in the Communications budget, which when combined with the other Communications Committee proceeds should allow the work to continue without financial stress. It would be my hope, in this light, that at least a formative gathering of the Communications Committee be held early in the next term to review and plan Communications work. We have had no such meeting since prior to the last Synod.

We have received considerable support from our Bishop, complete with a wealth of ideas and notes for productive use of the gifts, skills, and equipment that we have gathered. We are eager to continue and grow in the work. Visit us at the Communications Centre at Synod if you have further comment or questions.

Respectfully submitted,



The Rev. Guy Snell

**Report of STEWARDSHIP AND PARISH DEVELOPMENT OFFICER**

The past year has certainly been an exciting one for me, for it included my Ordination as a Deacon on February 1, 1996 and my Priesting on October 1. This most directly affects my ministry with the parish of St. John's, Garden River. This was also the year when Cathy and I were welcomed into Synod Office with a shared room and desk (the Mutual Ministry office!). And it is as a **member of the Diocesan team** that I write this report. I see one of my main roles the same as those addressed in the first letter to the Thessalonians (5:11): *Therefore encourage one another and build one another up...* What better way to promote the gospel of Christ than to support and encourage those who are using their individual gifts to serve the Lord and to build up God's kingdom here on earth.

Part of the joy of **working with the Diocese** is the contact I have on the parish and deanery level. These contacts take various forms, some of them being for reasons such as:

Parish Life Conference -- St. John's, Garden River; St. Stephen's, Thunder Bay;  
Church of the Ascension, Sudbury

Advisory Board/Council Workshop or Retreat -- St. Stephen's, Thunder Bay;  
Ephiphany, Sudbury; All Saints, Huntsville

Meeting Facilitator -- St. Matthew's, Sault Ste. Marie

*Whole People of God* Workshop -- St. Michael's, Thunder Bay

Parish Planning -- Wawa Visitor Training -- Copper Cliff

Deanery Festivals -- Thunder Bay, Temiskaming, Algoma, Sudbury/Manitoulin

Layreader's Workshop -- Temiskaming Deanery; St. Matthews, Sault Ste Marie

Planning and participating in diocesan events were also a part of my work. These events included the Synod and Executive Committee meetings, Mutual Ministry Conference, Clergy Conference, Early Ministry Conference, Diocesan Native Council meetings and Convocation, and the ACW Annual. A weekend workshop with the the Youth Leaders of the Diocese helped me to understand better the work of the Youth Ministry team.

I had the opportunity to take part in the national **Planned Giving Conference** put on by the Anglican Church of Canada. Leaders for that event were excellent, and a lot of the information gleaned at that conference will be helpful in our Planned Giving emphasis of *Ministry 2000*, Phase III. 1996 also provided an opportunity to learn more about RENEW -- a program of parish renewal and evangelism which has been adopted by many Roman Catholic and Anglican churches throughout the world. I have also acquired information available about other programs such as Alpha, etc.

A major piece of my time since the past Synod has been involvement with **Ministry 2000**. As a member of the *Ministry 2000* Task Force, and consequently, of the Stewardship Education Committee and Planned Giving Committee, I have had the opportunity to be involved in most of the aspects of the *Ministry 2000* program -- overall planning, preparing and participating in parish training and visitation workshops, design of brochures and envelopes, production of Stewardship Education posters and bulletin inserts, creation of celebration litany, as well as many hours of teleconferencing. Even though the Ministry 2000 Task Force dissolves with this Synod, several of us will continue to provide stewardship education materials and suggestions; and several others of us will be working on the Planned Giving focus for parishes.

I am currently working on **resource lists** of books, videos, and other materials available in, and on loan from, the Synod Office. By the time Synod arrives, the following resource lists will be available to be added to each parish's *Handbook(s)*:

**Audio-Visual Resources** -- under the categories: issues workshops, stewardship, PWRDF, Diocesan events, the wider Anglican communion, and miscellaneous

**Native Resources** -- including books, videos, learning materials, worship helps

**Parish Ministry** -- e.g., copyright licensing and parish life programs

**Stewardship Education Resources** -- under the categories: theology, Bible study, sermon resources, liturgical resources, planning stewardship programming, visiting, tithing, children & youth, planned giving

**Children's Resources** -- items for children, and working with children

**Youth Resources** (Cathy McCaig has assembled this list)




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Please pick up the number of copies needed for your parish -- and see that they are placed in the Appendix section of the **Handbook**.

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*Next steps.....*

An emphasis on **Planned Giving** is included in the Phase III portion of *Ministry 2000*, but in fact, it will be an ongoing educational effort in the Diocese to help parishioners become aware of the wonderful possibilities that can happen through "gift planning". People can have a tremendous impact on the future ministry of their parish, diocese, or wider church. Through careful planning, those who are interested can provide a generous gift to the Anglican cause of their choice without putting themselves or their family in jeopardy. To help facilitate the Planned Giving process, each deanery will have a team of people to provide the expertise necessary to assist in making wise decisions. Working on a satisfactory way of addressing this whole issue of Planned Giving, as well as other stewardship concerns, will be one focus of my task for the coming year.

Another major portion of my diocesan time will now focus on *Mission 2000* -- and the ways that we as the Diocesan family may be able to assist you in parish mission and ministry. This may mean suggesting resources available, facilitating parish workshops, sharing pertinent information, writing or collecting items which would be helpful to parishes and deaneries, or encouraging networking. And, of course -- the Bishop always takes leadership by providing good ideas which help promote the direction indicated in his Charge.

As part of this endeavor, I will be happy to assist your parish or group in any of the following areas: mission statement, goal-setting, covenanting, stewardship, music, a workshop centering around the Shared Ministry Resource (transforming volunteers into ministers), or simply an occasion to celebrate your Parish Life. I can be contacted at Synod office (705-256-5061) or at my home office (705-945-7061). Unless either of us are out-of-town, our Synod office hours are usually:

	<u>Mon</u>	<u>Tues</u>	<u>Wed</u>	<u>Thur</u>	<u>Fri</u>
Morning	Cathy	Rosalie	Rosalie	Cathy & Rosalie	Rosalie
Afternoon	Rosalie	Cathy	Rosalie	Rosalie	Rosalie

Respectfully yours, as we journey and work together, using our gifts for mutual ministry to share the love of God and the Good News of Christ

- The Rev. Rosalie Goos

## ***YOUTH MINISTRY REPORT***

It is a challenge for the church to provide a ministry to, with and by young people, and an even greater one to incorporate youth ministry into the work of the diocese. The goal is to allow young people to become full, active participants in the life of the church, growing in faith. This work continues to be an ongoing, educational process.

### **Youth Ministry Committee**

This committee began working in 1995 with a leadership/process planning weekend. It has developed into becoming the major decision-making body for diocesan youth events and initiatives. The committee, consisting of youth and adults from across Algoma, has worked vigorously to provide opportunities for all youth in the diocese. There is much more to be done, but several successes can be recorded.

Some new initiatives include:

✧ **Youth Newsletter** - still in its beginning stages, to be available twice annually

✧ **Anglican Youth Sunday** - encouraged by the Committee; one day where we are able to celebrate the youth in our diocese

✧ **Leadership Development** - for the Youth Ministry Committee, youth in three Deaneries

✧ **"Algoma Challenge"** - a teen spiritual renewal weekend initiated by the Committee and with the help of many adults (including the Bishop). Six young people attended a Challenge weekend in the Diocese of Ottawa and returned to lead a similar weekend in Sault Ste. Marie in November 1996. A Challenge Weekend will be held in Temiskaming Deanery in June. It is hoped that this will soon be available to youth across the diocese.

✧ **Youth Exchange** - Deanery youth units worked through a variety of events to raise funds to bring Joan Charles, youth worker for the Diocese of the Windward Islands, Fez Hoyte and Sandina Date to Algoma for Youth Synod 1996. A total of \$2,000 was raised by the youth to do this. The return exchange is still pending.

✧ **Retreats** - encouraged by their leaders, and are more frequent more accessible to youth in whole deaneries and continue to grow

✧ **Youth Synod 1996 - "A Place for Us - Working Together As One"** - planned and led by youth in Muskoka Deanery, but it is the responsibility of the Youth Ministry Committee. The youth planning the event work closely with the YMC. The highlight this year was spending time with our guests from our Companion Diocese, the Windward Islands. Joan, Fez, Sandina and visitors Amos Hansen and Silas Adams shared much their gifts with us and taught us much about living as Christians in another part of the world.

✧ **GA Festival 1996** - held in Sault Ste. Marie, another successful annual event for members of the GA and their leaders.

We now have Deanery Youth Coordinators in each of our five deaneries. The stability of this leadership has enabled youth ministry to grow at the deanery level. Deanery Youth Units are able to meet regularly and communication between these groups and the Regional Dean and Archdeacon is constant. This structure also enables us to identify parishes with active youth ministry, and others that have a strong desire to provide youth ministry. This also allows us opportunities to learn and share resources, ideas and concerns among parish youth in each deanery. While this communication network is in the beginning stages, it continues to increase. Much of my work involves working directly with young people either in planning events, assisting in fundraising events or leading in sessions at retreats or meetings. Throughout 1996 I was welcomed by young people in the deaneries - in Little Current at a youth retreat, in Parry Sound for Youth Synod planning, in Sault Ste. Marie for several events including youth leadership and how to plan events, in Thunder Bay for youth leadership.

Your Deanery Youth Coordinators are:

<i>Algoma</i>	Alison Weir	256-5814
<i>Muskoka</i>	Jim Collins	746-5221
<i>Sudbury-Manitoulin</i>	Dave White	692-5201
<i>Temiskaming</i>	Marcia Grawbarger	729-2053
<i>Thunder Bay</i>	Brenda O'Neill	345-9312

Please feel free to contact these people for information, comments or concerns about youth ministry in your deanery.

My other contact within the diocese includes the five Deanery Festivals held throughout 1996. These Festivals allowed me the opportunity to meet with parishioners in each deanery at a group or session level or on a person to person basis. I was grateful to meet with the youth at the festivals and share with those interested in youth ministry.

I have also visited many parishes to discuss youth ministry. Youth have been encouraged to become involved in the whole mission of the church, becoming active and valued members. I have met with youth leaders in several parishes, being available to assist them in developing their own youth ministry programme.

The greatest needs for youth ministry leaders are resources and training. Work is ongoing to make these opportunities more easily accessible to the diocese.

#### **Resources**

A list of youth ministry resources is available upon request from the Synod Office. These include books on a variety of subjects, periodicals, videos and music resources. Please feel free to contact me if you require anything.

Also, each Deanery Youth Coordinator has a copy of "**Don't Panic**" (formerly know as the Diocese of Niagara Youth Ministry Manual) and "**Building Community in Youth Groups**," a book with resources on community building and ice breaker games. Please feel free to contact your Deanery Youth Coordinator to access these resources.

#### **Training**

As the need grows, more training opportunities are being provided for leaders and/or potential leaders.

The Deanery Youth Coordinators held a leadership weekend in 1996. Here, coordinators had the opportunity to learn and grow to provide more effective Deanery Youth Units and youth ministry in their Deaneries.

Early Adolescent Ministry training (for youth between the ages of 10 and 15) will be available this year. Hopefully two people from each deanery will also be trained to lead these workshops, so that others in their own deaneries may also receive training.

I am also available to visit your parish or group to share ideas that work in youth ministry and address any concerns you may have about any part of youth ministry in your parish or deanery in the diocese. Please feel free to call me at the Synod Office Monday and Thursday mornings or Tuesday afternoons, 705-256-5061 or call me at home 705-946-3582. I look forward to hearing from you.

Respectfully Submitted  
Cathy McCaig  
Diocesan Youth Coordinator

March 19, 1997

## COMPANION DIOCESE COMMITTEE REPORT

The Companion Diocese Committee met several times since our last Synod, serving as a coordinating group to further develop our partnership between Algoma and the Windward Islands.

Our Mission Statement was revised and goals were set for the committee to accomplish. As well, other members of the diocese assisted in working toward these goals.

### **Mission Statement:**

*"In unity and with mutual understanding, love and prayer, we are called as disciples of Christ to share in a partnership with the Windward Islands."*

### **Goals:**

- 1. To share insights, gifts and opportunities through development of Algoma and Windward Islands relationships in order to better fulfill our partnership in the gospel of Jesus Christ.**
- 2. To pray regularly for members of the Dioceses of the Windward Islands and Algoma and the work of the Anglican Church.**

The Diocesan Cycle of Prayer has been updated to include the "twins" of each Algoma parish for whom we pray weekly. As we talk to people around the diocese, we are happy to hear that this information is regularly included. Those parishes that have established a strong relationship are also including prayers for particular members of their twin churches. Stronger communication has and will continue to enhance our regular prayer schedule.
- 3. To encourage and support the intentional twinning of parishes and/or groups with churches or dioceses.**

Parishes were twinned by the Committee in 1992. By 1993 all parishes in Algoma had been contacted and given the names and addresses of their "twins." The work of the committee since that date has been to encourage parishes, offer support to groups and enlighten others about the culture of the people living within their faith community. This is ongoing. Included are a few examples of this twinning.

**Bishop to Bishop:** Bishop and Jan Ferris visited the Windward Islands in January 1997, following Bishop Goodridge's visit to Algoma in 1995.

**Youth to Youth:** Joan Charles, Diocesan youth worker for the Windward Islands, Sandina Date and Fez Hoyte visited Algoma in July 1996. Since then, many young people have maintained regular letter writing with Fez and Sandina. Joan Charles and Cathy McCaig correspond with each other.

**Parish to Parish:** Many examples of this in every deanery: St. Paul's St. Lucia and St. Matthew's Sault Ste. Marie; All Saints Huntsville and St. Mary's Bequia; All parish twinning partnerships are unique and continue to grow.
- 4. To encourage regular communication between companions at diocesan, deanery and parish levels.**

The Algoma Anglican and other correspondence are mailed directly to the Windward Islands Synod Office. Parish Newsletters have been sent to their twins. The most effective method of communication has been through the use of the telephone. Sundays have been the best days for contacting twin parishes, since most of their members attend worship regularly (more than once weekly usually).



In addition, The Rev'd. Bob Elkin and family are spending three years on the island of Carriacou. Bob is the Incumbent of the island's parishes until May 1999. His regular letters and articles in our newspaper are enlightening on celebrations, culture, etc.

**5. To advocate for development education for ourselves, our parishes and deaneries so that we may fully accept our partners in faith.**

The attempt has been made to encourage learning about the people, welcoming their lifestyle and culture without trying to influence our own culture upon others. The purpose of the companionship programme is to learn about our brothers and sisters sharing in the love of Christ.

It has also been an opportunity for Bishop Goodridge to invite members of Algoma to visit and lead training workshops for the people in the Windward Islands. Executive Archdeacon Rod Andrews visited in February 1996 and led workshops on Stewardship and Church Leadership; Archdeacon Susan De Gruchy and Reverend Harry Huskins attended the Windward Islands Diocesan Synod as guests. Bishop Ron and Jan Ferris visited in January 1997, again speaking to the people about Stewardship. And Bob Elkin and his family will teach and learn about life in both dioceses.

**6. To promote and affirm inclusive cultural exchanges among parishes in both dioceses using creative, available resources.**

There have been many Algoma residents visiting the Windward Islands, either for business or pleasure.

Not everyone has the resources to travel to and from the Windwards or Algoma. For this reason the committee is encouraging exchanges that can involve the whole group or parish - being involved in fundraising, selection of representatives, etc.

The youth of Algoma actively raised funds to bring Joan Charles, Fez and Sandina to Algoma for Youth Synod 1996. The return visit to the Windwards is still in the planning stages.

We have learned that even though our culture and climate differ, we share many similar concerns. The islands of St. Lucia, St. Vincent, The Grenadines, and Grenada create communication obstacles and expensive and few meetings - not too dissimilar to our large geography and sometimes unpredictable weather, which often leads to the same result.

Further, the committee is still eagerly looking for contact people from each parish. Members of the Companion Diocese Committee are acting as Deanery contacts to help facilitate this. These deanery contact people serve as links to the committee, are available to meet with parishes in their own deanery, and are able to suggest successful ways for parishes to communicate with their twins. Concerns, suggestions and ideas that have worked for other parishes are always welcome!

We are now in our sixth year of partnership, and we will be entering our final two years. Our formal covenant of companionship ends at Diocesan Synod 1999. As we enter the final phase of our partnership, we celebrate the opportunity to share the love of Christ with others while also learning about cultural lifestyles different from our own.

Respectfully Submitted  
Judy Pratt, Cathy McCaig  
Chairpersons

March 18, 1997

## Report of the Doctrine, Worship and Ministry Committee

This committee is comprised of three co-ordinators, one for each area which the committee addresses:

the Rev. Dr. Greg McVeigh (Doctrine),  
Dr. David Gould (Worship), and  
the Rev. Dr. Don Thompson (Ministry).

We recognize that a given issue often transcends these categories and for this and other reasons, we consult with one another on a given issue as needed. Each co-ordinator has the responsibility to call upon others as needed to consult or parcel out the tasks involved. In this regard, there is a network of clergy and laity within the diocese who have volunteered to provide assistance or feedback as required.

The main issue, arising out of the last Diocesan Synod which the committee has been asked to deal with is that of "non-stipendiary" ministry. This falls primarily within Dr. Thompson's jurisdiction and he has been in charge of a policy proposal at the provincial level in consultation with others at this level.

This proposal is currently in process and will come up at the next Provincial Synod. If it is approved at this level, it would then be up to our diocese to respond. At this point, the thrust of the discussions regarding "non-stipendiary" ministry are as follows.

First, it is being suggested that this area of ministry be both referred to and conceived of as "supplementary ministry". This term is a more positive one and implies, on the one hand, that full-time stipendiary ministry is the norm and, on the other hand, that ordained supplementary ministry which is non-stipendiary is often needed for the church to function optimally. This is seen to be especially true in view of the renewed understanding of the need for lay ministry so that every member of the church is encouraged to fulfil his or her call to minister. Rather than requiring less of the incumbent, "mutual ministry" requires more and better administration and as the capacity and range of lay ministry develops, greater volume and kinds of demands are placed on the ordained ministry. Hence the need for supplementary ministry is becoming greater as the church fulfils her call to proclaim the Good News of Jesus Christ to all people and to make disciples of all people groups (nations).

The proposal to the provincial level is also concerned with the training and education of supplementary clergy - in particular that a high standard of education is maintained for all clergy. However, it is also recognized that time, distance and money are real considerations; consequently, programs for education in supplementary ministry may well depend on local or distance educational resources.

Other issues which this committee has been dealing with are anointing with oil (particular as part of the healing ministry of the church) and the issue of how to bring out the meaning of the eucharist for congregations which frequently do not hear the prayer of consecration because of regular reception of elements consecrated elsewhere. David Gould (worship) is addressing the latter issue and is waiting for a report which will come out of a national committee.

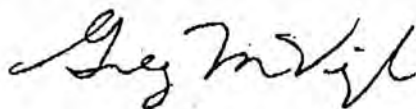
Greg McVeigh (doctrine) is working on the matter of anointing with oil. The frequency of use of anointing with oil for healing varies considerably from priest to priest and parish to parish. Traditionally, anointing has been done by the priest only; however, as in other areas, such as that of eucharistic assistants, there has been a move toward more lay involvement as long as it is authorized by and done as an expression of the ministry of the church.

In both of the above as well as other areas, it is recognized that the pattern of the Anglican church has been one of placing a high value on ordained ministry especially in relation to sacramental leadership. On the other hand, there is a need for the ministry of the church, including sacramental ministry, to be readily accessible to those who benefit from and desire it.

If only ordained clergy are able to carry out a certain function, the accessibility of ministry decreases and the opportunities to minister also decrease. Consequently, this committee is grappling, in all of the above areas, with this tension between the importance of ordained leadership on the one hand and the accessibility of ministry to people inside and outside the church and the opportunity for lay ministry in the name of the church.

It is hoped that policy regarding these issues currently being addressed, as well as other related issues, can be clarified and the ministry of the whole church be enhanced.

Respectfully submitted



the Rev. Dr. Greg McVeigh

March 21, 1997

## **Report of the Task Force on Equalized Stipend**

Prepared by the Rev'd Ed Swayze

I would like to thank those people who read earlier drafts of this report and returned comments: the Rev. Bob Brown, the Rt. Rev'd R. Ferris, the Rev. Harry Huskins, Dr. Mary Richardson and the Ven. Bill Stadnyk. They helped to ensure that this report was balanced and an accurate reflection of previous debates on this issue. The Executive Committee reviewed and endorsed the report.

### **Review of the Issue in our Diocese**

Bishop Nock's address to the 1979 Synod initiated a Stipend Task Force which subsequently developed the policy on Equalized Stipend. It was adopted at the 1983 Synod and implementation began on January 1, 1985; it was phased in over several years.

As Synod considers stipend policy, it must link stipend policy to diocesan finances and a plan for ordained ministry.

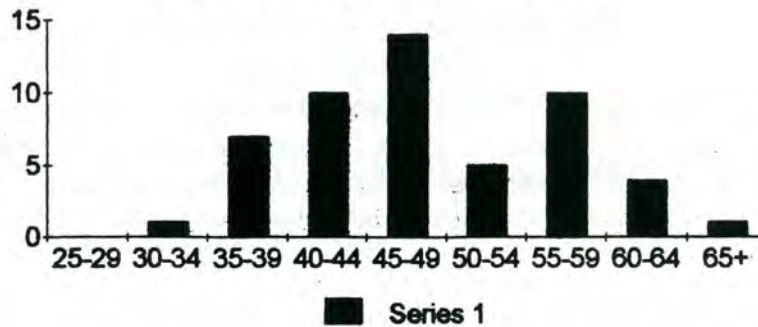
A plan for ordained ministry must address requirements for the development of clergy and the needs of different parishes. It must recognise that half the full-time clergy positions are in small towns and half are in cities. Small town ministries have been recognised as challenging and in need of the skills and experience of a fully trained priest and not necessarily appropriate for clergy just ordained. In the Anglican church, the path for clergy development has been a curacy (assistant at a larger parish), followed by placement in a small town parish, then a small city parish and a larger city parish. Currently Algoma does not have any curacies. Newly ordained clergy are placed in small town parishes, often the more isolated ones.

The length of the incumbency is a factor in church growth. Studies on church growth show that in growing congregations, the incumbent has been there 7 years or more. While it does not follow that a longer incumbency will produce a growing church, it is a factor in congregations which are growing. Stipend policy needs to encourage longer incumbencies to help our church grow.

Stipend policy responds to the supply of and the demand for clergy. In the 60's and 70's a number of clergy left the ministry and the number of ordinands dropped off, which created a shortage of clergy during the late 70's and early 80's. Equalized stipend policy was to a degree responding to the shortage of clergy.

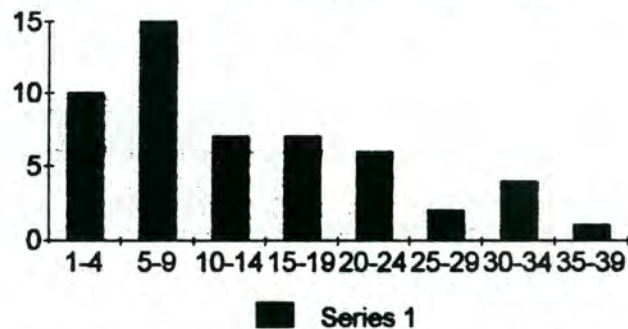
In the 80's the number of people seeking ordination increased and a number of clergy retired. Presently there is an over-supply of people seeking ordination in the Anglican Church. Retirements and normal clergy movements will cause about 10 clergy (20%) to leave the diocese in the next 5 years.

### Age of Clergy in Algoma, 1997



25 out of 52 active clergy (48%) have been ordained 9 years or less. Present policy should create entry level positions for those who will enter the diocese, and encourage the development of clergy who as a body do not have a great deal of experience as clergy.

### Experience of Clergy in Algoma, 1997



Diocesan finances have affected our ability to fund full-time clergy. Raising the minimum stipend, transferring the payment of several benefits from the Diocese to parishes, the loss of income from the Shingwak trust fund, and the change in levy calculation has increased costs beyond the ability to pay of some parishes and the diocesan budget. As a case in point, Trinity Marathon in 1989 expenditures were \$39,000 and in 1991 they were \$55,000. A number of incumbencies which previously were full-time, are now part-time or non-stipendary as a way to provide affordable ordained ministry. The larger parishes can not afford an assistant curate.

Raising the minimum stipend was a primary objective of stipend policy so that it was adequate and so that the ordained ministry in small towns was stable. It was responding to the shortage of clergy. Small town ministries had short term incumbencies (2 - 3 years). Table 1 illustrates the stipend being raised.

The remuneration in 1997 is stipend (\$25,500), years of service grant as below for 1995, car allowance (\$4,300 up to 15,516 km) and benefits include Continue Education Plan, Extended Health Care, Dental Plan, Long Term Disability, pension, Workmen's Compensation, C.P.P and Employment Insurance. Housing is either a rectory or a housing allowance, both are income tax deductible.

Table 1: Stipend Levels, Diocese of Algoma

	1980	1985	1990	1995
Minimum Stipend	\$9,180	\$14,000	\$21,000	\$24,950
Av. House Sale, T. Bay		\$94,000	\$132,500	\$154,000
8% Av. House Sale, T. Bay		\$7,520	\$10,600	\$12,320
Tax Differential, 29%		\$2,181	\$3,074	\$3,573
Service Grant	10-15, \$150 15-19, \$300 20-24, \$450 25-29, \$600 30+, \$750	same as 1980	\$100 /yr. of svc. max. 20 yrs.	1-9 yrs. \$125 /yr. of svc 10-25 yrs, \$150 /yr. of svc
A priest w/ 10 yrs svc		\$23,851	\$35,674	\$42,343
Poverty level, 4 persons pop 30,000 to 99,999		\$19,246	\$24,094	\$26,465
10 yr. svc./pov. lev.		1.24	1.48	1.60

Note: house sale for 1990 based on 1989 figures; poverty level for 1985 on 1986 figures and 1995 on 1994 figures.

During the 1980's and early 1990's Synod considered a number of stipend related issues: for those living in Rectories the value of housing was increased from 30% to 50% of stipend for pension calculations, long term disability insurance was adopted, vision care was not adopted, clergy job descriptions and evaluations were not adopted and a sabbatical policy was adopted. A retirement gratuity was also introduced, which gave a retiree with a minimum 10 years experience in Algoma a gratuity of \$5,000.

The diocesan work on stipend issues had input to and from work by the National Church, which completed: Guidelines for Fair Employment Practises (1979), Principles of a Healthy Remuneration System (1986) and Woods Gordon Report (1988).

The 1989 Synod received the Woods Gordon Report and in 1991 Synod adopted Principles 1 and 4 (Principles referred to below under "Review of National Church Policy") and recommendations from the report dealing with stipend ranges at 5-year service levels and standardising housing allowances. At the 1993 Synod the stipend at 5 year service ranges was presented but not adopted, and a housing allowance policy was adopted which gave a housing allowance at 8% of the average house sale price in the local community. Note that there is no provision for those living in Rectories to have an allowance equivalent to that which would be accrued from the build-up of equity from home ownership.

A motion to rescind the equalized stipend policy was defeated at the 1993 Synod. One comment in the journal of proceedings stood out, there was nothing presented to replace it. At the 1995 Synod a motion was passed empowering this study to be undertaken.

What follows is a summary resulting from the material presented in the Synod journals, my own recollections of the debates having been present since 1985 and input from those who have participated in the debates.

#### **Arguments for Equalized Stipend**

- 1) Equalized stipend has been a vision which has brought the diocese together; it provides a degree of equity between ministries and parishes.**
- 2) People who are called to ordained ministry should be prepared to serve anywhere regardless of remuneration.**

This follows a tradition of the church with respect to poverty and that ministry should not be done for money.

- 3) Portability, the Bishop should be able to move clergy from one parish to another, especially from a city parish to a small town parish, without the clergy having their stipend reduced.**

Clergy with the necessary skills and experience should not be denied to a parish due to its inability to pay a stipend beyond its means.

Clergy talents should be matched to specific parish needs without regard for the requirement to reward an individual for past services. Transfers to parishes should not be seen as promotion or demotion of clergy but rather as allocation to the point of most need.

- 4) Larger parishes should help smaller parishes.**

**Arguments for a High Minimum Stipend**

- 1) Provide clergy with a sufficient income so that "a priest should perform his duties with little concern for providing the basic necessities of life for his family."
- 2) Provide a sufficient income to keep clergy in small town ministries so that the incumbency would be long enough to nurture the lay ministry in the parish.
- 3) Clergy who have recently graduated from seminary often have a high debt load and require sufficient income to pay down their debt.

The cost of tuition, books and living expenses is high enough that even with savings, bursaries and grants, seminary students often must borrow money to pay expenses.

- 4) Pension contributions are now based on income earned. In order to have sufficient retirement income there must be sufficient income while the person was working.

**Arguments against Equalized Stipend**

- 1) It is difficult to keep experienced clergy in the diocese.

A number of clergy have moved to parishes in other dioceses which offer a larger stipend.

- 2) It is difficult to attract clergy with more experience and particular skills from outside the diocese to parishes in the diocese.

Some of these clergy who considered taking an appointment in the Diocese of Algoma would have taken a cut in stipend.

- 3) Equalized stipend removes the incentive for clergy to move from small town parishes to larger city parishes.

- 4) A parish should have the right to pay what it can afford, as long as it meets its diocesan obligations.

- 5) Equalized stipend is having a negative effect on diocesan finances.

If a parish paid a higher stipend relative to another parish, it would also pay a higher levy, which would allow the diocese to reduce the levy on parishes on which could only afford the minimum stipend.

- 6) Limiting the level of the stipend is having a negative effect on pension income of clergy who are in parishes which have the potential to pay them more.



### A Comparison of the Practice of Other Dioceses in Ontario

Diocese	Minimum Stipend	Years of Svc. Grant	% Clergy on Minimum
Niagara			
Huron			
Ontario			
Ottawa			

### Review of National Church Policy

From Principles of a Healthy Remuneration System, published by the Committee on Ministry, Anglican Church of Canada, 1986:

Remuneration in the Church is healthy when...

1. There is **one set of criteria** common to the Anglican Church of Canada, and when the **implementation** of those criteria is the responsibility of all parts of the Church.
2. The **level of remuneration** is sufficient to provide such a **standard of living** that neither the quality of work nor of family life is harmed by lack of money or security.
3. That level of remuneration is based on an **objective measurement** both of the scope, complexity and specific demands of the **position**, and also on the experience, appropriate qualifications and performance of the **individual incumbent** in the position.
4. The total remuneration of an individual is readily apparent both to the individual and to the Church, and expressed in **total dollar figures** even when some portion of it such as housing is provided in kind.
5. Those who receive remuneration from the Church **participate in the process** of determining appropriate remuneration policy and procedures, and have recourse to review of measurement decisions.
6. Remuneration provides the possibility for adequate **continuing education**, including a standardised policy regarding sabbatical leave.
7. Remuneration is in accord with the *Guidelines for Fair Employment Practices 1979*, approved by General Synod (1980).

### **Commentary on Principle #2**

We [Committee on Ministry] believe that the level of remuneration of employees should in principle:

- i. relate to the relative cost of living in particular areas;
- ii. be such that moonlighting is not necessary for survival, nor that more pressure be put on spouses to become income-earners than is common to the rest of the Church membership;
- iii. allow and encourage recreational and educational opportunities for employees and their families, and especially for those for whom travel to recreational and educational centres is very expensive;
- iv. allow employees and their families to make their own responsible decisions about life-style and stewardship;
- v. encourage self-respect and growth in both employees and the Church.

### **Commentary on Principle #3**

We [Committee on Ministry] do not believe that a policy based on a common basic stipend for all employees nor a length of service increment meets the demands of the Principles of a Healthy Remuneration System. Neither does a policy based on the ability or willingness of the local church to pay.

Rather, differential in remuneration should be based first on a careful and objective measurement of the scope, complexity and specific demands of the position, and secondarily on the experience, qualifications and performance of the individual. Both of these assessments must be made on the basis of carefully constructed and commonly acceptable criteria.

These criteria might include:

- i. number of people involved and size of budget administered;
- ii. geographical complexity, difficulty and cost of travel;
- iii. cost of living and isolation;
- iv. specific pastoral, administrative or supervisory demands;
- v. ecumenical complexity (e.g. shared ministry or buildings);
- vi. special training, skills, or experience required by the position;
- vii. specific institutional expectations.

The assessment of the performance of the individual incumbent in the position should be done through a process combining self-evaluation and institutional evaluation, again following common criteria.

The problems we see in the **common basic stipend** system are these:

- i. why should a person in a relatively simple position (measured by any reasonable criteria) be paid the same as one whose job is extremely demanding?
- ii. Why should a person be paid more, simply because of number of years of experience or degrees and courses obtained?
- iii. why should there continue to be such an embarrassing differential between person on basic stipend and others?
- iv. why should we preserve a different economic reality for the Church's employees than exists for its other members?

We feel that differential in remuneration based on assessment of performance and qualifications is secondary to measurement of the scope and demands of the position. The primary question should be: "What does the position require?" rather than "What does the individual bring to the position?"

#### **Commentary on Arguments for and against Equalized Stipend**

The issue of stipend is one factor in how long the incumbent stays, in the placement of clergy and in attracting clergy with particular gifts and experience. Other factors include: isolation of the parish, availability of continuing education opportunities, challenge (or lack thereof) of a particular ministry, conflicts with people in the parish or diocese, attitude of the clergy's spouse, education of the clergy's children, and proximity of the clergy's extended family.

Of the clergy ordained in the last 10 years most had some connection with Algoma prior to being ordained. Of the clergy who have moved on, many did not have this connection prior to being ordained. Many clergy we would like to attract would find even a city parish in Algoma isolating if they prefer a more urban environment. A desire or lack thereof to serve in Algoma may be more of a factor in keeping clergy than stipend.

In setting stipend policy consideration must be given to the nature of ordained ministry in small towns and cities. From Dr. Mary Richardson's letter responding to this report:

I'm not sure that the essential difference between large and small parishes is amount of responsibility. Certainly there are differences in the nature of responsibilities. The main difference being that in a large parish, the incumbent needs help with office work, pastoral work, program development, Christian education, communications, and the conduct of worship. Hence, in large parishes the incumbent must possess good administrative skills, especially organisational and personnel skills. Small-town ministry, on the other hand, demands immense and consistent integrity because of the high community visibility of the incumbent. It requires ability to relate, in genuine fashion, to people in all walks

of life and to project caring and concern not only to the people of the parish, but to all community residents. In a large parish, the incumbent needs only to comprehend what is being done by the professional accountant who is the parish treasurer and by the civil engineer who is the property manager. In a small community, the incumbent may have to show an untrained parishioner how to keep the parish books and may need to direct people who have turned out to repair the church roof. A rural priest must be comfortable in taking his/her place as one of the few highly educated people in the community and in sharing his/her general knowledge as others may require it. The rural incumbent will be viewed as a community leader until he/she proves unable or unwilling to fill that role.

Fewer human resources in a small town parish means the incumbent must do work which would in a larger parish be delegated to lay people. The isolation from peers, the distances to drive, the expectation to reduce the stipend grant and the limited potential for growth because of the smaller population base creates stress which is difficult for the clergy as well as the lay people to cope with. Larger parishes are not necessarily more demanding than smaller parishes. To make that judgement each parish would have to be assessed on its own merits.

To the author's knowledge since 1985 only 1 priest engaged in full-time ministry has moved from a city parish to a small town parish.

Attracting clergy with particular skills is an issue for the larger parishes. In many of these parishes attendance and financial contributions are dropping. Their health is an issue for the diocese. As well as concern for the parish itself, a drop in their contribution of human and financial resources will diminish deanery, diocesan and national work.

As mentioned above, present policy needs to address the development of clergy who as a body do not have a great deal of experience as clergy. An alternative to going outside of the diocese to find clergy with the desired skills is to work at developing those skills in the clergy currently in the diocese. Development can be fostered by supervision, mentoring and training.

The Bishop or his designate could be more pro-active in encouraging training in specific areas. In the recent decade much work has gone into developing policy for study leave and sabbaticals, which provides for self-directed study. Deanery Councils have the authority to set up local training events for clergy, but little has been done for clergy. Bringing in a scholar or expert to teach clergy is more cost effective than clergy travelling outside of the diocese. Specific clergy could be sent away to get training or even degrees with the understanding that he or she would return and train the clergy here.

An argument against equalized stipend is that money can be used as an incentive to do better work and to draw people into more challenging ministries. It begs the questions of what is "better" or more "challenging" work? and how does one determine whether someone is working at his or her best? It is difficult to put a monetary value on a

particular position without comparing the scope, complexity and demands of that position with other positions.

A counter argument to a parish's right to pay what it can afford is, should a wealthier parish use monetary means to attract specific clergy when he or she is needed in the current parish.

There is question whether larger parishes have helped smaller parishes:

- financial restrictions in the diocesan budget has limited the amount of stipend grants given. The amount of the diocesan budget in 1997 spend on stipend grants is about the same or less than it was in 1985. Since expenses have increased the number of parishes given a stipend grant is less now than in 1985;
- the stipend grant has been limited to 50% of the stipend (Executive Committee decision). Canon D-2 provides for a limit of 33%;
- the grant is now only for stipend and not travel (1995 Synod);
- a number of expenses were shifted from the diocese (i.e. paid through the levy) to parishes: extended health care, long term disability and cheque preparation costs. The intention of shifting these costs to parishes was to avoid increasing in the levy. These expenses are not covered by the stipend grant. Parishes with 2 or more clergy would have a greater increase in costs as a result of this decision; and
- in 1989 when Synod changed the method of calculation of the levy from expenses to income, the categories of under-assessed and over-assessed were eliminated, and all parishes were assessed on basis of Canonical Levy; the levy for parishes increased which were under-assessed (small parishes) and it decreased for parishes which were over-assessed (large parishes).

The levy and what it pays for are the mechanisms in which larger parishes help smaller parishes. An issue outside the scope of this report is whether this mechanism is adequate.

Further work could be done with respect to policy on grants to assisted parishes, is the maximum grant sufficient? Policy decisions over the last 10 years have reduced the grant to 50% of stipend or \$12,500 out of approximately \$40,000, not including housing.

## **Conclusions**

Previous Synods and Executive Committees have developed policy on stipend, issues related to stipend and finances, which addressed the issues of the 1970's, 1980's and early 1990's. Algoma needs to be mindful of those issues and consider the issues of the 1990's and the next century; what is now and will be required for ordained ministry.

What kind of ordained ministry is desired in small town parishes? in city parishes? Are specialised ministries desired? How will entry level positions be provided? How will clergy be developed as they progress in their ministries? What finances and financial policy are needed to support the kind of ministry desired? Such a plan for ordained ministry is the responsibility of the Bishop working with the Archdeacons as well as the Executive Committee.

Considering stipend policy, diocesan finances and a plan for ordained ministry together as a whole is very complex. Yet it must be done. It is often easier to look at issues piecemeal. The danger of that is the effect of the sum of the decisions is not considered. As mentioned the sum of a number of decisions resulted in the increase in expenses for Trinity Marathon from \$39,000 in 1989 to \$55,000 in 1991. We are still trying to cope with the financial impact of those decisions. This needs to be born in mind at this Synod because the issues of stipend policy and the renewal of the levy system are inter-related.

The national church's principles recognise the scope, complexity and demands of both small town and city ministries (See above "Commentary on Principle 3"), and encourage the stipend to be based on an assessment of what the position requires.

Stipend policy needs to provide for entry level positions as well as the placement of qualified clergy in small town and city ministries.

Whether or not equalized stipend continues, the majority of parishes will only be able to afford the minimum, and the Executive Committee needs to ensure that it continues to be adequate. The national church's Principle 2 (above) outlines principles for an adequate remuneration.

The main advantage of equalized stipend seems to be the unity it brings to the diocese, and the main disadvantage seems to be that Algoma has difficulty in keeping or attracting clergy with particular experience and gifts because other dioceses are paying more.

Perhaps moving to a system, as suggested by the National Church in the Principles of a Healthy Remuneration System, whereby remuneration is based on the responsibilities of a given position would address the need to have a spread of salaries, and if not equal, it would be at least equitable.

## Options for Algoma

1. Maintain Equalized Stipend Policy
2. Evolve the Equalized Stipend Policy to include Responsibility Allowances
3. Abandon the Equalized Stipend Policy
  - a) Allow parishes to pay what they can afford and the Executive Committee would continue to set the minimum stipend.
  - b) Set an upper limit for maximum stipend, i.e. 20 per cent above minimum.
4. Develop other options not yet thought of.

## Responsibility Allowance

The allowance would be added to the minimum stipend. It would be a percent of the minimum stipend and the percent would be the sum of percentage for the different responsibilities.

Table 2, Responsibility Allowance

<b>Responsibility</b>		<b>% of Minimum Stipend</b>
<b>Size of Parish</b> (av. Sun attendance)	100-130	10%
	130-180	20%
	180+	30%
<b># Points</b>	2-3	5%
	4+	10%
<b>Round trip drive to furthest point</b>	150km	5%
<b>Isolation</b> (Round trip drive to city)	200 km	2%
	400 km	4%
	600 km	6%
<b>Deanery/Diocesan work</b>	Regional Dean	10%
	Archdeacon/Dean	20%

For example: Minimum Stipend = \$25,000  
 St. Michael's with an Archdeacon, 30% + 20% = 50%  
 Stipend = \$37,500  
 Marathon + White River, 5% + 5% + 6% = 16%  
 Stipend = \$29,000

1. The responsibility allowance would be calculated on the minimum stipend only, and not include the years of service grant.
2. It would be adjusted January 1 for a one-year period to reflect the actual responsibilities held by that individual; but with the Deanery/Diocesan work it would be adjusted upon date of appointment or resignation.
3. It would be payable by the parish.
4. Parishes that have a regional dean, archdeacon or dean would have the responsibility portion paid by the Diocese.
5. The maximum stipend grant would be 50% of the basic stipend plus 100% of the responsibility allowance, not including the diocesan portion of the responsibility allowance.
6. The responsibility allowance would be phased in over 3 years.

### **Motions**

#### **Motion 1-A**

Moved by the Rev'd Ed Swayze      Seconded by the Ven. Len Shaw  
That in addition to the minimum stipend and years of service grant, a responsibility allowance be adopted effective January 1, 1998 and that the Compensation Sub-Committee of the Administration and Finance Committee review the responsibility allowance contained in this report and make recommendations to the Executive Committee which will approve the final form of the responsibility allowance.

**Motion 1-B** *Motion 1-B will only be brought forward if Motion 1-A is defeated.*

Moved by the Rev'd Ed Swayze      Seconded by the Ven. Len Shaw  
That the Equalized Stipend policy be abandoned. Minimum stipend and years of service grant would continue to be set by the Executive Committee and minimum remuneration policy by the Synod. Parishes would be able to give their clergy greater remuneration than the minimums.

#### **Motion 2**

Moved by the Rev'd Ed Swayze      Seconded by the Ven. Len Shaw  
That the Compensation Sub-Committee of the Administration and Finance Committee prepare for the 1999 Synod a proposal to give an equity allowance to those incumbents living in rectories.



**Report of the Missions to Seamen, Lakehead Branch  
to the 1997 Synod of the Diocese of Algoma**

In the port of Thunder Bay, the Missions to Seamen represents the church and cares for seafarers who enter the port. We have been part of a world wide outreach since 1961.

The diocese of Algoma partially funds the Lakehead Branch, \$4,500 out of \$28,520. The remainder is raised through donations and interest income from trust funds.

The chaplain, the Rev'd Ed Swayze, is a part-time chaplain and part-time as the Incumbent of St. Stephen the Martyr Anglican Church. He visits the ships and oversees the work of the Seafarers' Centre. A group of dedicated volunteers staffs the Centre in the evenings, picks up seafarers from the ships, takes them shopping or the Seafarers' Centre, where seafarers are able to make telephone calls home. The Centre is a refuge for the seafarers where they can relax, talk with each other and the volunteers and write letters. At the Centre stamps are sold and Bibles, clothes and magazines are distributed.

In 1996 over 400 seafarers were through the Centre and they placed over 500 calls. We assisted Trinity Church Marathon in reaching out to several ships which loaded pulp from James River Marathon.

The Seafarers' Centre at Keefer Terminal has had a number of improvements since the 1995 Synod. A computer was donated by the Thunder Bay Harbour Commission which has improved the administration and enabled us to publish a newsletter. Recently two phone booths have been constructed which give the seafarers more privacy and make it easier for the volunteers. A new refrigerator replaced the pop machine. A photocopier, printer and modems were purchased. The van was repainted and new tires were installed. This work has been funded by the International Seafarers' Trust and Auto Body donated the labour for repainting the van.

The development of a society to support the work of the Mission has been an important effort. What is a society? It is the people who have given their support to the Mission by a donation or by volunteering for the Mission. A society is a community which ensures that adequate human, financial and material resources are available for the Mission to do its work. To keep members and other interested organisations and parishes informed, a database has been built and a newsletter is produced twice a year. A constitution was drafted and approved at the 1997 Annual General Meeting.

We would like to thank those individuals and parishes which have supported the work.

To contact us:

**Mail:** Suite 450, 100 Main St.  
Thunder Bay, ON P7B 6R9

**Fax:** (807) 345-3135  
**Phone:**(807) 344-8241

THE REPORT  
OF THE  
DIOCESAN - DEANERY LIFE  
TASK FORCE  
COMMITTEE

## INTRODUCTION

The 1995 Synod authorized the creation of an ad hoc committee to examine virtually our entire diocesan structure. This motion is found in Appendix A. The Bishop appointed the committee whose names are found in Appendix B.

We developed a questionnaire (Appendix C) and used it as our vehicle for soliciting ideas from every deanery and every type of ministry from the Bishop to youth representatives within the Diocese. We produced the report on the information found in the 122 replies plus our personal responses and discussions.

Some opening comments;

1. We do not bring canonical amendments at this time. However, we do recommend combining canons F1 (Regional Deans) and F2 (Lay Stewards). We urge the acceptance of this report and the implementation of its recommendations on a trial basis for two years after which any canonical changes can be made. We contend with two particular problems. The first is that the existing canons appear to work well in some parts of the Diocese, but not so well in others. The second is the reality that encasing some recommendations in canon does not always guarantee that it will be adopted and followed. We believe that the best structures can be rendered ineffective if people within do not use them properly and that the poorest structures can be made effective by people of good will who take their various ministries seriously.
2. A Synod Office study, part of our mandate, was conducted by others and is attached as Appendix D.
3. We did not at this time do an in depth study of the roles and responsibilities of the Executive Committee. This committee is a function of Synod, not a Diocesan structure, which carries out the motions of Synod and does the work of Synod between Synods. We feel that any restructuring of the Executive committee is a task of Synod itself.
4. An in-depth review of all Diocesan committees was not possible because of the complexity of dealing with a large number of committees. Therefore we concentrated on the other facets of our mandate.

## BACKGROUND AND PREAMBLE TO THE REPORT

The mandate of the Diocesan and Deanery Life Task Force is to review the Diocesan and Deanery structures with a view to determining which structures are working and need affirming and what structures need changing or modifying. However, any changes, affirmations or recommendations must be considered within a context of our theological understanding of ourselves. We say we believe in one holy, catholic, and apostolic church. This has both an historic, conceptual and structural significance.

The committee has no mandate to change the structure. If we were to change the fundamental structure, we would in fact be changing who we are. Our mandate is rather to investigate how to make the existing structures function more effectively and efficiently.

For this to happen, all members of the church community need to know what their rolls and functions are and therefore education is needed at all levels. Feedback received from the questionnaires underlines this. The responses reflect a considerable lack of knowledge and did not focus on changes to the system, but rather how to make the present system work better.

Our church structure is in essence an hierarchical one, however this does not necessarily mean government from the top down. The diocese, the people of God gathered around their bishop, is the basic structure of the church. The diocese is not the Synod office, nor the Executive Committee nor the 'Soo', rather it is the community of the faithful of the area called Algoma. The parishes exist as an expression or outgrowth of the diocese. Part of the bishop's role is to call into being these parishes and to appoint leaders or clergy to exercise the sacramental ministry of the church in that particular physical location. But this is a two way street with each Christian person or group working out their own ministry within this framework of diocese and parish. The parish endorses the authority of their clergy and of their bishop. The parish requires the Bishop and the Clergy to exercise their particular and unique ministries within the structure of the whole. Our synodical structure is not the same as a conciliar structure where a simple majority rules. In a synodical structure, the Episcopal house, the clerical house and the house of the laity all need to concur on a matter before it can come into force.

For this system to be effective each structure must be aware of the essential nature of it's role, responsibilities, actions, and of those of the other parts of the structure. Consequently, there must be a free flow of communications in all directions and a networking of available resources and gifts throughout the whole. This came through very clearly in the responses to the questionnaire. Recommendations for change that follow should be understood and discussed within this context. As scripture says "For as in one body we have many members and all the members do not have the same function, so we though many are one body in Christ and individually members one of another. Having gifts that differ according to the grace given to us let us use them in proportion to our faith"

Recommendation:

That the attached statement of the Anglican understanding of the doctrine of the church be discussed by Synod Delegates and by Deanery Councils as one of the primary steps to implementing changes recommended by the Diocesan and Deanery Life Task Force Committee. This statement is found in Appendix E.

**DEANERY COUNCIL**

The Deanery Council is a representative body of people from parishes throughout a Deanery. Voting membership includes wardens, clergy, lay delegates to synod, lay stewards, the three youth delegates to synod, a representative of the deanery Anglican Church Women, and others to whom the Deanery Council may extend the right to vote. All Anglicans are invited and encouraged to attend.

Most of the feedback the Task Force received in this area concerned the lack of communication between the Diocese, Deanery Councils and parishes. Many do not know

or understand the role of Deanery Council, and interest in it is generally low. All delegates to Deanery Council, not just clergy need to take seriously their responsibility to attend and report. In addition, each Deanery should be encouraged to develop a mission statement to clarify and provide a focus for ministry in the Deanery.

Each Deanery Council is mandated to develop and strengthen the mission and ministry of the church in the Deanery. In addition, it shall address such other areas of concern as may arise including the policies and programs referred to it from Synod or the Executive Committee.

The Deanery Council has potential to provide valuable input and resources into crisis management and other issues of importance within the Deanery. For this to happen there needs to be community building and the fostering of trust.

While a number of people suggested that Deanery Council should be a legislative body, there was no clear consensus, and we suggest it be discussed more broadly than was possible in this Task Force.

Recommendations: each Deanery-

1. develop a mission statement.
2. publish a newsletter to improve communications.
3. improve the standards of meetings, e.g. agenda, minutes, attendance, a planned program circulated in advance.
4. elect a chair and other executive persons other than Deanery Officials.
5. provide services and share resources between parishes.
6. examine and have new input into new initiatives, programs and issues; e.g. items from Deanery, Executive Committee, Bishop, and Synods.
7. develop educational programming to meet issues of interest to the Deanery.
8. develop manuals for parish and deanery officials.
9. encourage deanery councils to hold workshops and share them with other deaneries.
10. Deanery Council to develop lists of personnel resources available for Diocesan Committees.

### DEANERY OFFICIALS

There are one Regional Dean and two Lay Stewards in each Deanery. The Regional Dean is elected by Deanery Council and appointed by the Bishop. The lay Stewards are elected by Deanery Council. Functionally, they share the primary responsibility to visit parishes each year for an inspection of the property and financial situation of the parish.

The questionnaires showed that people want the Deanery Officials to do their job and make annual visits to the parishes. Such visits should include meetings with more people than just the incumbent, treasurer, and wardens, and might be at the time of an advisory board meeting or worship service.

The role of Lay Stewards has been down played in favour of that of the Regional Dean. Since all are functionally the same, it is suggested that the old titles be eliminated and three Deanery Officials be elected, one clerical and two lay, with overlapping terms. It has been suggested that the clerical deanery official have been in Algoma for two years, and have been ordained for five. It has also been suggested that this official be allowed to stand for re-election twice, to provide greater continuity in the office.

Recommendations:

1. parishes invite Deanery Officials to visit at times of advisory board or worship services.
2. at least two of the three Deanery Officials make each visit.
3. Deanery Officials report on their work at each Deanery Council, e.g., what they have done and what they intend to do and circulate this report to: Territorial Archdeacon, and to the parish to be passed on to advisory meetings and annual vestry meeting.
4. develop tools for visit, e.g., check list, description of purpose of visit.
5. combine Canons F-1 and F-2.
6. Deanery Council nominate the clerical deanery official when there is a vacancy rather than appointment by Bishop only.
7. We suggest qualifications for Regional Dean be 2 years minimum in the Diocese of Algoma and that they have been ordained for a minimum 5 years. Their term should be from synod to synod, renewable twice.
8. pay the expenses of all three deanery officials at the prevailing diocesan rates.

**ARCHDEACONS & DEAN**

The comments in this section pertain to Territorial Archdeacons, not the Executive Archdeacon, since the Executive Archdeacon is a staff position covered by the separate synod office study, and whose stipend is set separately by the Executive Committee.

Archdeacons are selected by the Bishop. They assist and represent the Bishop in the Deanery, performing duties as assigned by the Bishop. Although recommendations may be made to the Bishop as to their responsibilities, the decision rests with the Bishop.

The current job description for the Archdeacons (Appendix F dated July 26, 1996) requires them to represent the Bishop in the Deanery, primarily in matters of personnel, pastoral and spiritual concern, conflict resolution, and consultation with churches who are without an incumbent. In addition, they serve on the council with the Bishop, Archdeacons, and Dean [BADs] as advisors to the Bishop on diocesan matters.. Territorial Archdeacons also serve as parish priest. Due to the increased responsibility of this position over and above the duties of a parish priest, we suggest that a responsibility allowance be given to the Archdeacons and Dean.

Archdeacons are appointed by the Bishop. The Task Force heard strong support for term appointments, renewable upon evaluation by the Bishop. There was also the suggestion of periodic evaluations for Archdeacons throughout the appointment.

More visible presence of the Archdeacon within the Deanery would improve communication and the effectiveness of the office.

Our original mandate did not include a provision for review of the office of Dean.

However, coming out of our deliberations was a concern about the priest in that office.

Thus our recommendations with regard to Archdeacons include the Dean where noted.

#### Recommendations:

1. That the Bishop, Dean and Archdeacons find more specific ways to visibly support each other. e.g., through liturgical expressions such as presence at ordinations, Archdeacon sits in Bishop's chair.
2. That the Archdeacons and Dean be given a responsibility allowance in an amount to be determined by the Executive Committee, in addition to reimbursement for out of pocket expenses while on Diocesan business..
3. If there is no incumbent in a parish, the Territorial Archdeacon should chair the annual meeting.

### EDUCATION

One of the major findings from the questionnaires is that there is a large number of Algoma Anglicans who do not understand the hierarchy of the church or the positions involved in church leadership. There are also a lot of misunderstandings of the roles of deanery and diocesan officials. Sometimes, even the officials themselves were confused about their roles/responsibilities.

#### Recommendations:

1. Create a manual describing diocesan/deanery structures and the responsibility and roles of the Wardens, Synod Delegates, lay Stewards, Regional Deans, and Archdeacons. We recommend that this be a 'quick read', approx. 5"X7", with a professional appearance, mass produced at low cost so that it will be appealing and readily available to parish/deanery officials and all other interested parties. We further recommend this be available free to parishes if at all possible without sacrificing the professional appearance.
2. Establish a training program for these officials. We recommend this be coordinated through the Mutual Ministry teams in each deanery and be available at least bi-annually. We recommend researching resources that are already available through other dioceses and sharing of programs developed in this diocese.
3. The Algoma Anglican should be utilized to inform Anglicans of the structure of the deanery/diocese and the roles and responsibilities of the parish and deanery officials. This could be accomplished through a series of articles using similar material as will be in the recommended manual. The Algoma Anglican should also be used to inform

Anglicans throughout Algoma on the work of various diocesan committees. Again, this could be accomplished through a series of articles.

We recommend the Executive Committee submit a condensed version of their minutes for publication in the Algoma Anglican.

4. Request wardens report to parish councils on deanery meetings; synod delegates report to their parishes on synod, and lay stewards report to deanery councils on Executive Committee meetings.
5. All deaneries establish financial resources to assist with the implementation of these educational endeavors. We suggest a small levy (based on the diocesan levy) billed annually to each parish in the deanery.
6. We recommend greater utilization of the Internet for educational purposes. This innovative new technology should not be overlooked or underused by the Church. Thousands of people are signing onto the Internet each week, especially young people. Also a home page should be established for the diocese, listing under "Anglican".

### DIOCESAN COMMITTEES

According to the questionnaires returned, the function, and indeed the existence, of most Diocesan Committees, is not well known to the people who replied. Perhaps this is as it should be where committees have specific responsibilities and little impact on parishes. Committees that do have direct impact on parishes and deaneries need a higher profile.

Of those who completed the section on 'Committees', and many respondents did not, there was a strong response that there needs to be more communication between the committees and the deanery and parishes – and, this could be partly accomplished through a strengthened Deanery organization.

Standing Committees need to be examined and their number limited. As well, the number of members and *ex officio* members should be strictly the minimum required to do the job. The Diocesan and Deanery Life Task Force Committee believes that more use should be made of *ad hoc* committees, so that they could be disbanded. It was suggested it should be possible to obtain a commitment from people more easily for a short term and specific time frame.

After noting the responses to the question deleting committees, and discussing them, the Committee found that they did not have the information needed to recommend changes. One of the recommendations below is that there be an in-depth review, with the intent of reducing the number and streamlining those that remain.

For appointment to Diocesan Committees the main criteria cited were qualifications, expertise and geography, in that order. Selection should be by the Bishop, taking into consideration Deanery representation. To the point that Deaneries should submit names for two positions, and the Bishop the other one, in a three-member committee. It would be advantageous if the Deaneries developed a resource list of people and their skills.



As far as meetings are concerned, the preferred methods of contact were through face-to-face and/or teleconference.

The idea that there be a sub-committees of three who could meet less expensively did not find favour. Either by utilizing geography or other means, the people felt it was important that all committee members feel themselves to be equal members.

Where committees have relevance to the parish/deanery mission and/or structure, a majority of respondents said that there should be links, such as deanery representation, and/or a prescribed reporting mechanism. Another way of improving communications could be to have Deanery input. As stated above, developing a list of people and their skills at Deanery level could be most important here.

### Recommendations

1. Find ways to make it possible for all members of a committee to attend meetings.
2. Use *ad hoc* committees wherever possible.
3. limit number of standing committees, and number of members, including *ex officio* members.
4. concise reports of committee proceedings should be published in the Algoma Anglican.
5. Recommend that the Bishop form an *ad hoc* committee to look in depth at all Diocesan committees.

## COMMUNICATIONS

Clearly, the questionnaire responses received by the Diocesan Deanery Life Task Force Committee showed that communications, or more particularly, lack of communications, is a serious problem in the Diocese. There are many options available including better use of the Algoma Anglican, fax machines, newsletters, tele-conferencing, Internet , amongst others.

### Recommendations;

1. That computer equipment at the Synod office be upgraded.
2. That the Diocese consider computer expertise to coordinate computer compatibility with the parishes.
3. That parishes, wherever possible, come on-line with computer equipment compatible with diocesan computer equipment.
4. That parishes be encouraged to acquire a fax machine.
5. That the diocese explore the possibility of interest - free loans for parishes to help them acquire computer equipment

6. That parishes be encouraged to investigate Internet and e-mail connections..
7. Diocesan officials become more involved with the content of the Algoma Anglican.
8. That parishes and deanery councils study and search for ways to improve networking and sharing of resources, skills, knowledge, gifts, information between deaneries and parishes.

### MOTIONS

Moved by the Venerable Hugh Hamilton, seconded by \_\_\_\_\_ that this Synod accept the report of the Diocesan and Deanery Life Task Force Committee.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_ that this Synod forward the report to the Bishop, the Territorial Archdeacon, the Deanery Councils with instructions that the recommendations herein be implemented for two years and that there be a forum at the 1999 Synod to report on and evaluate the results of this trial period.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that the Constitution and Canons Committee be instructed to combine Canon F1 and F2 and to present a revised canon to the 1999 Synod

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that the Archdeacons and Dean be given a responsibility allowance in an amount to be determined by the Executive Committee, in addition to reimbursement for out of pocket expenses while on Diocesan business.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that each Deanery develop manuals for parish and deanery officials.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that Deanery Council nominate the clerical deanery official when there is a vacancy rather than appointment by Bishop only.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that *The Deanery Council* pay the expenses of all three deanery officials at the prevailing diocesan rates.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that a manual be created describing diocesan/ deanery structures and the responsibility and roles of the Wardens, Synod Delegates, Lay Stewards, Regional Deans, and Archdeacons, and establish a training program for these officials.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that all deaneries establish financial resources to assist with the implementation of the educational endeavors.

Moved by \_\_\_\_\_, seconded by \_\_\_\_\_, that the Diocese explore the possibility of interest - free loans for parishes to help them acquire computer equipment.

Respectfully Submitted

The Venerable Hugh M. Hamilton  
Chair

## APPENDIX A

### REVISED NOTICE OF MOTION #1

Moved by: the Rev'd Ed Swayze

Seconded by: the Rev'd Tom Cunningham

that this Synod authorize the establishment of an Ad Hoc Committee to guide a process whereby the roles, responsibilities and duties of the Deanery officials, the Synod Office, the Executive Committee, and all Committees reporting to the Executive Committee are examined and reconsidered, and to develop Canonical amendments on the Deanery officials and Executive Committee for presentation at the 1997 Synod with the following terms of reference:

- 1) The Committee is appointed by the Bishop in consultation with the Archdeacons.
- 2) The Committee shall consist of 10 members:
  - i) One Archdeacon;
  - ii) One Regional Dean;
  - iii) One Lay Steward;
  - iv) One member of the Constitution and Canons Committee;
  - v) One member of the Administration and Finance Committee;
  - vi) One Synod Office staff person;
  - vii) Other members to bring the Committee to ten;
  - viii) Of the ten members, two shall be representatives from each deanery;
  - ix) The composition of the Committee shall be balanced in terms of gender, age and type of parish they come from, i.e. city, small town, etc.;
  - x) The Bishop shall be an ex-officio member of the Committee.
- 3) The Committee shall:
  - i) develop a process whereby the Deanery Councils will be solicited for ideas, the Committee drafts proposals, and the Deanery Councils and the Constitution and Canons Committee respond to the proposals. The process should also include consultation with and final approval by the Executive Committee before presenting Canonical amendments to Synod;
  - ii) consider whether the positions of the Archdeacon, Regional Dean and Lay Stewards are needed, and whether other management models would be useful;

- iii) consider the recommendations submitted by the Deanery Councils, the Executive Committee and the Ad Hoc Committee itself;
- iv) make recommendations to the Executive Committee concerning the staffing and organization of the Synod Office as well as the purchase of additional computer software and hardware;
- v) draft proposals for Canonical revisions concerning the Archdeacon, Regional Dean and Lay Stewards, and the Executive Committee;

and the Committee may:

- vi) consider the Canons and practices of other dioceses;
  - vii) invite people other than those appointed to the Committee to their meetings to consult with them.
4. The Committee shall elect a chairperson who will also be responsible for reporting to the Bishop.
  5. The expenses of the Committee shall be paid by the Synod of the Diocese of Algoma.

## APPENDIX B

### Members of the Diocesan/Deanery Life Task Force: (DDLTF)

Mrs. Sheila Brideaux  
Sault Ste Marie, ON

The Rev'd Tom Cunningham  
Dorset, ON

The Ven. Susan DeGruchy  
Lively, ON

Mr. Doug Hughes  
Corbeil, ON

The Rev'd Cal McMillan  
Capreol, ON

Mrs. Jennifer McVeigh  
Thunder Bay, ON

The Ven. Eric Paterson  
Burks Falls, ON

Mrs. Jean Wallace  
Englehart, ON

Mrs. Elaine Wright  
Thunder Bay, ON

The Ven. Hugh Hamilton, Chair  
Richards Landing, ON

Mrs. Marie Egglesfield - Committee Secretary  
Mr. Charles Egglesfield - Computer Person  
Desbarats, ON

## APPENDIX C

### DIOCESAN & DEANERY LIFE TASK FORCE 10/10/96

#### QUESTIONNAIRE

The DDLTF has been directed by Synod and the Bishop to review the Diocesan and Deanery structures with the view to determining what structures are working and need affirming and what needs changing. The Bishop asks "How can we best function given our limitations of geography and resources?"

Our Diocesan Mission Statement reads, "Our primary purpose as Anglicans in Algoma is to celebrate, proclaim and demonstrate in our lifestyle the compassionate love of God for all creation, as revealed in Jesus Christ, and to challenge others to develop their full potential in personal response to that love."

The purpose of the Deanery Council is to "develop and strengthen the mission and ministry of the church in the Deanery and address such other areas of concern as may arise including policies and programs referred to it from the Synod or the Executive Committee."

With the Mission Statement And Deanery Council purpose in mind, please write in your opinions and ideas in the spaces provided, or on the back of the sheet.

Are you responding as?

Clergy?

Lay Person?

Archdeacon?

Regional Dean?

Lay Steward?

Warden?

Synod Delegate?

A.C.W. President?

Youth rep.?

Parish rep.?

Exec.Comm. rep.?

Other \_\_\_\_\_

#### A. EXECUTIVE COMMITTEE

1. Do you have an understanding of the responsibilities of the Executive Committee? If so, what are they?
2. Is it working well in your opinion?
3. What could be improved and how?

4. Is the Committee supportive of the work of the parishes?

If not, why, or how not?

If so how?

B. DEANERY COUNCIL:

1. What is your understanding of the responsibilities of the Deanery Council?

2. Is it working well?

3. What could be improved and how?

4. Is your Deanery Council supportive of parishes and their work?

5. Could the Council be more supportive and how?

C. DEANERY ARCHDEACON TERRITORIAL:

1. What are the duties of the Archdeacon as you understand them?

2. Is this too heavy a load?

3. What should the Archdeacons duties be?

4. Should the Archdeacon or their parish be compensated for this work, and if so, how?

5. Should this be a term appointment, for example 6 years?

Give reasons for your answer.

D. REGIONAL DEAN:

1. What Are the duties of the Regional Dean as you understand them? \_\_\_\_\_

2. Is this too heavy a load?

3. What duties should the Regional Dean have?

4. Should the Regional Dean or their parish be compensated for this work and how?  
To whom should the Regional Dean report ? and give reasons for your answer.



### E. LAY STEWARDS:

1. What are the duties of the Lay Stewards as you understand them?
2. Should these duties be changed and if so how?
3. To whom should they report? To the Archdeacon through the Regional Dean or Bishop?

If a change in reporting would be beneficial, how, why and what should it be.

### F. DEANERY OFFICIALS: (Archdeacon, Regional Dean & 2 Lay Stewards)

1. Are the duties of the Deanery officials helpful to you in your parish work?
2. Could they be more helpful and if so How?
3. Should the regional Deans and Lay Stewards visit each parish once a year as is presently required or would every two years suffice? Why?
4. Could this visit and responsibility be shared ie. Archdeacon and one Lay Steward do half, Regional Dean and other Lay Steward do the other half?
5. Should the Deanery Officials be included in the consultation between Diocese and parishes experiencing difficulties?  
If so, what should be their roles?  
If not, who should do this work?

### G. PARISHES:

1. How can our parishes assist the Deanery Council in its work?
2. How can our parishes assist the Diocese in its work?

## H. DIOCESAN COMMITTEES:

How should members of the Diocesan Committees be chosen?

1. By the Bishop
2. Based on expertise
3. Based on geographics (deanery)
4. Other

How should they function?

Rate your selections in order of importance. (e.g. Face to face, meetings, teleconferencing, by letter, and other)

Where should representation come from ? (Clergy/lay?)

1. What suggestions would you make to any of these committees to enable them to better support the parishes work ?
2. Are there any of these Committees that have outlived their usefulness ?
3. Could any be combined effectively ?
4. Are there any parish needs which are not provided for by a Diocesan Committee ?
5. Should Diocesan Committees have a committee link at the Deanery level and if so what ones ?

Administration & Finance  
Communications  
Constitution & Canons  
Heritage  
Mutual Ministry  
Investment  
Postulancy  
Youth  
Children's Unit  
Task Force

Bishophurst  
Companion Dioceses  
Doctrine, Worship & Ministry  
Ministry 2000  
William McMurray  
OPEN (Ongoing Parish Education Network)  
Property  
Diocesan Response Group  
Native Council  
BADS (Bishop, Archdeacons, and the Dean)

Thank you for contributing.

Please return to your Parish Office ASAP or no later than November 12<sup>th</sup>, 1996

Appendix :to be included with questionnaire

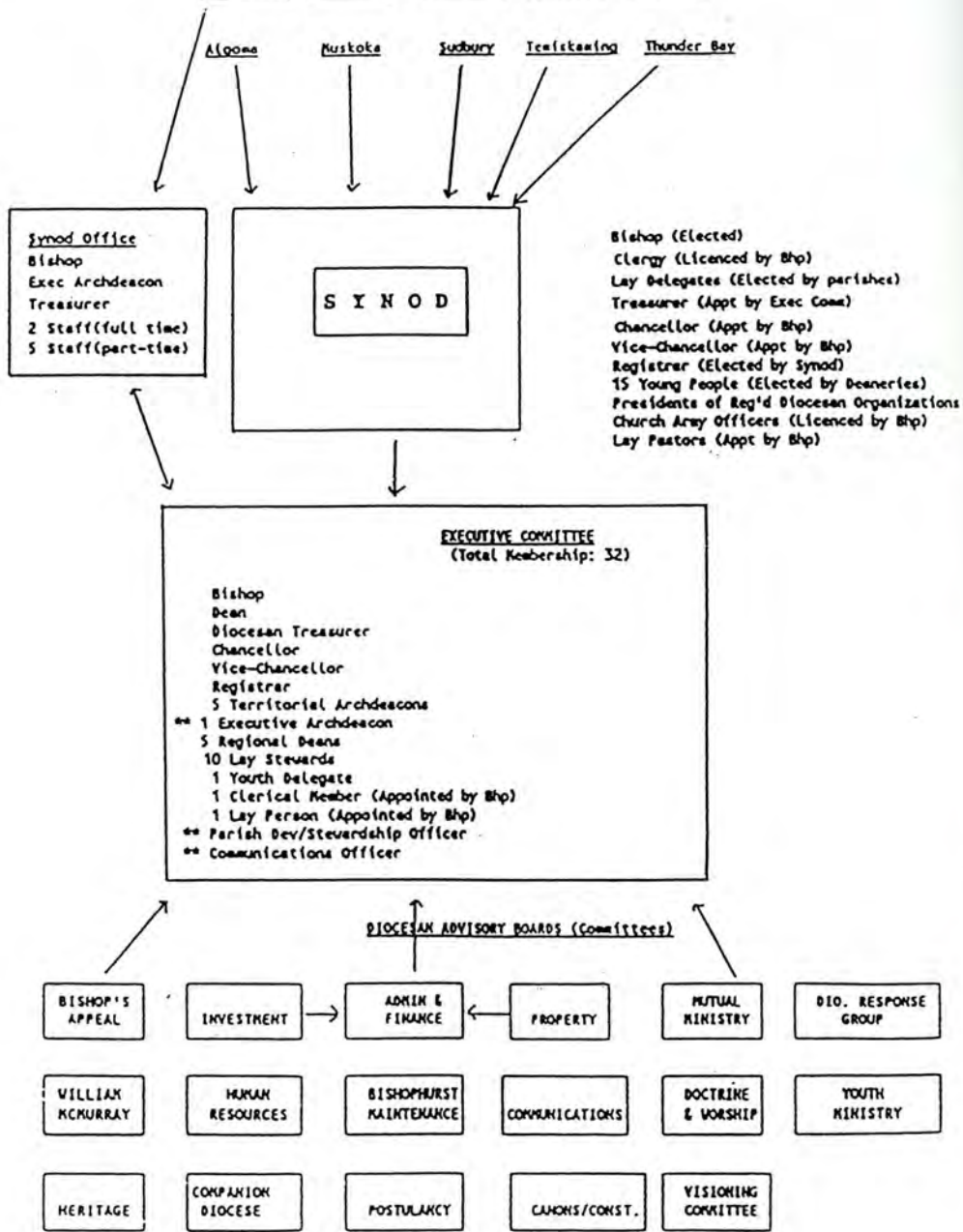
1. Diocesan Structure Chart.
2. Bishops list of duties of the Archdeacon July'96
3. Definitions/descriptions - brief- drawn from Hugh's notes of Synod, Executive Committee, Synod Office, Diocesan Advisory Boards and Committees, Deaneries, Deanery Officials, Archdeacon, Regional Dean, lay Stewards, Deanery Council.

ALGONA

DIOCESAN STRUCTURE

Total Number of Anglicans: 61,580 (1981 Census)  
 Total Reported Membership: 19,444 (1994)  
 Total Organized Congregations: 111  
 Total Number of Deaneries: 5

Congregations.....	18	38	25	14	16
Membership.....	4523	4163	3671	2371	4716
Clergy.....*	16	14	14	10	18



\* Includes part-time clergy & lay pastors.  
 \*\* Non-Canonical positions

## DEFINITIONS DESCRIPTIONS

1. Synod: The governing body of the Diocese - meets every two years. Just over 200 people, elected and appointed (see the box beside the Synod box), are members of Synod.
2. Executive Committee: The Executive Committee reports to and does the work of Synod between synod meetings, acting upon the various motions passed by Synod. In addition, it shares diocesan resources across the Diocese, and acts as an informational and educational link between parishes, dioceses and the national church.
3. Synod Office: The Synod Office people perform the necessary daily work of the Executive Committee and therefore Synod. The people who make up this group and their responsibilities have been featured in recent issues of the Algoma Anglican.
4. Diocesan Advisory Boards and Committees: Diocesan advisory boards "facilitate the business of the Diocese" (Canon B (1) s.3) Their number varies from time to time.
5. Deaneries: Within each of the five geographical areas called deaneries we have:
  - a) a Territorial Archdeacon, herein after "Archdeacon"
  - b) a Regional Dean,
  - c) two Lay Stewards
  - d) a Deanery Council and
  - e) a number of Parishes
6. Archdeacon: (From Bishop Ferris, July, 1996)  
To assist the Bishop as assigned. These duties would include
  1. To represent the bishop in the Deanery when he cannot be present.
  2. To take first responsibility for personnel crises in the Deanery in consultation with the Bishop.
  3. To participate in regular meetings of the Bishop, Archdeacons, and the Dean.
  4. To foster and promote a harmonious working of Deanery life.
  5. To advise concurrence committees in accordance with the guidelines for concurrence committees.
  6. To arrange coverage for congregations without incumbents in consultation with the Church Wardens.
  7. To field questions from clergy and lay leadership that do not need to be referred to the Synod Office.

8. To advise the Bishop when serious matters are emerging in the life of any congregation in the Deanery and at the direction of the Bishop, to intervene in cases of serious parish conflict.
9. With and for the Bishop, to be a pastoral link to the clergy in the Deanery and their families.
10. To develop with the Bishop and the other Archdeacons, beneficial crises intervention strategies and teams.
11. To assist in planning itinerary and scheduling Bishop's visitation.
12. To maintain contact with retired clergy in the Deanery.
13. To be aware of vacation and other out-of-parish plans of clergy in the Deanery.

7. Regional Dean - Lay Stewards: Currently the duties of the Deanery Officials (Regional Dean and the Lay Stewards) lie mainly in the areas of monitoring the physical and financial health and welfare of parishes. They accomplish this through their annual visits which they report to the Bishop and the Executive Committee through the Territorial Archdeacon.

8. Deanery Council: The Deanery Council, exists to "develop and strengthen the ministry of the church in the Deanery."

APPENDIX D

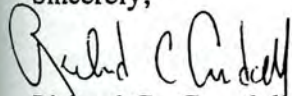
18 September 1996

The Rt. Rev. Ronald C. Ferris  
The Anglican Church of Canada  
The Incorporated Synod of the Diocese of Algoma  
619 Wellington Street East  
Sault Ste. Marie, Ontario P6A 5N7

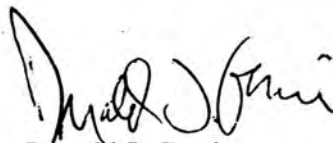
Dear Rt.. Rev. Ferris:

Attached you will find a copy of our report. If you have any questions about the report let us know and we would be happy to provide clarification.

Sincerely,



Richard C. Crandall  
Sociology Department  
Lake Superior State University  
Sault Ste. Marie, MI 49783



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The evaluation and recommendations in this report were based on interviews with the staff of the organization, the Bishop, Archdeacon, and two members of the finance sub-committee. The interviews were conducted over four afternoons, which allowed for unobtrusive observation of the functioning of the organization. To assist us in our evaluation we were provided with extensive documentation.

The focus of the evaluation was on the five areas below, which were provided by Bishop Ferris. One additional recommendation is provided.

**1. Workload of the staff in relation to what must be done, should be done, and could be done. The number of people and the skills required to accomplish the work.**

The workload appears to be fairly high. The part time clerks work additional hours and some, if not all, of the other individuals work "extra" hours. Additionally, there appears to be a backlog of work that should be completed. Two examples would be a computerized listing of the organization's holdings and various databases that would assist in decision making.

**RECOMMENDATION:** Sheila Brideaux left the organization in January 1996 and was not replaced. It is our understanding that Ms. Brideaux's actual responsibilities were slightly larger than "assistant treasurer" in that she was an office coordinator and assisted the Archdeacon, Bishop's secretary, and clerks during peak periods.

It is our recommendation that the position of assistant treasurer be filled. The individual assuming this position should be computer literate and capable of bringing this area of the organization into the Twenty-First Century in terms of computer technology. In terms of cost, the assistant treasurer should be an almost "break even" position in that the contract person can be eliminated (i.e., \$12,000) and some of the additional hours of the clerks reduced. This position will also take some of the workload off of the clerks and allow the Archdeacon and Bishop's secretary greater access to their services. This should also eliminate the need to contract out the typing of some of the Bishop's correspondence.

There are three additional reasons to fill the position of assistant treasurer. First, because of this vacancy, the treasurer appears to do almost "everything" in the financial area from data input to policy making. The members of the finance sub-committee interviewed indicated that there was an urgent need for the development of an accounting structure that will prepare and present financial statements in a summary format to assist the decision-making process at the executive level in the Diocese. The present detailed reports should be linked to summary statements for managerial action. It doesn't make sense for the treasurer to be doing data entry when the executive and other committees need non-existing documents for decision-making. Second, the financial area is too vested in one person. There doesn't appear to be a procedures manual or other documentation that will assist the treasurer's successor. While the treasurer clearly knows what to do, it is not clear that there would be a smooth transition for a successor. Clearly the organization needs a "backup" person who understands this area. The person filling this position could develop a manual for the various procedures involved in the work flow in the office. This would be a valuable tool for orienting new employees, clarifying work assignments,



etc. Third, from an actuarial view it would be better to have a second person in this area. This is not a criticism of the treasurer. The point is that NO organization should have one person so completely in charge of the financial area.

One additional recommendation needs to be made, which deals with the three positions funded under the 1992 Bishop's Appeal (i.e., Archdeacon, Youth Co-Ordinator, Stewart/Parish Development). These are NEEDED positions and should be maintained and incorporated into the budget as permanent positions. This is not to say that the positions should not be evaluated on a yearly basis. Certainly measurable goals and objectives need to be established and evaluated.

## **2. Computerization and equipment required for the tasks.**

If anything is clear it is that the office needs to be upgraded in terms of computerization. Most of the existing computer equipment is hopelessly outdated and obsolete. Many tasks are currently being done "by hand" or typewriter that could be done more accurately and faster by via modern technology.

Two examples will be used to illustrate the point. First, it was noted that in some cases the addresses on envelopes for a mass mailing were individually typed. Second, the existing accounting computer program is outdated, not user friendly, lacking in technical support, and most importantly does not do what is needed for the organization.

**RECOMMENDATION:** The organization needs both new computer hardware and software. Currently, computer hardware and software are purchased on a piecemeal basis, which we believe will contribute to future problems in terms of compatibility. Two or three local computer organizations should be invited to bid on a new computer system. We would suggest that the companies decide if the computers should be "stand alone" or if they should be networked. Certainly printers could be shared. Additionally, this is the time to update the software.

The finance sub-committee should be consulted concerning the accounting computer program.

We noted in one of the reports we were given (i.e., Edmonton) that the Bishop had a portable computer on which he typed his correspondence and then gave the disk to his secretary for editing. We are not certain of Bishop Ferris' typing skills, but given his desire for a rapid response to correspondence and issues, and his demanding travel schedule, that consideration should be given to purchasing him a portable computer. The computer should have a modem/fax module so that when at home or "on the road" the Bishop could send the "rough" drafts of his correspondence to his secretary for typing.

One additional problem is the computer program used in the accounting area. In our opinion this program needs to be immediately replaced. Given the new generation of accounting programs (i.e., AccPak) there is no excuse for the continued use of the current program. As

noted earlier, the existing program is not user friendly, does not have a manual, does not have sufficient support, and most importantly does not produce the type of information needed by the organization. This program could be part of the total computer package.

In addition to the purchase of new hardware and software, there also needs to be some training in the use of the new technology. Again, we assume that this would be part of the total computer package. It is also possible that the assistant treasurer could provide some of the training.

### **3. Clarification of lines of accountability and reporting.**

There is a problem in this area that needs to be immediately addressed. In the organizational structure the two part-time clerks report to the treasurer. However, on occasion the Archdeacon and the Bishop's secretary have received authorization to request that a clerk do work for them by working additional hours. However, often when the clerks have come to work the additional hours they were given work by the treasurer. This has resulted in confusion for the clerks in terms of the lines of authority; for the Archdeacon and Bishop's secretary this has resulted in work that needed to be rescheduled.

We were told that this situation had resolved itself "somewhat" but also noted that it continues to be a problem.

**RECOMMENDATION:** Not only is this a source of continual frustration, but it also makes it difficult in terms of planning. We recommend that when the clerks are working their regular hours that the lines of authority are from the treasurer. If the Archdeacon or the Bishop's secretary have authorization to request that a clerk come in for additional hours, then "for the additional hours" the lines of authority shift to the individual making the request (i.e., the Archdeacon or Bishop's secretary).

### **4. Review of the salary and benefits of support staff.**

This is a difficult area to comment on given the size and nature of the organization. There are several variables to consider in making an evaluation such as local job market conditions or the length of time individuals have been with the organization. In addition, people working in this type of organization realize that salaries, generally, will not be as high as salaries in the secular area. However, note the use of the word "generally." Thus, it is difficult to compare the Diocese salaries with those in the private sector. Therefore, we limited our review of salaries to information obtained from other dioceses.

Differences in job titles also create difficulties in conducting an evaluation. For example, it is difficult to know if the "clerks" at the Diocese of Algoma at \$9.90/hour are performing the same functions as the "secretary" in Edmonton at \$11.00/hour.

A comparison of the salaries at Algoma with several similar sized diocese at Edmonton, Calgary, Rupert's Landing, Qu'Appelle, and British Columbia indicates that the wage structure at

Algoma appears to be appropriate. Staffing and expenses are well within acceptable boundaries, and in many ways fall below those of similar organizations.

We did note that one of the part-time clerks appears to be taking on additional responsibilities; the organization might consider separating the two positions and establish different pay rates for each. The salary for the treasurer seemed "high" in comparison to the other organizations we examined. However, this might be a matter of high seniority. The Diocese office may want to consider having lower and upper limits on salaries for all positions. The salary for the Bishop's secretary seem a little low, although this may be related to seniority.

**RECOMMENDATION:** The Staff Manual appears to be quite complete and comprehensive. However, it needs to be reviewed and updated on a regular basis. The copy we received was last revised in June 1988. Additionally, we were given several organizational charts which also needed to be updated and consolidated so that they reflect the present relationships among individuals performing the various work assignments. A more serious deficiency is in the lack of accurate job descriptions for members of the office.

A job analysis process should be started as soon as possible. The job analysis will define each job in terms of tasks or behaviors and will specify the education, training, and responsibilities needed to perform the job successfully. The job analysis will provide information about the jobs that results in a description of what the job entails. The job analysis also results in the specification of what kind of traits and experiences are needed to perform the job. Although this sounds like a formidable task, the present job descriptions will serve as a good base to start from. They require a great deal of updating and restructuring but the end result will be a better understanding of position responsibilities and should clarify the reporting relationships among the people. In addition, the improved job descriptions can serve as the basis for an improved salary structure for the office.

## **5. Review of the office filing system and records management.**

We did not do an extensive analysis of this area. During our interviews we were told that changes were needed in this area. First, there needs to be a reorganization of the filing system and second many files need to be discarded. Apparently a new system has been implemented and some improvements have been made.

**RECOMMENDATION:** A records retention system should be developed that will meet the requirements of the Church and conform to any legal regulations of the provincial and federal government. There are many manuals and guidelines available to assist the organization in completing this task. The auditors should be able to provide assistance in this area, along with the finance sub-committee. This would be an assignment that the assistant treasurer could perform.

**6. Some comparison of Synod office costs in relation to total Diocesan income with dioceses of a similar size. Some comparison of Synod office costs in relation to what business or government would be spending to handle a comparable work load.**

The attached tables (A-C) provide information on the Synod Office of the Diocese of Algoma and dioceses of similar size.

Based on the information in the tables, it is obvious that there are thousands of comparisons that could be made. Our task was to focus on financial comparisons. Before continuing it needs to be noted that an analysis of only one area of an organization, such as the financial area, is a limited analysis. Obviously, there are "other" equally important areas that need to be examined. For example, performance could be evaluated on the number of new members, the retention of current members, as well as a number of more abstract items dealing with the mission of the Church.

After examining a great deal of information in Tables A and B we decided to focus our attention on a few "key" areas that we believed were indicators of the overall financial functioning of the organization. This information is provided in Table C. The first part of the table provides basic information of seven dioceses of similar size. The last part of the table has two parts: a comparison of two areas followed by a ranking. For example, the first is a ratio of expenses to income for the seven organizations. The areas were then ranked from 1 to 7, with "1" considered the "best" and "7" which was "worst."

The first area analyzed was the ratio of income to expenses. There were two dioceses whose expenses were higher than their income. As can be seen, in this area the Synod office ranked second.

The second, third and fourth areas examined the number of clergy per staff member, the number of parishes per staff member, and the number of members per staff member. All of these ratios are impacted by the size (i.e., number of parishes, members, etc.) of the dioceses.

The last four areas are probably the best indicators of the efficiency and productivity of the Synod offices. Admittedly some of our assumptions here may be controversial. For example, we saw lower expenses per member and per parish as being positive indicators of financial integrity.

In all four areas of our expense analysis, the Synod Office of the Diocese of Algoma ranked either first or second.

The last two columns provided an overall summary. The next to the last column is simply a total of the ranks, with a low score being indicative of "better" functioning. The last column is an overall ranking of the seven dioceses on an unweighted basis.

## OTHER AREAS

In addition to the above areas, there are two other areas on which we will comment.

1. Remodeling Plan. We have examined the planned remodeling of the office. The plan should provide for a better work environment and improve the flow of work. However, we did note that

the ventilation of the offices is "poor." We conducted most of our interviews in the Archdeacon's office and noted that when the doors were closed that there was no ventilation, other than a window. Apparently for that side of the building other than the windows the air transfer comes from the Bishop's office. Thus, when the Bishop's doors are closed, or the doors in the other offices, there is no air circulation to that side of the building. Additionally, the air conditioner in the Bishop's office is loud and was a continuing annoyance when trying to have a conversation. The redesign of the office should address the air exchange system.

2. Procedures Manual. The job descriptions are vague and need to be augmented with a procedures manual. The organization has three individuals who have noted that they are "close" to retirement and while they know their responsibilities through experience and repetition their replacement would benefit from a procedures manual. The new assistant treasurer could coordinate these projects.

TABLE A

	Edmonton	Calgary	Rupets Landing	Qu'Appelle	BC	Algoma
Bishop	FT	FT	FT	FT	FT	FT
Archdeacon	FT <sup>1</sup>	FT			FT <sup>2</sup>	FT
Treasurer	FT	FT (\$29,000) <sup>3</sup>	FT (\$33,000) <sup>4</sup>	FT (\$33,000 + \$12,000 housing) <sup>5</sup>	FT <sup>6</sup> (\$25-30,000)	FT (\$58,000)
Asst. Treasurer		FT <sup>7</sup> (\$29,000)	FT	PT <sup>8</sup>	FT <sup>9</sup> (\$25-30,000)	PT <sup>10</sup>
Bishop's Secretary	FT (\$29,000)	FT <sup>11</sup>	FT (\$31,000)		FT (\$20,000)	FT (\$27,000)
Asst. to Archdeacon						
Receptionist/Secretary/Clerk	PT \$11.00 hr <sup>12</sup>		FT (\$22,000)	FT (\$25,000)	FT <sup>13</sup>	PT (2) \$9.90/hr
Administrative Assistant			FT (\$36,000)			
Office Coordinator		FT				
Youth Coordinator	PT <sup>14</sup>		PT (1/2 time)			PT \$10.22/hr
Development				FT <sup>15</sup>		PT \$25,000 + housing
Archivist		PT	PT <sup>16</sup>		PT	
Registrar		PT				
Program Officer					FT <sup>17</sup>	
Volunteers	NO	Extensively	Some	??	NO	

1. Executive Officer (lay)
2. Executive Officer
3. Director of Finance and Stewardship
4. Diocesan Accountant
5. Director of Administration

## TABLE A

6. Administration & Finance Director
7. Assistant to the Director of Finance & Stewardship
8. Bookkeeper/Computer Entry, 3 dy/wk
9. Accountant
10. Contractual basis, \$25/hr 40 hrs/mo
11. Executive Assistant to Bishop and Archdeacon
12. \$11.00/hr/25 hrs/wk \$14,300 yr
13. Reports to Administration & Finance Director
14. 2 days/wk
15. Ministries Development Coordinator
16. Paid honorarium
17. Secretary to Program Officer

TABLE B

	Staff	Clergy	Members	Average Sunday Attendees	Congregation	Parishes	Regular Givers	Income (Parish)	Expenses (Parish)	Clergy/ Staff	% Attending Sunday	Clergy/ Congregation	Members /Staff	Members /Clergy	Members /Congregations	Congregation/ Staff	Income/Staff	Income/ Clergy	Income/ Members	Expenses/ Staff	Expenses/ Member	Expense/ Congregation	Expense/ Giver
ONTARIO																							
Algoma	7	64	19,444	4,846	111	78	7,151	\$ 5,761,234	\$ 5,375,969	9.1429	24.923	0.57658	2777.71	303.81	175.17	15.86	\$ 823,033	\$ 90,019	\$296.30	\$ 796,567	\$ 387	\$ 50,234	\$ 780
Huron	9	163	60,507	17,468	252	241	25,457	\$ 19,503,273	\$ 19,686,672	18.111	28.869	0.64683	6723	371.21	240.11	28.00	\$2,167,030	\$119,652	\$322.33	\$2,187,408	\$ 325	\$ 78,122	\$ 772
Moosonee	2	23	8,176	2,343	33	28	930	\$ 1,071,603	\$ 958,045	11.5	27.434	0.69697	4088	355.48	247.76	16.50	\$ 535,802	\$ 46,591	\$131.07	\$ 479,023	\$ 117	\$ 29,032	\$ 1,000
Niagan	2	123	52,441	12,426	11	10	18,293	\$ 16,033,926	\$ 16,140,683	61.5	23.695	11.1818	26220.5	426.35	4,767.36	5.50	\$8,016,963	\$130,357	\$305.75	\$8,070,342	\$ 308	\$ 467.33	\$ 882
Ontario	9	54	20,279	5,285	98	51	7,226	\$ 6,694,381	\$ 6,386,472	6	26.061	0.55102	2253.22	375.54	206.93	10.89	\$ 743,820	\$123,970	\$330.11	\$ 709,608	\$ 315	\$ 65,168	\$ 884
Ottawa	22	97	35,273	8,830	140	83	12,081	\$ 11,675,729	\$ 12,065,912	1,8654	25.022	0.69284	678,268	343.66	251.96	3.69	\$ 234,533	\$120,368	\$330.99	\$ 232,027	\$ 342	\$ 86,185	\$ 994
Toronto	44	272	95,586	25,729	91	215	34,273	\$ 31,894,536	\$ 32,035,635	6.1818	26.917	2.98901	2172.41	351.42	1,050.40	2.07	\$ 734,876	\$117,259	\$333.67	\$ 728,083	\$ 335	\$32,040	\$ 937
RUPERTS LD																							
Calgary	7	75	19,833	5,839	95	66	6,437	\$ 6,519,622	\$ 6,840,569	11.538	29.441	0.78947	3051.23	264.44	208.77	14.62	\$ 1,003,019	\$ 86,928	\$328.73	\$1,052,395	\$ 345	\$ 72,006	\$ 1,063
Edmonton	5	59	12,694	3,691	62	58	4,343	\$ 4,768,783	\$ 4,645,533	11.8	29.077	0.95161	2538.8	215.15	204.74	12.40	\$ 953,757	\$ 80,827	\$375.67	\$ 929,107	\$ 366	\$ 74,928	\$ 1,070
Qu'Appelle	5	51	11,577	3,172	113	45	3,491	\$ 3,283,674	\$ 3,342,762	11.087	27.399	0.45133	2516.74	227.00	102.45	24.37	\$ 713,842	\$ 64,386	\$283.64	\$ 726,687	\$ 289	\$ 29,583	\$ 958
Rup. Ld.	7	94	19,025	4,971	78	59	5,795	\$ 5,910,996	\$ 5,727,970	13.429	26.129	1.20513	2717.86	202.39	243.91	11.14	\$ 844,428	\$ 62,883	\$310.70	\$ 818,281	\$ 301	\$ 73,436	\$ 968
BRIT. COL.																							
B.C.	8	67	13,498	6,845	70	54	7,320	\$ 8,076,333	\$ 7,837,854	8.9333	31.452	0.92714	1799.73	201.46	192.83	9.33	\$ 1,076,844	\$130,542	\$598.34	\$1,043,047	\$ 381	\$ 111,949	\$ 1,071



TABLE C

	Staff	Clergy	Members	Congregations	Parishes	Income (Parish)	Expenses	Ratio / Expense to Income	RANK	Clergy/Staff	RANK	Parish/Staff	RANK	Members/Staff	RANK	Expenses/Staff	RANK	Expenses/Member	RANK	Expenses/Congregation	RANK	Expenses/Parishes	RANK	Sum of Ranks
Algoma	7	64	19,444	111	78	\$5,761,234	\$5,575,969	0.9678	2	9.14	5	11.14	2	2,777.71	2	\$796,567	3	\$287	1	\$50,234	2	\$73,862	1	18
Ontario	9	54	20,279	98	51	\$6,694,381	\$6,386,472	0.9540	1	6.00	7	5.67	7	2,253.22	4	\$709,608	1	\$315	4	\$65,168	3	\$131,262	6	33
Calgary	6.5	75	19,833	95	66	\$6,519,622	\$6,840,569	1.0492	7	11.54	3	10.15	3	3,051.23	1	\$1,052,395	7	\$345	5	\$72,006	4	\$98,782	4	34
Edmonton	5	59	12,694	62	58	\$4,768,783	\$4,645,533	0.9742	5	11.80	2	11.60	1	2,538.80	5	\$929,107	5	\$366	6	\$74,928	6	\$82,220	3	33
Qu'Appelle	4.6	51	11,577	113	45	\$3,342,162	\$3,342,962	1.0002	6	11.09	4	9.78	4	2,516.74	6	\$726,731	2	\$289	2	\$29,584	1	\$74,270	2	27
Rup Land	7	94	19,025	78	39	\$5,910,969	\$5,727,970	0.9690	3	13.43	1	8.43	5	2,717.86	3	\$818,281	4	\$301	3	\$73,436	5	\$100,186	5	29
B.C.	7.5	67	13,498	70	54	\$8,076,333	\$7,837,854	0.9705	4	8.93	6	7.20	6	1,799.73	7	\$1,045,047	6	\$381	7	\$111,969	7	\$149,562	7	50

## APPENDIX E

The following article entitled 'The Church' has been reproduced from Bishop John Baycroft's copyrighted book "The Anglican Way" published in 1980, with permission of the publisher, and The Anglican Book Centre.

People matter. The church is a community of people that care about people. Pastoral care springs from a concern for the well-being of the whole person and the community. The Anglican Church places a heavy emphasis on the pastoral dimension of church life. Because God loves persons, his church must express that love. If the church fails to be an agent of the divine love, no words can make up for that failure. The pastoral care of the church for all people is the responsibility of every church member. Every member is also cared for by the church. In a sense there is a shepherd and a sheep for each of us.

The church's care for persons is particularly helpful at times of need, like sickness, bereavement, death, or when we fail and hurt ourselves or each other. It is also important at joyful peak experiences, like births or marriages, when there is a heightened sensitivity to the spiritual dimension of human life. But it also embraces the whole of our lives, including the times of unremarkable growth and slow change.

The sacraments of the church are all administered within the context of caring for persons. One of the reasons why we have conspicuous buildings scattered all over the country is to make the pastoral care of the church freely available to all people. Anglicans respect the religious and denominational choices of others. But in order to express the truth that God's love knows no limits and is for all, every person on earth is potentially under the pastoral responsibility of a bishop. Obviously in Canada it is easier to find out who that bishop is, and which your local parish is, than it would be in some other countries. Your parish priest is available to you whether or not you are an Anglican. He is responsible for every person inside his parish boundaries.

The distinctive gifts which the church has to offer are the Bible, prayer, and the sacraments. Parishes also express God's love with all kinds of acts of human kindness, friendship, and service. Jesus Christ lived on earth as a servant of his fellow men. The church continues his presence in the world as a serving community. While we serve individuals one by one, we must also be concerned about the society in which we live. Unless society is just, individuals will suffer. "Ambulance work" with the victims of injustice is not sufficient. So the church is also engaged in the struggle for social justice. We seek to build a loving community where God will rule as King in the hearts and lives of persons. Since society has so many problems, the church is active on many fronts. Racism, native rights, bio-ethics, poverty, third world development are a random few of the many areas in which you can become involved through the church. However, we are a community of persons who support each other and share the work. You, as an individual, do not have to be active on all fronts at once.

The church helps us to make moral choices. Christians promise to reject evil and to do the will of God. We strive for goodness. The question, What ought I to do? is therefore very important to us. Anybody who has asked this question knows it is sometimes extraordinarily difficult to answer. We are moral agents, and we cannot divest ourselves of responsibility for our decisions. The church can help but cannot become a moral dictator and simply tell us what to do. A member will look to the church for guidance, inspiration, and example but must finally obey his conscience. God's moral demand is absolute, and once we are convinced in our conscience that God's will is clear, then we must obey. What, however, are we to do when God's will is not clear to us?

The Bible is a rich source of moral teaching. You should learn the Ten Commandments (Exodus 20) and become thoroughly familiar with the Sermon on the Mount (Matthew 5-7). It is very important for a Christian to remember that he makes his moral decisions as a part of Christ's body. So the moral question becomes, What do I think Jesus Christ would do, think, say, if He were here in this situation? Or What would Jesus avoid doing, saying, thinking, when faced with these alternatives?

Some people are helped by applying a love ethic. They try to discover what is the most loving course of action and follow that. This is an excellent approach which frees us from a legalistic attitude to living. Unfortunately the question of what is the most loving action is frequently as difficult as what is the right action. Another approach is to do our morality from the inside out. Become a good, loving, honest, fair, thoughtful character and your behavior will express your character. It will be natural to do the right. Christianity relies heavily on this approach, but there are still situations where we are not sure we have the right answer.

Remember what we said earlier about penitence in prayer and in the sacrament of penance. God provides us with the possibility of new beginnings even after we have made wrong choices. If we ask God to guide us, if we are trying to love as He loves, if we trust His power and presence in our lives, then we will probably do the right thing. Moral courage is a virtue which includes the willingness to risk being wrong. If we are mistaken in a decision but are willing to admit the error, then be brought back to the right way. God is not giving a proficiency test in an obstacle course. He is loving us. Our moral choices are ways we grow in receiving, returning, and sharing His love.

The church is described in the Nicene Creed as one, holy, catholic, and apostolic (the Prayer Book, page 72). Since the church is God's church and the body of Christ, there can obviously be only *one* church as we say in the Creed. The Anglican communion, therefore, can only be a small part of the one church. We are committed to seeking visible unity on earth with other Christians.

The church is *holy* because it belongs to God. We try to express this holiness in our institutions and organization, to practise it in our programs and activities, and to demonstrate it in our individual Christian lives. We are not always conspicuously successful. But because we belong to God and holiness is a gift from Him, we are not

discouraged. In a sense we are already holy, and when God has completed His work in us, that holiness will show.

*Catholic* means universal, all-inclusive, embracing all. We believe that the church should be consistent with the divine love which it expresses, and which is catholic, reaching out to all, and excluding none. The catholic church, like God's love, is open to men, women, and children of all races, classes, and cultures. *Catholic* should not be used as a label to distinguish one group of Christians from another, although we might wish to use it for Christians who are in communion with the Catholic Church and who hold the catholic faith.

To be *apostolic* means to be sent by God with a mission. Historically the church was founded by Jesus Christ, and he entrusted to the apostles the leadership and nurture of the church in the mission he began. Bishops, who are believed by Anglicans to be the historic successors of the apostles, ensure the continuity and continuation of the church's faith, life, and work. Not only the episcopate (the bishops) but also the whole church is apostolic, since the whole church is sent by God. Every Christian ought to be in mission, taking God's love into God's world.

In the Bible, Paul powerfully describes the church as the body of Christ. We take this very seriously. A member of a body obeys the head and works in harmony with the other members, depending upon, serving, and respecting them. Christ unites the human and divine in one body. So in his body, the church, we have the meeting of the human and the divine. The Prayer Book teaches that the church has a twofold role, to glorify God and to edify his people. The church's primary purpose is worship, and we are a worshipping community. In worship we experience the encounter of God and man. This is natural in a community which is the body of Christ.

In this chapter we have moved rather quickly from the humanitarian to the theological viewpoint, and it should be clear that the church does not regard herself as a merely human institution. We are divinely ordained, Spirit-filled community of persons. Sometimes Anglicans are accused of placing the church before its Lord. But because the church is the body of Christ, there is no real opposition. The Anglican way, however, does place a great emphasis on the community of the church.

## APPENDIX F

### DUTIES OF TERRITORIAL ARCHDEACONS

To assist the Bishop as assigned. These duties would include:

1. To represent the Bishop in the Deanery when he cannot be present.
2. To take first responsibility for personnel crises in the Deanery in consultation with the Bishop.
3. To participate in regular meetings of the Bishop, Archdeacons and the Dean.
4. To foster and promote a harmonious working of Deanery life.
5. To advise concurrence committees in accordance with the guidelines for concurrence committees.
6. To arrange coverage for churches without incumbents in consultation with the wardens.
7. To field questions from clergy and lay leadership that do not need to be referred to the Synod Office.
8. To advise the Bishop when serious matters are emerging in the life of any congregation in the Deanery and at the direction of the Bishop to intervene in cases of serious parish conflict.
9. With and for the Bishop to be a pastoral link to the clergy in the Deanery and their families.
10. To develop with the Bishop and the other Archdeacons beneficial crisis intervention strategies and teams.
11. To assist in planning itinerary and scheduling Bishop's visitation.
12. To Maintain contact with retired clergy in the Deanery.
13. Keep a record of vacation and other out-of-parish plans of clergy in the deanery.

Revised July 26, 1996

## Appendix G

### BACKGROUND AND PREAMBLE TO THE REPORT

#### Recommendation:

That the attached statement of the Anglican understanding of the doctrine of the church be discussed by Synod Delegates and by Deanery Councils as one of the primary steps to implementing changes recommended by the Diocesan and Deanery Life Task Force Committee. This statement is found in Appendix E.

### DEANERY COUNCIL

#### Recommendations: each Deanery-

1. develop a mission statement.
2. publish a newsletter to improve communications.
3. improve the standards of meetings, e.g. agenda, minutes, attendance, a planned program circulated in advance.
4. elect a chair and other executive persons other than Deanery Officials.
5. provide services and share resources between parishes.
6. examine and have new input into new initiatives, programs and issues; e.g. items from Deanery, Executive Committee, Bishop, and Synods.
7. develop educational programming to meet issues of interest to the Deanery.
8. develop manuals for parish and deanery officials.
9. encourage deanery councils to hold workshops and share them with other deaneries.
10. Deanery Council to develop lists of personnel resources available for Diocesan Committees.

### DEANERY OFFICIALS

#### Recommendations:

1. parishes invite Deanery Officials to visit at times of advisory board or worship services.
2. at least two of the three Deanery Officials make each visit.
3. Deanery Officials report on their work at each Deanery Council, e.g., what they have done and what they intend to do.
4. circulate this report to: Territorial Archdeacon, and to the parish to be passed on to advisory meetings and annual vestry meeting.
5. develop tools for visit, e.g., check list, description of purpose of visit.
6. combine Canons F-1 and F-2.
7. Deanery Council nominate the clerical deanery official when there is a vacancy rather than appointment by Bishop only. We suggest qualifications for Regional Dean be 2

- years minimum in the Diocese of Algoma and that they have been ordained for a minimum 5 years. Their term should be from synod to synod, renewable twice.
8. pay the expenses of all three deanery officials at the prevailing diocesan rates.

### ARCHDEACONS & DEAN

#### Recommendations:

1. That the Bishop, Dean and Archdeacons find more specific ways to visibly support each other. e.g., through liturgical expressions such as presence at ordinations, Archdeacon sits in Bishop's chair.
2. That the Archdeacons and Dean be given a responsibility allowance in an amount to be determined by the Executive Committee, in addition to reimbursement for out of pocket expenses while on Diocesan business..
3. If there is no incumbent in a parish, the Territorial Archdeacon should chair the annual meeting.

### EDUCATION

#### Recommendations:

1. Create a manual describing diocesan/deanery structures and the responsibility and roles of the Wardens, Synod Delegates, lay Stewards, Regional Deans, and Archdeacons. We recommend that this be a 'quick read', approx. 5"X7", with a professional appearance, mass produced at low cost so that it will be appealing and readily available to parish/deanery officials and all other interested parties. We further recommend this be available free to parishes if at all possible without sacrificing the professional appearance.
2. Establish a training program for these officials. We recommend this be coordinated through the Mutual Ministry teams in each deanery and be available at least bi-annually. We recommend researching resources that are already available through other dioceses and sharing of programs developed in this diocese.
3. The Algoma Anglican should be utilized to inform Anglicans of the structure of the deanery/diocese and the roles and responsibilities of the parish and deanery officials. This could be accomplished through a series of articles using similar material as will be in the recommended manual. The Algoma Anglican should also be used to inform Anglicans throughout Algoma on the work of various diocesan committees. Again, this could be accomplished through a series of articles.  
We recommend the Executive Committee submit a condensed version of their minutes for publication in the Algoma Anglican.

4. Request wardens report to parish councils on deanery meetings; synod delegates report to their parishes on synod, and lay stewards report to deanery councils on Executive Committee meetings.
5. All deaneries establish financial resources to assist with the implementation of these educational endeavors. We suggest a small levy (based on the diocesan levy) billed annually to each parish in the deanery.
6. We recommend greater utilization of the Internet for educational purposes. This innovative new technology should not be overlooked or underused by the Church. Thousands of people are signing onto the Internet each week, especially young people. Also a home page should be established for the diocese, listing under "Anglican".

### DIOCESAN COMMITTEES

#### Recommendations

1. Find ways to make it possible for all members of a committee to attend meetings.
2. Use *ad hoc* committees wherever possible.
3. limit number of standing committees, and number of members, including *ex officio* members.
4. concise reports of committee proceedings should be published in the Algoma Anglican.
5. Recommend that the Bishop form an *ad hoc* committee to look in depth at all Diocesan committees.

### COMMUNICATIONS

#### Recommendations;

1. That computer equipment at the Synod office be upgraded.
2. That the Diocese consider computer expertise to coordinate computer compatibility with the parishes.
3. That parishes, wherever possible, come on-line with computer equipment compatible with diocesan computer equipment.
4. That parishes be encouraged to acquire a fax machine.
5. That the diocese explore the possibility of interest - free loans for parishes to help them acquire computer equipment
6. That parishes be encouraged to investigate Internet and e-mail connections..
7. Diocesan officials become more involved with the content of the Algoma Anglican.
8. That parishes and deanery councils study and search for ways to improve networking and sharing of resources, skills, knowledge, gifts, information between deaneries and parishes.



## **The Report of the Second Term of the Court**


The Court of the Diocese of Algoma was created by a Canon passed by the Synod of Algoma on June 5, 1993. At the 1995 Synod members were chosen to sit on the Court for its second Term. Dr. Mary Richardson and Allison Cline were elected as the lay members, and the Reverend Tom Corston was elected as the clerical member. In conformity with the governing Canon Dr. David Gould and the Rev. Dr. Don Thompson were then chosen as additional members of the Court. The Bishop re-appointed Mr. Hugh Mackenzie as President of the Court.

The Synod also amended the governing Canon by expanding the jurisdiction of the Court to hear cases referred to it by both the Bishop and the Executive Committee, and amended the qualifications of a candidate for election to the position of clerical member of the Court.

The Court is ready to undertake the conduct of any matters which may be put before it.

We would like to express to the Bishop, the delegates to Synod, and to the Diocese as a whole our thanks and appreciation of the trust and confidence that you have given to over the last two years.

Respectfully submitted on  
behalf of the Court



Hugh K. N. Mackenzie  
President

It is both a pleasure and a privilege for me, as Diocesan President, Anglican Church Women, to submit this report to the Algoma Diocesan Synod, May 1997.

As I prepare this report, I recognize that some delegates to Synod may not be familiar with the structure and scope of A.C.W. The following outline might be helpful. Some unfamiliar aspects of A.C.W. might be clarified, and this could make the remainder of the report more meaningful.

The Organization, known as Anglican Church Women, commonly referred to as A.C.W., is inclusive. All Anglican women are invited to share and participate in the program of Devotions, Service, Fellowship, Outreach and general activities of the group. The A.C.W., as an Organization, functions as a network of communication, support, and interaction throughout the Diocese of Algoma and beyond.

There is an Executive in each A.C.W. group at the Parish level, at the Deanery level, and at the Diocesan level. The Diocesan Board is comprised of Diocesan Executive, - Immediate Past President Diocesan A.C.W., a Deanery President from each of the Deaneries in Algoma, and the Chairpersons of Devotions, Social Action, Communications, Family Life (Little Helpers). - these Chairpersons may be from various deaneries in the Diocese of Algoma. The Diocesan Executive rotates every three years. A Secretary to Life Members of the former W.A. (an appointment), assures that the fine work of those persons is gratefully acknowledged at each Diocesan A.C.W. Meeting. Board Meetings are convened on the eve of each Annual A.C.W. Meeting, and on a week-end in September. Our Bishop, Rt. Rev. Ronald Ferris is our Patron, and Jan Ferris is our Honorary President. We appreciate their interest, involvement and support. We, in turn, offer our support to Bishop Ferris and to the Diocese of Algoma.

The words, 'Algoma A.C.W., One Body in Christ', visible on the A.C.W. pins make a clear statement of loyalty, commitment, outreach, and diversity of gifts.

At the 1995 Annual Meeting in Thunder Bay, the concept of 'Affirming One Another' was addressed. Bishop Ferris and Jan contributed greatly to the program. They gave us a word picture, along with slides, of the Yukon. Rosalie Goos provided joy with music . . . ., along with a sensitive message based on our theme. We loved to look at the hundreds of Teddy Bears who waited patiently to be on their way to Bosnia. Could we forget the fun and fellowship at the 'Old Fort'.

The 1996 Annual A.C.W. Meeting was convened in Manitoulin . . . an area steeped in history. There was great involvement of children, an enthusiastic speaker, Linda, speakers who enlightened us about Native Medicine, a poem composed and read by a former resident of Manitoulin, and we worshipped in historic St. Paul's Church. We were challenged by the words, Attitude, Concern and Worth . . . A.C.W., and the message as we, Anglican Church Women, think about our commitment, faith and A.C.W. The History, 'Where We Were, Where We Are, and Where We Are Going' was given to all present. We welcomed two newly formed A.C.W. groups, one in Temiskaming, and one in Little Current - both continue to function.

In 1997: This year's Annual Meeting will be convened in North Bay, Temiskaming Deanery. Initial plans were formulated at the September Board Meeting Sept/96. Plans and details coming together as I write this report in early February. We will 'see' Samuel, his call from God, Samuel's response, and the challenge for us. The Executive Archdeacon, Rod Andrews, and Margaret Kerr will speak to us.

This year, 1997 we are delighted to report that Algoma Deanery has been able to form a Deanery Executive after a lapse of several years. CONGRATULATIONS !

Revision of the Handbook: My sincere appreciation to the Board Members who worked so very cheerfully at the Board Meeting in September-together we examined and then discussed the contents of the old Handbook, made appropriate deletions and additions. Much appreciation to Shirley Burton who has shared many additional hours with me as we checked and rechecked- now we will know what we missed! The Handbook has arrived from the printers-copies will be available for sale at the Annual Meeting in May. Some will be distributed prior to the Annual.

The Diocesan President, A.C.W. Algoma, attends and votes at Diocesan Synod. She also attends Diocesan Executive Meetings.

The Conference of Diocesan A.C.W. Presidents/ Coordinators, and the President of the Canadian Mothers Union, gathered for a Conference in Bolton Ontario in October 1996. We welcomed the input of Bishop Victoria Matthews, Archbishop Percy O'Driscoll, as well as Archdeacon Jim Boyles(General Synod), and Paul Gibson (P.W.R.D.F.). Reports of the Conference were made available through the Algoma A.C.W. Newsletter, as well as more expansive reports which were sent to Deanery Presidents for sharing .

It was particularly pleasant to have Gladys Abigail, the incoming A.C.W. Diocesan President accompany me to the Conference in Bolton. It was excellent.

General theme of the Conference... 'Keep the Circle Strong'-positive aspects of the circle versus the negative aspects of the ladder, Biblical references and sharing... great involvement of delegates. There were brief presentations by each President/ Coordinator to acquaint all with other Dioceses across Canada

May I, on behalf of all Anglican Church Women, Diocese of Algoma, express our good wishes and appreciation to Din Oosterbaan(Treasurer) as he approaches the time of retirement. A sincere thank you to the efficient and helpful staff at the Synod Office

TO ALL WHO HAVE SHARED AND CARED DURING MY TERM OF OFFICE ..THANK YOU. Let us now continue in Christian Fellowship as we heed the words of the Bishop's Motto,

'JESUS SAYS, " AS THE FATHER HAS SENT ME. SO SEND I YOU." John 20: 21.

*Dorothy Hoover* -  
Dorothy Hoover  
President A.C.W.  
Diocese of Algoma

## Heritage Committee Report

March 6, 1997

Since our last Report to Synod in 1995 the Heritage Committee has reorganized the way in which it functions. Our overall structure and functions are laid out in the Governing Canon, but within these limits we have attempted to make the Committee function more effectively by having members take responsibility for the Committee's work within the Deanery in which they reside. This means that they will be attempting to maintain contact with Deanery parishes, gather appropriate documents and artifacts, and raise awareness of the Diocese's heritage and its importance in furthering our Church life.

The major initiative effecting the Committee's work over the last two years has been the transfer of most of the documents collection from the Synod Office and Bishophurst. This has resolved our longstanding concerns about deterioration of the collection because of humidity, temperature, and fungal growth. As part of this, the Committee attended the Ceremonies in November of 1996 at which the depository agreement between the Diocese and Laurentian University was signed.

We look forward to another two years of continuing our work in preserving our heritage and enhancing its appreciation throughout Algoma.

Edith Morrow  
Chair

## Report of the Constitution and Canons Committee

The Canons Committee has met approximately every two or three weeks over a four month period, each meeting taking place by teleconference. There were no in person meetings of this Committee.

Our work was primarily concerned with the Canon on Appointment of Clergy to Charges. Other projects were the Canon on Episcopal Elections, the Canon on the Bishop's Commissary and Diocesan Administrator, and an omnibus motion proposing a number of minor changes throughout the Constitution and Canons that became necessary as a result of the revision for language and style which took place at the last Synod. The proposed canonical changes are attached to this report.

A word needs to be said about the proposed Canon on Appointment of Clergy to Charges. The 1993 Synod requested that the Canons Committee produce a draft canon in which the appointment of clergy to both assisted and self-supporting parishes be the same; consequently we have followed this direction and done so. However, discussions with the Bishop and considerations for the fair placement of clergy have led us to believe that it is important to maintain the difference. For example, capable students leaving seminary or curacies with little independent parish experience may have difficulty in obtaining a placement. Thus we are also bringing forward an amendment to maintain the Bishop's right of appointment to assisted parishes, even though this right might not be exercised in all cases.

I would like to thank the members of my committee -- Mr. Justice John Wright, Chancellor Ken Lawson, Vice-Chancellor Alan Newell, Dr. Mary Richardson, the Rev. Richard Willans, Dr. David Gould, the Rev. Grant Churcher -- for their hard work and dedication in wading through large volumes of material and producing succinct drafts out of them. It has been a pleasure for me to work with them all.

Respectfully submitted,

The Ven. Susan De Gruchy  
Chair

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Canon I-1: APPOINTMENTS TO CHARGES

Background

The first part of this proposed canon, up to section 5, is in fact, the canon as it currently stands, with some clarifications. The rest has come about because of a desire for increased clarity of the relationship involved in clerical appointments to charges, and in licensing. A particular concern is how these are terminated, and this proposed canonical amendment provides a mechanism for that. The requirement of an Appointments Tribunal has been brought about by proposed changes to the General Synod Canon on licensing.

Moved by: The Ven. Susan De Gruchy

Seconded by:

That Canon I-1 be rescinded and replaced by the following:

*interim incumbent:*

1. The Bishop may appoint an Interim Incumbent between incumbencies.

*appointment of an incumbent to a parish:*

2. A vacancy in the incumbency of a parish shall be filled as set out in this section.

*concurrence committee:*

- a) The parish shall act through a concurrence committee of between three and seven communicants of at least the age of eighteen, who shall be elected at a vestry meeting.

*parish profile:*

- b) The concurrence committee shall draw up a parish profile as a resource for the selection of a new incumbent. Members of the parish shall be consulted in drawing up the profile.

*nomination of clergy by the Bishop:*

- c) The Bishop shall provide a list of one or more nominees for the position of incumbent.

*consideration of the Bishop's nominees:*

- d) The concurrence committee shall consider the Bishop's list. If the concurrence committee fails to concur in one of the nominees, the Bishop shall, at its request, provide another list.

*if no concurrence:*

- e) If the concurrence committee fails to concur after the presentation of three consecutive lists within a six month period from the date of the presentation of the first list, the Bishop may make a further nomination or make an appointment.

*Bishop's right of appointment:*

3. Notwithstanding the foregoing, the Bishop shall have the right of appointment to any parish:
  - a) which requests the Bishop to make the appointment, or
  - b) which is in arrears to the Diocese with regard to stipend, transportation grantor levy. (Amended 1935, 1944).

*Celebration of New Ministry in parishes:*

4. Upon the appointment of an incumbent to a parish, a date shall be set for the Celebration of A New Ministry, such date to be as soon as possible but in any event no later than ninety days after the effective date of the appointment. (Added 1969).  
[formerly Canon 12]

*licensing:*

5. a) No bishop, priest or deacon shall exercise an ordained ministry within the Diocese without a license or informal permission from the Bishop.
  - b) The issuance or termination of a license or informal permission to exercise an ordained ministry is the exclusive prerogative of the Bishop.
  - c) A licensee is required to maintain the confidence of the Bishop with respect to sound teaching, diligence, and exemplary Christian living.

*termination of appointments:*

6. Appointment to a charge may be terminated or amended:
  - a) by the resignation of the appointee: after giving three months' advance notice in writing to the Bishop. Upon the request of the appointee the Bishop may waive, in whole or in part, this advance notice of resignation;
  - b) in the case of an appointment to a charge for a specified term: at the conclusion of the term or as may be otherwise mutually agreed upon in the covenant establishing the term appointment. In the absence of such a mutual agreement any continuation of the term shall be deemed to be an extension of the term from month to month;
  - c) in the case of an appointment to a charge for an unspecified term:
    - i) in accordance with a notice given under s. 7 of this Canon, or
    - ii) upon payment of compensation in lieu of such notice;
  - d) for cause or fault on the part of the appointee, which cause or fault is detrimental to the life of the church;
  - e) upon a Bishop or court of competent jurisdiction under General Synod Canon XVIII: Discipline pronouncing a sentence of:
    - i) suspension from the exercise of ministry or office;
    - ii) deprivation of office or ministry, or
    - iii) deposition from the exercise of ministry.

*termination of an appointment by notice:*

7. a) An appointment may be terminated by notice by:
- (i) the Bishop with the concurrence of the Executive Committee, chaired by a member other than the Bishop; or
  - (ii) by the Executive Committee, chaired by a member other than the Bishop, with the concurrence of the Bishop.
- b) (i) The notice period shall be two weeks for each year of service in the Diocese of Algoma, plus one week for each year of service in licensed ministry elsewhere in the Anglican Church of Canada, but in no case shall the notice period be less than three months or more than eighteen months.
- (ii) Stipend and benefits shall be paid for a minimum of three months, and then from month to month until the month in which the appointee commences other employment, or until the end of the notice period, whichever comes sooner. Further payments after the three month minimum period shall be conditional on the appointee actively seeking suitable alternative employment.

*appeal of termination:*

8. *Appointments Tribunal*

- a) There shall be an Appointments Tribunal composed of three members.

*jurisdiction:*

- b) The Appointments Tribunal may hear appeals:
- (i) when an appointment to a charge has been terminated or amended for cause: as to the existence of cause;
  - (ii) when an appointment to a charge has been terminated or amended upon notice: as to the calculation of the length of notice;
  - (iii) when an appointment to a charge has been terminated or amended with compensation in lieu of notice: as to the calculation of the amount of compensation.

*composition:*

- c) The members of the Appointments Tribunal shall be selected as follows:
- (i) one person appointed by the Bishop;
  - (ii) one person appointed by the appellant;
  - (iii) one person, who shall act as chair, appointed by the other two.

*powers of Tribunal:*

- (d) On appeal against termination or amendment of an appointment to a charge for cause the Appointments Tribunal shall determine whether cause existed for revocation of the appointment without notice. If the Appointments Tribunal finds that cause existed, it shall dismiss the appeal. If it finds that cause did not exist, it may restore the appointment or make such other order as it considers just.

- (e) On appeal against termination or amendment of an



appointment to a charge on notice or with payment of compensation in lieu of notice, the Appointments Tribunal shall determine whether the calculation of the length of notice or the amount of compensation was correct. If it was correct, then it shall dismiss the appeal. If it finds the calculation was in error, then it shall calculate the correct length of notice or amount of compensation.

## Amendment to Proposed Canon I-1: Appointment of Clergy to Charges

### Background

the 1993 Synod requested that the canons committee bring in a draft canon that eliminated the difference in method of appointment between assisted and self-supporting parishes. However, valid reason exists to preserve the Bishop's right of appointment to assisted parishes. For example, students out of seminary or curacies may not have the experience to perform well in the concurrence process and yet be more than suitable for a certain parish setting. The Bishop would not necessarily exercise his right of appointment.

Moved by: the Ven. Hugh Hamilton

Seconded by:

that Canon I-1 be amended by inserting the following as section I and renumbering the other sections accordingly:

*assisted parishes:*

The Bishop shall have the right to present and appoint clergy to assisted parishes.

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Canon A-1: Election of a Bishop

Background

As a result of the two electoral synods in 1994, a number of requests were made for the Canon on Episcopal Election to be clarified and to include a process for the provision to synod delegates of information about candidates for election. This proposed canon does that.

Moved by:  
Seconded by:

that Canon A-1 be rescinded and replaced by the following:

*vacancy of the See:*

1. Upon the announcement of the resignation, retirement or death of the Bishop, or the vacancy of the See, the Secretaries of the Synod shall, within one week from the occurrence of such event:
  - (i) notify the Metropolitan of the same, and
  - (ii) ask the Metropolitan to convene a meeting of Synod for the election of:
    - (a) in the event of the announcement of resignation or retirement of the Bishop, a Coadjutor Bishop who will assume the office of Diocesan Bishop on the resignation or retirement of the Diocesan Bishop;
    - (b) in the other events, a Bishop.

*electoral synod:*

2. (a) The electoral synod shall be held at the earliest convenience of the Metropolitan but no later than six months after the date at which the Metropolitan was notified under s. 1 of this Canon.  
  
(b) The Metropolitan, or the Metropolitan's duly appointed representative, shall preside over the electoral synod.

*nominees from Provincial House of Bishops:*

3. The Provincial House of Bishops may nominate up to three candidates in addition to those nominated by members of Synod. There shall be no indication of the origin of these nominations.

*Episcopal Election Process Committee*

4. (a) The Executive Committee shall appoint an Episcopal Election Process Committee.  
  
(b) The Episcopal Election Process Committee shall consist of three members of the clergy and three members of the laity. The chair of the committee shall be chosen by the committee from amongst its members.  
  
(c) The Episcopal Election Process Committee shall formulate

the process for the election, subject to the approval of the Executive Committee, and shall oversee implementation of the same. A suggested process is Annex 1 to this canon.

(d) The process shall not prohibit nominations being made from the floor after Synod has convened.

*voting & quorum:*

5. (a) One-half of those from each Order entitled to a seat and vote in the Synod constitute a quorum at the electoral synod.

(b) At the electoral synod the clergy and the laity shall vote separately by Order using a written ballot.

(c) The name of the candidate with the fewest number of votes in the combined Orders shall be eliminated in each round of voting, until there are three candidates remaining.

(d) Two-thirds of the votes cast in each Order shall determine the result.

*declaration of election:*

6. The chair of the electoral Synod shall declare to the Synod the name of the person elected as Bishop, and without delay shall transmit to the Metropolitan a duly attested certificate declaring the result of the election.

*resignation of appointment by Bishop-elect:*

7. Any person elected as Bishop and holding at the time of such election any appointment, shall resign such appointment before installation as Bishop.

Annex 1: Suggested Process -- Episcopal Election

1. Secretaries of Synod notify the Metropolitan of the announcement of retirement, resignation, or death of the Bishop, or the vacancy of the See within one week of the occurrence of such event and a date for the election is set in consultation with the Metropolitan.

2. The Executive Committee appoints an Episcopal Election Process Committee.

3. The Episcopal Election Process Committee:

(i) prepares a profile of the Diocese, in consultation with Deanery Councils, within two months of the notification of the Metropolitan, setting out the perceived strengths and weaknesses of the Diocese;

(ii) establishes a budget to cover the process, and submits the same to the Executive Committee;

(iii) circulates the diocesan profile and an invitation to nominate to each member of synod;

(iv) receives nominations from synod members until three weeks

- before synod;
- (v) solicits a consent to stand for nomination and a biography from each nominee;
  - (vi) circulates a list of nominees and their biographies to the members of synod;
  - (vii) develops a process for handling nominations from the floor of synod and compiling and circulating written biographies of such nominees from the floor;
  - (viii) develops of a process whereby those nominated in advance may meet with synod members prior to voting.

\* \* \* \* \*

Canon A-8: Canon on the Bishop's Commissary and Diocesan Administrator

Background:

These positions have not been in canon previously. This proposed canon simply formalizes them.

Moved by:  
Seconded by:

that Canon A-8 be added as follows:

A-8: Canon on Bishop's Commissary & Diocesan Administrator

commissary:

1. (a) In the absence of the Bishop or the inability of the Bishop to carry out episcopal duties, the Dean shall act as the Bishop's Commissary to carry out the administrative duties of the office of Bishop.
- (b) In the absence of both the Bishop and the Dean, the Bishop shall appoint a Commissary.
- (c) If both the Bishop and the Dean are unable to act, the Executive Committee shall appoint a Commissary.

Diocesan Administrator:

2. (a) If there is no Bishop, the Executive Committee shall appoint a Diocesan Administrator to carry out the administrative duties of the office of Bishop until replaced by the Executive or the assumption of office by a new Bishop.
- (b) When there is a Diocesan Administrator, the Administrator shall consult with and be advised by a Standing Committee made up of the Archdeacons.

\* \* \* \* \*

## Motion to Amend the Canons of Algoma, 1995

### Background

As a result of the reorganization of the canons in 1995, it became apparent that a number of inconsistencies or omissions existed which needed to be clarified. These proposed amendments do that.

Moved by:

Seconded by:

That the following provisions of the Constitution and Canons be amended as indicated:

### The Constitution

#### Definitions

- I. that the definition of "assisted parish" be rescinded and replaced by the following:
  - a parish (a) served by an incumbent whose stipend and transportation grant are paid in whole or in part from sources outside of the parish, or
  - (b) that does not pay its levy in full.
- II. that the definition of "self-supporting parish" be rescinded and replaced by the following:
  - a parish which is not an assisted parish.

#### Article 1 & Article 10: Composition of Synod & Executive Committee

- III. that s. (c) of Article 1 be amended by dropping "and Treasurer; the Treasurer of the Synod shall be a non-voting member" and adding s. (I) as follows: "the Treasurer of Synod as a non-voting member."
- IV. that s. 1(b) of Article 10 be amended by dropping "and the Treasurer of the Synod. The Treasurer of the Synod shall be a non-voting member" and adding section 1.(g) as follows: "the Treasurer of Synod as a non-voting member".
- V. that s. (d) of Article 1 be rescinded and replaced by "the President of any organization functioning throughout the diocese, as determined by the Executive Committee."

#### Article 3: Lay Delegates to Synod

- VI. that s. 1(a) be amended by rescinding the words between "A Lay Delegate" and "who" and replacing them with "shall be a person elected at the annual meeting or at any vestry meeting called for that purpose in the same year as a regularly scheduled synod, and".
- VII. that s. 3(a)(i) be amended by adding "except for the application of s. 1(a) of this Article", at the beginning.

## Canons

### A-4: The Registrar

VIII. that this canon be amended by adding s. 6: "The Executive Committee shall appoint an interim registrar to fill the office if it becomes vacant between synods."

### B-4: Archives

IX. that s. 2(b) (ii) be amended to read "the Treasurer of Synod".

X. that s. 2(b) (v) be deleted.

### I-3: Churchwardens

XI. that s. 1(d) be rescinded and replaced by "A candidate for appointment or election as churchwarden must be at least 18 years of age and otherwise meet the requirements for voting at a vestry meeting."

### I-4: Lay Readers and Eucharistic Assistants

XII. that s. 7(a) be amended by adding "or the Algoma lay reader's medal on a blue ribbon" after "blue scarf" and deleting "Those who were initially appointed prior to the enactment of this Canon may continue to wear their customary insignia".

### J-3: Brotherhood of Anglican Churchmen

XIII. that this canon be rescinded and the information moved to the *Diocesan Handbook*.

NOTICES OF MOTION

1) FROM COMMUNICATIONS COMMITTEE:  
MOTION

**Whereas** over the past term the Communications Officer has also been a Regional Dean, and therefore, a member of Diocesan Executive, we would recognize that this has not always been the case, nor is it likely to be in the future; and

**Whereas** this input of the Communications Officer at Diocesan Executive ought to be encouraged and supported,

**Therefore**

Moved by The Rev. Guy Snell, seconded by Bayden Cline:  
"That the Chair of the Communications Committee be a regular voting member of Diocesan Executive."

2) PROPOSED AMENDMENT TO CANON J-2: RE CHURCH BOARDS  
Background

Wardens are the most important members of the board since they are the officers of the church and have legal authority. The current canons fail to provide for the means to replace a warden should he/she become inactive or no longer able to fulfil his/her duties.

Moved by The Rev. Richard White, incumbent, Holy Trinity, Little Current, seconded by Darlene Hardy,

That Canon J-2 be amended by adding the following:

Vacancy on the Church Board:

- (a) In the event of the resignation of a warden, the proper deputy warden, if there be one, shall assume the position without further appointment or election.

- (b) When a warden has missed three consecutive meetings of the board, the board may pass a resolution declaring the position vacant, whereupon in the absence of a deputy,
  - (i) in the case of a people's warden, the vestry shall be called to elect a replacement; and
  - (ii) in the case of an incumbent's warden, the incumbent shall appoint a replacement.

3)

**AMENDMENT TO THE CONSTITUTION, ARTICLE 1 (e)**

Background

The Constitution currently provides for the election of three youth delegates to synod from each deanery. These elections are to be held at least three months prior to synod in a manner approved by the Deanery Council. Over the years the deadlines have often been ignored and a great variation has developed from one deanery to another in the selection of youth delegates.

The Diocesan Youth Ministry Committee has developed a process for the selection of delegates that would provide for them to be chosen at an early date and in a representative manner. The process would require an Ad Hoc Committee of Deanery Council to contact each parish for information on qualified youth, and to follow a selection process available from the Diocesan Youth Ministry Committee. The names of three youth delegates and at least two alternates would then be submitted to the Deanery Council at least three months in advance of Synod for ratification.

Moved by:

Seconded by:

that Article 1 (e) of the Constitution be rescinded and replaced with the following:

- (e) three youth delegates from each deanery, between the ages of 16 and 24, to be selected not less than three months prior to Synod, in a manner prescribed by the Diocesan Youth Ministry Committee.



Report of the  
Diocesan Matrimonial Commission  
To the Synod of the Diocese of Algoma  
May, 1997

The Ecclesiastical Matrimonial Commission presently consists of eight members as follows:

The Very Rev. I.L. Robertson, Chairman  
Mrs. R. Allen  
The Ven. R. Andrews  
Mrs. J. Anstess  
Mrs. N. Hankinson  
The Rev. D.B. McLeish  
Ms. L. Rudolph  
Mr. A. Vandenbosch

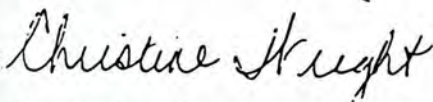
Mrs. C. Wright is the Registrar.

During the period from January 1995 to December 31, 1996, the Commission held 18 regular and 6 emergency meetings. 162 applications for remarriage after divorce were considered.

119 Applications had at least one party that was Anglican.  
43 Applications were non Anglican.  
3 Applications were not approved.

There were no Applications for the Blessing of a Civil Marriage nor for the Clarification of Marital Status.

Respectfully submitted,



Mrs. C. Wright  
Registrar

## MUTUAL MINISTRY COMMITTEE REPORT TO 1997 SYNOD DIOCESE OF ALGOMA

This committee was up and running quickly following the November 1995 Synod to meet the timelines in the Bishop's charge at Synod to plan a Diocesan Mutual Ministry Conference and Deanery Festivals in all five Deaneries in 1996! Well done, all you Deanery representatives who rose to this challenge so well!

Thunder Bay	Elaine Wright, Rev. Paul Carr, Rev. Ken Ostler, Rev. Dr. Greg McV
Algoma	Mary Jane Crouch and Rev. David Donovan
Sudbury-Manitoulin	Christine Osmond and Rev. Geoff Woodcroft Rev. Linda White and Jennifer Haines
Temiskaming	John Rothwell and Rev. Cheryl Kristolaitis
Muskoka	Maureen Hair and Murray McInnis

Many others throughout the Diocese helped shape and conduct the Mutual Ministry Conference which was held at Sault College from May 31 to June 2 1996. Planning for this conference was done almost entirely by teleconferencing and the conference was self-financing! Approximately 80 Anglicans from across the Diocese had the special opportunity to spend that weekend developing their spiritual gifts in a community that was both supportive and encouraging. It is hoped that a Diocesan Mutual Ministry Conference will be held every second year, alternating with Synod years. The committee has been encouraged to look at Sault Ste. Marie as a permanent site for these conferences to allow equal travel opportunities for representatives from all corners of the diocese. Plans are beginning for the next Mutual Ministry Conference in early June 1998. The committee is looking for creative and energetic volunteers to help plan this conference! We will be actively trying to recruit the planning team or at least the names of potential members of this team at Synod. These conferences are open to all ages and stages of Anglicans, clergy and lay, eager to learn how to identify and use their gift / talents as Christians in our changing world. The number of participants at these conferences is limited by the space available, so we hope that deaneries and parishes will assist the committee in ensuring that there is always a good mix of new and returning participants, young and older, lay and clergy!

All five Deanery Festivals in 1996 appear to have been a resounding success - well attended and appreciated! An exhibit table of these Festivals is being planned for 1997 Synod delegates to visit. This will allow us to share some of the exceptional creativity that was generated during the Festivals last year. It is hoped that all Deanery Councils will take ownership of these annual festivals and will plan them to provide the fun, fellowship, educational and growth opportunities that will support parish development in each of the five deaneries of this diocese.

The Mutual Ministry Committee remains prepared and available to help any Deanery Council with its festival program planning. Meanwhile we encourage each member of each parish of each deanery of this vast diocese to develop their God-given gifts as they work to follow Christ in their own communities.

Respectfully submitted by: Rev. Margaret Johnston and Barbara Bolton, Co-Chairs

## THE APPORTIONMENT TASK FORCE REPORT

Following a motion of Synod in October 1995 requesting that a Task Force be struck to review the operation of the Unified Levy, the Bishop appointed -

Mr. David Cole

The Reverend Cal McMillan

Mr. Din Oosterbann

The Very Reverend Allan R. Reed

to draw up various apportionment scenarios and bring a proposal before Synod 1997 with comparisons to the existing levy system.

The Committee met on six occasions and also consulted by teleconference. In their deliberations, they considered what has been done in a number of dioceses to find a fair way to acquire from parishes the resources to carry the Diocesan Budget.

The variations and combinations of numbers, formulae, and practices is overwhelming and the real discovery in our research was that the perfect system did not exist and we expect that whatever we ultimately brought before the Synod would not achieve perfection either.

If we were to recommend changes in our 'levy' system, the Task Force thought they should address a number of qualities that we did manage to identify as desirable, namely:

1. That participation by parishes and deaneries in the process of determining how the Diocesan Budget Revenue is to be found, be encouraged.
2. That the method of arriving at a formula for a parish's contribution be based on information that is fair, obtainable and consistent throughout the diocese.
3. That in setting amounts of a parish's contribution, attention be given to the considerable variation in ability to contribute among parishes.
4. That simplicity and understandability in the calculation would be desirable.
5. That attention be given as to how to build a sense of ownership of the Diocesan Budget and the ministry it represents. Such an initiative would need to change language and attitudes to parish's responsibilities and to pay creative and energetic attention to budget interpretations.
6. That a system would need to include an appeal process which is well-known and invites participation of parishes and that a climate in deanery and diocese be sought where special circumstances of parishes will be heard and hopefully addressed.
7. That any major changes in expectations from parishes would need to be phased in.
8. That where possible, opportunities to enhance both parish and diocesan objectives be reflected in the system and encourage a climate of the mutuality of responsibility.

The Task Force also identified a number of cautions.

1. That in our present economic climate, parish finances tend to be fragile and a major shift increasing contributions would be met with a sense of alarm.
2. That the Diocese of Algoma enjoys a stronger position than many dioceses in receiving funds from parishes and changes to systems which may weaken that situation need to be avoided.
3. That we need to honour and celebrate the work of parishes in the Ministry 2000 initiatives and live up to the commitment that parishes would not be expected to contribute extra money as a result of increases to parish income that would arise from Phase I and II contributions.

Taking note of these qualities and cautions, the Task Force offers the following alterations to the present situation for consideration by Synod -

Recommendation #1 - Change the Language

**That the use of taxation language such as "levy" and "assessment" be changed to reflect that a portion of the parish life and ministry is done by the diocese and so a parish gives an "apportionment" of their income to enable this work.**

Recommendation #2 - Wider and Fairer Giving Base

**That the present base of open and regular givings on which the calculation of a parish apportionment is based be expanded to include all monies used for the operating budget or current expenses.**

**This would include all donations made by individuals and parish organizations used to defray current expenses, all income from invested capital used to defray current expenses and all rental income.**

**It would not include flow-through monies (P.W.R.D.F. etc.), receipts for capital purposes, bequests for capital purposes or investments, funds borrowed for short or long term purposes or funds generated from the sale of capital assets that are invested.**

The reason for such a change is that parishes find a number of ways to provide for the funding of current expenses. Parishes who support their work entirely by Sunday offerings should not be expected to contribute more than parishes who enjoy other sources of funding. The effect of this measure would be to spread the load of apportionment over a greater amount of parish income and thus reduce the percentage of apportionments required.

### Recommendation #3 - Two-Tier Approach

**That the apportionment be set by applying two levels of participation so that a modest percentage would be expected of the first cost of the parish, namely the cost of incumbency and that a higher percentage of the remaining income be added to achieve the desired amounts for the Diocesan Budget.**

This recommendation is an attempt to recognize the fact that straight percentage calculations on parishes resources represents a greater hardship on those parishes with modest resources. By choosing the amount of money spent on their incumbent as the figure for a reduced percentage of apportionment, it is hoped that those parishes struggling to maintain a full level of stipendiary ministry would receive some encouragement.

### Recommendation #4 - Using 3 Year Base for Calculation

**That the parish's finances be considered over a three year "blended" figure, i.e. for 1998 parish income of years 1994-96 would be added together and then averaged by dividing by 3.**

The purpose of this measure is to avoid those circumstances where a depression or jump in income does not provide an extraordinary figure on which to base the apportionment in a subsequent year. This will tend to level out the figures.

### Recommendation #5 - 1998 Apportionment

**The beginning in 1998, the apportionment would be set to represent the parishes total contribution to the Diocesan Budget. The Diocesan requirement would include those resources formally realized by Unified Levies and Phase II contributions.**

The purpose of this recommendation is to bring to an end the expectation of two channels of support from parishes that has been the case with Ministry 2000, Phase I and II.

### Recommendation #6 - Ministry 2000

**That in accordance with commitments made during the Ministry 2000 program, contributions for Phase I made to the Ministry 2000 program would not be considered as parish income on which apportionments would be calculated.**

### Recommendation #7 - Appeal Process

**That an appeal process be established by which parishes would be able to seek adjustment in the expectation of them. This would take place at a Deanery Council. The Council could adjust expectations of a parish by other parishes in the deanery accepting a larger contribution to the Diocesan Budget.**

Recommendation #8 - Phasing in Changes

**As a method of phasing in the shifting weight of responsibilities.**

- a. **No parish would be expected to pay more than 10% over the 1997 levels.**
- b. **No parish contribution in 1998 would be less than their blended contribution of the 1997 Levy and Phase II Ministry 2000 target.**

Recommendation #9 - Budget Interpretation

**That a substantial and creative program of budget interpretation be undertaken which would be portable in nature to ensure consistent presentation of information to deaneries and parishes across the diocese. This may require local teams of presenters who would be prepared and equipped to undertake this ministry.**



The Task Force will be providing specific charts as to what might be expected of each parish in a 1998 budget year when we gather at Synod. It is important that we consider principles or directions of how an altered apportionment would work before we become overwhelmed by specific dollars.

We hope these recommendations are intelligible. Our only consolation to those who may be confused is at least you don't have to cope with all the worksheets we have on file.

As Chair, I wish to commend the members of this Task Force, both for the energy and creativity with which they pursued their mandate. We hope that the Diocese of Algome will be served by our work.

Respectfully submitted,

The Very Reverend Allan R. Reed, Chair  
on behalf of the Apportionment Task Force

ARR/bt

# Addendum to APPORTIONMENT TASK FORCE REPORT

		Total Parish 1997 Obligation (Levy * Min.2000)	10% of Incumbency Cost + 19.5% of rest of Total Income (3-year average)	17% of 3year Average Total Income	Phase in Figure for 1998	
<b>1</b>	Algoma Deanery					
<b>2</b>	Parishes of	Apr.21/97				
<b>3</b>	Blind River		8,773	14,839	13,994	9,650 3
<b>4</b>	Biscotasing					
<b>5</b>	Missinabie					
<b>6</b>	Ramaey					
<b>7</b>	Elliot lake		14,140	11,310	11,446	14,140 1
<b>8</b>	Goulais River		3,294	2,191	2,245	3,294 1
<b>9</b>	Hauden		3,369	2,331	2,405	3,369 1
<b>10</b>	Sault Ste Marie					
<b>11</b>	Christ Church		17,802	9,444	10,273	17,802 1
<b>12</b>	St. Peter's		8,954	6,923	7,082	8,954 1
<b>13</b>	Holy Trinity		25,890	21,922	22,219	25,890 1
<b>14</b>	St John's		13,531	9,616	11,251	13,531 1
<b>15</b>	St John's Garden River		1,932	1,970	1,977	1,970 2
<b>16</b>	St Luke's Cathedral		40,177	36,165	35,325	40,177 1
<b>17</b>	St Mathew's		26,039	21,013	21,235	26,039 1
<b>18</b>	St. Joseph's Issl/Eco Bay		10,618	11,743	11,385	11,679 3
<b>19</b>	Joceylun					
<b>20</b>	Richard's Landing					
<b>21</b>	Hilton Beach					
<b>22</b>	Thessalon		7,471	5,961	6,147	7,471 1
<b>23</b>	Bruce Mines/Desbarats					
<b>24</b>	Wawa		4,237	2,933	2,592	4,237
<b>25</b>	Hawk Junction					
<b>26</b>	White River		2,435	3,639	3,549	2,678 3
<b>27</b>	Searchmount					
<b>28</b>	Total		188,662	162,001	163,125	190,881
<b>29</b>						
<b>30</b>	Deanery Totals:					
<b>31</b>	Algoma		188,662	162,001	163,125	190,881
<b>32</b>	Muskoka		212,779	260,964	258,575	222,249
<b>33</b>	Sud-Man		180,469	163,510	171,650	182,074
<b>34</b>	Temiskaming		141,004	128,639	130,183	132,751
<b>35</b>	Thunder Bay		252,621	256,662	251,996	263,392
<b>36</b>						
<b>37</b>	Grand totals		975,535	971,776	975,529	991,347

Phase in Figure for 1998

17% of 3-year Average Total Income

19.5% of Incumbency Cost + 19.5% of rest of Total Income (3-year average)

0% of Incumbency Cost + 19.5% of rest of Total Income (3-year average)

Total Parish 1997 Obligation (Levy - Min.2000)

1	Muskoka Deanery					
2	Bala Torrance Apr.20/97	8,804	7,193	6,720	8,804	1
3	Maclier	2,772	2,346	2,073	2,772	1
4	Southwood	57	45	39	57	1
5	Bracebridge	37,224	88,371	80,999	40,946	3
6	Emmsdale/Miss/Warden					
7	Emsdale	4,653	4,879	5,230	5,118	2
8	Kearney	2,545	2,094	2,347	2,545	1
9	Novar	2,911	2,491	2,698	2,911	1
10	Sprucedale					
11	Sand Lake-S					
12	Gravenhurst	24,594	22,608	22,558	24,594	1
13	Barkway	493	460	406	493	1
14	Huntsville	33,418	31,908	30,819	33,418	1
15	Grassmere	965	985	870	985	2
16	Ilfacombe-S	760	1,207	1,067	836	3
17	Newholme-S					
18	Ravenscliffe	2,192	1,488	1,316	2,192	1
19	Aspdin					
20	Lake of Bays Miss	11,250	15,211	15,062	12,375	3
21	Dorset					
22	Baysville					
23	Pt. Cunnington/Fox Point					
24	Milford Bay/Beaumaris	4,911	8,438	8,436	5,402	3
25	Port Carling	3,946	6,619	6,631	4,340	3
26	Mortimers Point	411			411	1
27	Perry Sound	30,715	32,681	31,881	32,681	2
28	Port Sydney	10,457	11,338	11,582	11,338	2
29	Beatrice	129	466	534	141	3
30	Falkenburg	294	1,719	1,796	323	3
31	Rosseau Council					
32	Rosseau	4,826	76	987	4,826	1
33	Gregory	3,090	2,278	2,661	3,090	1
34	Ullswater/Bent River	1,100			1,100	1
35	Windermere	4,086	1,527	1,954	4,086	1
36	Orville	2,678	1,882	2,355	2,678	1
37	Rocksborough	186	42	37	186	1
38	Yankoughnst	1,170	1,150	1,137	1,170	1
39	Purbfook					
40	Uffington	510	279	337	510	1
41	Central Parish Council					
42	Sundridge	2,877	2,625	3,077	2,877	1
43	Burks Falls	2,894	4,038	4,328	3,183	3
44	Eagle Lake-S	357	120	135	357	1
45	Magnetewan	2,019	1,369	1,562	2,019	1
46	South River	3,485	3,032	3,444	3,485	1
47						
48	Total	212,779	260,964	258,575	222,249	
49	Deanery Totals					
50	Algoma	188,662	162,001	163,125	190,881	
51	Muskoka	212,779	260,964	258,575	222,249	
52	Sud-Man	180,469	163,510	171,650	182,074	
53	Temiskaming	141,004	128,639	130,183	132,751	
54	Thunder Bay	252,621	256,662	251,996	263,392	
55						
56	Grand Totals	975,535	971,776	975,529	991,347	



10% of Incumbency Cost +  
19.5% of rest of Total Income  
(3-year average)

17% of 3year Average  
Total Income

Phase in Figure for 1998

Total Parish 1997 Obligation  
(Levy + Min.2000)

1	Sudbury Manitoulin					
2	Deanery	Apr.20/97				
3	Capreol		9,308	9,010	9,697	9,308 1
4	Copper Cliff		12,350	10,390	11,770	12,350 1
5	Espanola		9,067	10,511	10,518	9,973 3
6	Nairn					
7	Whitfish Falls					
8	Gore Bay		9,702	6,424	8,281	9,702 1
9	Kagawong					
10	Silver Watter					
11	Little Current		10,335	9,648	10,538	10,335 1
12	Sucker Creek-St Luke					
13	Sheguiandah-St Peter		433	204	180	433 1
14	Sheguiandah-St Andrew					
15	Lively		17,658	14,936	15,893	17,658 1
16	Masseu		2,700	2,211	2,353	2,700 1
17	Webbwood		562	453	510	562 1
18	Spanish Reserve					
19	St Pual's Wardens Assoc.					
20	Manitowaning		3,971	4,865	5,222	4,368 3
21	South Baymouth		3,023	3,444	3,658	3,325 3
22	Mindemoua		8,304	7,430	7,652	8,304 1
23	Onnaping					
24	Azilda					
25	Sudbury					
26	Ascension		16,157	10,842	12,365	16,157 1
27	Garson-St Marks		5,373	4,825	5,420	5,373 1
28	Garson-Good shephard					
29	Epiphany		45,658	40,536	38,612	45,658 1
30	Resurrection		14,400	12,410	13,535	14,400 1
31	St James		7,164	6,094	6,680	7,164 1
32	St George					
33	Coniston		4,304	3,000	3,071	4,304 1
34	French River					
35						
36	Total		180,469	163,510	171,650	182,074
37	Deanery Totals					
38	Algoma		188,662	162,001	163,125	190,881
39	Muskoka		212,779	260,964	258,575	222,249
40	Sud-Man		180,469	163,510	171,650	182,074
41	Temiskaming		141,004	128,639	130,183	132,751
42	Thunder Bay		252,621	256,662	251,996	263,392
43						
44	Grand totals		975,535	971,776	975,529	991,347

Total Parish 1997 Obligation  
(Levy \* Min.2000)

10% of Incumbency Cost +  
195% of rest of Total Income  
(3-year average)

17% of 3-year Average  
Total Income

Phase in Figure for 1998

<b>1</b>	Temiskaming Deanery					
<b>2</b>	Englehart	Apr.20/97	7,994	10,148	8,970	8,793 3
<b>3</b>	Charlton		2,064	1,990	1,759	2,064 1
<b>4</b>	Haileybury		14,820	13,074	14,263	14,820 1
<b>5</b>	Cobalt		278	0		278 1
<b>6</b>	Temagami		2,857	2,620	2,316	2,857 1
<b>7</b>	New Liskeard		11,478	11,261	12,526	11,478 1
<b>8</b>	North Bay			0		
<b>9</b>	Christ Church		20,394	18,195	18,668	18,195 1
<b>10</b>	St Brice		32,373	23,091	23,222	23,091 1
<b>11</b>	St John		26,134	28,261	27,702	28,261 2
<b>12</b>	Sturgeon Falls		3,288	3,173	3,207	3,288 1
<b>13</b>	Cashe Bay			0		
<b>14</b>	Temiscaming, Que		2,034	2,381	2,104	2,336 3
<b>15</b>	Powassen		9,156	7,929	8,453	9,156 1
<b>16</b>	Callander		6,676	5,349	5,745	6,676 1
<b>17</b>	Chisdholm			0		
<b>18</b>	Restoule		1,458	1,167	1,246	1,458 1
<b>19</b>						
<b>20</b>	Total		141,004	128,639	130,183	132,751
<b>21</b>	Deanery Totals:					
<b>22</b>	Algoma		188,662	162,001	163,125	190,881
<b>23</b>	Muskoka		212,779	260,964	258,575	222,249
<b>24</b>	Sud-Man		180,469	163,510	171,650	182,074
<b>25</b>	Temiskaming		141,004	128,639	130,183	132,751
<b>26</b>	Thunder Bay		252,621	256,662	251,996	263,392
<b>27</b>						
<b>28</b>	Grand totals		975,535	971,776	975,529	991,347

Total Parish 1997 Obligation  
(Levy \* Min.2000)

10% of Incumbency Cost +  
19.5% of rest of Total Income  
(3-year average)

17% of 3-year Average  
Total Income

Phase in Figure for 1998

<b>1</b>	Thunder Bay Deanery					
<b>2</b>	Manitouwadge Apr.20/97	8,452	7,014	7,709	8,452	1
<b>3</b>	Marathon	9,118	9,852	9,704	9,852	2
<b>4</b>	Nipigon Parish Council	10,374	9,054	9,285	10,374	1
<b>5</b>	Nipigon					
<b>6</b>	Dorion					
<b>7</b>	Red Rock					
<b>8</b>	Schrieber	7,891	10,747	11,072	8,680	3
<b>9</b>	Terrace Bay					
<b>10</b>	Rosssport					
<b>11</b>	Thunder Bay					
<b>12</b>	St George	11,939	8,926	10,717	11,939	1
<b>13</b>	St John	30,175	33,431	32,257	33,192	3
<b>14</b>	St Luke	23,080	23,453	23,480	23,453	2
<b>15</b>	St Michael	44,000	44,771	43,026	44,771	2
<b>16</b>	St Paul	42,503	36,199	34,884	42,503	1
<b>17</b>	St Stephen	8,207	10,098	10,278	9,027	3
<b>18</b>	St Thomas	45,930	50,197	47,360	50,197	2
<b>19</b>	West Thunder Bay	10,952	2,339	2,873	10,952	1
<b>20</b>	Messiah-Kakekeka Falls					
<b>21</b>	St Jame's Murillo					
<b>22</b>	St Marks-Roslyn					
<b>23</b>	Good Shepherd-Slate River					
<b>24</b>	Total	252,621	256,662	251,996	263,392	
<b>25</b>	Total					
<b>26</b>	Deanery Totals					
<b>27</b>	Algoma	188,662	162,001	163,125	190,881	
<b>28</b>	Muskoka	212,779	260,964	258,575	222,249	
<b>29</b>	Sud-Man	180,469	163,510	171,650	182,074	
<b>30</b>	Temiskaming	141,004	128,639	130,183	132,751	
<b>31</b>	Thunder Bay	252,621	256,662	251,996	263,392	
<b>32</b>						
<b>33</b>	Grand totals	975,535	971,776	975,529	991,347	

Report to The Thirty-Eighth Synod of the Diocese of Algoma  
May 12, 1997.

From Camp Manitou, the Diocesan Youth Camp  
Eight miles West of Whitefish Falls, Ontario,  
In Bay of Islands, Lake Huron.

Camp Manitou, built originally about 1926, formerly an American boys camp, was purchased by the late W.H. Kiefaber of Dayton Ohio from the original owners and given to the Diocese in 1959. Campers who began camping at Falcona Camp in 1941, moved to the Church property in Whitefish Falls in the mid 40's and on to the present site in 1959.

In 1959 Arch Bishop Wright appointed a "Central Camp Committee" (CCC), a volunteer group, to oversee the operations of the property. From then to the late 80's the Diocese has provided an operation subsidy. The camp is currently operating on a self sufficient Basis. In addition to the Diocesan grants the CCC has depended upon Donations from individuals and Grants from Churches and the WA's to provide bursaries for campers. In 1996 these Grants and Donations amounted to over \$5000.00. The recipients of these bursaries are grateful for your assistance in allowing them to enjoy time in this beautiful setting.

The property (25 acres) is situated on the shores of Lake Huron to the south and to the north by the Kilarney Mountains. Our nearest land based neighbors are a good 40 minutes walk away. Most of the land in the south of McGowan township is Crown Land. There are ten sleep cabins, each with beds for eight persons. The main lodge houses a kitchen, dining room and common room large enough for a full camp to assemble at once, an infirmary and additional sleeping quarters, all in the shape of an "H". To the east of the main camp is a steam bath and the Voyageur house which will sleep 32 persons. Other buildings include a winterized caretakers house, shower house, warehouse, privies, carpenter shop, etc. Concrete foundations for an eight bedroom "Staff and Winter Bunkhouse" were placed in 1996. Access to the camp is by charter boat from Whitefish Falls, about an 8 mile trip. Two steel work boats service the daily needs of the camp. There are five-25' canoes, 20-16' canoes, 1-35' Canoe and 8 river runner kayaks, two concrete tennis courts and a concrete basketball court. Shallow water swimming is at it's best in front of Manitou.

During the camping season there are eleven separate camps, each run by a volunteer director, who acts as registrar for that camp, and who is responsible for obtaining their own volunteer assistants and counsellors. The CCC provides kitchen staff, maintenance staff and qualified water front staff who are paid an honorarium.

For further information, or to volunteer, contact the camp chairperson, Mr. Wolf Glage, 345 Sixth St. Midland, Ont., L4R 3Y5, (705)526- 9715

Donations may be sent to  
Manitou Treasurer, 2564 Crown Ridge Road, Sudbury, P3E 4N1, (522-3512)



CARA COMMUNITY CORPORATION  
31 OLD GARDEN RIVER ROAD  
SAULT STE. MARIE, ONTARIO  
P6B 5Y7

PHONE: (705) 942-6055

### PRESIDENT'S REMARKS

Cara Community Corporation has been meeting the new challenges brought on by the Government and Ministry of Housing through our Corporate activities. As always this Report is open to your examination as we continue to build community which the people have come to expect from Cara Community.

Expressed through Cara Community actions, The Diocese and Holy Trinity can look to this outreach activity with good feelings as we look back at our responses to the Holy Spirit.

The Cara Community Board has appointed two Tenants as members of the Board. This enables the continued growth with one of Cara Community's main objectives, which is Community Building.

We at Holy Trinity, share in a goal to be an example for all who experience the love and caring shown by our action. I praise the Lord with thanks for all who take the time to be a part of this outreach.

May the Lord be with us as we continue to serve our Communities needs.

for Neil Howson  
Cara Community Corporation

## Auditors' Report

To the Members of  
Cara Community Corporation

We have audited the balance sheet of Cara Community Corporation as at June 30, 1996 and the statements of revenue and expenses, accumulated equity, replacement reserve, subsidy surplus reserve, capital reserve and changes in financial position for the year then ended. These financial statements are the responsibility of the corporation's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the corporation as at June 30, 1996 and the results of its operations and changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

Sault Ste. Marie, Canada  
August 30, 1996

*Doane Raymond*  
Chartered Accountants

# Cara Community Corporation

## Balance Sheet

June 30

1996

1995  
(as restated)

### Assets

#### Current

Cash and short term deposits	\$ 155,799	\$ 217,764
Receivables	90,614	91,057
Prepays	<u>27,953</u>	<u>61,729</u>
	<u>274,366</u>	<u>370,550</u>

#### Restricted short term deposits

Replacement reserve - Cara I	332,172	327,352
Subsidy surplus reserve - Cara I	60,223	58,267
Capital reserve - Cara II	<u>16,000</u>	<u>-</u>
	<u>408,395</u>	<u>385,619</u>

Cash in escrow (Note 3)

213,867                      229,269

Property and equipment (Note 4)

12,873,417                      13,028,953

\$ 13,770,045                      \$14,014,391

### Liabilities

#### Current

Payables and accruals	\$ 105,547	\$ 160,391
Subsidies repayable	8,583	99,134
Deferred revenue	8,182	9,100
Current portion of long term debt	<u>140,686</u>	<u>129,363</u>
	<u>262,998</u>	<u>397,988</u>

Long term debt (Note 5)

13,093,429                      13,234,423

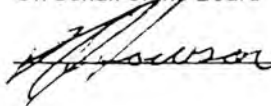
#### Equity (Deficit)

Accumulated equity (deficit) - Cara I	-	(3,639)
Accumulated equity (deficit) - Cara II	<u>5,223</u>	<u>-</u>
	<u>5,223</u>	<u>(3,639)</u>

#### Funded Reserves

Replacement reserve	332,172	327,352
Subsidy surplus reserve (Note 6)	60,223	58,267
Capital reserve - Cara II	<u>16,000</u>	<u>-</u>
	<u>408,395</u>	<u>385,619</u>
	<u>\$ 13,770,045</u>	<u>\$14,014,391</u>

On behalf of the Board

 Director

 Director

See accompanying notes to the financial statements.

# Cara Community Corporation

## Statement of Revenue and Expenses

Year Ended June 30

1996

1995

Revenue		
Rental income	\$ 950,728	\$ 952,751
Interest and other income	51,010	41,190
Canada Mortgage and Housing Corporation subsidy	245,307	261,624
Ministry of Housing subsidy	699,762	713,492
Subsidy adjustment - Ministry of Housing	<u>8,373</u>	<u>-</u>
	<u>1,955,180</u>	<u>1,969,057</u>
Expenses		
Administrative costs	24,506	19,698
Administrative wages and benefits	91,201	86,649
Depreciation	129,671	119,987
Insurance	9,326	9,763
Interest on long term debt	1,063,358	1,095,003
Janitorial wages and benefits	29,212	31,539
Maintenance wages and benefits	80,708	91,439
Miscellaneous	2,064	2,406
Municipal taxes	188,766	183,804
Professional fees	13,587	12,094
Repairs and maintenance	67,904	95,025
Snow removal and sanitation	17,920	11,406
Utilities	<u>182,091</u>	<u>179,811</u>
	<u>1,900,314</u>	<u>1,938,624</u>
Excess of revenue over expenses for the year	<u>\$ 54,866</u>	<u>\$ 30,433</u>

See accompanying notes to the financial statements.



Diocese of Algoma



Lay Readers

## REPORT OF THE WARDEN OF LAY READERS

The number of Lay Readers and Lay Readers-in-training has remained virtually the same since the last Synod, but this does not mean that no changes have occurred. There have been the usual number of new Lay Readers trained, but for the past 2 years this number has been balanced by Lay Readers moving out of the Diocese as their occupations have taken them away. In addition some have died, and some have been ordained. This latter is a long established custom in this Diocese—that of using Lay Reader experience and training as a means of testing vocation. It goes back to William McMurray in the earliest days, who was a Lay Reader when he came to Sault Ste Marie in 1831, and who later became its first priest.

As mentioned in my last report to Synod, the process of having Deanery Examiners assessing new Lay Readers' ability to conduct services and preach has been instituted, but not without some controversy. The idea was originally suggested and approved at a Lay Reader Conference and later approved by the Diocesan Executive. It was envisioned as a means of ensuring that new Lay Readers were adequately trained in these fields before being licenced. In order to make the process the least threatening possible, Deanery (rather than Diocesan) Examiners were selected, and an alternate means of assessment was put in place—that of having the candidate's parish submit a videotape instead. This has been successfully done, and the quality of the new Lay Readers as assessed by the tapes is very high indeed. It should be stressed that this system was proposed and enthusiastically supported by the Lay Readers themselves, and was neither imposed nor even suggested from above.

Lay Readers have an active interest in improving their skills and knowledge, and the attendance at the annual Lay Reader conferences has been very good. At the last conference in May of 1996, Dean Allan Reed presented a session on *Ministry to Lapsed Anglicans*. Due to the fact that Synod was scheduled for this spring, the Conference is being held this year in October, on the 3<sup>rd</sup> to the 5<sup>th</sup>. It will feature *Ministry to Children* and the *Whole People of God* resources.

Deanery Lay Reader Conferences and training sessions have been going forward in several Deaneries, with varied success. Muskoka recently had a Training Course which graduated several well-trained candidates. I would urge other Deaneries to consider having their Diocesan Lay Readers run similar training where needed and feasible. The majority of Deaneries have a fully functional structure organized which could be tapped into for this purpose.

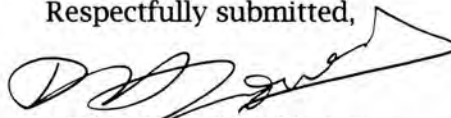
The Lay Reader Newsletter has been published annually and is well received. In fact, Clergy have requested to be added to the mailing list as well. It publishes articles gleaned from various Anglican publications (with their permission) which would be of interest to Lay Readers. There are also original articles as well, and I welcome submissions from clergy or laity.

One resource always appreciated by Lay Readers is material which could give them ideas for sermons, and other Dioceses have made available to their Lay Readers various collections. This Diocese has been remiss in this regard, but I am making arrangements with Dr. Winslow Case to collect as many as possible of his articles which were originally published in the *Algoma Anglican* and publish them in a booklet, which will be available to all Lay Readers and (at cost) to anyone else who would wish it.

I wish again to extend my thanks to Christine Wright who has handled the many licensing issues which come up during the year, as well as corresponding with clergy and others when necessary. Her aid has been invaluable. Din Oosterban has been most helpful in managing the finances of the Lay Reader Fund and in arranging for the printing of the Lay Reader Handbook and Training Manual, and in seeing that the Handbook was placed in the Diocesan Handbook as an appendix. Our best wishes to him in his retirement. He will be sorely missed. Archdeacon Rod Andrews has been most supportive and is always willing to assist in whatever capacity he can.

Our thanks go to Bishop Ferris and Jan, not only for their enthusiastic support but also for their hospitality at Lay Reader Conferences.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'D. H. Gould', with a large, sweeping flourish extending to the right.

David H. Gould, MD, A.Th.

DIOCESE OF ALGOMA ANGLICAN CHURCH WOMEN TREASURER'S REPORT

STATEMENT OF RECEIPTS AND DISBURSEMENTS  
FOR THE PERIOD FROM 1st JANUARY, 1996 TO 31st DECEMBER, 1996

CASH IN BANK 1st JANUARY, 1996 \$ 19,172.

RECEIPTS:

ACW GROUP APPORTIONMENTS	\$ 18,585.	
BISHOP'S DISCRETIONARY FUND	2,714.	
UNDESIGNATED FUND	660.	
MISCELLANEOUS FUND	2,904.	
YOUTH TRAVEL FUND	857.	
PWRDF	3,455.	
BISHOP H. WILKINSON	925.	
LIFE MEMBERS COLLECTION	170.	
COLLECTION FROM ANNUAL	703.	
CRAFT TABLE COLLECTION	290	
SALE OF ACW PINS	125.	
DEVOTIONAL BOOKS	78.	
HASTI NOTES	71.	
BANK INTEREST	758.	<u>32,295.</u>

\$ 51,467.

DISBURSEMENTS:

GENERAL SYNOD	\$ 7,000.	
ALGOMA MISSION FUND	6,500.	
BISHOPHURST	1,820.	
BISHOP'S DISCRETIONARY FUND	<u>3,500.</u>	18,820.

DIOCESAN AND NATIONAL APPEALS

CHURCH CAMPS	700.	
JUNIOR AUXILIARY	200.	
YOUTH TRAVEL	1,500.	
P.W.R.D.F.	3,805.	
BIBLE SOCIETY	280	
THEOLOGICAL COLLEGES	470.	
CHURCH ARMY	350.	
ST. HILDA'S & ST. PAUL'S	1,385.	
MARY SHERWOOD	200.	
REV. RON ARMSTRONG MEMORIAL CHAPEL	519.	
ASSIGINACK SCHOOL	350.	
STEPHEN & PEGGY FOSTER	50.	
MISSION FUND	<u>300.</u>	10,109.

GENERAL EXPENSES

EXPENSES FOR ANNUAL	\$ 3,677.	
FALL BOARD MEETING	865.	
G.A. FESTIVAL	120.	
SYNOD EXPENSES	96.	
PRESIDENTS CONFERENCE	1,110.	
PRINTING, POSTAGE ETC.	729.	
HASTI NOTES	170.	
SUNDRY EXPENSES	<u>23.</u>	<u>6,790.</u> <u>35,719.</u>

CASH IN BANK, 31st DECEMBER, 1996 \$ 15,748.

\$ 51,467.

RESPECTFULLY SUBMITTED

*Margaret Sheldrick*

MARGARET SHELDRIK, TREASURER

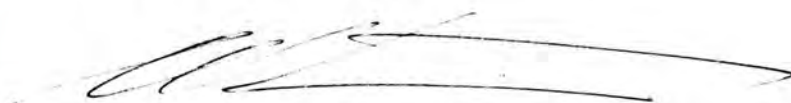
**ADVISORY PROPERTY SUB-COMMITTEE**

This Committee will be activated by the Bishop and the Administration and Finance Committee as may be necessary from time to time.

As the Deanery Officials deal with most property matters in their respective deaneries, this Sub-Committee would deal with policy guidelines in general, as well as Diocesan-owned properties in Sault Ste. Marie.

The attached list, Appendix "A", of real estate transactions, and miscellaneous agreements which have been executed since the date of last Synod are now officially reported. Transactions in progress are not included.

Respectfully submitted,



---

Din P. Oosterbaan  
Diocesan Treasurer

April 11, 1997

## APPENDIX "A" - PROPERTY TRANSACTIONS

### **ADVISORY PROPERTY COMMITTEE REPORT**

A) Property Purchase (St. John the Baptist, Ravenscliffe)

Purchase on July 12, 1996, of *Part of Lot 6, Concession 7, Township of Chaffey now Town of Huntsville, District Municipality of Muskoka*, vacant land next to the church, from William Stewart Wood, for the amount of \$17,500.

B) Sale of Land (Rocksborough, St. Peter's Church)

Sale on August 7, 1996, of *Part of Lot 12, Concession 13, Township of Draper, now in the Town of Bracebridge in the District Municipality of Muskoka, designated as Part 30 on Plan 35R-16544*, to the District Municipality of Muskoka for the purposes of road widening, for the amount of \$584.43 plus \$4.00 for other considerations. Associated with this transaction was the sale on August 7, 1996, of *Part of Lot 12, Concession 13, Township of Draper, now in the Town of Bracebridge in the District Municipality of Muskoka, designated as Parts 5 and 6 on Plan 35R-7839*, to the Town of Bracebridge, for the purposes of confirming title to township road, for the amount of \$1. Also associated with the sale was the transfer of a small undevelopable portion of land with no value, described as *Part of Lot 13, Concession 13, geographic Township of Draper now in the Town of Bracebridge in the District Municipality of Muskoka, designated as Part 21 on Plan 35R-16544* from the Estate of Clarence Andrews to the Diocese of Algoma for the amount of \$1.

Sale of Land (St. John's Church, South Baymouth)

Sale on September 5, 1996, of lot adjacent to the church described as *Whole of Lot 4, North Side of Fourth Street, Townplot of South Baymouth, Township of Tehkummah, District of Manitoulin*, to Ivan Harwood, for the amount of \$15,500.

C) Sale of Rectory (Onaping)

Sale on April 30, 1996 of *Lot 61, plan M.1030, whole of parcel 25116, Sudbury West Section, Town of Onaping Falls* (municipally known as 5 Gill Crescent) to Gary Ferguson and Thomas Ferguson for \$52,000.

D) Agreement of Compensation (St. Luke's Cathedral, Sault Ste. Marie)

Agreement between St. Luke's Cathedral and the Diocese of Algoma for the Diocese to provide for compensation to St. Luke's Cathedral for the loss of opportunity to deal with the residence and property at 1560 Queen St. East, Sault Ste. Marie. Amount of consideration is \$145,000 (\$50,000 down and the balance of \$95,000 plus interest at 7.75% payable in equal monthly installments of \$1,134.30.) The agreement was signed and dated, but not registered, on April 1, 1996, with repayment commencing May 1, 1996. (St. Luke's presently rents this property from the Diocese.)

E) Easement (All Saints' Church, MacTier)

Transfer on November 18, 1996 of *Lot 3, Concession 7, Plan M-37, Front Street, Township of Georgian Bay, Town of MacTier*, to Ontario Hydro to provide easement for pad mounted hydro transformer, for \$50.

F) Miscellaneous (Trinity Church, Parry Sound)

Discharge on October 2, 1996, of collateral mortgage held on behalf of the Parish of Trinity Church, Parry Sound, in support of a housing loan, now fully paid, to the Rev. James Edward and Marilyn Collins.

Miscellaneous (St. Brice's Church, North Bay)

Renewal on September 14, 1995, of mortgage in the amount of \$30,000, on *Lot 71, Plan 38, City of North Bay, District of Nipissing*, municipally known as 941 Main Street East North Bay, being the residence of the Rev. Canon Jerry Smith and Marjorie Smith.

Miscellaneous (William McMurray Corporation)

Postponement on August 26, 1996, of Mortgage on *Part of Lots 5 and 6, South of Wellington Street, original Town Plot of the City of Sault Ste. Marie, District of Algoma, being Part 1, Plan IR-4279 together with a right-of-way and easement*, municipally known as 619 Wellington Street East, Sault Ste. Marie, to the favour of Canada Mortgage and Housing Corporation, for the amount of \$2.00.

PWRDF Report to 1997 Synod

May 12, 1997

**From: George & Michele Odd (Co-Ordinators - Muskoka, Sudbury-Manitoulin & Temiskaming Deaneries)  
Charlotte Haldenby (Co-Ordinators - Algoma & Thunder Bay Deaneries)**

Greetings to all 1997 Synod Delegates!

We are pleased to report that, in our first year of responsibility, 1996-97 has been enlightening and rewarding.

Nationally in 1996, PWRDF donations from parishes and individuals exceeded expectations at \$2.8 million. In Algoma, our contributions totalled \$97,991, up approximately 30% from the previous year, and about 16% higher than the annual average of the past five years. That is great news, and we hope that 1997 will continue the trend.

In 1997 we hope to increase our network of parish representatives. Once we have a local person as PWRDF contact, all PWRDF materials - booklets, press releases, videos - can be sent directly to you from national headquarters. This will increase the possibilities for action within your parish, and make the Primate's Fund more visible on a continuing basis. So please, appoint representatives, tell us and we'll pass the names along.

Take advantage of the Envelope Offering Program, which includes a Primate's Fund envelope interfiled each month with your regular envelopes. This is an easy way of keeping the Primate's Fund visible and has led to an increase of givings.

George and Michele attended the National PWRDF Conference in Orillia in 1996, and have conducted deanery workshops in Temiskaming and Muskoka. They hope to hold a workshop for Sudbury-Manitoulin in May or June.

Charlotte has sent out a newsletter to all parishes in Algoma and Thunder Bay deaneries.

All three of us are willing to help you with your local programmes.

George and Michele Odd - General Delivery, Restoule, ON P0H 2R0  
Charlotte Haldenby - 24 Ohio Dr., Sault Ste. Marie, ON P6A 4M1

(We will also, on your behalf, be attending a conference on PWRDF and Refugees - along with our Refugee Coordinator from Thunder Bay - in the fall.)

## *Diocesan Native Council Report*



The Algoma Diocese Native Council has just completed it's annual "overnight" meeting at the Anishinabe Spiritual Centre at Anderson Lake, Espanola. Ten people representing the three Native parishes of our Diocese met together to share stories, gather information, make necessary decisions (by consensus), worship and fellowship. The three clergy working with these parishes are the Rev. Karen Heath, the Rev. Richard White, and the Rev. Rosalie Goos. As a Diocesan staff person, Rosalie is also unofficially the diocesan "co-ordinator of Native Ministries".

Lana Grawbarger, member of St. John's, Garden River, shared information coming from the National Native Council of Indigenous Peoples. She just concluded a term as Chair, and is also part of the team planning the National Native Convocation, the *Anglican Indigenous Circle*, which is to held in Lethbridge, Alberta July 1-8. It is hoped that a number of native people, including youth, will be there representing the Diocese of Algoma. Our three native parishes are a part of 210 Aboriginal congregations in Canada, with 70 Aboriginal clergy, and two "suffragan" (assistant) bishops. In preparation for the Convocation, the Council was asked to discuss the following questions:

**Have you in your church/community discussed the apology and covenant and what it means for your community?**

- yes, at Diocesan Native Council meetings (videos and discussion)
- yes, in Garden River and Sault area churches (video during area evening service)
- in the spirit of friendship and understanding, Garden River congregation gave books, *Dancing the Dream*, chronicling the covenanting process, to all Algoma Deanery churches

**What information and/or resources do I need to build a self-determining church?**

- education (especially to the "missing generation" -- how can they know what church is about?)
- more ecumenical efforts -- Christians working and worshipping together
- more "wholistic" view (values even more important than symbols)

**What is the relationship between community church and the diocese?**

- desire for more people from the wider church to visit Native parishes
- more work on how Native and Christian spirituality can work together (recognizing that some communities want nothing to do with "native spirituality")
- needed in communities: more visiting, social occasions, teaching

Much of the financial support for Native ministries in our Diocese comes from a New England Company grant, the New England Company being a missionary Society from England which supports Christian ministry to Native peoples in Canada and the West Indies. In recent years this grant has enabled work in Sagamok, Sucker Creek and Sheguiandah; it has assisted with costs for the Diocesan Native Convocation, and has helped fund a Native Council newsletter and some costs associated with the Shingwauk School reunion.



## Native Council - 2

One of the events included in the New England Company grant is that of the annual **Diocesan Native Convocation**, held this past year at Camp Wakonda, outside of Echo Bay, September 6-8. The 1996 theme was "Gifts of the Creator", and many of the activities focused on that theme. The setting certainly reminded participants of God's beautiful world, and some of those feelings of gratitude manifested themselves in the people's "psalm of thanksgiving" created for the closing Sunday Eucharist. Participants were happy for the attendance of four leaders from the National Church:--

Donna Bomberry, the new National Council of Indigenous Ministries Co-ordinator

Teresa Mandrick, assistant to Donna Bomberry

Marjorie Ganzon, working with Residential Schools, and PWRDF

Catherine Morrison, Anglican Indigenous Circle Facilitator

We have many native people in our Diocese who attend non-native parishes throughout the diocese. Please let them know that they are welcome, and indeed encouraged, to attend these annual convocations. The two-day camping experience offers a time of learning, worship, fun, food(always), and fellowship. **The dates for the current year's Convocation are August 6-8, 1997 -- again at Camp Wakonda.** Brochures will soon be available to each parish, giving details.

The Native Council also meets periodically during the year for an evening meeting, usually beginning with a pot-luck supper, and usually in a convenient location like Blind River. Again, everyone is welcome to attend these meetings. Another time during the year when the three parishes try to get together to worship and celebrate is on June 21st -- Indian Prayer Day. This event took place in Garden River in 1996, and included an outdoor service, followed by a pot-luck lunch.

Because Lana Grawbarger is the person designated as lay pastor for the Shingwauk/Fauquier Chapel (which was originally connected with the Shingwauk Residential School in Sault Ste. Marie), the people of Garden River often take leadership in services held at the Chapel, e.g., Sault Sunday evening services and the special Eucharist held as part of the Shingwauk School Reunion.

There are a number of resources available from the Synod Office for any individual or parish interested in learning more about Native spirituality and culture, or about the Anglican Church of Canada and its past and present relationship with Native Anglicans. There are several videos, books, learning materials, and suggestions for liturgy (including using the Native colours in the lighting of the Advent wreath). A list of these resources will be available to all Synod delegates.

The Native Council also puts out a Newsletter which is made available throughout the Diocese. A copy is sent to each parish; however, there is also a mailing list of individuals who wish to receive a copy. Please let us know if there are people in your parish who would appreciate being on this mailing list.

The Rev. Rosalie Goos,  
For the Native Council

MINISTRY 2000

BRIDGING TO THE FUTURE OF OUR FAITH

FINAL REPORT OF THE MINISTRY 2000  
COMMITTEE

TO THE SYNOD  
OF THE  
DIOCESE OF ALGOMA

MAY 12, 1997

MINISTRY 2000  
BRIDGING TO THE FUTURE OF OUR FAITH  
Final Report of the Ministry 2000 Committee  
to the Synod of the  
Diocese of Algoma

Background

The Diocese of Algoma is a vibrant and integral member of the Anglican communion in Canada with 131 churches that contribute to the unified budget levy.

In 1990, the Diocese, in full partnership with the parishes, concluded the Bishop's Appeal, a financial campaign that raised \$2 million over a five year period to support identified priorities. These priorities included staff resources for youth work, stewardship, and administrative support for the Bishop.

With the completion of expenditures supported by the Bishop's Appeal, these staff resources with a total approximate cost of \$160,000 per year, required new resources, which could only be supported by a significant increase in the unified budget levy or through a new source of funding.

Bishop Ron Ferris and the Executive Committee of the Diocese, believing it important to maintain current Diocesan staff resources, while completing a long range plan for the financial stability of the Diocese, appointed, in 1995, a Financial Strategy Task Force to propose a plan for the immediate and future financial requirements of the Diocese.

The Strategic Financial Plan was submitted to the Diocesan Synod for approval and implementation in October 1995.

The plan presented to Synod and developed by The Task Force recognized:

1. the need to meet immediate funding requirements for current Diocesan staff resources that had previously been met through the Bishop's Appeal Fund.
2. the need to develop a longer range, economic plan which would meet the ongoing needs of the Diocese and at the same time protect and enhance the financial stability of local parishes.

3. the importance of reinforcing the Episcopal nature of the Anglican Communion and of engaging Anglicans in the vital ministries of the Diocese.
4. the importance of allowing parishes, through the Deanery Structure, more participation in allocating Diocesan financial requirements.
5. the need for financial strategies to assist parishes in meeting increased Diocesan responsibilities.
6. the need for any financial plan to be sufficiently flexible that individual parishes could choose from a number of initiatives to effectively support both Diocesan and parish priorities.

The report of the Financial Strategy Task Force was approved by the 1995 Algoma Synod, resulting in the creation of MINISTRY 2000 - BRIDGING TO THE FUTURE OF OUR FAITH. At the direction of Synod, the Ministry 2000 Program would include a strong stewardship and education component, and three monetary components.

Phase One would deal with immediate needs of the Diocese to meet 1996 financial obligations previously met through the Bishop's Appeal Fund. The financial goal for Phase One was \$250,000, plus a Contingency Fund.

Phase Two of the Ministry 2000 program was intended to encourage an every-member visitation at the parish level with a goal of asking each contributor to increase their current annual givings by at least ten per cent. Additional annual revenues generated by Phase Two were to be allocated to a special fund. One half of its revenue was to be retained by parishes to meet local priorities and the remainder was to be directed to the Diocese to meet ongoing requirements. The target for Phase Two was \$176,000 per year for a period not to exceed five years.

Phase Three of the Ministry 2000 program was intended to address longer term financial planning through annuities and wills.

Ministry 2000 Committee

Following the 1995 Diocesan Synod, and the approval by Synod of the Financial Strategy Task Force, the Bishop appointed the Ministry 2000 Committee consisting of the following individuals:

The Rev. Grant Churcher

The Rev. Tom Corston

The Rev. Frank Doe

Mr. Henry Gaines

Mrs. Sue Hudson

Mr. Bob McClatchie

The Ven. Mark Conliffe

Mrs. Georgie Doyle

The Rev. Rosalie Goos

The Rev. Cheryl Kristolaitis

Mr. Din Oosterbaan

The Rev. Dr. Don Thompson

The Ven. Jim Collins, Co-Chair,

Mr. Hugh K.N.Mackenzie, Chair

The Rt. Rev. Ronald Ferris - Bishop of Algoma

Mrs. Linda Smith was engaged as Administrative Assistant to the Committee and

The Rev. Tom Corston was appointed Recording Secretary.

Over the past two years the Ministry 2000 Committee has met at least bi-weekly. Whenever possible, the meetings have been by teleconference but throughout the process there has been a 'hands on' attitude toward the Ministry 2000 Program, resulting in numerous individual meetings with parishes.

In addition to the Diocesan Committee, every participating parish has had its own Ministry 2000 team who attended training sessions conducted by the Ministry 2000 Committee and who devoted many volunteer hours to ensuring the success of the program. The co-operation and co-ordination between the Ministry 2000 Committee, the parish teams and parish leadership has been instrumental in achieving a high level of success for the Ministry 2000 Program.

### Stewardship and Christian Education

One of the primary goals of the Ministry 2000 Program was to foster a renewed sense of stewardship throughout the Diocese. To ensure that this was carried out effectively and to underline its importance, a special Education Sub-Committee was structured.

The Education Sub-Committee of the Ministry 2000 Committee was called together to help build awareness of stewardship. The sub-committee had three main goals as Ministry 2000 progressed.

They wanted to hold before the Diocese a complete picture of stewardship. It was apparent that people all across the Diocese had a truncated view of that term, understanding stewardship to simply be the wise use of money. Others expanded that view by seeing our Christian stewardship responsibility to be the wise use of time, talents and treasure. The sub-committee attempted to expand this view to help Anglicans across the Diocese of Algoma understand that stewardship is acknowledging life is a gift from God and that must be cherished and offered in service to the building of His Kingdom. The good News of Redemption in Jesus is the foundational element in Christian Stewardship upon which all else builds.

The Education Sub-Committee also felt that the vast diversity of ministries found across the Diocese needed to be identified and celebrated. Often within our parishes, we are unaware of unique, life changing ministries that take place daily. Naming ministries in parishes became an emphasis of the education goals of Ministry 2000, both to encourage those who offer ministry in any form and to stimulate growth in personal ministry in each parish.

Finally, the sub-Committee found it essential to link these ministries with the realities of future ministry needs and resources in the parishes of the Diocese of Algoma. The changing economic climate across the Diocese, the changing demographics in the church, new realities in family life and changing emphasis in parish life all demand "visioning" for the future so that appropriate ministries can be developed to meet the needs of the future church.

With these three areas of focus, the Stewardship Education Sub-committee of Ministry 2000 set about to stimulate discussion, enhance worship, challenge ideas and point to the future of the Church.

The initiatives undertaken by the sub-committee include:

i) A list of Stewardship Resources available on loan from the Synod office was prepared and sent to every parish. This list includes books on the theology of stewardship, Bible studies, children and youth materials, fundraising, visitor training, etc. There are also a number of videos on a variety of stewardship topics fitting into the Phase Three emphasis on Planned Giving, including one on *Wills* featuring Canadian Don Herron as Charlie Farquarson.

ii) a Set of "bulletin inserts" to be used as such, or as discussion group starters, were prepared for every second Sunday from April through the first week of December, 1996. These covered various aspects of stewardship through a Bible study on one side, and a Ministry story from the Diocese on the reverse. Most of these articles were written by the Sub Committee members (the Rev. Jim Collins, Henry Gaines, the Rev. Rosalie Goos, and the Rev. Cheryl Kristolaitis). Thanks is also extended to anyone else who contributed requested items. Topics covered were:

**Bible Study**

What is a Steward?  
Stewards for God  
Stewards of Creation  
Stewards of Spiritual Blessings  
Stewardship of Giving  
Stewardship of Time

**Ministry Story**

A Message from the Bishop  
Youth Ministry - Sharing the Vision  
An Individual's Ministry: John Anderson  
Children in the Diocese  
A Personal Story of Giving  
Summer Ministries of Muskoka

Stewards of Leisure  
Stewardship of Talents  
Being a Steward  
Stewards for God  
Stewards of Talents  
Stewards of Spiritual Blessings  
Stewardship of Finances  
Diocesan Stewardship  
Stewards of Time  
Stewards of our Heritage  
Call to Commitment  
God's Future In Us

Camp Temiskaming  
Gifts Unfolding - Peggy Lapierre  
An Individual's Story - Marilyn Collins  
Missions to Seamen Ministry  
The Light of Youth Shining: Hayden Cline  
The Ministry of Prayer: Judie Cooper  
Youth Ministry in the Windward Islands  
Synod Office Personnel  
Ministry in Retirement: the Dunnills  
A Ministry of Storytelling  
Teamwork: Harry and Edith Morrow  
A Message from the Bishop

iii) The Committee produced the "Ministry 2000 is Education too" poster, illustrated with the colorful hotair balloons, which has been visible in churches throughout the Diocese. This same theme was incorporated into a bulletin cover.

iv) A package of materials was sent out which included guidelines for writing a Narrative Budget along with a sample budget produced by Holy Trinity, Sault Ste. Marie. The mailing contained a couple of exercises which enabled parishes to determine possible stewardship focuses and assisted individuals to discover their individual ministries. A sheet of "Ideas" shared stories from parishes across the Diocese. A variety of Bible studies (for youth and adults) were included to make people aware of some of the materials available. And - there was a litany of Celebration for parishes to use, if they wished, on the completion of Phase One.

v) As a kind of "summary" of *Ministry 2000*, this committee prepared three final bulletin inserts with the following information and questions:

March(past) - a Reminder of the educational materials made available during Ministry 2000, and some question for the parish.

What has been learned about the life of the Diocese since the inception of Ministry 2000?

What was discovered through the process of parish visiting?

Has your parish experienced growth in any areas of parish life?

What parish ministries have emerged through Ministry 2000?

Has your parish a fairly clear understanding of Stewardship?

How can the Stewardship Education team be of assistance?

April(present) - a Bible study based on the Feeding of the Four Hundred, and questions like:

Who needs ministry?(with a spectrum of ages and relationships)

What ministry is needed?(with questions of where, and at what cost)

May(future) - a look at the 10th chapter of Acts with the story of Peter and Cornelius, and how that relates to where our parish's future ministries are headed. It asks questions like:



What are the issues important to people in your area that the church needs to be saying or doing something about?  
What changes do we need to make in order for ministry to reach out to those around us who do not see themselves to be "like us?"

Look around your neighborhood and ask;  
Who among them is not already part of a church community and,  
What would make them know they were welcome in your church?

The Education Sub-Committee believes that the resources that have been made available to parishes as reviewed above will continue to be of value as the Diocese struggles with the concept of stewardship. They also believe that the educational emphasis must shift to challenging the Diocese to look to the future with purpose.

The concept of Planned Giving will be a major emphasis for the sub-committee in the months ahead. The foundation of this emphasis will be Deanery teams with expertise that can be shared with minimal expense and difficulty. Information and educational support materials will be produced to help with this learning process.

Identifying and implementing new ministries will continue to be a priority for the sub-committee as The Diocese of Algoma moves to the future. Becoming effective stewards of all that God has given us in Christ will strengthen us individually and corporately as we move into the future in faith together.

#### PHASE ONE

Phase One of the Ministry 2000 Program was intended to meet individual needs of the Diocese in 1996 which had previously been met through funds from the Bishop's Appeal.

An overall target of \$250,000 plus a Contingency Fund was established.

Gifts from Phase One totalled \$209,101.53. Additional amounts for Phase One targets have been pledged by the end of 1997, in the amount of \$10,364.00.

The result of these gifts is that the Diocese achieved 87% of its Phase One target, not including the Contingency .

Phase One results on a parish and Deanery basis are as follows:

1) ALGOMA DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
BLIND RIVER	2727.00	200.00
THESSALON	1740.00	1740.00
ELLIOT LAKE	3695.00	3587.00
GOULAIS RIVER	670.00	----
CHRIST CHURCH S.S.M.	4579.00	4579.00
ST. PETER'S S.S.M.	2531.00	2531.00
HOLY TRINITY S.S.M.	6833.00	7008.00
HEYDEN	574.00	574.00
ST. JOHN'S S.S.M.	4220.00	491.00
ST. LUKE'S S.S.M	11,488.00	11,488.00
**ST. MATTHEW'S S.S.M.	7859.00	7859.00
GARDEN RIVER	1690.00	1690.00
ST. JOE & ECHO BAY	3492.00	3492.00
WAWA, ST. PAUL'S	1489.00	1395.00
WHITE RIVER	725.00	410.00
<b>ALGOMA DEANERY PHASE ONE TOTALS</b>		
<u>TARGET</u>	<b>54,332.00</b>	<b>47,044.00 <u>ACHIEVED - 86.5%</u></b>

\*\*INCLUDES CASH RECEIVED PLUS PLEDGED AMOUNT BY DECEMBER 31,1997

11) MUSKOKA DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
BALA-TORRANCE	1985.00	1985.00
MACTIER	570.00	570.00
* BRACEBRIDGE	9279.00	----
ROXBOROUGH	43.00	43.00
EMSDALE	1253.00	1253.00
KEARNEY	628.00	628.00
NOVAR	721.00	721.00
GRAVENHURST	8598.00	5000.00
BARKWAY	102.00	100.00
HUNTSVILLE	9758.00	9758.00
GRASSMERE	169.00	169.00
ILFRACOME	185.00	185.00

RAVENSCLIFFE	703.00	703.00
LAKE OF BAYS MISSION	3052.00	1910.00
MILFORD BAY	1563.00	1000.00
PORT CARLING	1495.00	-----
MORTIMERS POINT	39.00	-----
GREGORY	1337.00	-----
**PARRY SOUND	9809.00	9809.00
PORT SYDNEY	2389.00	2389.00
BEATRICE	213.00	213.00
FALKENBURG	534.00	534.00
VANKOUGHNET	483.00	190.00
UFFINGTON	175.00	170.00
ROSSEAU	1629.00	1629.00
ULLSWATER	109.00	109.00
**WINDERMERE	1031.00	1031.00
**ORRVILLE	882.00	882.00
SUNDRIDGE	910.00	910.00
BURK'S FALLS	641.00	641.00
MAGNETEWAN	666.00	688.00
SOUTH RIVER	1067.00	1067.00
EAGLE LAKE	313.00	313.00

MUSKOKA DEANERY PHASE ONE TOTALS

<u>TARGET</u>	60,329.00	44,654.00	<u>ACHIEVED 74%</u>
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\*SPECIAL CIRCUMSTANCES RESULTED IN A NEGOTIATED AGREEMENT WITH THE MINISTRY 2000 COMMITTEE

\*\*INCLUDES CASH RECEIVED PLUS PLEDGED AMOUNT BY DECEMBER 31,1997

III) SUDBURY DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
CAPRFOL	3207.00	2755.00
GARSON, ST. MARKS	1454.00	1454.00
COPPERCLIFF	3626.00	3844.00
LOCKERBY, ST JAMES	1375.00	1375.00
ESPANOLA	3113.00	-----
MASSEY	998.00	-----
WEBBWOOD	222.00	200.00
WESTERN MANITOULIN	2569.00	2569.00
LITTLE CURRENT	2780.00	2358.00
SHEGUIANDAH	110.00	110.00

LIVELY	5127.00	4016.00
MANITOWANING	1203.00	950.00
MINDEMOYA	2093.00	2093.00
SOUTH BAY MOUTH	1083.00	1083.00
ASCENSION, SUDBURY	4380.00	2309.00
CONISTON	1286.00	1286.00
EPIPHANY, SUDBURY	10,249.00	10,170.00
RESURRECTION, SUDBURY	3852.00	2492.00

SUDBURY DEANERY PHASE ONE TOTALS

<u>TARGET</u>	48,721.00	36,093.00 <u>ACHIEVED 74%</u>
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iv) TEMISKAMING DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
ENGLEHART	2172.00	309.00
CHARLTON	649.00	40.00
HAILEYBURY	3395.00	354.00
COBALT	26.00	26.00
TEMAGAMI	763.00	1011.00
NEW LISKEARD	3368.00	250.00
**CHRIST CHURCH, N.B.	5026.00	5026.00
ST. BRICE'S, N.B.	7771.00	7775.00
**ST. JOHN'S, N.B.	5368.00	5368.00
POWASSAN	2372.00	2372.00
CALLANDER	1967.00	1967.00
RESTOULE	436.00	436.00
STURGEON FALLS	949.00	949.00
TEMISKAMING	526.00	565.00

TEMISKAMING DEANERY PHASE ONE TOTALS

<u>TARGET</u>	36,825.00	28,484.00 <u>ACHIEVED 77.3%</u>
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\*\*INCLUDES CASH RECEIVED PLUS PLEDGED AMOUNT BY DECEMBER 31, 1997

v) THUNDER BAY DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
MANITOUWADGE	2393.00	1054.00
NIPIGON PARISH	2635.00	2635.00
SCHREIBER	3123.00	2000.00
MARATHON	2827.00	955.00
ST. GEORGE, T.B.	3127.00	460.00
ST. JOHN, T.B.	8525.00	8535.00
ST. LUKE'S, T.B.	6373.00	6373.00
ST. MICHAELS, T.B.	11,435.00	11,435.00
ST. PAUL'S, T.B.	13,299.00	13,299.00
ST. STEPHEN'S, T.B.	2150.00	2150.00
ST. THOMAS, T.B.	12,198.00	12,198.00
PARISH W THUNDER BAY	2255.00	2255.00
THUNDER BAY DEANERY PHASE ONE TOTALS		
<u>TARGET</u>	70,340.00	60,046.00 <u>ACHIEVED 85.4%</u>

PHASE TWO

Phase Two of the Ministry 2000 Program was intended to increase on a permanent basis, the envelope givings of each parish by 10% per annum. The proceeds from this stewardship program were to be categorized separately. One half of the increased givings were to be retained by the parishes and one half used by the Diocese to support ongoing Diocesan expenses no longer funded by the Bishop's Appeal.

For example, if a parish's annual income was \$100,000 and through Phase Two of the Ministry 2000 program this was increased by 10% in 1997 to \$110,000, then \$5000 of this increase will be retained by the parish and \$5000 forwarded to the Diocese. This revenue sharing would continue for a period of no more than five years or until additional expenses of the Diocese which were previously funded by the Bishop's Appeal, are harmonized with the General Levy.

An important part of Phase Two was an every member visitation at the parish level . Extensive training sessions were held throughout the Diocese to assist Parish Ministry 2000 Teams in the visitation process. While parishes took different approaches to every member visitations, the net result was a generous response to increased givings.

Commitments for Phase Two of the Ministry 2000 Campaign totalled \$126,644.00 on an annual basis, for the Diocesan share. Of this amount, for the 1997 year, \$41,827.63 has been received. The remainder has been pledged in payments due during the remainder of 1997. The result of these commitments is that the Diocese has achieved 72% of its Phase Two targets.

The Diocesan portion of Phase Two results on a parish and Deanery basis are outlined below. The "achieved" amount includes the amount received plus the amount committed to for the balance of 1997.

1) ALGOMA DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
*BLIND RIVER	1825.00	-----
*THESSALON	1303.00	-----
*ELLIOT LAKE	2488.00	-----
GOULAIS RIVER	606.00	-----
CHRIST CHURCH	2970.00	2970.00
ST PETER'S	1562.00	1562.00
HOLY TRINITY	4614.00	4614.00
HEYDEN	573.00	1000.00
ST. JOHN'S, S.S.M	2431.00	2431.00
ST. LUKE'S, S.S.M	7033.00	7033.00
ST. MATTHEW'S, S.S.M	4739.00	4739.00
GARDEN RIVER	360.00	360.00
ST. JOE & ECHO BAY	1834.00	1834.00
WAWA, ST. PAUL'S	757.00	-----
WHITE RIVER	443.00	-----
ALGOMA DEANERY PHASE TWO TOTALS		
<u>TARGET</u>	33,538.00	26,543.00 <u>ACHIEVED 79.1%</u>

\*SPECIAL CIRCUMSTANCES RESULTED IN A NEGOTIATED AGREEMENT WITH THE MINISTRY 2000 COMMITTEE TO PUT PHASE TWO RESULTS TOWARD OBTAINING SELF SUPPORT STATUS.

ii) MUSKOKA DEANERY  
PARISH

	<u>TARGET</u>	<u>ACHIEVED</u>
BALA-TORRANCE	1376.00	1376.00
MACTIER	480.00	480.00
SOUTHWOOD	9.00	9.00
BRACEBRIDGE	6480.00	6480.00
ROCKSBOROUGH	42.00	42.00
FMSDALE	705.00	705.00
KEARNEY	409.00	409.00
NOVAR	463.00	463.00
GRAVENHURST	4434.00	4434.00
BARKWAY	85.00	-----
HUNTSVILLE	5962.00	5962.00
GRASSMERE	149.00	200.00
ILFRACOMBE	148.00	148.00
RAVENSCLIFFE	380.00	381.00
*LAKE OF BAYS MISSION	1878.00	-----
MILFORD BAY	915.00	-----
PORT CARLING	730.00	-----
MORTIMER'S POINT	75.00	-----
GREGORY	606.00	-----
PARRY SOUND	5275.00	5275.00
PORT SYDNEY	1613.00	1613.00
BEATRICE	129.00	129.00
FALKENBURG	294.00	294.00
VANKOUGHNET	222.00	222.00
UFFINGTON	102.00	102.00
ROSSEAU	950.00	950.00
ULLSWATER	200.00	-----
WINDERMERE	714.00	-----
ORVILLE	650.00	-----
SUNDRIDGE	525.00	525.00
BURK'S FALLS	554.00	554.00
MAGNETAWAN	375.00	375.00
SOUTH RIVER	605.00	605.00

MUSKOKA DEANERY PHASE TWO TOTALS  
TARGET 37,603.00

30,831.00 ACHIEVED 81.9%

SUDBURY DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
CAPREOL	1964.00	1964.00
GARSON, ST. MARK	969.00	969.00
COPPER CLIFF	1922.00	1922.00
LOCKERBY, ST. JAMES	1452.00	1452.00
ESPANOLA	1591.00	----
MASSEY	516.00	----
WEBBWOOD	142.00	----
PARISH WESTERN MAN.	1782.00	----
LITTLE CURRENT	1695.00	----
SHEGUIANDAH	25.00	----
LIVELY	3366.00	----
MANITOWANING	623.00	623.00
MINDEMOYA	1704.00	1704.00
SOUTH BAY MOUTH	731.00	731.00
ASCENSION, SUDBURY	2981.00	----
CONISTON	764.00	794.00
EPHIPHANY, SUDBURY	8374.00	8374.00
RESURRECTION, SUDBURY	2772.00	2772.00

SUDBURY DEANERY PHASE TWO TOTALS  
TARGET 33,373.00

20,315.00 ACHIEVED 60.8%

TEMISKAMING DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
ENGLEHART	1502.00	1502.00
CHARLTON	372.00	----
HAILEYBURY	2604.00	----
COBALT	50.00	100.00
TEMAGAMI	541.00	541.00
NEW LISKEARD	2214.00	----
CHRIST CHURCH, N.B.	4062.00	4062.00
ST. BRICE'S N.B.	5469.00	5469.00
ST. JOHN'S, N.B.	4558.00	4558.00
POWASSAN	1664.00	1664.00
CALLANDER	1144.00	1144.00
RESTOULE	234.00	234.00
STURGEON FALLS	576.00	576.00
TEMISKAMING	354.00	----

TEMISKAMING DEANERY PHASE TWO TOTALS  
TARGET 25,324.00

15,768.00 ACHIEVED 62%



THUNDER BAY DEANERY

<u>PARISH</u>	<u>TARGET</u>	<u>ACHIEVED</u>
MANITOUWADGE	1516.00	1516.00
NIPIGON PARISH	1878.00	1878.00
SCHREIBER	1399.00	1399.00
MARATHON	1762.00	-----
ST. GEORGE'S, T.B.	2651.00	-----
ST. JOHN'S, T.B.	5323.00	5323.00
ST. LUKE'S, T.B.	4240.00	4241.00
ST. MICHAEL'S	7212.00	7212.00
ST. PAUL'S, T.B.	7775.00	7775.00
ST. STEPHEN'S, T.B.	1355.00	1355.00
ST. THOMAS'S, T.B.	8580.00	-----
PARISH OF WEST T.B.	1988.00	1988.00

THUNDER BAY DEANERY PHASE TWO TOTALS  
TARGET 46,149.00

33,187.00 ACHIEVED 71.9%

PHASE III

Ministry 2000 Phase Three was designed to have two ongoing components. The first component is gift planning. The second component is ongoing stewardship education.

Between Synod 1995 and Synod 1997 the Phase One and Phase Two components of Ministry 2000 fully occupied the energies of the Ministry 2000 Committee. With the submission of this final report, the Ministry 2000 Diocesan Committee will be discharged and their work concluded. There is a need to build in the ongoing components of planned giving and stewardship education into the normal patterns of our Diocesan life.

For this reason the Stewardship Education Team of the present Ministry 2000 Committee has been asked to continue on with the work of stewardship education in the period beyond Synod 1997.

A new leadership has been developed in many parishes and deaneries. Both the Stewardship Education Team and the Rev. Rosalie Goos as staff person for stewardship will seek to connect parishes seeking stewardship assistance with the programs and leaders that they will require for effective new initiatives. Ongoing stewardship education in all parishes will be enhanced by the ideas, materials, and resources that they provide.

"Planned Giving", sometimes called "Gift Planning", refers to the ongoing work of assisting those who wish to make gifts to their church through the use of wills, annuities, special gifts, life insurance, or charitable trusts. The Bishop is in the process of appointing two new coordinators to work with Rosalie Goos as the staff person. The three will gather a Diocesan team to implement an effective education program and to undertake gift planning programs in specific parishes that wish to undertake pilot projects. A number of people around the Diocese have taken special training in this field and will be asked to help. A high level of training is required to help match the various instruments to the specific objectives and needs of each donor. Throughout the program, parish Diocesan, and national needs will be worked at cooperatively. The strongest emphasis will be on parish needs.

FINANCIAL STATEMENT

The Financial Statement for the Ministry 2000 Program which has been prepared by the Diocesan Treasurer is attached. It should be noted that this statement deals with ACTUAL cash received only. It does not include Phase One or Phase Two amounts pledged by parishes.

The expenses incurred by the Ministry 2000 Committee includes travel and meeting costs, parish education and training as well as administrative costs. These costs, extrapolated over Phase One and Phase Two, through to its five year completion, constitutes an administration cost of 6.9%.

Assuming the Phase Two receipts are not amalgamated with the General Levy prior to the five year duration of Phase Two, the total amount of funds raised by the Ministry 2000 Program are projected to be \$852,686.00.

### COMMITTEE RECOMMENDATIONS

The Ministry 2000 Committee has made three recommendation to the Bishop related to bringing closure to this program.

The first is that an ongoing committee be appointed to develop and continue a Planned Giving Strategy as envisioned in Phase Three of the Ministry 2000 Program.

Secondly, we have recommended the appointment of an Oversight Committee to assist the Diocesan Treasurer in ensuring that funds pledged to Phases One and Two of the Ministry 2000 Program are realized over the next several years or until such time as the Phase Two commitments are harmonized with the General Levy.

Finally, we have recommended that a 'Bishop's List' be established to follow-up with those few parishes that were not willing to fully participate in the Ministry 2000 Program.

### CONCLUSION

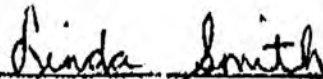
The Ministry 2000 Program has begun a Stewardship initiative throughout Algoma which hopefully will have an ongoing effect on the life of our Diocese. The program will realize, through Phase One and Phase Two more than \$850,000.00 to supplement the operating budget of the Diocese. The Ministry 2000 Program also initiated a number of methods to examine the ways in which we provide ministry at both the Diocesan and parish levels with a view to making them more relevant and more efficient.

The Ministry 2000 Program could not have enjoyed the measure of success that it has without the willing support of almost every parish in the Diocese. With very few exceptions, everyone contributed as much as they were able. We hope that the result is a diocese which is stronger both spiritually and financially.

The committee would like to express their sincere thanks to all those who participated in the Ministry 2000 Program. A special thanks to our Bishop whose solid support was constant and effective and also to the hundreds of volunteers across Algoma who assisted at the parish level.

RESPECTIVELY SUBMITTED ON BEHALF OF THE COMMITTEE.

  
\_\_\_\_\_  
HUGH MACKENZIE, CHAIR

  
\_\_\_\_\_  
LINDA SMITH, CO-CHAIR

DIOCESE OF ALGOMA

MINISTRY 2000

STATEMENT OF INCOME/EXPENSE/DISBURSEMENTS TO APR. 30, 1997

INCOME

159-001	Gifts Received to date (Phase 1)	\$209,101.53
159-003	Gifts Received to date (Phase 11)	41,827.63
-		-
-	Total Income	----- \$250,929.16 =====

EXPENSES/DISBURSEMENTS/ALLOCATIONS

159-010	Trav/Mtg. Costs	\$ 7,238.98
159-016	Parish Education	9,652.53
159-011	Post/Tele/Stationery	20,183.08
159-012	Print'g/Promo Material	8,330.37
159-013	Misc. (Fax Mach/Plan Giv Conf	1,852.20
159-014	Salaries/Benefits Contract	<u>11,693.41</u>
-	Total Expenses	<u>\$ 58,950.57</u>

159-015 FUNDS ALLOCATED

1996 Diocesan Budget .....	\$162,000.00
Windward Island Ministry.....	12,000.00
On Acct Syn Off. Eqp't Upgrade.....	<u>8,393.00</u>
Sub Total.....	182,393.00

159-000	Excess Disb./Exp./Allocations to date.	<u>9,585.59</u>
		<u>\$250,929.16</u> =====



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Din P. Oosterbaan,  
Diocesan Treasurer

Apr 30/97  
ar\exh41

NOTE: #1



## Orders of the Day

### 1. **Motions organizing the Synod:**

Be it resolved that:

1. The appointment of Committees, as printed in the Convening Circular be confirmed;
2. The regrets of absences, greetings, and courtesies of Synod and of the Floor be extended or received as the case may be;
3. The report of the Scrutineers in regard to the Clerical and Lay delegates be regarded as received, and that the Chair, as soon as may be practicable, shall announce the result of such scrutiny;
4. The Agenda be adopted.
5. The Minutes of the 1995 Synod be adopted;

Moved:  
Seconded:

### 2. **Election of Secretaries:**

That Mal Binks be declared elected as Lay Secretary, and the Reverend Richard White be declared elected as Clerical Secretary.

Moved:  
Seconded:

### 3. **Reception of Report and Motions:**

That the Reports and Motions (a) printed in the Convening Circular, (b) additional Repots, and ( c ) additioinal (non-canonical) motions be received.

Moved:  
Seconded:



4. **Deanery and Diocesan Life Task Force:** (pages 202 - 240, motions on page 210)

That this Synod accept the Report of the DDLTF.

Moved: H. Hamilton

Seconded:

5. That this Synod forward the Report to the Bishop, the Territorial Archdeacons, and Deanery Councils with instructions that the recommendations herein be implemented for two years, and that there be a forum at the 1999 Synod to report on and evaluate the results of this trial period.

Moved: H. Hamilton

Seconded:

6. That the Constitution and Canons Committee be instructed to combine Canon F1 and F2, and to present a revised Canon to the 1999 Synod.

Moved: H. Hamilton

Seconded:

7. That the Archdeacons and Dean be given a responsibility allowance in an amount to be determined by the Executive Committee, in addition to reimbursement for out-of-pocket expenses while on Diocesan business.

Moved: H. Hamilton

Seconded:

8. That each Deanery develop manuals for parish and deanery officials.

Moved: H. Hamilton

Seconded:

9. That Deanery Council nominate the clerical deanery official when there is a vacancy rather than appointment by Bishop only.

Moved: H. Hamilton

Seconded:

10. That the Deanery Council pay the expenses of all three deanery officials at the prevailing diocesan rates.

Moved: H. Hamilton

Seconded:

11. That a manual be created describing diocesan / deanery structures and the responsibility and roles of the Wardens, Synod Delegates, Lay Stewards, Regional Deans, and Archdeacons, and establish a training program for these officials.

Moved: H. Hamilton  
 Seconded:

12. That all deaneries establish financial resources to assist with the implementation of the educational endeavours.

Moved: H. Hamilton  
 Seconded:

13. That the diocese explore the possibility of interest - free loans for parishes to help them acquire computer equipment.

Moved: H. Hamilton  
 Seconded:

**Task Force on Equalized Stipend: (pages 188 - 200, motions on page 200)**

14. That in addition to the minimum stipend and years of service grant, a responsibility allowance be adopted effective January 1, 1998 and that the Compensation Sub-Committee of the Administration and Finance Committee review the responsibility allowance contained in this report and make recommendations to the Executive Committee which will approve the final form of the responsibility allowance.

Moved: E. Swayze  
 Seconded: L. Shaw

**Amendment to Notice of Motion # 14:**

- 14-1. That if responsibility allowances are adopted, that the cost be borne from the diocesan budget and not by individual parishes.

Moved: D. Cole  
 Seconded: C. McMillan

15. **[Intended to be introduced if Motion # 14 is defeated]** (page 200)

That the Equalized Stipend Policy be abandoned. Minimum Stipend and years of service grant would continue to be set by the Executive Committee and minimum remuneration policy by the Synod. Parishes would be able to give their clergy greater remuneration than the minimums.

Moved: E. Swayze  
Seconded: L. Shaw

16. That the Compensation Sub-Committee of the Administration and Finance Committee prepare for the 1999 Synod a proposal to give an equity allowance to those incumbents living in rectories.

Moved: E. Swayze  
Seconded: L. Shaw

**Constitution and Canons Committee Report:**

17. Amendment to Canon I - 1, Appointments to Charges, found on page 246

Moved: S. De Gruchy  
Seconded:

**Amendment to Notice of Motion # 17**

17-1. That Canon I - 1 be amended by inserting the following as section 1 and renumbering the other sections accordingly:

*assisted parishes:*

The Bishop shall have the right to present and appoint clergy to assisted parishes.

Moved: H. Hamilton  
Seconded:

18. Amendment to Canon A - 1, Election of a Bishop, found on page 250.

Moved: S. De Gruchy  
Seconded:

19. Amendment to Canon A - 8, Bishop's Commissary and Diocesan Administrator, found on page 252.

Moved: S. De Gruchy  
Seconded:

20. Amendment to the Canons 1995, found on page 253.

Moved: S. De Gruchy  
Seconded:

21. **Communications Committee** (page 255)

That the Chair of the Communications Committee be a regular voting member of Diocesan Executive.

Moved: G. Snell  
Seconded: B Cline

22. **Replacement of Wardens:** (page 255)

That Canon J - 2 be amended by adding the following:

Vacancy on the Church Board:

- (a) In the event of the resignation of a warden, the proper deputy warden, if there is one, shall assume the position without further appointment or election.

Moved: Richard White  
Seconded: Darlene Hardy

23. **Election of Youth Delegates:** (page 256)

That article 1 (e) of the Constitution be rescinded and replaced with the following:

- (e) three youth delegates from each deanery, between the ages of 16 and 24, to be selected not less than three months prior to Synod, in a manner prescribed by the Diocesan Youth Committee.

24. **Gambling**

Motion presented by Muskoka Deanery

**Motions of the Apportionment Task Force: (pages 259 - 262)**

25. That diocesan monies derived from parishes for the operating expenses of the diocese be known as an apportionment.

Moved by:

Seconded:

26. That the base used for the calculation of a parish apportionment include all monies used for the operating budget or current expenses.

Moved by:

Seconded

27. That the apportionment be established by applying two levels of participation based first on a modest percentage of the cost of incumbency and second a higher percentage of the remaining income.

Moved by:

Seconded

28. That the calculation of the apportionment be based on a three year average figure of parish income.

Moved by:

Seconded

29. That beginning in 1998, the apportionment be based on the total amount required for the diocesan budget from parish contributions.

Moved by:

Seconded

30. That contributions from Phase I of Ministry 2000 not be considered as part of parish income.

Moved by:

Seconded

31. That the Executive Committee establish an appeal process to be administered by Deanery Council.

Moved by:

Seconded:

32. That in 1998 no parish would a) pay more than 10% over their 1997 levels, and b) make a contribution less than the blended contribution of their 1997 levy and the parish portion of the Phase II Ministry target.

Moved by:

Seconded:

33. That the Executive Committee develop a substantial and creative program of budget interpretation that would be offered in deaneries and parishes.

Moved by:

Seconded:

34. That as an interim measure for 1998 & 1999, parishes will be presented with two figures of apportionment. The first figure would be derived from the regular envelope and open offerings. The second figure would be based on the measures outlined in these motions. Parishes would be given the option of choosing which figure to frame their contributions to the diocese on.

Moved by:

Seconded:

35. That the Constitution & Canons committee draft a new canon in accordance with these motions, to be introduced at the 1999 diocesan synod.

Moved by:

Seconded: