

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

Fortieth Session of Synod

Christ's Life Overflows



God's love has flooded our inmost heart.

Synod Journal and Convening Circular

May 10, 11, and morning of 12, 2001

INTRODUCTION

This Convening Curricular conveys, in accordance with Article 4 of the Constitution, the call from the Bishop of Algoma with the concurrence of the Executive Committee, to assemble in a regular meeting of the Synod in Sault Ste. Marie on Thursday, May 10, 2001, commencing at 8:30 a.m. until Saturday, May 12, 2001, at 12:00 p.m.

As noted in the February 22, 2001 memorandum, this Circular is issued in accordance with Section C, Article 4 and is mailed to you one month before the meeting of Synod. While the order of business to be discussed may vary, the business mentioned in the Circular shall have precedence over all other business.

In the interest of economy, delegates are requested to bring all of this material with them, as additional copies are not available at Synod.

In the event you are unable to be in attendance PLEASE ENSURE that the alternate delegate is provided with this Convening Curricular sufficiently in advance so that she/he may study the material.

Please note that all material has been punched for your convenience and will fit any standard three-ring binder.

This document has two main purposes. Mostly, it is used by members of Synod who will thumb through these pages to find the details of the meeting and to find information used to conduct the business of synod. This information consists of the formal Notices of Motion, lists of members and officers of the Diocese, committee reports, the audited financial statements, and supporting information.

This Convening Circular is also the publication of record for the Diocese of Algoma. It has a function similar to that of a report to the shareholders of a corporation. In this respect, the Circular could be called a Bi-annual report of the Diocese of Algoma.

The meeting arrangements for Synod, the time, place, registration, costs, and hotel facilities are outlined in detail in the Diocesan Treasurer's Memorandum of February 22, 2001. It is intended that all advance material shall constitute the delegate's copies of the 2001 Algoma Synod Journal. The post-Synod mailing will, therefore, only consist of the copies of those reports distributed at Synod and the actual Synod Minutes and Proceedings. These exhibits can then be added to complete the 2001 Algoma Synod Journal.

Page Numbers:

The pages of the Circular are numbered consecutively from Number 1, commencing with this Introduction, followed by the Table of contents. Sufficient blank pages have been reserved to allow for the inclusion of the Bishop's Charge, as well as the aforementioned material to complete the Synod Journal, following the conclusion of synod. Any unused page numbers will be recorded in the new Table of Contents at that time. The Reports Section commences at Page 101 with the 2000 audited Financial Statements, followed by the other Committee Reports.

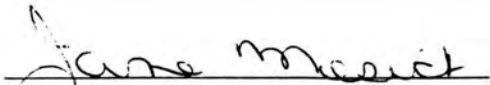

Jane Mesich, C.A., Diocesan Treasurer

TABLE OF CONTENTS
(Synod Journal)

Acts of Synod	18-20
Anglican Church Women, President's Report	213-214
Amendment to the Constitution, Article 10: Executive Committee	215
Bishop's Charge	55-76
Bishophurst Maintenance Committee Members	22
Cara Community Corporation	217-230
Certificate of Approval of Journal of Proceedings	23
<u>Committees, Commissions, Task Forces, Etc., Reports of</u>	
Administration and Finance Committee	145-146
Exhibit A: Sample Agenda	147
Exhibit B: Functions Completed and Presently Under Review since Synod 1999 ..	148-149
Exhibit C: Report on Study to Base Apportionment on Current Year Assessable Income of Parishes	150-152
Exhibit D: Budget Estimates	153, 155, 157, 159
Exhibit E: Report from Compensation Sub-Committee on Clergy Housing	161-162
Amendment to Canon I-2: Signing Officers	163
Archives/Heritage Centre	165
Bishophurst Maintenance Committee	166-167
Companion Diocese Committee	168-169
Constitution and Canons Committee	170
Amendment to Canon A-6: Delegates to the General Synod	171
Amendment to Canon A-7: Delegates to the Provincial Synod	173
Doctrine, Worship and Ministry Committee	175-178
Executive Committee	139-142
A Motion to Indemnify the Members of the Executive Committee	143
Harmony Task Force	179-199
Amendment to Canon I-4: Lay Readers and Eucharistic Assistants	201
Layreaders, Warden of	203
Layreaders, List of	261-265
Matrimonial Commission	204
Mutual Ministry Committee	205
New Life Task Force, Prospects of New Life	267-272
Postulancy Commission	206-208
Program and Youth Consultant	209-210
Youth Ministry	211-212

Contents, Table of	3
Corporate Re-Structuring of the Diocese	231-2
Court, Report of The Diocesan	23
Courtesies	
Diocesan Court Members	
Diocesan Flow Chart Structure	
Executive Committee of the Diocese of Algoma, May 9, 2001	
<u>Financial Statements, Reports, Schedules, etc.</u>	
Audited Financial Statements, December 31, 2000	101-1
Archbishop Wright Building Fund, Loans Receivable	1
Car Loan Fund and Personnel Fund	115-1
Dawson Estate, Assets of	12
Investments, Statement of Consolidated Investment Fund	117-12
Parish Trusts	
Schedule of Endowment, Trust Fund and Unexpended Balances - Local Trusts	121, 12
Schedule of Endowment, Trust Fund and Unexpended Balances - Cemetery Trusts	12
Synod Trusts	
Schedule of Endowment, Trust Fund and Unexpended Balances	125, 127, 12
General and Provincial Synod Delegates	
Introduction	1
Journal of Proceedings	24-5
Members of Synod, List of	8-
Memoriam	
Missions To Seafarers, Report	234-2
New Initiatives Fund, Report	236-2
Notices of Motion	
Primate's World Relief and Development Fund, Diocesan Co-ordinators' Report	2
Primate's World Relief and Development Fund (Incorporated) Diocesan Representative	
Property Transactions	239-2
Sessional Committees	
Statistics - 1999, Selected Diocesan	133-1
Thorneloe University, Report	243-5
William McMurray Corporation, Report	245-5
Unused pages	77-
Youth Camps Reports	
Camp Manitou	255-

In Memoriam

We remember these faithful servants of God who have departed this life 1999-2001:

Years of Service in Algoma

The Reverend Robert Charles	1958-1982
The Reverend Canon James Craig	1944-1951
The Reverend Gilmour Beattie	1971-1976
The Reverend Bagot King-Edwards	1957-1973
The Reverend Teunis Koning	1966-1975
The Reverend Dr. Edward Pulker	1975-1979
The Reverend Warren Harding	1967-1969

* * * * *

Mr. Ted Husband, Diocesan Lay Reader
The Honourable Mr. Justice Spiros Loukidelis, Chancellor, Thorneloe University
Mrs. Barbara Piper, Diocesan Lay Reader
Mrs. Mary Tanton, St. Thomas' Church, Bracebridge

* * * * *

Mrs. Merle Brown, wife of the Reverend Robert Brown
Dr. William Craymer, son of the Venerable Samuel Craymer
Mrs. Marjorie Ferris, mother of the Right Reverend Ronald C. Ferris
Mr. David Locke, son of the Venerable Roy Locke
Mrs. Dale Peever, wife of the Reverend Canon Bain Peever
Mrs. Muriel Ripley, wife of the Reverend Charles Ripley
Mrs. Rose Sissenah, widow of the Reverend Douglas Sissenah

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

Revised May 2, 2001

*The Executive Committee of the Diocese of Algoma
(May 9, 2001)*

The Bishop - The Rt. Rev. Ronald C. Ferris
The Dean - The Very Rev. Allan R. Reed
The Treasurer - Mrs. Jane Mesich
The Chancellor - Mr. O. Kennedy Lawson
The Registrar - Mr. Robert Stead

Archdeacons

The Ven. Susan De Gruchy
The Ven. Harry Huskins
The Ven. Hugh Hamilton
The Ven. Lynn Uzans
The Ven. Tom Corston
The Ven. Mark Conliffe

Regional Deans

The Rev. Wayne Putman
The Rev. Tom Cunningham
The Rev. Linda White
The Rev. Dawn Henderson
The Rev. Canon Paul Carr

Lay Stewards

Mr. Henry Gaines
Mr. Din Oosterbaan

Mrs. Marlene Amer
Mr. Doug Hughes

Mr. Mal Binks
Mrs. Shirley Palmer

Mrs. Patricia Mark
Mr. Garry Barker

Mrs. Lorhel White
Mrs. Dorothy Anstice

Bishop's Appointees

Mr. Ernie Rye
The Rev. Gary Botha

Youth Representative

Miss Jennifer Snowden

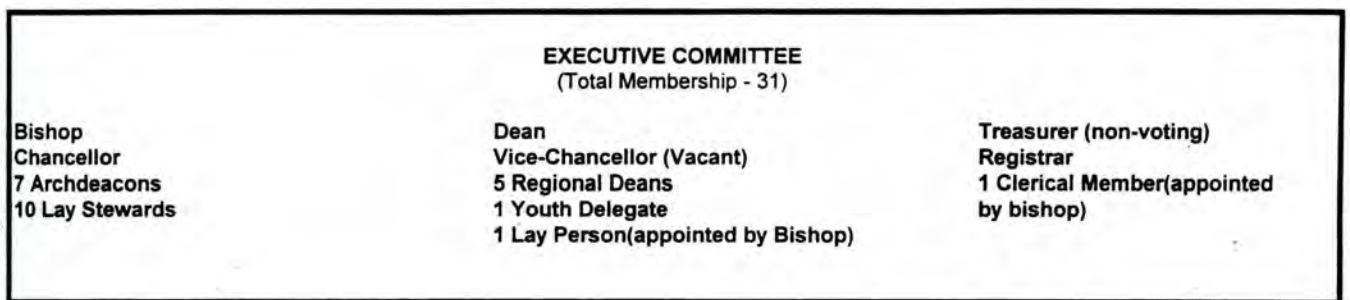
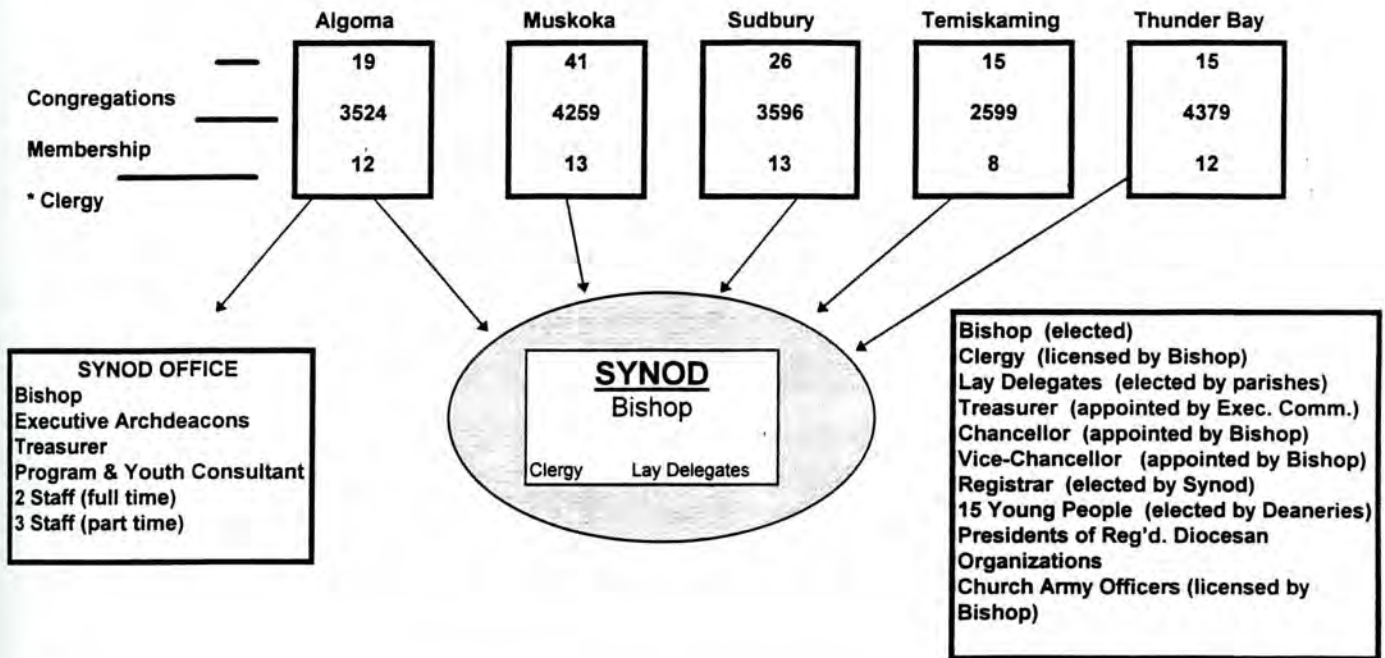
Permanent Courtesies of the House

ACW President:

Mrs. Ena Conliffe

ALGOMA DIOCESAN STRUCTURE

Total Number of Anglicans	61,580	(1981 Census)
Total Reported Membership	18,357	(1999)
Total Average Sunday Attendance	5,076	
Total Organized Congregations	116	
Total Number of Deaneries	5	



* ACW President: present but non-voting

40TH SESSION
MEMBERS OF 2001 SYNOD
(Convening Circular)

EX-OFFICIO

The Bishop:	The Right Reverend Ronald C. Ferris
The Chancellor:	Mr. O. Kennedy Lawson
The Registrar:	Mr. Robert Stead
The Executive Archdeacons:	The Venerable Susan De Gruchy The Venerable Harry Huskins
The Treasurer:	Mrs. Jane H. Mesich
ACW President:	Mrs. Ena Conliffe
Warden of Lay Readers:	Dr. David Gould
Lay Steward Algoma:	Mr. Din Oosterbaan
Lay Steward Muskoka:	Mrs. Shirley Palmer
Lay Steward Sudbury/Manitoulin:	Mrs. Dorothy Anstice
Lay Steward Temiskaming:	Mr. Doug Hughes
Lay Steward Thunder Bay:	Mr. Garry Barker

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**

2001 SYNOD DELEGATES

ALGOMA DEANERY

<u>Parish</u>	<u>Incumbent</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Blind River St. Saviour		Donna Farrell	Yvonne Bohren
Thessalon Redeemer		Lily McLean	
Elliot Lake St. Peter the Apostle	Jody Medicoff	George Coates Edytne Cooke	Cyril Emmerson Debbie Kruger
Garden River St. John	Cathy McCaig	Gertrude Kehoe Bontje Williams	Betty Grawbarger
Goulais River St. James	Bill Stadnyk	Ross Cutmore	Steve Simms
Heyden St. Mark	Henry Gaines		
Sault Ste. Marie:			
Christ Church St. Peter	Earl Burke	Robert Monarch Sandra Johnston	Gary Bovingdon Keith Birkinshaw
Holy Trinity	Robert Elkin	Frances Glover Jane Rogers Robert Dickson	Neil Howson Gloria Cardinal
St. John	Wayne Putman	Richard Brideaux Maureen Walls	Myrna Robinson
St. Luke Hon. Assist. Dean Emeritus	Allan Reed Harry Morrow Lawrence Robertson	Michael Bennett John Smale Dene Clark	Sandra O'Brien John Muirhead Mary Rossiter
St. Matthew	David Donevan	Bill Kidd Marg Ward Alison Weir	
Bishop Fauquier Chapel	Lana Grawbarger		
St. Joseph- St. George	Hugh Hamilton	Dave Taylor Pat Gaebel	Pat Brown
Wawa St. Paul	Diana Wilde	Elizabeth Woods	Eunice McMahon
White River All Saints		Jeanne Morgan	

MUSKOKA DEANERY

<u>Parish</u>	<u>Incumbent</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Bala Trinity/St. Alban Priest Associate	David Hardie Margaret Johnston	Donna Bourgeois Glad Bryce	Jessie Schell Nancy Houghton
Bracebridge St. Thomas	Rosalie Goos	Max Beaumont Clark Hooton Gerhard Klassen	Cathie Turner
Lake of Bays	Maureen Hair	Gordon Mackay	
Good Shepherd Hon. Assist.	Tom Stradwick Eric Paterson	Tina Radford Charles Zummach	Elizabeth Sowrey Edna Ayers
Gravenhurst St. James Hon. Assist.	Tom Cunningham Tom James	Gren Joselin Libby Joselin	Bill Flavell
Huntsville All Saints Priest Associate Priest Associate	Lynn Uzans Peter Malton Don Clark	Don McCormick Jacque Howell Joy Lewis	
North Muskoka Pioneer	Edna Murdy	Joanne Cunnington Harry Brown	Frank Robinson
Muskoka Lakes	Judith Cooper	Nick Turnbull Amie Gibbs	Jim Boyd
Parry Sound Trinity		Brenda Mancey Ken Brown Shirley Brown	
Rural Muskoka Trinity	Marguerite Rea	Ian Donaldson	
St. Stephen	Peter Simmons	Sharyn Poole Henry Blackmore	
Almaguin	Alan Knight	Mary Hall Ruby Lloyd	
Red Trillium	Mal Binks	Audrey Golding	

SUDBURY-MANITOULIN DEANERY

<u>Parish</u>	<u>Incumbent</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Capreol, St. Alban Garson, St. Mark	Michael Perry	Jackie Higgins Wendy Kirby	Darlene Hillier Lillian McCourt
Biscotasing, St. John		John Groulx	Ann Groulx
French River, St. Thomas		Merle Martin	Douglas Barnes-Parker
Coniston, All Saints	Genny Rollins	Ethel Charsley	
Copper Cliff St. John	Perry Chuipka	Fran Bird Vivian Anzill	Sheila Cole
Espanola, St. George	Lyn Fisher	Rita Lewis	Cleaver Keenan
Western Manitoulin All Saints, Gore Bay Kagawong/Silverwater	Linda White	Ardith Cull Jack Cull	
Little Current Holy Trinity	Richard White	Darlene Hardy	
Lively Christ Church	Glen Miller	Gerry Rosenfeld Murray Pierce	Graham Wilson Frank MacKinnon
Great Spirit Island	Bain Peever	Carol Ann Nesbitt Lois Cooper	Ruth Mohammed Nola Haner
Massey, St. James		Steve Gilbert	Nelson McDowell
Lockerby, St. James		Pat McNally	Doug Honeyford
McGregor Bay St. Christopher		Zoe McDougall	
Sudbury:			
Ascension	Anne Germond	Michael White Erma Howe	Philip Balson
Epiphany Hon. Assist.	Tom Corston Michael Hankinson	Gilles Tessier Rachel Prichard David Bell	Ruth Loukidelis
Resurrection		David Fowler Milton Fleming	Donna Reeves Stephen Bull
Thorneloe	Don Thompson	Leslie Giddings	

TEMISKAMING DEANERY

<u>Parish</u>	<u>Incumbent</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Temagami, St. Simon	Fred Heathcote	May Metcalfe	
Northern Lights	Len Shaw	Marguerite Hooley Isabelle Boothby Marlene Amer	Harvey Middaugh
Powassan, St. Mary Callander, St. Peter Restoule, St. Alban Hon. Assist.	Grant Churcher Dalton Woodward	Michele Odd Rayman Nicholson	William Malkinson
Sturgeon Falls, St. Mary Magdalene	Marie Loewen	Debbie Samson	Steven Freidrich
Temiskaming, Holy Trinity	Bill Ellam		
North Bay:			
Christ Church Hon. Assist.	Dawn Henderson Murray Tipping	Linda Langdon Joyce Edwards	Dorothy Chabot G. H. Edwards
St. Brice Youth Pastor	Jerry Smith Steve Pessah	Peggy Morrison Charles Vaughan Bill Burton	Aase Jensen Roger Courchaine
St. John Hon. Assist.	Cheryl Kristolaitis Dawna Denis	David Johnson Kathleen Beattie Stephen Kitzul	Al Wharram Christine Whatmore Mike Whatmore

THUNDER BAY DEANERY

<u>Parish</u>	<u>Incumbent</u>	<u>Lay Delegate</u>	<u>Alternate</u>
Manitouwadge Holy Spirit	Veronica Roynon	Shirley Biggin	
Marathon, Trinity		Guy Houde	Janet Hart
Nipigon Parish	Doug McClure	Cookie Dampier Chi Chi Paziuk	
Schreiber, St. John	John Sovereign	Stan Voogt	Duncan MacKay
West Thunder Bay	Deborah Kraft	Jim Naida Brian Grant	Bill Farmer
Thunder Bay:			
St. George	Henk Willems	Ingrid Koropeski	Marian Page
St. John	Frank Doe	Gloria McKay Linda Rintamaki Barbara Williams	Lisa Richardson
St. Luke	Greg McVeigh	David Boyle Daniel Hansen Don Joy	Patricia Mark Krista Hansen Barry McBain
St. Michael & All Angels Hon. Assist.	Mark Conliffe David Bradford	Don Lamke Bill Donaldson Chris Bailey	Roy Larson Shirley Donaldson
St. Paul Hon. Assist. Hon. Assist.	Paul Carr Robert Brown Gary Botha	Meredith Meo Fred Poulter Nancy Ringham	Barbara Fugelsang
St. Stephen Hon. Assist.	Ed Swayze Margaret Lucas	Art Lucas	Lesley Read
St. Thomas Hon. Assist.	Andrew Hoskin John Jordan	Glenn Craig Jean Hall-Armstrong Janis Barker	David Stephens Dawn Schibler

YOUTH DELEGATES TO SYNOD

Algoma Deanery

**Matthew Lay
Courtney Lyons
Meghan Levie**

Muskoka Deanery

**Charles Wilson
Colin Stradwick
Heather Hardie**

Sudbury-Manitoulin Deanery

**Esther Anstice
Stephanie Park
Erin Verbee**

Temiskaming

**Erin Barnes
Justin Hawn
Jonathan Woodward**

Alternates: Michelle Grawbarger
Daniel Kristolaitis

Thunder Bay Deanery

**Chelsea Olson
Jonathan Hoskin
Alison Evans**

Alternate: **Jennifer Snowden**

The 40th Session of the Synod of the Diocese of Algoma
May 2001

COURTESIES OF THE HOUSE

The Reverend Canon Herbert O'Driscoll
The Reverend Dale Broadworth
Mr. Don Smith
Mrs. Elaine Wright

COURTESIES OF THE FLOOR

The Right Reverend Jack Peck
The Venerable Patrick McIntosh
The Reverend Krister Ulmanis
The Reverend Ken Amer
The Reverend Dorothy Daly
Miss Kellina Cooper
Mr. Robert Lewis
Mrs. Gail Henderson
Mr. Shaun Turner
Mr. Bill Ward
Mr. George Odd
Mrs. Beth Topps
Mr. Paul Walmsley

Sessional Committees
40th Session of Synod - May 2001

Synod Planning

The Ven. Harry Huskins, Chair
The Rt. Rev. Ronald Ferris
Mrs. Jane Mesich
Mrs. Christine Wright
Mr. Robert Stead
The Ven. Hugh Hamilton
The Rev. Grant Churcher
The Rev. Margaret Johnston

Resolutions

The Rev. Grant Churcher, Chair
Mr. Ken Lawson
The Ven. Susan De Gruchy
The Rev. Deborah Kraft

Arrangements

The Ven. Hugh Hamilton, Chair
Mrs. Jane Mesich
Mrs. Jo Anstess
Mr. Richard Brideaux
The Rev. Canon Earl Burke
The Rev. Wayne Putman
Mrs. Marilyn Schmidt

Elections

The Rev. David Donevan, Chair
The Rev. Alan Knight
The Rev. Tom Stradwick
The Rev. Genny Rollins
Mr. Nick Turnbull
Ms. Wendy Kirby

Vote of Thanks

The Rev. Richard White, Chair
The Rev. Jody Medicoff
Captain Steve Pessah
The Rev. Margaret Rea
Mr. Jonathan Hoskin
Mr. Pat McNally

Agenda

Mr. Robert Stead, Chair
The Rev. Anne Germond
The Rev. Andrew Hoskin
The Ven. Harry Huskins
The Rev. Cheryl Kristolaitis
Mr. Jim Naida
Mrs. Elizabeth Woods

Credentials

Mrs. Dorothy Anstice, Chair
Mr. Garry Barker
Mr. Mal Binks
The Rev. Ken Amer
Mrs. Cathy McCaig
Mr. William Kidd

Worship

The Rev. Margaret Johnston, Chair
The Rev. Rosalie Goos
The Very Rev. Allan Reed
The Rev. Glen Miller
The Rev. Lyn Fisher
Ms. Kellina Cooper

Response to the Bishop's Charge

The Rev. Judie Cooper, Chair
The Rev. Andrew Hoskin
The Rev. Maureen Hair
The Rev. Greg McVeigh
The Rev. Canon Paul Carr
Mrs. Rachel Pritchard
Mr. Clark Hooton
Ms. Amie Gibbs
Mrs. Jackie Higgins

Communications

Mr. Chris Rous
Mr. Michael White
Ms. Kellina Cooper

Orientation

The Ven. Susan De Gruchy

NOTICES OF MOTION

1. Amendment to Canon I-4: Lay Readers and Eucharistic Assistants, found on page 201.

Moved by:

Seconded by:

2. Amendment to Canon A-6: Delegates to General Synod, found on page 171.

Moved by: The Ven. Susan De Gruchy

Seconded by: The Ven. Harry Huskins

3. Amendment to Canon A-7: Delegates to Provincial Synod, found on page 173.

Moved by: The Ven. Susan De Gruchy

Seconded by: The Ven. Harry Huskins

4. Amendment to Constitution, Article 10: Executive Committee, found on page 215.

Moved by: The Ven. Susan De Gruchy

Seconded by:

5. Amendment to Canon I-2: Signing Officers, found on page 163.

Moved by:

Seconded by:

6. Motion to Indemnify Members of the Executive Committee, found on page 143.

Moved by: The Ven. Harry Huskins

Seconded by: The Ven. Susan De Gruchy

ACTS OF SYNOD

	<u>Page</u>
1. Adopted omnibus motion organizing Synod:	24
i) Confirmed the appointment of Committees, as printed in the Convening Circular;	
ii) Received regrets of absences, and extended greetings and courtesies of Synod and of the Floor;	
iii) Regarded as received the report of the Scrutineers in regard to Clerical and Lay Delegates present;	
iv) Adopted the agenda;	
v) Adopted minutes of the 1999 Synod.	
2. Elected Registrar	25
3. Elected Clerical Secretary and Lay Secretary	25
4. Heard the Reading of the Bishop's Charge	25
5. Heard announcement by the Bishop of Appointments as President of the Court and as Chair of the Bishophurst Maintenance Committee	25
6. Received Reports and Motions: (a) printed in the Convening Circular, (b) additional Reports, and (c) additional [non-canonical] motions	26
7. Accepted the Report of the Executive Committee and ratified all actions taken by it since the 1999 Synod.	26
8. Amended Canon A-6: Delegates to General Synod to make provision for delegates to be elected at least one year prior to General Synod	26
9. Amended Canon A-7: Delegates to Provincial Synod to make provision for delegates to be elected at the Diocesan Synod closest to the sitting of Provincial Synod	26, 27
10. Resolved to send loyal greetings to Her Majesty, Queen Elizabeth II	27
11. Amended the Constitution, Article 20: Executive Committee, to give a vote to the ACW President	27
12. Defeated a motion to pay Responsibility Allowances to the parishes of the office holders and not to the office holders themselves	27, 28

13.	Received the Report of the Credentials Committee	29
14.	Defeated a motion to develop an additional responsibility allowance to be paid to parishes of office holders	29
15.	Passed a motion of indemnification of members of the Executive Committee	29, 30
16.	Supported in principle the incorporation of Diocesan camps as separate legal entities	31
17.	Authorized the Executive Committee to study the corporate re-structuring of the Diocese and effect certain changes	30-32
18.	Received announcement of youth representative to the Executive Committee	32
19.	Elected Grant Thornton as auditors	32
20.	Amended Canon I-2: Signing Officers to change the signing officers in a congregation	32, 33
21.	Heard a presentation by Archdeacon McIntosh, Diocese of the Windward Islands	33
22.	Elected Members to the Diocesan Court	34
23.	Elected Member to the Bishopurst Maintenance Committee	34
24.	Elected a Diocesan representative to the newly incorporated Primate's World Relief and Development Fund	34
25.	Approved basing apportionment on current year assessable income	34
26.	Recommended that parishes undertake a mission project/relationship in support of the wider Church	35
27.	Recommended that Diocesan Apportionment continue to be increased to support the New Initiatives Fund	35
28.	Asked the Executive Committee to address specific areas of concern to develop a common vision for the future of the Diocese	35
29.	Recommended that the Executive Committee allow a portion of the New Initiatives Fund to be used to implement recommendations and resolutions of the New Life Task Force	35, 36
30.	Accepted the Budget Estimates for the years 2002 and 2003	36

31.	Defeated a motion to explore new ways of calculating apportionment	36
32.	Supported the creation of an annual Peer Dialogue Session for persons considering ordained or commissioned ministry	36, 37
33.	Supported the establishment of Deanery Resource Teams to promote and encourage joyful Christian giving	37
34.	Defeated a motion to modify the Diocesan position on gambling	37
35.	Received a presentation re Camp Manitou's capital fund-raising campaign	38
36.	Amended Canon I-4: Lay Readers and Eucharistic Assistants, to accommodate the Harmony Task Force's suggestion that licensing of Parochial Lay Readers and Eucharistic Assistants be changed to a covenanting process	38, 39
37.	Requested the Bishop to initiate a process to develop a program of standardized training as well as initial standards for Parochial Lay Readers	39
38.	Resolved to demonstrate a strong commitment to accountability to children and vulnerable adults by charging the Executive Committee to ensure the development of a Diocesan Accountability Framework	39
39.	Encouraged all parishes to support the development of the Diocesan Accountability Framework	39, 40
40.	Recorded an appeal to the Diocese to develop a standardized body of procedures and protocols regarding the implementation of all aspects of a Diocesan Accountability Framework	39, 40
41.	Suggested that Deaneries annually submit reports on mission activities to the <i>Algoma Anglican</i>	40, 41
42.	Asked the Executive Committee to examine stewardship initiatives to encourage tithing	41
43.	Heard the Report from the Response to the Bishop's Charge Committee	41
44.	Heard greetings from the Evangelical Lutheran Church	41
45.	Shared in the Report of the Vote of Thanks Committee	41

GENERAL AND PROVINCIAL SYNOD DELEGATES

General Synod Delegates and Alternates (Elected 1999 Diocesan Synod)

General Synod - Clerical

Clerical Delegates

The Rev. Tom Corston
The Ven. Susan De Gruchy
The Rev. Cheryl Kristolaitis
The Ven. Mark Conliffe

Clerical Alternates

The Rev. Frank Doe

Lay Delegates

Dr. David Gould
Mr. Fred Poulter
Miss Alison Weir

Lay Alternates

Mrs. Dorothy Chabot

Youth Delegate

Jennifer Snowden

Provincial Synod Delegates and Alternates (Elected 1999 Diocesan Synod)

Clerical Delegates

The Rev. Wayne Putman
The Ven. Lynn Uzans
The Rev. Linda White
The Rev. Canon Bain Peever

Lay Delegates

Mrs. Dorothy Anstice
Mr. Garry Barker
Mrs. Jackie Higgins
Mr. Ben Vass

DIOCESAN COURT MEMBERS

President

The Hon. Mr. Justice Bruce E. Payne

Members

(Elected 2001 Diocesan Synod)

Clerical Member

The Reverend Grant Churcher

Clerical Alternate

The Reverend Frank Doe

Lay Members

Mrs. Barbara Bolton
Mr. Mal Binks

Lay Alternate

Mrs. Barbara Graham

BISHOPHURST MAINTENANCE COMMITTEE

Chair

Mr. Richard Brideaux

Members

(By acclamation 2001 Diocesan Synod)

The Rev. Wayne Putman

PRIMATE'S WORLD RELIEF AND DEVELOPMENT FUND, INCORPORATED

Diocesan Representative

(By acclamation 2001 Diocesan Synod)

The Venerable Mark Conliffe

Journal of Proceedings

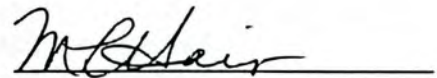
Certificate of Approval

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

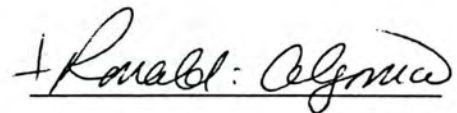
Mr. George Coates
Lay Secretary

A handwritten signature in cursive script, appearing to read "George Coates", written over a horizontal line.

The Rev. Maureen Hair
Clerical Secretary

A handwritten signature in cursive script, appearing to read "Maureen Hair", written over a horizontal line.

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

A handwritten signature in cursive script, appearing to read "Ronald C. Ferris", written over a horizontal line.

Journal of Proceedings

The Fortieth Session of the Synod of the Diocese of Algoma, held at Sault Ste. Marie, Ontario, May 10th, 11th, and 12th, 2001.

Thursday morning

FORMAL OPENING OF SYNOD

The Bishop declared the Synod officially in session.

Bishop Ferris introduced the Right Reverend Jack Peck, and welcomed him to Synod as Chaplain. The Bishop reminded members of the Prayer Vigil, and commended Mrs. Bonnie McNally for this initiative. Thanks were extended to Mr. George Odd and his fellow musicians for helping to set the positive tone of the Synod. The Bishop extended a special welcome to those theological students and postulants who were able to be in attendance. He then introduced the members of the presiding table and the chairs of the Synod sessional committees.

OMNIBUS MOTION ORGANIZING SYNOD

Moved by: Mr. Robert Stead

Seconded by: The Venerable Harry Huskins

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 1999 Synod be adopted.*

CARRIED #1

EXTENSION OF COURTESIES

Courtesies of the House were extended to: The Reverend Canon Herbert O'Driscoll, The Reverend Dale Broadworth, Mr. Don Smith, Mrs. Elaine Wright, and Ms. Mel Malton. Courtesies of the Floor were

extended to The Right Reverend Jack Peck, The Venerable Patrick McIntosh, The Reverend Krister Ulmanis, The Reverend Ken Amer, The Reverend Dorothy Daly, Miss Kellina Cooper, Mr. Robert Lewis, Mrs. Gail Henderson, Mr. Shaun Turner, Mr. Bill Ward, Mr. George Odd, Mrs. Beth Topps, Mr. Paul Walmsley.

ELECTION OF REGISTRAR

Moved by: The Venerable Harry Huskins
Seconded by: The Venerable Susan De Gruchy

That Mr. Robert Stead be elected as Registrar.

CARRIED #2

ELECTION OF SECRETARIES

Moved by: The Reverend Cheryl Kristolaitis
Seconded by: Mr. Robert Stead

That The Reverend Maureen Hair be declared elected as Clerical Secretary, and Mr. George Coates be declared elected as Lay Secretary.

CARRIED #3

READING OF THE BISHOP'S CHARGE (Pages 55-76)

The Bishop read his Charge to the Fortieth Session of the Synod of the Diocese of Algoma. He bade farewell to Dean Allan Reed, who is leaving Algoma to take up new duties as Dean of Kootenay; to Archdeacon Mark Conliffe, who is retiring; to (The Reverend Canon) Dr. Don Thompson who has begun his new position in New York as General Secretary of Colleges and Universities of the Anglican Communion; and to The Reverend Len Shaw who is moving to Revelstoke, B.C.

ANNOUNCEMENT BY THE BISHOP OF APPOINTMENTS AS PRESIDENT OF THE COURT AND AS CHAIR OF THE BISHOPHURST MAINTENANCE COMMITTEE

The Bishop announced the following two appointments:

President of the Diocesan Court:	The Honourable Mr. Justice Bruce E. Payne
Bishophurst Maintenance Committee:	Mr. Richard Brideaux

INTRODUCTION OF NEW MEMBERS ON THE EXECUTIVE COMMITTEE

The Bishop introduced the new lay stewards from each deanery. The membership list is attached as Appendix I.

BISHOP'S CONCURRENCE

Except when his concurrence is needed to proceed with business, the Bishop announced that he would reserve his concurrence until the end of Synod.

RECEPTION OF REPORTS AND MOTIONS

Moved by: The Reverend Anne Germond

Seconded by: Mrs. Elizabeth Woods

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

CARRIED #4

MOTION TO ACCEPT THE REPORT OF THE EXECUTIVE COMMITTEE

Moved by: The Reverend Cheryl Kristolaitis

Seconded by: Mr. Jim Naida

That this Synod accept the report of the Executive Committee and ratify all actions taken by it since the 1999 Synod.

CARRIED #5

MOTION CONCERNING AMENDMENT TO CANON A-6: DELEGATES TO GENERAL SYNOD

Currently the Canon requires the election of General Synod delegates at every regular Synod. Thus it is possible to elect delegates only a few weeks or months before the sitting of General Synod. Yet preparation for General Synod takes over a year. Names of delegates must be submitted a year in advance, and material from General Synod is sent out to delegates far in advance as well. Also, General Synod delegates serve a three year term; to elect other delegates in the midst of that term is confusing both for the Diocese and for General Synod. The proposed amendment would make provision for General Synod delegates to be elected at least one year prior to General Synod.

Moved by: The Venerable Susan De Gruchy

Seconded by: The Venerable Harry Huskins

That Canon A - 6, s.1 (a) be amended by deleting the words "at each regular meeting", and replacing them with the words "at a regular meeting of the Synod occurring at least one year before the sitting of General Synod."

CARRIED #6 WITH 2/3 MAJORITY

The Bishop expressed his concurrence with the motion.

MOTION CONCERNING AMENDMENT TO CANON A-7: DELEGATES TO PROVINCIAL SYNOD

Currently the Canon requires the election of Provincial Synod delegates at every regular Synod. Provincial Synod delegates serve a three year term. To elect other delegates in the midst of that term is confusing both for the Diocese and for the Provincial Synod. The proposed amendment would make provision for Provincial Synod delegates to be elected at the Diocesan Synod closest to the sitting of Provincial Synod.

Synod of the Diocese of Algoma

40th Session

Sault Ste. Marie, Ontario

May 10-12, 2001

Moved by: The Venerable Susan De Gruchy
Seconded by: The Venerable Harry Huskins

That Canon A - 7, s. 1(a) be amended by deleting the words "at each regular meeting", and replacing them with the words "at the regular meeting of the Synod occurring closest in time to the sitting of Provincial Synod".

CARRIED #7 WITH 2/3 MAJORITY

The Bishop expressed his concurrence with the motion.

MOTION OF GREETING TO THE QUEEN

Moved by: The Venerable Mark Conliffe
Seconded by: Mrs. Jane Rogers

Be it resolved that the 40th Synod of the Diocese of Algoma, now in session in Sault Ste. Marie, Ontario, Canada, convey our loyal greetings to Her Majesty Queen Elizabeth II. We assure Her Majesty of our prayers that God may continue to bless her with good health, and give her wisdom and guidance in fulfilling the many and diverse responsibilities of her high office. Respectfully moved and seconded.

CARRIED #8

MOTION CONCERNING AMENDMENT TO CONSTITUTION, ARTICLE 10: EXECUTIVE COMMITTEE

The voting members of the Executive committee of the Diocese are those who are representative of an identifiable constituency within the Diocese. The President of the Diocesan Anglican Church Women (ACW), who has a vote at Synod, does not currently have one at the Executive. She is, however, representative of an identifiable constituency. The proposed amendment would give her a vote.

Moved by The Venerable Susan De Gruchy
Seconded by: The Venerable Harry Huskins

That the Constitution, Article 10, s.1 be amended by adding "h) the Diocesan ACW President".

CARRIED #9 WITH 2/3 MAJORITY

The Bishop expressed his concurrence with the motion.

MOTION CONCERNING RESPONSIBILITY ALLOWANCES

Synod of 1997 passed a motion that in addition to the base stipend and years of service grant, a position differential be adopted, and that the cost of these responsibility allowances for regional deans, archdeacons, and the dean be borne from the Diocesan budget and not by individual parishes. Debate at this Synod focused on whether responsibility allowance payments were made to the incumbent as compensation for his/her personal time, or to the parish as compensation for time taken from parish work, in order for the incumbent to fulfil the duties of these diocesan positions.

Moved by: The Venerable Hugh Hamilton
Seconded by: Mr. Henry Gaines

That Responsibility Allowances be paid to the parishes of the office holders and not to the office holders themselves. This change will be phased in. Responsibility Allowances will continue to be paid to current office holders unless the office holder(s) request the allowance to be paid to the parish. When new office holders are elected or appointed, the responsibility allowances will be paid to their respective parishes.

First Amendment to the Motion:

Moved by: The Venerable Lynn Uzans
Seconded by: Mr. Ian Donaldson

That the words "providing that these allowances are utilized to add optimal human resources in that parish" be inserted after "not to the office holders themselves" and before "This change will be phased in".

AMENDMENT DEFEATED

Consideration returned to the main motion. The Chancellor cautioned that there should be no attempt to pressure the current office holders into giving up the allowance in favour of the parish, and the motion as presented could be deemed to be offensive to the Employment Act.

Second Amendment to the Motion

Moved by: The Venerable Lynn Uzans
Seconded by: Mr. Ian Donaldson

That the words "unless the office holder(s) request the allowance to be paid to the parish" be deleted.

AMENDMENT CARRIED

A vote by secret ballot was taken on the amended motion:

That Responsibility Allowances be paid to the parishes of the office holders and not to the office holders themselves. This change will be phased in. Responsibility Allowances will continue to be paid to current office holders. When new office holders are elected or appointed, the responsibility allowances will be paid to their respective parishes.

DEFEATED

FURTHER WELCOMES AND INTRODUCTIONS

Bishop Ferris welcomed the Reverend Krister Ulmanis, Pastor of Zion Evangelical Lutheran Church, and the Reverend Dr. Michael Perry, formerly of the Diocese of Ottawa, who has come to Algoma as the

new Incumbent of the Capreol/Garson Parish. The Bishop also introduced Mr. Don Smith, Editor of the "Algoma Anglican"; Captain Paul Simons, the Ontario Regional Director of the Church Army in Canada; and Michelle Solbeck, who was recently commissioned with the Church Army.

REPORT OF THE CREDENTIALS COMMITTEE

The Credentials Committee reported that 49 clergy and 136 lay delegates had registered.

MOTION CONCERNING ADDITIONAL RESPONSIBILITY ALLOWANCE

Moved by: **The Reverend Ed Swayze**
Seconded by: **The Reverend Canon Paul Carr**

That the Executive Committee develop an allowance in addition to the Responsibility Allowance that is paid to the parish when the incumbent is functioning as the Dean, Territorial Archdeacon, or Regional Dean; the funds for this allowance to be taken from an increase in the apportionment.

DEFEATED

MOTION CONCERNING BUDGET ESTIMATES

The last Synod adopted a requirement that two-year Budget Estimates be presented to this Synod. In accordance with that directive, the following motion was brought to the floor so that these Estimates may now be debated.

Moved by: **The Venerable Harry Huskins**
Seconded by: **The Venerable Susan De Gruchy**

That this Synod accept the Budget Estimates for the years 2002 and 2003 as presented.

The Treasurer advised that since other motions would be coming before Synod which could have budgetary implications, it was premature to debate the budget estimates.

Moved by: **The Venerable Harry Huskins**
Seconded by: **The Reverend Dawn Henderson**

That this motion be deferred until later in the meeting.

CARRIED #10

MOTION TO INDEMNIFY MEMBERS OF THE EXECUTIVE COMMITTEE

The Corporations Act allows the Directors of the Corporation to be indemnified (protected) for the legal costs they may sustain if they are sued for actions arising out of the work they do as Directors, or merely because they are members of the Board. Although the Diocese has officers and directors insurance, the context of this motion is that some claims can go beyond what normal insurance would cover. The

passing of a motion of Indemnification by this Synod would prevent members of the Executive Committee from continuing to be at serious personal financial risk if the Diocese were sued.

Moved by: The Venerable Harry Huskins
Seconded by: The Venerable Susan De Gruchy

That, pursuant to section eighty of the Corporations Act (R.S.O. 1980, c.95, s.80), the members of the Executive Committee, their heirs, executors and administrators, and estate and effects, respectively, are, by the consent of this Incorporated Synod, indemnified and saved harmless out of the funds of the Company, from and against,

(a) all costs, charges and expenses whatsoever that they sustain or incur in or about any action, suit or proceeding that is brought, commenced or prosecuted against him or her, for or in respect of any act, deed matter or things whatsoever, made, done or permitted by him or her, in or about the execution of the duties of his or her office; and

(b) all other costs, charges and expenses that he or she sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his or her own wilful neglect or default.

CARRIED #11

MOTION CONCERNING CORPORATE RESTRUCTURING OF THE DIOCESE

The present structure, with its single corporation, has served well for almost a hundred years. The Residential Schools litigation at the National Church level, however, has raised the question of whether or not the Diocese should consider corporate restructuring. Although this would not protect current assets from lawsuits arising from events in the past, it would help the Diocese to continue future work in a more effective and efficient manner, and better deal with lawsuits which might arise after such a restructuring.

Moved by: Mr. Garry Barker
Seconded by: The Reverend Wayne Putman

That this Synod authorize its Executive Committee to study the corporate re-structuring of the Diocese, and effect such changes as will lead to the more effective and efficient carrying out of our Diocesan mission.

First Amendment to the Motion

Moved by: The Reverend Canon Jerry Smith
Seconded by: Mr. Stephen Kitzul

That this Synod authorize its Executive Committee to study the corporate restructuring of the Diocese and report back to the next Diocesan Synod before implementation.

Concern was expressed about the time frame proposed in this amendment since the next regular Synod would not be held until 2003.

Because of time constraints and with the agreement of the House, the motion and the first amendment to the motion were tabled until the following day, and Synod recessed for a corporate dinner. Presentations were made following the dinner to Diocesan guests, the Reverend Canon Herbert O'Driscoll, and the Venerable Patrick McIntosh. Farewell presentations were also made to the Very Reverend Allan Reed and the Reverend Len Shaw. The Bishop then presented a retirement gift to the Venerable Mark and Mrs. Ena Conliffe.

The corporate dinner was followed by the first address by the theme speaker, the Reverend Canon Herbert O'Driscoll.

Friday Morning

Synod reconvened Friday morning and continued consideration of corporate restructuring of the Diocese. The following motion arose from the considerations of the Response to the Bishop's Charge Committee.

Moved by: The Reverend Canon Paul Carr

Seconded by: The Reverend Judie Cooper

That Synod support in principle the incorporation of Diocesan camps as separate legal entities under Boards of Directors with constitutions and by-laws reflecting the Anglican ethos.

CARRIED #12

The Bishop drew the attention of the House to the [Barker/Putman] motion and [Smith/Kitzul] first amendment held over from the previous session.

Amendment to Amendment

Moved by: The Reverend Linda White

Seconded by: Mrs. Darlene Hardy

That the first amendment to the motion be amended as follows:

That the words "and report back to the next Diocesan Synod before implementation" be replaced with "and that when a restructuring plan has been prepared it be sent for review and suggestion to the next convenient Deanery Council [meeting] in each Deanery, to Deanery Clericus, and to any other group from which it desires feedback, such feedback and review to be returned to the Executive Committee for consideration, and that when the restructuring has been approved by a majority of Deanery Councils and Clericus Meetings, the Executive Committee proceed with restructuring the Corporation.

AMENDMENT TO AMENDMENT CARRIED

As consideration turned again to the main motion, members struggled with the question of how to balance being good stewards of Diocesan resources, protecting tools for future ministry, on the one hand, and acting with moral integrity on the other hand. The awareness was expressed that while some potential lawsuits would not be morally justified, others might be entirely legitimate. The important questions surrounding restructuring should be decided outside of the climate of pressure which would result should the Diocese be subject to a lawsuit.

The Chair recorded that the Executive Committee has a genuine concern about non-legal issues. The suggestion was recorded that Executive set up a process to review theological and moral issues, as well as having lawyers to review the legal questions. It was further noted that a referral by Synod to the Executive, does not in any way preclude the Executive from consulting widely throughout the Diocese.

Moved by: Mr. Don McCormick
Seconded by: Mr. Jonathan Hoskin

That the amendment to the amendment of the motion be reconsidered. **CARRIED #13**

The [White/Hardy] amendment to the amendment of the motion was therefore reconsidered, and put to a vote.

AMENDMENT TO AMENDMENT DEFEATED

Consideration of the House returned to the original [Barker/Putman] motion.

The question was put to a vote. **CARRIED #14**

INTRODUCTION OF YOUTH REPRESENTATIVE TO EXECUTIVE COMMITTEE

Mr. Charles Wilson was elected by the Synod Youth Delegates to be the Youth Representative on the Executive Committee. Ms. Steph Park was elected as the alternate.

MOTION TO ELECT AUDITORS

Moved by: Mr. Ross Cutmore
Seconded by: The Reverend Glen Miller

That Grant Thornton be elected as auditors. **CARRIED #15**

Congratulations to the Diocesan Treasurer and staff were recorded for reducing costs.

MOTION CONCERNING AMENDMENT TO CANON I-2: SIGNING OFFICERS

Currently the Canon provides that the wardens and treasurer are the only signing officers for the parish.

Moved by: Mr. Ross Cutmore
Seconded by: The Reverend Glen Miller

That Canon I-2 be rescinded and replaced by the following: "The signing officers of the church shall be any two of the incumbent, the churchwardens, the treasurer, or such other member of the church who is appointed by the vestry."

First Amendment to the Motion

Moved by: The Reverend Wayne Putman
Seconded by: The Venerable Hugh Hamilton

That incumbents be excluded as signing officers.

A request for a vote by orders on the amendment was received and a vote by ballot was therefore required.

FIRST AMENDMENT TO THE MOTION DEFEATED (IN BOTH HOUSES)

Second Amendment to the Motion:

The mover and seconder of the motion were agreeable to changing reference to "church" to "congregation".

The second amendment was put to a vote and:

AMENDMENT CARRIED

Third Amendment to the Motion

That the motion be amended by replacing the words "any two of" with "one of the churchwardens and any one of".

AMENDMENT CARRIED

The main motion as amended was put to a vote:

That Canon I-2 be rescinded and replaced by the following: "The signing officers of the congregation shall be one of the churchwardens and any one of the incumbent, the churchwardens, the treasurer, or such other member of the congregation who is appointed by the vestry."

CARRIED #16 WITH 2/3 MAJORITY

The Bishop expressed his concurrence with the motion.

PRESENTATION FROM THE DIOCESE OF THE WINDWARD ISLANDS

The Companion Diocese Agreement was concluded as of this Synod. A special service of thanksgiving for the past ten years of companionship with the Diocese of the Windward Islands was followed by a presentation by Archdeacon Patrick McIntosh, the special guest of Synod. Archdeacon McIntosh brought greetings from Bishop Sehon Goodridge, and then spoke of life as an Anglican in the Windward Islands.

ANNOUNCEMENT OF ELECTION RESULTS FOR DIOCESAN COURT

Clerical Member

The Reverend Grant Churcher

Clerical Alternate

The Reverend Frank Doe

Lay Members

Mrs. Barbara Bolton
Mr. Mal Binks

Lay Alternate

Mrs. Barbara Graham

ANNOUNCEMENT OF ELECTION RESULTS FOR BISHOPHURST MAINTENANCE COMMITTEE

The Reverend Wayne Putman (acclaimed)

ANNOUNCEMENT OF ELECTION RESULTS FOR NEWLY INCORPORATED PRIMATE'S WORLD RELIEF AND DEVELOPMENT FUND

The Venerable Mark Conliffe (acclaimed)

PRESENTATION BY THE NEW LIFE TASK FORCE

Members of the New Life Task Force took part in presenting their report, found on pages 267-272 of the Convening Circular.

MOTION TO APPROVE BASING APPORTIONMENT ON CURRENT YEAR ASSESSABLE INCOME

The proposal to base apportionment on the current year assessable income was done at the request of Synod 1999. Presently the current year's apportionment is based on the actual parish income of the year two years prior to the year of apportionment (that being the latest year of parish financial reports available to the Synod office at the time of setting the apportionment).

The new proposal calls for estimated apportionment, based on the current year's figures.

The Administration and Finance Committee submitted their report, following extensive study on this subject. The report is found on pages 150-152 of the Convening Circular.

Moved by: Mr. Ross Cutmore
Seconded by: The Reverend Glen Miller

That this Synod adopt the policy outlined in the Report of the Administration and Finance Committee to base apportionment on current year assessable incomes of the parishes.

CARRIED #17

MOTION CONCERNING SUPPORT OF THE WIDER CHURCH

The following motion arose from the deliberations of the Response to the Bishop's Charge Committee.

Moved by: The Reverend Andrew Hoskin

Seconded by: Mr. Clark Hooton

That this Synod recommend to all parishes of the Diocese that they undertake a mission project/relationship outside of the Diocese of Algoma in support of the wider Church.

CARRIED #18

MOTION TO INCREASE DIOCESAN APPORTIONMENT FOR THE PURPOSE OF CONTINUING THE NEW INITIATIVES FUND

Moved by: Mr. Garry Barker

Seconded by: Mr. Fred Poulter

That Diocesan Apportionment continue to be increased by 2 percent for an additional two years to support the continuation of the New Initiatives Fund.

CARRIED #19

MOTION CONCERNING THE DEVELOPMENT OF THE COMMON VISION FOR THE FUTURE OF THE DIOCESE

The following motion arose from the recommendations of the New Life Task Force.

Moved by: The Reverend Grant Churcher

Seconded by: Mrs. Rachel Prichard

That the Executive Committee of the Diocesan Synod address the following areas of concern, as expressed by the parishes, during the development of the common vision for the future of the Diocese:

1. *Parish Life*
2. *Learning*
3. *Outreach/Ecumenism*
4. *Resource Sharing*

CARRIED #20

MOTION CONCERNING THE PROVISION OF SEED MONEY FOR IMPLEMENTATION OF NEW LIFE TASK FORCE RECOMMENDATIONS

The following motion arose from the recommendations of the New Life Task Force.

Moved by: The Reverend Grant Churcher
Seconded by: Mrs. Rachel Prichard

That the Executive Committee allow for a portion of the New Initiatives Fund to be earmarked as seed money for the implementation of the recommendations and the resolutions presented by the New Life Task Force.

CARRIED #21

MOTION CONCERNING BUDGET ESTIMATES

This motion which was deferred earlier in the meeting was now put on the floor.

Moved by: The Venerable Harry Huskins
Seconded by: The Venerable Susan De Gruchy

That this Synod accept the Budget Estimates for the years 2002 and 2003 as presented.

CARRIED #22

MOTION CONCERNING WAYS OF CALCULATING APPORTIONMENT

Although it was past the deadline for the introduction of new motions, the Chair tested the will of the House and instructed the Agenda Committee to put the following motion forward.

Moved by: The Reverend Grant Churcher
Seconded by: Mrs. Jeanne Morgan

That the Executive Committee continue to explore creative ways of calculating apportionment, including but not limited to a graduated percentage system with a basic exemption, and that a report and recommendations be brought to the 2003 Synod.

DEFEATED

MOTIONS FROM THE RESPONSE TO THE BISHOP'S CHARGE COMMITTEE

The following two motions arose from the deliberations of the Response to the Bishop's Charge Committee.

MOTION TO SUPPORT A PEER DIALOGUE SESSION

Moved by: Ms. Amie Gibbs
Seconded by: The Reverend Margaret Johnston

That Synod support annually a Peer Dialogue Session, facilitated by the Pastoral Chaplains or others as appointed by the Bishop, to support and encourage persons considering ordained or commissioned ministry to explore vocation together; costs for the session, whenever possible, to be subsidized from Diocesan, Deanery or discretionary funds.

CARRIED #23

This result will be placed on the agenda for the Pastoral Chaplains.

MOTION TO ESTABLISH DEANERY RESOURCE TEAMS

Moved by: The Reverend Canon Paul Carr

Seconded by: The Reverend Edna Murdy

That Deanery Resource Teams be established to promote and encourage joyful Christian giving.

CARRIED #24

MOTION FROM ST. JOHN'S, NORTH BAY, RE GAMBLING

St. John's stated that they were well aware of the evils of unrestricted government-sponsored gambling as currently promoted by all levels of government. They felt, however, that the Catholic tradition has never simply condemned gambling as such. They requested that a distinction be made between organized government-sponsored gambling and localised within-the-community gambling.

Moved by: Ms. Kathleen Beattie

Seconded by: The Reverend Cheryl Kristolaitis

That the Diocese support all efforts to restore gambling to the status of a recreational activity from its present status as a major industry and source of government revenue; and that the Diocese modify its position on gambling to allow for individual parishes to hold small fun raffles and lotteries.

On the advice of the Chancellor, the mover and seconder agreed to split the motion.

Moved by: Ms. Kathleen Beattie

Seconded by: The Reverend Cheryl Kristolaitis

That the Diocese modify its position on gambling to allow for individual parishes to hold small fun raffles and lotteries.

DEFEATED

It was the agreement of the House that defeat of this motion effectively defeated the second motion to restore gambling to the status of a recreational activity.

The dinner recess was followed by an evening of dialogue sessions, and night prayers led by the youth. All were then invited to attend a reception at Bishophurst.

Saturday morning

PRESENTATION RE CAMP MANITOU CAPITAL FUND-RAISING CAMPAIGN

The Reverend Canon Bain Peever explained Camp Manitou's vision for the future. He then outlined the refurbishment/repairs that are required, and described the forthcoming fund raising campaign.

The Bishop thanked Canon Peever for his commitment to the Camp, and also paid tribute to the dedicated volunteers who have maintained and staffed the Camp.

MOTIONS REGARDING THE HARMONY TASK FORCE REPORT. AMENDMENT TO CANON I-4: LAY READERS AND EUCHARISTIC ASSISTANTS

The Harmony Task Force was initiated in January of 2000 to explore and clarify issues related to Lay Readers. Its final report is included in the Convening Circular, beginning on page 179. The proposed amendment will accommodate the Task Force's suggestion that the licensing of parochial lay readers by the Bishop be changed to the covenanting of parochial lay readers and eucharistic assistants with the incumbent and parish.

Moved by: The Reverend Deborah Kraft

Seconded by: The Reverend Edna Murdy

That Canon I-4 be amended as follows:

s. 3 a) be rescinded and be replaced by "the nomination to the office of Parochial Lay Reader shall be submitted by the incumbent to the vestry, giving evidence of the person's baptism and confirmation, as well as their competence and background."

s. 3 b) be added to read "Parochial Lay Readers shall enter a covenant with the incumbent and parish annually."

s. 3 b) become c) and the word "licence" be replaced with "covenant"; a period be put after "parish"; the words "or upon the consecration of a new bishop" be removed.

s. 3 c) become d) and the word "licensed" be replaced with "covenanted".

s. 3 d) become e).

s. 3 e) become f) and the word "licensed" be replaced with "covenanted".

s. 5 a) and b): the word "Diocesan" be inserted before the term "Lay Reader" in all but the phrase "Warden of Lay Readers".

s. 8 be rescinded and be replaced by:

- a) **Eucharistic Assistants need not be Lay Readers, but shall enter a covenant for this ministry with the incumbent and parish. This covenant shall be renewed annually.**
- b) **Eucharistic Assistants shall be appointed on the recommendation of the incumbent and vestry."**

CARRIED #25 WITH 2/3 MAJORITY

The Bishop expressed his concurrence with the motion.

The Bishop recorded thanks to the Harmony Task Force (the Reverend Deborah Kraft, the Reverend Edna Murdy, and Mrs. Barbara Bolton) for their extensive study of this subject.

Moved by: The Reverend Edna Murdy
Seconded by: The Reverend Deborah Kraft

That the Bishop be requested to immediately initiate a process to develop:

- a) *a program of standardized training and on-going skill development for Parochial Lay Readers; and*
- b) *initial standards/qualifications for becoming a Parochial Lay Reader.*

CARRIED #26

MOTIONS FROM THE RESPONSE TO THE BISHOP'S CHARGE COMMITTEE

The following motions arose from the deliberations of the Response to the Bishop's Charge Committee.

MOTIONS CONCERNING DIOCESAN ACCOUNTABILITY FRAMEWORK

Moved by: The Reverend Judie Cooper
Seconded by: Mr. Jim Naida

That Synod demonstrate strong commitment to accountability to children and vulnerable adults by charging the Executive Committee to ensure the development of a Diocesan Accountability Framework including, but not limited to, the selection and screening of volunteers and staff persons who work with children and vulnerable adults, using as a model the policies and procedures of the Ontario Screening in Faith Initiative.

CARRIED #27

Moved by: The Reverend Judie Cooper
Seconded by: Mr. Jim Naida

That Synod encourage all parishes to support the development of the Diocesan Accountability Framework through:

- *the immediate implementation of criminal records check procedures as described in the Ontario Screening in Faith Initiative;*

- *participation in ad hoc or Deanery working groups established at the request of the Executive Committee to work toward the full Accountability Framework;*
- *sharing of expertise and resources relevant to that development process.*

First Amendment to the Motion:

Moved by: Mr. Michael White

Seconded by: Mrs. Joy Lewis

That a standardized body of procedures and protocols regarding the implementation of all aspects be developed to be used throughout the Diocese.

The Chancellor stated that the main motion under consideration was directed toward the parishes. The amendment dealt with direction to the Diocese which was already considered by motion 28. He therefore ruled the amendment to be **OUT-OF-ORDER.**

The Chair suggested that the amendment be recorded as an appeal to the Diocese, and as such, the concern will be heard.

Second Amendment to the Motion

Since the Screening in Faith procedures already include reference to records check procedures, it was suggested by the Venerable Lynn Uzans and the Reverend Tom Cunningham, that the words "the immediate implementation of criminal records check procedures as described in the Ontario Screening in Faith Initiative" be deleted. The mover and seconder agreed to this deletion as a "friendly amendment".

The main motion as amended was put to a vote:

That Synod encourage all parishes to support the development of the Diocesan Accountability Framework through:

- *participation in ad hoc or Deanery working groups established at the request of the Executive Committee to work toward the full Accountability Framework;*
- *sharing of expertise and resources relevant to that development process.*

CARRIED #28

MOTION CONCERNING THE "ALGOMA ANGLICAN" AND REPORTS ON ACTIVITIES REFLECTING THE BISHOP'S MOTTO

Moved by: The Reverend Judie Cooper

Seconded by: The Reverend Canon Paul Carr

That at least one issue per year of the "Algoma Anglican" focus on how the (mission) activities of individual deaneries and parishes reflect the Bishop's annual motto.

The Editor of the "Algoma Anglican" was asked to comment on the motion. He suggested that devoting an entire issue to one subject would eliminate the publication of ongoing news. The mover and seconder of the motion were agreeable to rephrasing the motion as follows:

That at least once annually, Deaneries submit to the "Algoma Anglican" for consideration as a feature, reports on the mission activities of deaneries and parishes which reflect the Bishop's annual motto.

CARRIED #29

MOTION CONCERNING STEWARDSHIP INITIATIVES

Moved by: Mrs. Rachel Prichard
Seconded by: The Reverend Greg McVeigh

That the Executive Committee examine stewardship initiatives which could stimulate parishes to encourage tithing as the baseline for Christian giving.

CARRIED #30

Implicit in the motion is a request for the Executive to look for a gifted speaker who could travel to parishes throughout the Diocese to stimulate this initiative.

REPORT FROM THE RESPONSE TO THE BISHOP'S CHARGE COMMITTEE

The Reverend Judie Cooper, Chair of the Response to the Bishop's Charge Committee, read the Report from the Committee. It is attached as Appendix II.

GREETINGS FROM THE EVANGELICAL LUTHERAN CHURCH

Pastor Krister Ulmanis conveyed greetings from the Evangelical Lutheran Church, in the form of a letter from Bishop Michael Pryse, Bishop of the Eastern Synod.

Bishop Pryse expressed thanksgiving for the deeper fellowship, inter-Church cooperation, and agreement on significant issues that has emerged. The Lutheran Assembly of July 1999 reflected the General Synod 1998 action, when the Assembly voted to approve full communion between the two churches. Bishop Pryse wrote that he looked forward to new opportunities if in July of 2001 the respective Church bodies do declare the two Churches to be in full communion.

Pastor Ulmanis recorded his personal appreciation for the opportunities given to him to share in joint events, and also expressed his hope for future opportunities to share fellowship and worship.

REPORT OF THE VOTE OF THANKS COMMITTEE

Members of the Vote of Thanks Committee shared in the reading of the Report, which is attached as Appendix III. The Bishop recorded his thanks to the Committee.

BISHOP'S CONCURRENCE

The Bishop expressed his concurrence for all motions and actions of this Synod.

FINAL EUCHARIST AND PROROGATION OF SYNOD

The final Eucharist was held, at the end of which the Bishop prorogued the 40th Session of Synod.

Addendum:

During a Synod Dialogue Session, the fifteen youth delegates led over forty adult participants in a discussion about youth ministry. A report on this session is attached as Appendix IV.

THE DIOCESAN EXECUTIVE COMMITTEE OF ALGOMA (May 12, 2001)

The Bishop - The Rt. Rev. Ronald Ferris, Box 1168, S.S.M. P6A 5N7	705-256-5061 Office 256-7379 Home
The Dean - The Very Rev. Allan Reed, 160 Brock St. S.S.M. P6A 3B7	705-254-7144 Office 256-7562 Home
The Treasurer - Mrs. Jane Mesich, Box 1168, S.S.M. P6A 5N7	705-256-5061 Office 256-5299 Home
The Chancellor - Mr. Ken Lawson, 473 Queen St. E., Ste 104, S.S.M. P6A 1Z5	705-759-5030 Office 942-2038 Home
The Registrar - Mr. Robert Stead, 2280 Robin Cres., Thunder Bay P7C 4T9	807-623-4442 Office 939-2925 Home

Archdeacons

The Ven. Susan De Gruchy, Box 1168, S.S.M. P6A 5N7	705-256-5061 Office 248-1546 Home
The Ven. Harry Huskins, Box 1168, S.S.M. P6A 5N7	705-256-5061 Office 248-1546 Home
The Ven. Hugh Hamilton, P.O. Box 28, Richards Landing, P0R 1J0	705-246-0178 Office 246-2869 Home
The Ven. Tom Corston, 85 Larch St., Sudbury, P3E 1B8	705-675-2279 Office 523-3725 Home
The Ven. Lynn Uzans, 30 High St., Huntsville, ON P1H 1N9	705-789-7487 Office 789-3536 Home
The Ven. Mark Conliffe, 675 Red River Rd., Thunder Bay P7B 1J1	807-767-4711 Office 767-1311 Home

Lay Stewards:

Algoma	- Mr. Din Oosterbaan, 79 Thorneioe Cres., SSM. P6A 4J4	705-759-8882 Home
	- Ms. Alison Weir, 140 Bishops Crt., SSM P6A 3V9	705-256-5814 Home
Muskoka	- Mrs. Shirley Palmer, RR 1, Kearney, P0A 1M0	705-636-5850 Home
	- Ms. Sharyn Poole, RR3, Parry Sound, ON P2A 2W9	705-732-6358 Home
Sudbury	- Mrs. Dorothy Anstice, General Delivery, Tehkummah P0P 2C0	705-859-3925 Home
	- Mr. Gilles Tessier, 1660 Agincourt Ave., Sudbury P3A 5Y1	705-524-3325 Home
Temiskaming	- Mr. Doug Hughes, 158 Sable Cres., North Bay, P1A 3X7	705-495-4646 Home
	- Mrs. Marlene Amer, PO Box 1085, New Liskeard, P0J 1P0	705-647-6787 Home
Thunder Bay	- Mr. Garry Barker, 2632 Ridgeway St., Thunder Bay, P7E 5K3	807-622-1176 Home
	- Mrs. Patricia Mark, 2000 Isabella St. Thunder Bay, P7E 5C4	807-623-8594 Home

Regional Deans:

Algoma	- The Rev. Wayne Putman, 134 John St, S.S.M. P6A 1P1	705-253-3060 Office
Muskoka	- The Rev. Tom Cunningham, 191 Hotchkiss St, Gravenhurst P1P 1H6	705-687-4624 Office
Sudbury	- The Rev. Linda White, Box 100, Gore Bay, ON P0P 1H0	705-282-3030 Office
Temiskaming	- The Rev. Dawn Henderson, 890 Vimy St., North Bay, P1B 5B7	705-474-3170 Office
Thunder Bay	- The Rev. Canon Paul Carr, 808 Ridgeway St., Thunder Bay, P7E 5H5	807-622-4945 Office

Bishop's Appointees: (2) To be announced

Youth Representative:

Mr. Charles Wilson, RR 1, 71 Deer Lake Rd., Port Sydney P0B 1L0	705-385-2319 Home
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CW President

Mrs. Ena Conliffe, 235 Maple Ave., Thunder Bay P7B 4V6	807-767-1311 Home
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RESPONSE TO THE BISHOP'S CHARGE

FORTIETH SESSION OF THE SYNOD OF THE DIOCESE OF ALGOMA

The Committee for the Response to the Bishop's Charge has joyfully accepted the task of responding to the vision, mission, and courage of the Bishop's Charge to this, the fortieth session of the Synod of the Diocese of Algoma. During the past three days, we have studied, observed, participated, and above all listened to the heart of Synod in all of its many expressions...in motions, in worship, in dialogue, in study, in presentation, and in prayer. We affirm to you, Bishop, that your Church, as you have led us and charged us, is indeed rooted deeply in the life of God. We affirm to you, Bishop, that we have indeed seen that Christ's love overflows in this Synod, in the lives of those assembled here as the people of God, and in the parishes and mission and activity which they represent across our Diocese.

We affirm great thankfulness for the ministries of the Reverend Canon Herbert O'Driscoll, Archdeacon Patrick and Carmel McIntosh, Bishop Jack Peck, our longtime friends Dean Allan Reed and Noreen Morrow and Archdeacon Mark and Ena Conliffe, and all who have shared their special insights, gifts and ministries with us, building us up in love, and in life as a community of service, companionship, and mission.

In reviewing your Charge to Synod, the Committee, after mutual consultation and deliberation, drafted seven motions to nurture, develop, sustain or share our experience of the life of Christ. These were delivered to Synod for their deliberations.

With regard to your concern for fostering appropriate vocations, the Committee brought to Synod a motion for a Peer Dialogue Session, facilitated by the Pastoral Chaplains, at Deanery levels for those making beginning explorations into ordained or commissioned ministry. This motion was supported by Synod.

It was heartening to see Synod's clear response to your Charge in relation to the culture of joyful Christian giving. Motions regarding the encouragement of tithing, the sharing of resources to support Planned Giving and other stewardship initiatives, the importance of education to solid congregational giving and growth, and the exuberant joy to be found in sharing all of our resources have all received the support of Synod.

As the relationship between Algoma and the Windward Islands takes on new forms, you encouraged us to rejoice in what has been, and also to take on, at the parish

level, a project of world mission, mission in the north, or other mission/ relationship activities related to global Anglicanism. Synod has approved a motion which encourages every parish to actively seek out and implement such mission and relationship. An additional motion to feature mission and parish activity within each Deanery in at least one edition of the Algoma Anglican each year was also supported by Synod.

After heartfelt and heart-heard discussion, the issues regarding corporate restructuring contained in your Charge, were addressed by Synod; including a motion to empower Executive Committee to manage whatever restructuring is found to be needful, and to allow for the incorporation of Diocesan Camps as separate legal entities. Much prayerful support and good will was extended to the Executive Committee as this difficult and creative work is undertaken.

Throughout your Charge to us, we were aware of the pulse of New Life Initiatives, and the work of the New Life Task Force, of the vibrancy of community ministries, and the continuing strong and vital work of all involved in mutual ministry as ably described and captured by the Harmony Task Force. We also observed the creative and life-giving presence of our Youth Delegates and their contribution to dialogue.

A motion reflecting the concerns of your Charge, and the concerns of every one of us, for the safety and security of children and vulnerable adults, was drafted which brought to the Synod for discussion a two-tiered approach to becoming clearly accountable and actively diligent taking all prudent and reasonable efforts to reduce the risk of harm from abuse.

We are deeply appreciative, Bishop, of your openness to hear and follow and share the Holy Spirit's leading and guidance, as you stir us up to live in the ultimacy and reality of faith, and to grow to understand that engagement, mission and service are indeed those things which bring joy to each day, and life to each heart, and to each parish.

We leave Synod, as you have charged us so clearly, having really met eye to eye and heart to heart, and strengthened in resolve to let Christ's life overflow to the blessing of all.

Respectfully Submitted:

Judie Cooper, Chairperson: Amie Gibbs, Rachael Prichard, Clark Hooton, Paul Carr, Greg McVeigh, Andy Hoskin, Maureen Hair

Report of the Vote of Thanks Committee

The Vote of Thanks Committee endeavoured to poll a cross-section of Synod to determine what things you, the Synod members, were especially grateful for.

Art and Culture

We thank the Worship Committee for a memorable opening service. Synod members especially appreciated the contributions of the Cathedral organist, Mr. Stephen Mallinger, as well as the liturgical dancers, and the St. Luke's singers under the direction of Norene Morrow. Members would like to convey to those responsible their appreciation for the refreshing additions to our opening worship. This is what we like to see and hear. In relation to that, the Synod members thank the dean, wardens and people of the Cathedral for the preparation and gracious welcome both at the opening service and during the reception afterwards. We thank those congregations who sent banners, and offer a special thanks to Jane Best for her composition of the Synod song, "God's Love".

Worship and Spirituality

Overall, you the members noted an uplifting degree of spirituality in this Synod. Both through the planned components of this Synod, and through the natural expressions of love for Christ, His Church, and Holy Scripture, we were repeatedly reminded of "whose" we are and whom we serve above all.

As the Thanks Committee sought the opinions of the House, the work of the Worship Committee was frequently mentioned. Clearly the delegates wanted to thank the Worship Committee for the mix of contemporary and traditional worship styles during the sessions, and the music prior to each session. For that music on the floor of Synod, we express our thanks to George Odd and the music team.

The Synod is most grateful to Bishop Ferris and the Synod Planning Committee for assuring the inclusion of Canon O'Driscoll on our agenda. Canon, you offered us a large and very refreshing cup of hope and inspiration from the well in that desert cathedral. Or as one Synod member expressed it, you taught us with, quote, "the aroma of simplicity".

The Synod is also grateful for the presence of Bishop Jack Peck as Chaplain to the Synod. Bishop Peck, your counsel was much appreciated by the many who took the opportunity to seek you out.

Our thanks to Bishop Sehon Gooderidge and the people of the Windward Island for the years of fellowship with us and for partnering with us and teaching us so much. A special thanks to Archdeacon and Mrs. McIntosh for being such gracious ambassadors. We have been enriched by

your presence, and our eyes have been opened to the needs of our sisters and brothers in the Caribbean.

We want to thank Pastor Krister Ulmanis for his presence, and for the greetings he carried from the Evangelical Lutheran Church of Canada, as we enter our new relationship of Full Communion with each other.

The members of this Synod thank those who prepared and presented our dialogue sessions too. So much preparatory work was done, to enable us to share our common concerns and stories. We want to thank Kelly Cooper who in the position as Program Associate contributed so much in many areas. The Youth particularly want to thank Kelly for her work with their Information Session.

New and Old

A special thanks goes to the New Life Committee for its labours. You charged us with hope and inspired us to dream.

Thanks are also extended to the Harmony Task Force for the countless hours of preparation and the recommendations for a new covenanting process for lay ministries.

The Youth delegates told us they were thankful for the on-going prayer vigil, and for the welcoming spirit of the House as they publicly shared their insights and concerns. In return, we thank them for the stellar contributions - be patient with us youth.....we truly want to brighten our worship, and be attentive to your aspirations.

Synod members remarked on how well the Communications team handled the audio and visual aspects of our meeting - the fact that we barely noticed you or the equipment is a mark of your excellence.

Home and Hearth

Once again Bishop Ron and Jan Ferris opened Bishopurst to the Diocesan community. Thank you for sharing your home and providing the opportunity for the delegates to become acquainted with you and with each other.

We want to thank Eric and Pat Patterson for ensuring that the Hospitality Suite was available and welcoming.

Others have asked us to thank Betty Monahan, and the Administration and staff of the Holiday Inn for their efficient, friendly and courteous service; and also Hans Geenan and the staff of the Station Mall.

A few moments ago I mentioned prayer. The Synod wants to thank Pat and Bonnie McNally and the dozens of women and men across this Diocese who faithfully prayed for us at home, and in organized prayer vigils during this Synod. Perhaps that is why several delegates remarked on the Spirit of genuine respect, patience, acceptance and joy we experienced at this, our 40th Synod. To those who came to Synod for the first time, we say "thank-you". "You have made a significant contribution in so many ways." To those groups and organizations who provided information booths and stalls, we say "thank you". We were also so pleased to see the Church Army with us - both as representatives to this Synod and as presenters of information.

Final Thoughts

Many members commended the organization of this Synod . Special thanks are therefore extended to the Planning and Arrangements Committee, the Agenda Committee, and the Resolutions Committee. Visitors appreciated having their own table, with information packages supplied.

Finally, Synod members thanked the Bishop and their fellow Synod members for the atmosphere of mutual respect and for the willingness to hear divergent positions with great grace and integrity. Thanks were expressed to members of the Head Table, for their part in fostering a cooperative and welcoming spirit. One experienced Synod delegate said "the air has changed". Another said they felt this was a safe place to voice your feelings, and we concur. There was a sweet and welcoming Spirit presiding over this Synod.

Respectfully submitted.....

The Rev. Richard White, Chair
Mr. Jonathan Hoskin
Captain Stephen Pessah
The Rev. Marguerite Rea
The Rev. Jody Medicoff
Mr. Pat McNally

Youth Ministry – Synod Dialogue Session

“What do you think?”

At the 40th session of Synod in the Diocese of Algoma, the 15 youth delegates led over 40 adult participants in a discussion about youth ministry. Questions were posed to both youth and adults, with the following results.

*Responses are reported here in the categories of “youth” and “adult”. This is NOT to encourage division/separation, but to make it easier to compare answers and see where our perspectives may or may not be the same. The session also included a dialogue, sparked by these questions, between youth and adults as we all sat at table together. We also acknowledge that the word “adult” is a loaded title (one session participant said he views the youth **as** adults)...it is used here simply to distinguish between the youth delegates and other delegates.*

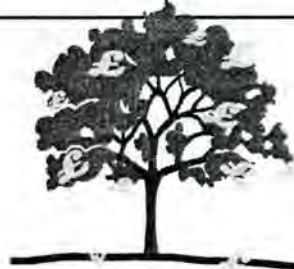
You’ll notice that there are a lot more responses in the “adult” column – this is simply because the adults outnumbered the youth about 3 to 1!

The youth delegates suggest that these questions could provide a format for continuing intergenerational dialogue – as a way of getting the conversation started – in other venues such as Deanery Council, whole parish retreats, etc.

Question #1

“How are youth currently involved in the church?”

YOUTH RESPONSES	ADULT RESPONSES
Servers, GA, Deanery Youth Units, Sunday School Teachers, Readers, Youth Synod & Youth Ministry Committee, Choir, Coffee Hour Helpers, Youth Group Leaders, Bringing friends to church, Lay readers, Greeters, Accountability partners, “As a voice.”	Servers, Choir, Readers, Camp, Challenge Weekend, Sunday School and Nursery helpers, Outreach, Drama/music, Advisory board, Diocesan Synod, DYUs/YMC, Youth Synod, Ushers/Greets, Assist seniors, Building maintenance, Preaching, worship leading, comic relief, food for the soul, lay readers, musicians, fundraising, GA/JA, Alpha leaders, retreat leaders, Altar Guild, Christmas pageant, anywhere adults allow them.



Question #2

“What are some of your concerns about working with youth?”

YOUTH RESPONSES	ADULT RESPONSES
<p>(concerns about working with adults)</p> <ul style="list-style-type: none">*We ask a lot of you*Sometimes adults try to throw their weight around*Some adults are willing to do anything for youth*Adults are experienced and supportive*They sometimes don't listen to our point of view*How to keep adults interested*Dealing with our immaturity*Ill equipped to understand youth*No help!*Sometimes adults are overbearing*A lot of the time they are helpful	<p>(concerns about working with youth)</p> <ul style="list-style-type: none">*How to relate*How to keep them interested after Gr. 8*Keeping up our energy level & enthusiasm*Fear of “dynamism”*Exhaustion...having no helpers*Parents get nervous if group gets too open/tackles difficult subjects*Cliques – kids are sometimes mean to each other!*Trigger words for youth do not mean the same thing for adults and may be offensive*Fear of boredom/losing them if we add spiritual components*Their opinion that I'm too old/old fashioned*Lack of parental support*Family involvement/support for youth workers not there*Don't feel qualified*How to make liturgy meaningful to youth*Finding a balance between encouraging youth and having standards*Safety and liability*Not knowing how to fulfill their needs...do we misinterpret their desires and needs?*We miss the politics of a teens world*They're smarter than me!*Saying the wrong thing or giving wrong advice*Bridging the generation gap

Question #3

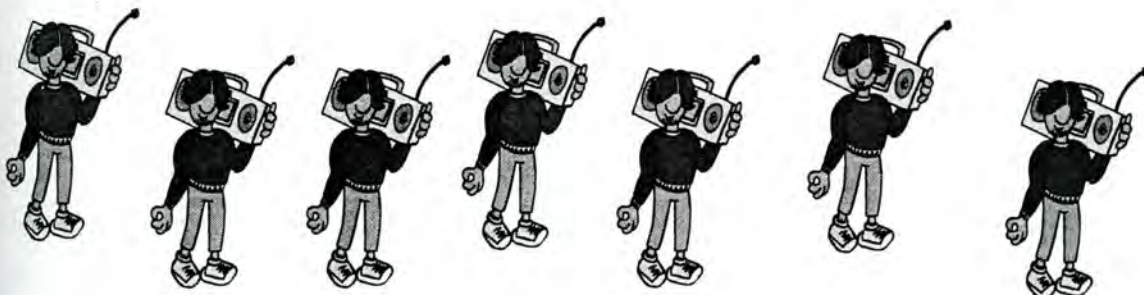
“What are some ways you feel you can contribute to youth ministry?”

YOUTH RESPONSES

- *By attending church
- *Giving our point of view
- *Being active in your own congregation
- *Servers, teaching Sunday School
- *Leading and going to youth groups
- *Lay reading
- *Participating in church services
- *Sometimes leading worship

ADULT RESPONSES

- *Welcoming environment
- *Thinking creatively about where they can serve
- *Empowering/Letting go
- *Mentoring/affirming of gifts, humanity
- *Be a model
- *Open doors, open homes
- *Challenging them
- *Working alongside at tasks
- *Dialogue and communicate
- *Encouraging and enabling
- *Road trips
- *Drums and upbeat music
- *Telling jokes
- *Food & Pizza
- *Canoe trips/summer camp
- *Ecumenical services
- *By staying out of it!
- *Fund community youth projects
- *Buy karioke machine
- *Listening
- *Leadership training
- *Prayer support
- *Youth oriented liturgy/worship
- *Saturday or other service times
- *Being genuine
- *Giving vision, hope, love, knowledge



Question # 4

“Where would you like to see youth ministry in the future?”

YOUTH RESPONSES	ADULT RESPONSES
<ul style="list-style-type: none">*Grow, expand*Include other denominations*More structured, with money and programs*More vibrant*Big and powerful*More outreach*More youth involvement*Good transition for youth from young adulthood to adulthood (that awkward stage)*More ministry to young adults	<ul style="list-style-type: none">*Top of the pile*Totally integrated*“Exploding” – on fire*More youth at Synod*Rooted in Anglican tradition*Not in crisis*Self-directed*Inter-deanery communication/sharing*Technology based ministry – chat room*Spiritual Formation based*Biblical – rooted in the Word of God*Inclusive*Honouring of introverts (ie. silent retreats)*Safe spaces to talk about ‘tough stuff’*Diocesan/Deanery youth chaplains*Youth on ALL parish advisory boards, with authority, education and encouragement*Intergenerational*Informed*More diverse*Be given real responsibilities*Joy & enthusiasm for their faith*That adults would be respectful of their contribution

This session was brought to you by...

Stephanie Park, Erin Verbree, Esther Anstice, Jonathan Woodward, Justin Hawn, Erin Barnes, Charles Wilson, Heather Hardie, Colin Stradwick, Courtney Lyons, Meghan Levie, Matthew Lay, Allison Evans, Jenn Snowden, and Jonathan Hoskin – Youth Delegates, Synod 2001.

BISHOP'S CHARGE

By

The Right Reverend

Ronald C. Ferris, B.A., M.Div., D.Min., S.T.D.

BISHOP OF ALGOMA



TO THE FORTIETH SESSION
OF THE
SYNOD OF THE DIOCESE OF ALGOMA

Anglican Church of Canada

Sault Ste. Marie, Ontario

May 10, 2001

BISHOP'S CHARGE
to the
Fortieth Session of The Synod of the Diocese of Algoma

Welcome

Welcome all delegates and visitors to the Fortieth Session of the Synod of the Diocese of Algoma. We have come together to examine and celebrate our common life under the theme "Christ's Life Overflows".

We welcome our Synod theme speaker, the Reverend Canon Herbert O'Driscoll, and we look forward with anticipation to his leadership. We welcome Archdeacon McIntosh and his wife, Carmel, who have come to our Synod to be with us to represent the Diocese of the Windward Islands. Archdeacon McIntosh will be addressing us in the context of the Companion Diocese report. Welcome also Bishop Jack Peck, retired Suffragan Bishop of Huron, who is a frequent participant in Algoma events and who will be available throughout the Synod to any who wish counsel or conversation. Visitors are most welcome to all of our Synod Sessions, and I would particularly like to invite visitors as well as delegates and their families to the reception at Bishophurst at 9 o'clock on Friday evening.

During the course of our Synod, we will say thank you and farewell to two remarkable leaders in the Diocese. We will bid farewell to Dean Allan Reed, who is leaving us to take up his new duties as Dean of Kootenay. He has been a tremendous personal support to me over our time together. We will also honour and give thanks for over forty years of ordained service from Archdeacon Mark Conliffe, as he retires at the end of September. We also honour Ena, who herself has given remarkable gifts to the Parish, Deanery, and Diocese over so many years. Although we mark a time of transition, we are hopeful that the Conliffe's will be with us, serving in new capacities in Algoma in the years ahead.

Clergy Openings

The past year or so has been a time of change in clergy postings and assignments. Bishops are noticing across the country a shortage of clergy who are available for postings. This is not a crisis, but we all need to be diligent in fostering appropriate vocations. Because of the expense and dislocation involved in theological training, Bishops have been reluctant to sponsor people for training unless there was a good assurance of being able to place them upon graduation. Fortunately, we have a large number of candidates and ordinands ready for deployment in 2002. I give thanks for the work of the pastoral chaplains, the Postulancy Commission, and the parishes that have selected and encouraged our present candidates. Selecting, encouraging and supporting future leaders is the work of the whole community. If we do our task well, we not only secure the future of our own diocese, but generate vocations that strengthen other dioceses, as well as other agencies such as the Church Army, religious orders and theological schools.

Planned Giving

Following the Synod I would like to encourage all deaneries to re-appoint and re-activate their planned giving initiatives. Sudbury Deanery has been particularly active under the leadership of Larry Giddings. The effectiveness of Planned Giving is best realized when the program persists over time, and when there is cooperation between Parish, Deanery, Diocese and General Synod.

Planned giving is not a campaign, but an education program. The planned giving teams conduct workshops in the parishes, publish articles, hold information evenings, and work privately with donors to best help them achieve their charitable aims. In addition to the visible benefits, there may well be many estates unknown to us that will eventually benefit the work of our diocese and our parishes. (I have included some further information on Planned Giving as Appendix I to this Charge.)

Christian Giving

When I first arrived in the Diocese of Algoma in 1995, the Diocese was facing a \$150,000 annual shortfall. Synod launched the Ministry 2000 program. During the course of that initiative, the incomes of participating parishes increased by \$330,000, representing a 10 percent diocesan increase in offerings. Givings have increased from 3.5 million dollars in 1996 to over 4 million dollars today. Since that focus, we have been concentrating on other mission priorities.

For a number of reasons, the time may be coming when we need to give Christian giving fresh emphasis. Some of our congregations are seeing new opportunities, adding staff, and looking for ways to expand their resources and activities. Since the downsizing at General Synod, the national role in parish stewardship has been eliminated. A few of our parishes are indicating that they would like to take a major step forward.

I would not be in favour at this time of a diocesan-wide initiative that would force parishes unwillingly into participation. I would be interested in hearing from eight or ten churches that would like to take a serious step ahead. We know the essential ingredients to effective Christian giving programs:

- 1) They communicate their program to their members creatively and effectively.
- 2) They "raise the sights" of their parishioners as to what is possible.
- 3) They effectively ask each household to increase sacrificially their level of Christian giving.
- 4) There is unswerving commitment by the incumbent and team of lay leaders to carry the program through to completion.

Although programs of that scope can require a major effort and resources, they also seal the commitment of their members and expand the base of serious donors. Churches become less reliant on the committed few, and less reliant on fundraising. I believe that fundraising should primarily be reserved for fun activities to do extra projects and not as sustenance of our primary mission work.

How could we work together to expand our culture of generous Christian giving so that our common life is strengthened, and so that our households gain the benefits of this new way of living. I would welcome hearing the thoughts of Synod on whether the time is coming for new stewardship initiatives, and how we should structure the leadership of any such initiatives. I would also be interested in hearing from parishes who want to take serious steps forward, and share resources and activities with other Algoma churches that have decided to take similar steps.

World Mission

I give thanks for the very special relationship that has developed between ourselves and the Windward Islands. We welcome to our Synod, Archdeacon Patrick McIntosh, as we celebrate and conclude the Companion Diocese relationship. I have been very impressed as I have travelled around Algoma with the ministry of prayer that is evident everywhere I travel. Maintaining effective communication over geographical and cultural barriers has been a huge hurdle.

I want to thank our energetic Companion Diocese Committee, who have planned valuable exchanges, shared the learnings, and inspired us to persist. Our Companion Diocese relationship has been extended beyond its original term to take full advantage of the valuable links that have been established. I feel that we will be friends forever with the Windward Islands, and I know that many of us will look for ways to extend that friendship and make it real, even though the formal relationship concludes at this Synod.

Rather than entering right away into another companion relationship, I would recommend that we focus, for the coming period of time, on projects of world mission, and mission in the North that we support through our ongoing apportionments. One of the privileges of being part of the Anglican community is that we are members of a diverse, growing, worldwide communion. Many parts of that global communion are very young and very poor. As Canadian Anglicans we have both an opportunity and a responsibility to share generously to strengthen Christ's work throughout the world. We need the infusion of life, learning and challenge as much as our sister churches need our interest, encouragement, and support. Our Program and Youth Consultant, Kelly Cooper, will be researching ways that we can share knowledge of the programs that Algoma Anglicans are supporting around the globe. I would ask the parishes, as they are planning their educational activities over the coming two years, to think of suitable ways of sharing the story of global Christianity and global Anglicanism with their parishioners. As Appendix II to the Charge, I have included information on the publication Anglican World, which is an excellent resource, both on news of the Anglican Communion around the globe and

the work of Anglican international networks. This publication addresses issues of mission, the family, the environment, and so on.

Corporate Restructuring

While the corporate structure of the Church has remained unchanged for decades, the legal climate is in a state of continuous flux and development. The life and work of our national structures has been severely impaired as a result of litigation. Our own diocese in the past came through moments when litigation threatened to overwhelm the limited resources of a religious and charitable organization. This has led many of us to ask the question as to what would be the appropriate corporate shape for the Church in the coming century. When one structure enters a period of crisis, are there other agencies that can ensure that the mission of Christ is carried forward? In many parts of the world, missionary societies stand ready to ensure that the work and mission of the Church is carried on. In other cases it is clear that pieces of work that really are separately governed should have their own corporate structure. Thorneloe University is an example.

The Camp Manitou Board has approached the Executive Committee about the possibility of becoming a separately incorporated body. This is in no way intended to sever the links between the Anglican Church and the camps. Should they become separately incorporated, the structure would be set so that the camps would clearly continue to be part of the Anglican faith and family.

The advantage for the camps is that they would have greater control over their own future and destiny.

The advantage for the Diocese is that full control and responsibility for the camps would be put into the hands of those who are geographically close by, and who have an intimate knowledge of the camps. The Executive Committee now holds ultimate responsibility, and that is both impractical and worrisome, since Executive meets several hundred miles away and has no first-hand knowledge of the program or activities.

As the corporate structure of the Diocese matures and gets rethought, I have opened that conversation with all of our camps.

If we were to proceed, each camp would be a separate legal body, directing and managing its own affairs. Anglican ethos and identity would be maintained through a constitution that would be mutually agreeable to the Diocese and the camps at the inception of the new corporations.

This Synod will consider our overall corporate structure as it impacts our future work.

Volunteers Canada/Ontario Screening in Faith Initiative

We are all too painfully aware that in any organization, child abuse can and does happen. It is important for our community, and all faith communities, to be informed and vigilant to best provide for the safety of our children and others who are vulnerable. The Ecclesiastical Province of Ontario and our Diocesan Executive Committee commend and endorse the Screening in Faith Program. Appendix III to this Charge gives more information on this initiative. All of our deanery officials recently attended a workshop in February. By now they will have shared the program and resources with each parish. It is impossible to have a single policy that can cover all of the varied circumstances in our parishes and programs. However, this Ontario Screening Initiative is flexible, and it will assist local leaders to determine the risks, and to screen and supervise volunteers in ways appropriate to the circumstances.

The sexual misconduct procedures devised by Synod are in use and are helpful, complementary measures to this plan. Kelly Cooper has materials available here at Synod for all parishes and organizations. Your deanery leaders have been trained in making presentations. I would ask that all parishes and organizations become familiar with and utilize this Program.

There is no single policy that can be applied to all of the various situations that will eliminate child abuse. What we are seeking is a conscientious, informed, and alert community that will co-operatively work together to take prudent and reasonable measures to reduce the risk.

Community Ministries

I give thanks for the many community ministries that I see throughout Algoma. Three separate housing projects offer over two hundred units of economical housing. The Mission to Seafarers in Thunder Bay visits over three hundred foreign vessels, offering assistance and ministry to their crews. A number of our clergy serve part-time as military and police chaplains. The Rev. Genny Rollins is Chaplain of the Sudbury jail and the Rev. Dawna Denis is Chaplain at the North Bay hospital. Dozens of our parishes offer pantries and thrift shops, or assist with community food banks. These and many other ministries like them require countless hours by dedicated lay people. I know that Synod joins with me in honouring and giving thanks for these ministries. May we all look for ways to heighten their visibility amongst us and to strengthen their work.

New Initiatives

I give thanks for the work of the New Life Task Force in bringing before us the ideas, hopes and dreams that have been gathered from the workshops that have happened in each of our parishes. I am thankful for the huge participation rate and for the positive energy that the process has developed. Many of our churches have already experienced internships in ways that have brought forth life and awakened new possibilities. The resources for new initiatives set aside by

the previous Synod are helping parishes and leaders try new things. Many churches are increasing their staffing levels and doing so in creative ways that use resources wisely. A particular focus of many of the new positions being created is specialized work with children and youth.

I look forward to hearing and discussing the report from the New Life Task Force. I hope it will be a catalyst for setting our priorities and building a common vision for the future. We have much to be thankful for. Our attendance is growing modestly, but growing. Our financial resources are increasing. We have a gifted team of clergy and lay leaders. There are wonderful postulants moving towards ordination. New ideas are emerging and are being acted on. I believe that if we stay closely attuned to Christ, we are poised for solid achievement. "I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, ..." (John 15:5)

Models of Ministry

From its earliest history, Algoma has been creative and adaptive in its forms of ministry. This was necessitated by frontier conditions, limited resources, and huge geography! Modern Algoma is also creative and adaptive in its forms of ministry. In Algoma we are committed, along with most of the Anglican Communion, to full-time, well-trained, fairly-remunerated, sacramental priesthood. This is key to the strength of our communities and to the advancement of the Gospel. This basic pattern has been harmonized with interim ministry, lay pastors, pastoral workers, youth pastors, student ministers and so on. Our experience also is that creative forms of ministry are not cheaper and easier ways to do things. Trying to design, implement, and negotiate expectations around creative forms of ministry takes a major effort from the Bishop's staff. There are training, supervision, and travel costs associated. Creative models must have innate and obvious benefits. Wedding rich varieties of ministries into a cohesive force is the challenge of ministry in our times.

This same challenge and opportunity is with us as we support and deploy people in mutual ministry. How can the rich variety of tasks and gifts be harmonized into a cohesive whole? Are there common patterns and understandings that undergird our life of service.

I give thanks for the work of the Harmony Task Force. They have been looking for ways to support and celebrate the rich variety of ministries that Christ gives, in ways that clarify, integrate, and unite. I commend their work to you. (Should Synod endorse their recommendations, I have worked with the Archdeacons on a Covenant for Ministry that may be refined and utilized. This is presented as Appendix IV to this Charge.)

New Life in Jesus Christ

Churches need to be rooted deeply in the life of God. That is what gives them their *raison-d'être*. Churches deal with ultimacy. We are committed to an ultimate and absolute reality. As a family, we deal with lots of things that are fun and frivolous, but ultimacy is at the

heart of our purpose. Are we rooted in the word, prayer, sacraments, holy living, justice, generous giving, and Life of God?

Anglicans are often shy of engagement. We want to meet people on our terms, in our space, where things are predictable and safe. But Christ calls us to, "Go outside the wall". It was by going outside the wall that St. Paul found the rapid expansion and multiplication of his ministry. He found response to the Gospel in the most unexpected places, amongst the Gentiles! This desire for engagement kept pressing him onward to find new communities, to develop new apostolic leaders, and to reach into previously unreached corners of the world. Engagement gives life and mission its adventure.

Jesus sends us out in mission. Jesus taught that it is as close as our neighbour, or an unknown stranger. It is practical, it is achievable, and it is a gift to us because it summons up what is best within us and within our communities. Once you live with mission, you cannot live without it. It is like a current flowing through a wire. The wire was just a cold piece of metal until it started to be the conduit for electrons that make light. Mission is what makes us allied and useful. We are rooted in the life of God, and we need to move ahead in our common mission with a deep sense of joyfulness, because we serve the one "whose service is perfect freedom". When you are working harmoniously and closely with other people, laughter comes easily. There is a natural joy that flows when our heart is right with the Lord and when our hands are set to achieve noble, common tasks consistent with His will. As someone once said, "Joy is the urgent business of heaven"!

Hear these phrases from Colossians that remind us how Christ refreshes us, and refreshes the world by connecting us to the life of God.

"He is the image of the invisible God,over all creation." (Col. 1:15)

"He is before all things and in Him all things hold together." (Col. 1:17)

"And He is the Head of the Body, the Church, ..." (Col. 1:18)

"For God was pleased to have all His fullness dwell in Him..."

through Him to reconcile to Himself all things..." (Col. 1:19-20)

In Conclusion

I have attached, as Appendix V to this Charge, a beautiful worship song written by Jane Best of Kagawong, "God's Love has Flooded Our Inmost Hearts". Jane was the author of our anniversary anthem at the last Synod, "Reach for the Mark".

I want to express deep appreciation to the Synod Office Team for their remarkable strength, energy and commitment they bring to our work together. They really are an inspiration.

As we come together in Synod, may we really meet eye to eye and heart to heart. May we stretch and grow as we learn all that Jesus Christ has done and is doing amongst us. May we leave Synod strengthened in our resolve to let His newness of life overflow in us to the benefit and blessing of our hearts, homes, churches, and communities.



PLANNED GIVING

Remember that when you leave this earth, you can take with you nothing that you have received — only what you have given: a full heart enriched by honest service, love, sacrifice and courage.

St. Francis of Assisi

Active, committed and faithful people of The Anglican Church of Canada provide leadership, ministry and mission support in 30 Canadian dioceses, 1,740 parishes and 2,499 congregations in communities in every part of Canada, as well as with our partners overseas.

Anglicans give generously of their time, energy, abilities and financial resources to do the work of God in many ways, helping to make a difference in people's lives.

The Office of Financial Development of General Synod works in close partnership with dioceses, parishes and church institutions in offering planned giving resources, educational events and seminars, consultations and a wide variety of opportunities for making gifts — all for the purpose of ensuring the continuation and growth of vitally important ministries, encouraging Anglicans to be generous and faithful stewards of all God's gifts.

More and more Anglicans are giving thoughtful attention now to their stewardship of *accumulated assets*, ensuring that they have valid wills and have planned responsibly for the security and well-being of their families and the support of those institutions and causes which have been important to them.

As you will see by reading this leaflet, there are a number of ways to plan your response to God's generosity through both present and deferred gifts. Your generosity and thoughtfulness will provide for you and your family and friends a sense of satisfaction and delight in being able to make a very real difference in the life and work of your church and other charitable organizations you may wish to support.

The Anglican Church of Canada, through its parishes, dioceses and General Synod, and various related institutions, offers many opportunities for expressions of generosity and committed support. The list of outreach projects, programs and ministries is almost unlimited. When you add to that the importance of caring for our buildings and properties, church growth and the establishing of new congregations and ministries, you can become very creative in providing for the future of our church, helping to ensure its vitality and effectiveness.

We look forward to hearing from you and would be pleased to provide detailed information about the various ways of making a gift and how a generous act of support will make a very real and permanent difference.

*Riches do not consist
in the possession of treasures
but in the use made of them.*

Napoleon I

Give, and it will be given to you. A good measure, pressed down, shaken together, running over, will be put into your lap; for the measure you give will be the measure you get back.

Luke 6.38

Planned Giving means finding a way to make an important gift to a cause you believe in while still getting the best tax benefits possible and achieving personal financial goals.

A planned gift to The Anglican Church of Canada can be made outright to the Church for its immediate use, or deferred -- arranged now for completion later. Some planned gifts are designed both to support the church and to provide a life income for the donor. Each type of planned gift offers benefits to the donor, and supports the mission of the Church, whether it be a parish, diocese, General Synod or another Anglican institution or ministry.

This leaflet will help you decide which way of giving best meets your situation and goals.

Please use the response form to ask for more information that you can review with your financial advisor. When you are ready, we will be happy to help you complete your gift.

GIFT FOR THE PRESENT

An outright gift of cash is the simplest and can be the best way to give. The Church can use your gift immediately for its needs or as endowment. You get a receipt for the full amount you have given, which means immediate tax savings.

For example, if your combined federal and provincial tax credit equals 45 per cent, a \$5,000 gift to The Anglican Church of Canada actually costs you only \$2,750 since it results in a tax savings of \$2,250! (The amount you can claim in charitable donations in any one year is limited to 75 per cent of your net income for that year. Any amount over that can be carried forward for up to five years.)

When you make an outright gift of listed securities, you receive a special tax benefit: you will be taxed on only 37.5% of the capital gain. For gifts of other types of appreciated property (property worth more now than when you bought it), 75% of the gain will be taxed. In either case, your tax credit will always exceed the tax on the gain, resulting in net tax savings, because 100% of the taxable gain is creditable.

The most common type of *deferred* planned gift is a charitable bequest -- a gift which is included in your will. This can be as simple as a sentence or two in your will, or a codicil appended to it. You may give a specific sum of money ("I give to The Anglican Church of Canada the sum of \$ ____ to be used for its general purposes.")

Or you can give certain assets such as stocks or part of what remains in your estate after other bequests have been taken care of. You may, in consultation with the Church, designate how you wish your bequest to be used and you may state if you wish it used immediately or held as endowment.

Your estate will be entitled to a receipt for the full value of your bequest. This may significantly reduce the tax payable with your final income tax return. A tax credit will be available for donations up to 100% of your final-year net income.

A gift of life insurance can provide a significant future gift to The Anglican Church of Canada at a modest present cost to you. This can be done with an existing policy or a new one.

You may give the death benefit of an existing policy just by naming your parish, diocese, General Synod, the Anglican Foundation of Canada, the Primate's World Relief and Development Fund, or another related institution as beneficiary. But to receive a current tax benefit, you must also transfer the ownership of the policy to the Church. This entitles you to a donation receipt for its cash value. When you make the Church the owner and beneficiary of a new policy, you receive a donation receipt for each of your premiums. When you die, the Anglican Church of Canada gets the proceeds of the policy.

Some planned gifts pay you back by providing you income or allowing you to enjoy the use of your property even after you have given it to the Church.

A gift annuity provides both a gift to The Anglican Church of Canada and guaranteed payments for life for you or your spouse. The annuity rates depend on your age, but they will usually be higher than G.I.C. interest. Part of your annuity payments (sometimes all of it) are tax-free. Older donors also get a donation receipt for part of their contribution. The Anglican Church of Canada offers two types of annuities -- the Charitable Gift Annuity and the Gift Plus Annuity.

A charitable remainder trust is a deferred giving arrangement under which you irrevocably transfer property (cash, securities or real estate) to a trustee. You keep the right to income from the trust, either for life or a specified number of years, and at the end of that time, the trust principal becomes your gift to the Church. You receive a donation receipt for the present value of this remainder interest. As with other forms of gifts, you may, in consultation with Church planned giving consultants, designate your gift for a particular ministry or as endowment.

A gift of residual interest gives back in a different way. You may, for instance, donate your residence but retain the right to use it while you live. You may give a valuable piece of art, but continue to enjoy it in your lifetime. In each case you get a donation receipt for the present value of the residual interest you have given to The Anglican Church of Canada.

Any gift given to The Anglican Church of Canada may be designated to be shared by more than one part of the Church's life and work.

*Almighty God,
your loving hand has given us all that we possess:
grant us grace that we may love you
with all that we have,
and be found faithful and acceptable stewards of your bounty;
through Jesus Christ our Lord.*

INTRIGUED?

Then request more information...
Detach this panel and mail it to:

Diocese of Algoma
PO Box 1168
Sault Ste. Marie, Ontario P6A 5N7
Telephone: 705-256-5061
Fax: 705-946-1860
E-mail: dioceseofalgoma@on.aibn.com

Name _____

Address _____

City _____

Province _____

Postal Code _____

Phone _____

Business _____

Home _____

I would like more information about:

- Bequests
- Gift of cash or appreciated property
- Gift of life insurance
- Gift annuities
- Charitable remainder trust
- Gift of residual interest
- Giving a stripped bond
- Other _____

I would like more information about the variety of gift annuities available through The Anglican Church of Canada. Please prepare for me a confidential quotation, giving current annuity rates and tax benefits for my particular situation.

My date of birth _____

In the case of a joint-life and survivorship annuity...

My spouse's date of birth _____

RESPONSE FORM

...continued

I would like more information about the work of God through the ministry and mission of:

- General Synod: support of ministry in the North and overseas and other priorities
- The Primate's World Relief and Development Fund
- The Anglican Foundation of Canada
The Diocese of _____
- The Parish of _____
(please give name and town)
- Other church-related institution, program or project _____

If you have already arranged for a future gift to The Anglican Church of Canada, we'd like to know about it.

- I have included The Anglican Church of Canada in my will.
- I have named The Anglican Church of Canada as the beneficiary of a life insurance policy.

The information in this brochure does not constitute legal or financial advice and should not be relied upon as a substitute for professional advice. The Anglican Church of Canada encourages you to seek professional legal, estate planning and financial advice before deciding on a course of action.

OTHER BROCHURES IN THIS PLANNED GIVING SERIES:

GIFTS OF LIFE INSURANCE
GIFTS OF RESIDUAL INTEREST
THE CHARITABLE REMAINDER TRUST
THE CHARITABLE GIFT ANNUITY
WILL POWER
THE GIFT PLUS ANNUITY
OURLIGHT GIFTS
GIVING A STRIPPED BOND



ANGLICAN WORLD 2000

SUBSCRIPTION

APPENDIX II
YES, I would like to receive the next
four issues of Anglican World

I wish to pay US\$16

Can\$24

£10

by cheque, payable 'ACC'

Name

Address

I wish to pay £10 by Mastercard

(note: credit card payments will be charged at the Sterling prices. However, your account will be charged in your local currency)

Visa

Eurocard

Switch

City

State

Area code

Switch issue number

Card number Signed

Expiry date

Your AW number (see address label)

Send to: AW Subscriptions, Anglican Communion Office, 157 Waterloo Road, London SE1 8UT, England

The Anglican Consultative Council is registered as a Charity: Charity Commissioners Registered No. 276591



ANGLICAN WORLD 2000

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YES, I would like to receive the next
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Visa

Eurocard

Switch

City

State

Area code

Switch issue number

Card number Signed

Expiry date

Your AW number (see address label)

Send to: AW Subscriptions, Anglican Communion Office, 157 Waterloo Road, London SE1 8UT, England

The Anglican Consultative Council is registered as a Charity: Charity Commissioners Registered No. 276591

The 10 Safe Steps of Screening in Faith

1. Determine the risk
2. Write a clear volunteer ministry description
3. Establish a formal recruitment process
4. Use an application form
5. Conduct interviews
6. Follow up on references
7. When appropriate, request a police records check
8. Conduct orientation and training sessions
9. Supervise and evaluate
10. Follow up with program participants

This brochure reflects a shared commitment and joint working process among the Anglican, Roman Catholic, Unitarian, United churches and Volunteer Canada. It is produced as part of the Ontario Screening Initiative, a project of the Ontario Ministry of Citizenship, Culture and Recreation, in partnership with Volunteer Canada.

The Ontario Screening Initiative is carried out by a consortium of provincial umbrella organizations. The faith, community support, sport, rural, and recreation sectors are increasing the well-being of children and other vulnerable people through the introduction of screening practices.



VOLUNTEER
BÉNÉVOLES
C A N A D A



VOLUNTEER
ACTION
BÉNÉVOLE

The Ontario Screening Initiative is supported by the Government of Ontario. @ Ontario

APPENDIX III

Do not withhold good from those to whom it is due, when it is in your power to do it.

Proverbs 3:27

Our Mission

Since the earliest days of the church we have come together to worship and to live out our faith. We continue that tradition today. As a people of faith we reach out to those in need. We counsel, we help, we teach. Each of us brings unique gifts to share.

At the core of this spiritual helping is a sacred trust which must be protected and never misused.

We like to think that all our members are dedicated and above reproach. Thankfully the vast majority of our members are.

Yet, we must not close our eyes to the facts – terrible things do happen, and they happen in congregations just like ours.

Screening in Faith

Suffering has been brought upon men, women, and children by people in positions of trust. Pedophiles seek out environments where they can gain easy access to children. Abusive predators have found their way to the vulnerable.

We must do everything we can to protect the children and other vulnerable people in our care. This is an essential element of our call to service.

Our church has launched a new and exciting program called **Screening in Faith**. This new approach will make our programs safer – safer for children, the physically disabled, the mentally vulnerable, and our dedicated volunteers.

Ontario Screening Initiative

Together with other faith communities in Ontario, our church is selecting leaders throughout the province. These leaders, or champions, will become our key resource people.

We will build upon our foundation of service, fellowship, and love. We will live up to the trust and confidence placed in us.

Knowledgeable in screening and connected to a network of trainers, these leaders will introduce screening practices into our church life. They will work with the national charity, Volunteer Canada, and local volunteer centres to provide training on volunteer screening.

DIOCESE OF ALGOMA

Ministry Covenant Certificate

Now there are varieties of gifts, but the same Spirit: . . . To each is given the manifestation of the Spirit for the common good. (I Corinthians 12: 4-7)

Grace and Peace in our Lord Jesus Christ.

Name _____ is undertaking a Ministry Covenant to serve in the Parish of

_____ in the Ministry of _____.

This covenant of shared ministry was celebrated and received the prayerful support of the congregation on date _____.

As incumbent, I also agree to support this ministry, and certify that I have entered with the appointee the attached agreement with respect to responsibilities, training, accountability, term, and review. I certify that Vestry or Advisory Board approval, where required by the Bishop or the Canons, has been duly received.

Signature of Appointee _____

Signature of Incumbent _____



This covenant is initiated with the general support and approval of the Bishop of Algoma, whose continuing confidence is a qualification for leading worship, teaching, or assisting with the sacraments.

Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your heart, sing psalms, hymns, and spiritual songs to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through Him. (3 Colossians: 16 & 17).

God's Love Has Flooded our Inmost Heart
(Bishop's Motto for 2001)

Chorus: *God's love has flooded our inmost hearts*
God's love has flooded our hearts
Through the Holy Spirit he has given us
God's love has flooded our hearts.

1. Jesus is Lord, God raised him from the dead
 This word is near us, on our lips and in our hearts...

God's love has flooded ...

2. We have received, your loving Spirit
 So we cry Abba, Father, knowing we are yours.

Your love has flooded our inmost hearts
Your love has flooded our hearts
Through the Holy Spirit you have given us
Your love has flooded our hearts.

3. And so we make a living sacrifice
 This worship offered by our minds and in our hearts.

Your love has flooded ...

4. Transform us Lord, oh please renew our minds
 So we can know your will and do what is good.

Your love has flooded ...

God's love has flooded our inmost hearts
God's love has flooded our hearts
Through the Holy Spirit he has given us
God's love has flooded our hearts.

by Jane Best, 2001
 Romans 5:5, 8:15-16, 10:9,8, 12:1-2

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 PO Box 410, Gore Bay, ON P0P 1H0
 705-282-2821

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Chorus

G D7 C G
 God's love has flood-ed our in-most hearts.
 G D7 G
 God's love has flood-ed our hearts.
 C G Am D
 through the Holy Spi-rit he has gi-ven us
 G D7 G
 God's love has flood-ed our hearts.

Verse

C G C G
 ① Jesus is Lord. God raised him from the dead
 C G A D 7
 This word is near us, on our lips and in our hearts. God's love

- ② We have received — your loving Spirit
 — so we cry Abba, Father, knowing we are yours.
 Your love ... through the Holy Spirit you have given us ...
- ③ And so we make — a living sacrifice
 — this worship offered by our minds and in our hearts.
 Your love ...
- ④ Transform us, Lord, oh please renew our minds
 so we can know your will and do what is good.

taken from : Romans 5:5 8:15,16
 10: 9, 8 12: 1,2 *JBest*

Bishops' Motto for 2001: "God's love has flooded our inmost heart"
 (Romans 5:5 NEB)

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**The Incorporated Synod of
the Diocese of Algoma
Financial Statements**
December 31, 2000

Contents

	<u>Page</u>
Auditors' Report	1
Statement of Financial Position	2-3
Statement of Revenue and Expenses – General Fund	4
Statement of Cash Flows - General Fund	5
Statement of Fund Balance – General Fund	6
Statement of Church Workers' Transportation Fund	7
Statement of Archbishop Wright Building Fund	8
Statement of Special Purpose Funds	9
Notes to the Financial Statements	10-11

Auditors' Report

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

We have audited the Statement of Financial Position of The Incorporated Synod of the Diocese of Algoma as at December 31, 2000 and the Statements of Revenue and Expenses - General Fund, Cash Flows - General Fund, Fund Balance - General Fund, Church Worker's Transportation Fund, Archbishop Wright Building Fund, and Special Purpose Funds for the year then 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, 2000 and the results of its operations and cash flows for the year then ended in accordance with generally accepted accounting principles.

Sault Ste. Marie, Canada
February 28, 2001

Grant Thornton LLP

Chartered Accountants

The Incorporated Synod of the Diocese of Algoma

Statement of Financial Position

December 31

2000

1999

Assets

General Fund

Cash	\$ 21,983	\$ 55,130
Accrued interest receivable	489	1,241
Accounts receivable, net of allowance for doubtful accounts of \$112,315 (1999 \$112,315)	220,314	150,234
Loans receivable	6,971	-
Real estate	58,152	58,152
Receivable from other funds	40,606	16,631
	348,515	281,388

Church Workers' Transportation Fund (Note 2)

Cash	4,215	16,216
Receivable from general fund	119,876	177,607
Loans receivable	138,103	71,208
	262,194	265,031

Archbishop Wright Building Fund

Cash and treasury bills	124	20,717
Deposit in consolidated investment fund	132,353	204,376
Accounts receivable	1,507	372
Accrued interest receivable	21,045	5,665
Loans receivable	1,092,779	959,078
Real estate held for future development, at cost	22,632	21,595
	1,270,440	1,211,803

Special Purpose Funds

Cash and treasury bills	236,754	373,600
Accrued interest receivable	16,241	19,347
Marketable securities (Note 3)	3,032,519	2,710,514
Mortgages receivable (Note 4)	225,329	307,039
	3,510,843	3,410,500
	\$ 5,391,992	\$ 5,168,722

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma

Statement of Financial Position

December 31

2000

1999

Liabilities and Fund Balances

General Fund

Accounts payable and accruals	\$ 158,104	\$ 75,459
Payable to church workers' transportation fund	119,876	177,607
Clergy moving fund	24,918	24,918
Real estate fund	58,152	58,152
Fund balance	<u>(12,535)</u>	<u>(54,748)</u>
	<u>348,515</u>	<u>281,388</u>

Church Workers' Transportation Fund (Note 2)

Payable to general fund	-	243
Capital	<u>262,194</u>	<u>264,788</u>
	<u>262,194</u>	<u>265,031</u>

Archbishop Wright Building Fund

Compensation agreement payable (Note 5)	60,208	68,868
Accounts payable and accruals	-	222
Payable to general fund	4,566	3,574
Capital	<u>1,205,666</u>	<u>1,139,139</u>
	<u>1,270,440</u>	<u>1,211,803</u>

Special Purpose Funds

Consolidated investment fund	3,460,329	3,383,538
Cemetery purposes (Note 6)	14,474	14,148
Payable to general fund	<u>36,040</u>	<u>12,814</u>
	<u>3,510,843</u>	<u>3,410,500</u>
	<u>\$ 5,391,992</u>	<u>\$ 5,168,722</u>

Contingencies (Note 7)

On behalf of the Executive Committee

_____ Member

_____ Member

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma

Statement of Revenue and Expenses – General Fund

Year Ended December 31

2000

1999

Revenue

Anglican Church Women	\$ 18,877	\$ 17,215
Apportionments	1,004,800	972,218
Donations for Algoma Anglican	13,202	8,465
Interest on endowment investments	47,890	51,908
Ministry 2000 allocation	1,215	2,202
Miscellaneous, including rentals	<u>31,431</u>	<u>26,925</u>
	<u>1,117,415</u>	<u>1,078,933</u>

Expenses

Algoma Anglican	19,602	19,957
Clergy moving	8,788	4,000
Diocesan programs and other	58,764	65,497
General Synod apportionment and assessment	310,312	310,312
Interest and bank charges	32	370
Missions to Seafarers	5,000	5,000
New initiatives	9,948	-
Printing, stationery and office	57,848	64,533
Property maintenance	32,687	31,187
Provision for doubtful accounts	29,765	30,119
Salaries, wages and employee benefits	341,794	310,803
Stipends, grants and pensions, net (Note 8)	126,901	123,183
Synod costs	7,500	14,251
Theological education assistance	8,500	5,000
Travel	<u>66,261</u>	<u>45,063</u>
	<u>1,083,702</u>	<u>1,029,275</u>

Excess of revenue over expenses, for the year

\$ 33,713

\$ 49,658

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma

Statement of Cash Flows - General Fund

Year Ended December 31

2000

1999

Cash derived from (applied to)

Operating

Excess of revenue over expenses from operations	\$ 33,713	\$ 49,658
Change in non-cash operating working capital		
Accrued interest receivable	752	643
Accounts receivable	(70,080)	(1,479)
Loans receivable	(6,971)	76
Receivable from other funds	(23,975)	(11,523)
Accounts payable and accruals	82,645	10,378
Due to church workers' transportation fund	<u>(57,731)</u>	<u>177,607</u>
	<u>(41,647)</u>	<u>225,360</u>

Other

Transfer from church workers' transportation fund for theological education	8,500	-
Repayment to church workers' transportation fund	<u>-</u>	<u>(177,607)</u>
	<u>8,500</u>	<u>(177,607)</u>

Net increase (decrease) in cash	(33,147)	47,753
---------------------------------	----------	--------

Cash

Beginning of year	<u>55,130</u>	<u>7,377</u>
End of year	<u>\$ 21,983</u>	<u>\$ 55,130</u>

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma
Statement of Fund Balance – General Fund

Year Ended December 31

2000

1999

Balance, beginning of year	\$ (54,748)	\$ 73,201
Repayment to church workers' transportation fund (Note 2)	-	(177,607)
Transfer from church workers' transportation fund for theological education	8,500	-
Excess of revenue over expenses	<u>33,713</u>	<u>49,658</u>
Balance, end of year	<u>\$ (12,535)</u>	<u>\$ (54,748)</u>

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma Statement of Church Workers' Transportation Fund

Year Ended December 31

2000

1999

Balance, beginning of year	<u>\$ 264,788</u>	<u>\$ 82,570</u>
Receipts		
Interest		
Loans	6,211	4,849
Investments and other	<u>6</u>	<u>5</u>
	6,217	4,854
Repayment from general fund (Note 2)	<u>-</u>	<u>177,607</u>
	6,217	182,461
Expenditures		
Transfer to general fund for theological education	8,500	-
Administrative services	<u>311</u>	<u>243</u>
	8,811	243
Balance, end of year	<u>\$ 262,194</u>	<u>\$ 264,788</u>

See accompanying notes to the financial statements.

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

Year Ended December 31

2000

1999

Balance, beginning of year	<u>\$ 1,139,139</u>	<u>\$ 1,081,381</u>
Receipts		
Rental income	10,800	10,800
Bishop's Discretionary Fund	5,000	-
Interest		
Loans	54,744	56,206
Investments and other	15,893	10,129
	<u>86,437</u>	<u>77,135</u>
Expenditures		
Administrative services	3,303	3,574
Property expenses	11,657	10,215
Interest expense	4,950	5,588
	<u>19,910</u>	<u>19,377</u>
Balance, end of year	<u>\$ 1,205,666</u>	<u>\$ 1,139,139</u>

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma

Statement of Special Purpose Funds

Year Ended December 31

	Local Parish Purposes	Diocesan Purposes	Consolidated Investment	Cemetery Purposes	Total 2000	1999
Balance, beginning of year	\$ 1,738,649	\$ 1,644,889	\$ 3,383,538	\$ 14,148	\$ 3,397,686	\$ 3,112,673
Receipts						
Interest - investments and other	99,027	81,974	181,001	399	181,400	188,072
Transfers in	104,031	49,708	153,739	-	153,739	358,061
Capital gain	27,094	28,307	55,401	-	55,401	12,230
Donations and other	<u>1,701</u>	<u>17,296</u>	<u>18,997</u>	<u>-</u>	<u>18,997</u>	<u>24,995</u>
	<u>231,853</u>	<u>177,285</u>	<u>409,138</u>	<u>399</u>	<u>409,537</u>	<u>583,358</u>
Expenditures						
Administrative services	13,693	16,014	29,707	73	29,780	22,370
Disbursements for designated purposes	124,282	178,358	302,640	-	302,640	275,689
Transferred to new trustee	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>286</u>
	<u>137,975</u>	<u>194,372</u>	<u>332,347</u>	<u>73</u>	<u>332,420</u>	<u>298,345</u>
Balance, end of year	\$ 1,832,527	\$ 1,627,802	\$ 3,460,329	\$ 14,474	\$ 3,474,803	\$ 3,397,686

See accompanying notes to the financial statements.

The Incorporated Synod of the Diocese of Algoma

Notes to the Financial Statements

December 31, 2000

1. Summary of significant accounting policies

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.

2. Repayment to church workers' transportation fund

The general fund is indebted to the church workers' transportation fund for expenditures related to personnel expenses and internal loans made to the general fund.

3. Marketable securities	<u>2000</u>	<u>1999</u>
Special Purpose Funds – Market Value	<u>\$ 3,151,341</u>	<u>\$ 2,764,716</u>
Special Purpose Funds - Cost	<u>\$ 3,032,519</u>	<u>\$ 2,710,514</u>

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.

The Incorporated Synod of the Diocese of Algoma

Notes to the Financial Statements

December 31, 2000

5. Compensation agreement payable

During 1996, the Diocese and St. Luke's Cathedral entered into an agreement made necessary by the transfer of the Deanery property at 1560 Queen Street East, Sault Ste. Marie to the Shingwauk Education Trust. As a result of the transfer the Diocese agreed to compensate the Cathedral for the loss of its opportunities and choices with respect to the property. Compensation 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:

2001	\$ 9,341
2002	10,079
2003	10,875
2004	11,734
2005	12,662

6. Cemetery trust

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

7. Contingencies

The Diocese has guaranteed a mortgage held by a parish to a maximum of \$394,898 and a demand loan held by a parish to a maximum of \$93,804. In addition, the Diocese has guaranteed bank operating lines of credit for eight parishes to a maximum of \$65,000 in total.

8. Stipends, grants and pensions

Stipends, grants and pensions include \$75,204 (1999: \$83,098) in respect of the Diocesan grants to assisted parishes. Total stipends, salaries and grants paid through the central payroll facility of the Diocese amount to \$2,339,926 (1999: \$2,317,844).

ARCHBISHOP WRIGHT BUILDING FUND

STATEMENT OF LOANS RECEIVABLE as at DECEMBER 31ST

<u>PARISH</u>	<u>1999</u>	<u>2000</u>
Blind River, St. Saviour	\$134,586	\$128,053
Heyden, St. Mark	100,810	101,341
Sault Ste. Marie, St. Luke's Cathedral	45,123	61,180
Sault Ste. Marie, St. Matthew	23,123	20,424
Bracebridge, St. Thomas	238,580	227,377
Emsdale, Parish of the Good Shepherd	96,188	61,266
Huntsville, All Saints	---	66,613
Lake of Bays Mission	---	12,051
Espanola, St. George	---	5,395
Massey, St. James	3,490	7
Mindemoya, St. Francis	---	45,409
Lively, Christ Church	28,060	22,270
Sudbury, Church of the Ascension	---	10,043
Sudbury, St. James	---	70,000
Manitouwadge, Holy Spirit	---	4,923
Marathon, Trinity Church	5,881	6,004
Nipigon Parish Council	470	---
Schreiber, St. John	1,900	2,007
Thunder Bay, St. Michael & All Angels	144,168	115,421
Thunder Bay, St. Stephen	---	2,008
William McMurray Corporation	<u>136,699</u>	<u>130,987</u>
TOTALS	<u>\$959,078</u>	<u>1,092,779</u>

CAR LOAN AND PERSONNEL FUND REPORT

As at December 31, 2000, total car loans outstanding amounted to \$138,103 represented by 17 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>
1991	1	\$100,852	1996	6	\$ 29,687
1992	11	90,779	1997	3	35,600
1993	8	55,071	1998	5	36,401
1994	15	30,452	1999	5	32,523
1995	7	66,120	2000	9	102,896

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

	<u>1997</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>
Balance at beginning of year	\$ 45,613	\$ 59,140	\$ 82,570	\$264,788
Interest earned:				
Loans	2,645	3,603	4,849	6,211
Deposit Accts	15	8	5	6
Repayment from General Fund of Personnel Response Fund			177,607	
Grant from Archbishop Wright Building Fund	15,000	20,000	---	---
<u>Less:</u>				
5% Admin. Levy	(133)	(181)	(243)	(311)
Transfer to General Fund for Theological Education				(8,500)
Write-offs and Personnel Response Fund	(4,000)	---	---	---
	<u>\$ 59,140</u>	<u>\$ 82,570</u>	<u>\$264,788</u>	<u>\$ 262,194</u>

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:

Receivable from General Fund	\$119,876
Loans	138,103
Cash on Deposit	4,215
	<u>\$262,194</u>

SOURCE OF CAR FUND CAPITAL TO DECEMBER 31, 2000

<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

**REPAYMENT FROM GENERAL FUND FOR PERSONNEL
RESPONSE FUND**

177,607

TRANSFER FROM ABP WRIGHT BUILDING FUND

<u>Year</u>	<u>Amount</u>	<u>Year</u>	<u>Amount</u>
1975	\$ 5,000	1981	\$23,000
1976	5,000	1986	35,000
1977	18,000	1997	15,000
1980	15,000	1998	20,000

136,000

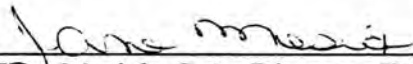
INTEREST EARNED

Bank Deposits/T-Bills since 1968	\$ 76,646	
Car Loans since 1981	<u>150,470</u>	227,116

Less:

Levy for Administrative Services	(8,989)
Bad Debts (Write-off)	(11,152)
Transfer to General Fund for Theological Education	(8,500)
Personnel Response Fund (Legal)	<u>(280,870)</u>

\$(262,194)


Jane Mesich, C.A., Diocesan Treasurer

STATEMENT OF INVESTMENTS

as at December 31, 2000

CONSOLIDATED INVESTMENT FUND

<u>Amount</u> <u>(Book Value)</u>	<u>Bonds/Debs.</u>	<u>Interest</u>	<u>Maturity</u>	<u>Market</u> <u>Value</u>
\$ 65,000	CMHC	6.25%	02/01/02	\$ 65,509
102,000	Export Dev. Corp.	5.00%	04/05/06	99,612
61,000	CDA Series A72	6.50%	01/06/04	63,161
205,000	CDA Series VU50	7.00%	01/12/06	221,814
73,000	CDA Series WE00	5.50%	01/09/02	73,247
145,000	CDA	5.25%	01/09/03	144,833
109,000	CDA Series WB60	7.25%	01/06/07	119,873
68,000	CDA Series WX80	5.50%	01/06/10	68,513
85,000	Alberta Prov.	7.50%	01/12/05	92,385
82,000	British Columbia Prov.	6.00%	09/06/08	83,246
113,000	British Columbia Prov.	6.25%	01/12/09	116,522
183,000	Ontario Prov.	6.25%	08/03/05	187,798
175,000	Ontario Hydro	5.375%	02/06/03	174,940
66,000	Ontario Hydro	5.60%	02/06/08	65,485
214,298	RBIM Mortgage Pooled Fund	2,071	Units	211,633
<u>421,200</u>	RTIC Corporate Bond Pool	42,120	Units	<u>426,486</u>
<u>\$2,167,498</u>				<u>\$2,215,057</u>

<u>Amount</u> <u>(Book Value)</u>	<u>Stocks</u>	<u>Shares</u>	<u>Market</u> <u>Value</u>
Banks & Trusts			
\$ 17,111	Bank of Nova Scotia	500	\$ 21,600
12,109	Bank of Montreal	225	17,685
13,804	CIBC	350	16,275
21,719	Toronto Dominion Bank	550	23,898
Biotechnology/Pharmaceutical			
9,436	QLT Inc.	150	6,308
Cable & Entertainment			
5,144	Shaw Communications Class B	150	5,250

<u>Amount</u> <u>(Book Value)</u>	<u>Stocks</u>	<u>Shares</u>	<u>Market Value</u>
Conglomerates			
5,591	Canadian Pacific	300	12,825
Gold and Precious Minerals			
10,768	Barrick Gold	400	9,844
Insurance			
2,188	Sun Life Financial	175	7,000
Integrated Mines			
14,958	Alcan Aluminum Ltd.	325	16,689
Integrated Oils			
10,950	Petro-Canada	500	19,075
Investment Companies and Funds			
64,281	RBIM American Equity Trust	793 Units	51,856
158,274	RBIM Dividend Pooled Fund	10,153 Units	197,955
97,621	Royal Managed Large Cap	7,902 Units	95,196
	US Equity Pool Fund		
31,502	Royal Managed Mid/Small Cap	3,095 Units	32,876
	Canadian Equity Pool Fund		
Oil and Gas			
6,345	Canadian Natural Resources Ltd.	200	8,300
11,987	Talisman Energy Inc.	275	15,304
Other			
210,088	RBIM EAFE Fund	5,468 Units	196,649
7,904	Vivendi Universal	80	7,860
Pipelines			
3,994	Enbridge Inc. Com	100	4,370
6,426	Westcoast Energy Inc.	225	8,145

<u>Amount</u> <u>(Book Value)</u>	<u>Stocks</u>	<u>Shares</u>	<u>Market Value</u>
Publishing and Printing			
4,545	Quebecor World Inc.	150	5,640
11,732	Thomson Corp.	250	14,350
Technology - Hardware			
7,504	Celestica Inc.	100	8,100
71,705	Nortel Networks	1,592	76,814
Technology - Software			
7,465	Cognos Inc.	125	3,500
Telephone Utilities			
4,180	BCE Inc.	250	10,825
8,801	360 Networks Inc.	350	6,633
Transportation & Environmental Services			
8,935	Canadian National Railway	200	8,870
Transportation Equipment			
<u>7,250</u>	Bombardier Inc.	675	<u>15,626</u>
<u>\$854,317</u>			<u>\$925,318</u>
<u>Cash</u>			
\$ 152,569	Cash - Revenue Account		\$152,569
<u>154,646</u>	Cash - Capital Account		<u>154,646</u>
<u>\$ 307,215</u>			<u>\$307,215</u>
<u>\$3,329,030</u>	TOTAL PORTFOLIO		<u>\$3,447,590</u>

***Performance
of your
portfolio***

*as at
December 31, 2000*

■ *Your Personal Rates
of Return*

■ *Your Benchmarks*

*Your rates of return are calculated
gross of investment management
fees.*

Description	3 Months (%)	1 Year (%)	3 Years (%)	5 Years (%)
CASH AND EQUIVALENTS				
Cash and Cash Equivalents	1.39	5.32	N/A	N/A
Scotia Capital Markets 30 Day T-Bills	1.35	5.19	4.80	4.37
FIXED INCOME	2.98	9.61	N/A	N/A
Canada	2.98	9.61	N/A	N/A
Scotia Capital Markets 50% Short/50% Mid Bond	2.90	9.57	5.82	7.27
EQUITIES	-6.56	8.88	N/A	N/A
Canada	-7.67	16.45	N/A	N/A
Toronto Stock Exchange 300	-13.65	7.40	11.66	15.49
United States	-8.80	1.78	N/A	N/A
Standard & Poor's 500	-8.03	-5.47	14.11	20.62
Other Foreign	-1.48	-7.38	N/A	N/A
Morgan Stanley Capital International EAFE	-2.83	-10.51	11.45	9.48
Your Portfolio Rates of Return	0.10%	8.79%	N/A	N/A

SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 2000

LOCAL TRUSTS

PARISH	Capital	Unexpended	Total
	Balance	Income Balance	
ALGOMA DEANERY - General Account	421	3,550	3,971
AZILDA, St. Michael & All Angels	125,835	25,746	151,581
BALA - Trinity Church - Endowment	2,296	6,314	8,610
BRACEBRIDGE - Evelyn A. Thomas Memorial Fund	2,074	22	2,096
BRUCE MINES - St. George's Church	1	(841)	(840)
CHARLTON - St. Faith's	3,079	35	3,114
CONISTON - All Saints - Rectory Sale Acct	7,354	85	7,439
ELLIOT LAKE - St. Peter's Rectory Account	10	1,358	1,368
ESPANOLA - St. George's - Rectory Sale Account	100,195	6,182	106,377
GARDEN RIVER - St. John's - Blum Endowment	5,288	58	5,346
GARSON - Good Shepherd	13,786	145	13,931
GOULAIS RIVER	5,032	85	5,117
GREGORY - Christ Church - Norris Bequest	4,487	44	4,531
LITTLE CURRENT - Holy Trinity - Wilkin Mem. Fund	1,139	73	1,212
LITTLE CURRENT - Holy Trinity - Rectory Sale Account	96,366	5,943	102,309
MASSEY - St. James - Parsonage Proceeds	375	906	1,281
MUSKOKA - PARRY SOUND - B.A.C.	411	182	593
NEWHOLM - Holy Trinity	2	106	108
NEW LISKEARD - Rectory Sale	23,128	255	23,383
NIPIGON - STEWART LAKE	59,512	-	59,512
NIPIGON - Endowment	817	83	900
NORTH BAY - St. Brice's - Rectory Account	38,123	765	38,888
PALMER HESSIE R. - Lake of Bays Settler	523	669	1,192
PARRY SOUND - Rectory Sale Account	129,238	1,628	130,866
PORT CARLING - St. James	8,155	85	8,240
PORT SYDNEY - Endowment	2,168	22	2,190
PORT SYDNEY - Memorial Endowment Fund	14,308	150	14,458
PORT SYDNEY - Rectory Sale Account	128,182	3,023	131,205
PURBROOK - Christ Church	3	130	133
RAMSEY - St. Andrew's - Sale of Church Building	2,047	381	2,428
ROCKSBOROUGH - St. Peter's Church	602	90	692
ROSSEAU - Church of the Redeemer Endowment	8,468	89	8,557
SAULT STE. MARIE - Holy Trinity	11,669	4,748	16,417
SAULT STE. MARIE - St. Luke's Cathedral & I.S.D.A.	84,105	1,100	85,205
SAULT STE. MARIE - St. Luke's Cathedral - Rose	3,053	56	3,109
SAULT STE. MARIE - St. Luke's Cathedral Foundation	30,054	1,418	31,472
SAULT STE. MARIE - St. Luke's Cathedral - Columbarium	25	-	25
SAULT STE. MARIE - St. Luke's Cathedral - Deanery	58,078	7,154	65,232
SAULT STE. MARIE - St. Luke's Cathedral - Olson	20,826	1,301	22,127
SAULT STE. MARIE - St. Luke's Cathedral - Memorial	5,089	318	5,407
SAULT STE. MARIE - St. Matthew's - Rectory Sale Acct	103,443	1,074	104,517
SAULT STE. MARIE - St. Peter's - Crawford Estate	2,124	3,399	5,523

SCHEDULE OF ENDOWMENT, TRUST FUND, AND UNEXPENDED BALANCES

As at December 31, 2000

LOCAL TRUSTS

PARISH	Unexpended		Total
	Capital Balance	Income Balance	
SHEGUIANDAH - St. Andrew's - Sim's Memorial	162	482	644
SHEGUIANDAH - St. Peter's Endowment	623	72	695
SOUTH BAYMOUTH - St. John's Church	1,854	20	1,874
SOUTH RIVER - Grace Church	5,106	54	5,160
STURGEON FALLS - St. Mary's Magdalene Rectory Acct	38,294	419	38,713
SUDBURY - Church of the Epiphany - Rectory	45,778	117	45,895
SUDBURY - Resurrection - Rectory Sale Acct	110,534	1,340	111,874
SUDBURY - St. James - Rectory Sale Acct	33,528	1,146	34,674
SUNDRIDGE - St. Paul Endowment	8,609	91	8,700
SUNDRIDGE - St. Paul's (Seaborn Bequest)	5,136	54	5,190
TEMISKAMING, QUE. - Holy Trinity (Endowment Fund)	75,262	7,691	82,953
TEMISKAMING, QUE. - Holy Trinity (Mission Sustenation)	64,247	-	64,247
TEMISKAMING, QUE. - Holy Trinity (Sale of Rectory)	24,968	10,697	35,665
THESSALON - Church of the Redeemer - Rectory Sale Acct	51,982	9,775	61,757
THUNDER BAY - St. Stephen's (Rectory Sale Acct 1992)	55,548	591	56,139
BALATORRANCE - Endowment	1,248	2,241	3,489
UFFINGTON - St Paul's Endowment	4,973	52	5,025
VANKOUGHNET - Elliot Endowment	20,000	-	20,000
VANKOUGHNET - Cemetery	1,000	-	1,000
WHITE RIVER - All Saints - Rectory Sale Acct	42,766	13,679	56,445
WHITEFISH FALLS - St. Augustine's	10,023	634	10,657
WINDEMERE - Christ Church Endowment	1,889	20	1,909
TOTALS	1,705,424	127,103	1,832,527

SCHEDULE OF ENDOWMENT, TRUST FUND AND UNEXPENDED BALANCES

As at December 31, 2000

SYNOD TRUSTS

NAME	PURPOSE/INCOME TO	UNEXPENDED		TOTAL
		CAPITAL BALANCE	INCOME BALANCE	
ABP THORNELOE MEMORIAL FUND	DEF Re: Episcopal Stipend	242,204	11	242,215
ABP WRIGHT BUILDING FUND		139,944	13,454	153,398
ABP WRIGHT CAMPERSHIP FUND		8,200	1,939	10,139
AVERILL BEQUEST, MARGARET FRANCES	Undesignated	39,465	3,004	42,469
BALFOUR BEQUEST C.W. "A"	Diocesan Missions to A.M.F.	8,017	-	8,017
BALFOUR BEQUEST C.W. "B"	Any Diocesan Need - Bishop's Discretion	5,170	2,049	7,219
BENNER ESTATE, JAMES KING	Women Full-Time Mission Work	9,848	716	10,564
BISHOP'S COURT		70	5,188	5,258
BISHOPHURST ENDOWMENT	Income to DEF	24,795	1	24,796
BISHOP SULLIVAN MEMORIAL FUND	Income to AMF #518-103	217,155	10	217,165
BRIDEAUX MEMORIAL FUND, THE R & S	Missionary Projects	19,633	898	20,531
BULL, ARTHUR A. (ESTATE)	Bishop's Discretion	25,670	23,806	49,476
CLERGY MOVING EXPENSES		19	-	19
CLERGY RETIREMENT ASSISTANCE FUND	Retirement Grants	18,063	11,192	29,255
CLINCH, ESTATE OF H. B.	Bishop's Discretion/Assist Student Ministry Education	112	6,491	6,603
CONTINUING EDUCATION		11,361	4,382	15,743
CURACY TRAINING FUND		22,959	7,565	30,524
DAWSON JULIA ESTATE	Bishophurst Maintenance	2,462	-	2,462
DAWSON BEQUEST, PHB	Clergy School and Conferences	27,261	57	27,318
DIOCESAN SYNOD		-	7,500	7,500
DIVINITY STUDENT FUND		27,872	388	28,260
EDGAR BEQUEST, MISS ANNIE	Bishop's Discretion	20,594	2,406	23,000
EDGAR, MARY SUZANNE	Children's Camping Suggested	2,457	687	3,144
EDUCATION TRUST FOR CHILDREN OF CLERGY		1,290	1,507	2,797
EPISCOPAL ENDOWMENT	Income to DEF Episcopal Stipend	100,544	5	100,549
GARBUTT, HARRY AND DERWYN FUND	Assist Emsdale Parishes	12,308	118	12,426
GENERAL PURPOSE	Undesignated Bequests	16,885	2,257	19,142
GENERAL SYNOD TRAVEL	Appropriation from DEF	39	4,305	4,344
GREEN MEMORIAL, EDA	Income to Algoma Mission Fund	4,841	-	4,841

SCHEDULE OF ENDOWMENT, TRUST FUND AND UNEXPENDED BALANCES

As at December 31, 2000

SYNOD TRUSTS

NAME	PURPOSE/INCOME TO	UNEXPENDED		TOTAL
		CAPITAL BALANCE	INCOME BALANCE	
GURNEY MEMORIAL	Income to DEF	23,196	1	23,197
GST		15	46	61
HERITAGE CENTRE COMMITTEE		63	3,190	3,253
HESLOP TRUST, ELLIOT		5,231	382	5,613
HIGGINS, BEQUEST, BELGRAVE F.	Income to A.M.F.	1,015	-	1,015
HOMANN BURSARY FUND	Textbook Bursaries	1,234	225	1,459
HOMANN LEGACY, PETER J.	Indian Work	62,219	29,638	91,857
HOOEY, LAWRENCE & TILLEY SCHOLAR FUND	Education Clergy/Laiety, Bishop's Discretion	6,194	1,630	7,824
IRONS FUND, FREDERICK G.	Income to DEF Re: Stipends	12,477	119	12,596
JOY MEMORIAL BURSARY FUND, FRANCIS W.	Assist Male Divinity Student	24,807	5,107	29,914
LAMBETH TRAVEL	Appropriation from Diocesan Expense Fund	32	2,960	2,992
LAYREADER'S FUND, DIOCESAN		28	1,650	1,678
McCAUSLAND, ESTATE OF JOHN GEORGE		5,185	959	6,144
MCDERMOTT ESTATE		6,148	1,622	7,770
McPHAIL ESTATE, JOHN A.	Sundry at Bishop's Discretion	273	9,134	9,407
MINISTRY 2000	Personnel Resources Fund	30,023	5,424	35,447
MINISTRY 2000	Stewardship Fund	20,015	3,616	23,631
MINISTRY 2000	Windward Is. Ministry	38	1,898	1,936
MOORE BEQUEST, MRS. SADIE	Unrestricted	15,958	2,159	18,117
MUTUAL MINISTRY		43	1,162	1,205
NEW INITIATIVES		-	8,695	8,695
NOCK CANTERBURY FUND	Cantess Summer School in U.K.	5,731	10,743	16,474
PALMER, ERNEST BLANSHARD BEQUEST	Unrestricted	29,783	5,042	34,825
PROVINCIAL SYNOD TRAVEL		199	5,208	5,407
RICHARDS BEQUEST, BENJAMIN	Unrestricted/Bishop's Discretion	1,303	3,231	4,534
SIMMONS, CHARLES L. ESTATE	Undesignated	26	1,290	1,316
SYDNEY-SMITH, MARIA LEGACY	Income distributed by Bishop annually	5,303	376	5,679
U.S.P.G.	Bishop's Discretion, Five Purposes	7,720	1,394	9,114
WOODWARD MEMORIAL, LESLIE	Nursing Scholarship	3,698	402	4,100
YEOMANS, SIDNEY & ISOBEL	Divinity Student Trust	10,047	6,907	16,954

SCHEDULE OF ENDOWMENT, TRUST FUND AND UNEXPENDED BALANCES

As at December 31, 2000

SYNOD TRUSTS

NAME	PURPOSE/INCOME TO	CAPITAL BALANCE	UNEXPENDED INCOME BALANCE	TOTAL
YOUNG, ESTATE OF CHARLES ANDREW	Unrestricted/Bishop's Discretion	115,579	9,339	124,918
YOUTH MINISTRY		-	1,501	1,501
	TOTALS	1,402,817	224,985	1,627,802

DIOCESE OF ALGOMA

SCHEDULE OF ENDOWMENT/TRUST FUND/UNEXPENDED BALANCES

AS AT DECEMBER 31, 2000

CEMETERY TRUSTS

<u>PARISH</u>	<u>CAPITAL BALANCE</u>	<u>UNEXPENDED INCOME BALANCE</u>	<u>TOTAL</u>
DUFFERIN BRIDGE, St. John's	\$ 5,125	\$ 6,325	\$11,450
ROSSEAU, Redeemer	1,463	231	1,694
INTEREST	<u>--</u>	<u>1,330</u>	<u>1,330</u>
TOTALS	<u>\$ 6,588</u>	<u>\$ 7,886</u>	<u>\$14,474</u>

ASSETS OF P.H.B. DAWSON ESTATE

Held In Trust for Diocese of Algoma

By Canada Trust Company, Toronto

December 31, 2000

<u>Book Value</u>	<u>Bonds</u>	<u>Par Value</u>	<u>Rate of Interest</u>	<u>Maturity</u>	<u>Market Value</u>
\$ 9,960	Gov/CDA	\$10,000	8.50%	Apr 01/ 02	\$10,421
14,873	Gov/CDA	15,000	7.25%	Jun 01/ 03	15,765
30,345	Gov/CDA	30,000	7.50%	Dec 01/ 03	31,980
89,156	Com Tr Fd CDN Bonds	8,557	Units		88,544
<u>65,386</u>	Com Tr Fd Corp Bonds	5,856	Units		<u>63,823</u>
<u>\$209,720</u>	TOTAL BONDS				<u>\$210,533</u>
	<u>Stocks</u>				
\$ 42,457	Com Tr Fd CDN Equities	1,720	Units		\$ 52,854
<u>95,840</u>	Com Tr Fd US Equities	5,123	Units		<u>90,489</u>
<u>\$138,297</u>	TOTAL EQUITIES				<u>\$143,343</u>
	<u>CASH & EQUIVALENTS</u>				
\$110,000	Com Tr Fd MoneyMarket	11,000	Units		\$110,000
4,827	Capital Cash				4,827
<u>3,239</u>	Income Cash				<u>3,239</u>
<u>\$118,066</u>	TOTAL				<u>\$118,066</u>
<u>\$466,083</u>	TOTAL PORTFOLIO				<u>\$471,942</u>

SELECTED STATISTICS - 1999 DIOCESE OF ALGOMA

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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	(Current Funds A + B) Open & Regular Offerings
Algoma	1,242	642	3,524	1,948	2,521	978	300	933	71	42	44	93	17	53	309	788,689
Muskoka	1,631	936	4,259	1,440	3,022	1,286	698	1,338	100	23	67	136	12	63	245	881,613
Sudbury-Manitoulin	1,284	553	3,596	1,498	2,511	888	304	918	67	27	40	84	16	62	235	740,873
Temiskaming	779	505	2,599	1,146	1,693	808	248	733	51	14	37	94	11	28	154	625,826
Thunder Bay	1,523	741	4,379	2,755	3,089	1,301	507	1,154	121	68	50	132	16	96	319	963,926
TOTALS	6,459	3,377	18,357	8,787	12,836	5,261	2,057	5,076	410	174	238	539	72	302	1,262	4,000,927

SELECTED STATISTICS - 1999 DIOCESE OF ALGOMA																	
		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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Regular Offerings
	ALGOMA DEANERY																
1050	Blind River	44	26	158	124	85	56	92	40	-	9	2	6	1	2	18	33,270
1051	Thessalon	23	20	84	60	39	36	9	24	1	-	1	4	1	1	4	34,779
1130	Elliot Lake	117	65	290	248	244	94	33	80	2	1	3	16	1	3	9	64,792
1160	Goulais River	49	10	138	83	46	26	-	30	4	11	-	-	1	2	7	25,575
	SAULT STE. MARIE																
1190	Christ Church	130	42	435	185	275	87	43	104	3	3	6	6	1	9	50	78,483
1191	St. Peter	70	24	231	93	143	43	39	53	2	-	1	5	1	3	15	35,931
1220	Holy Trinity	134	88	-	-	459	116	-	125	10	-	3	7	1	6	22	89,972
1221	St. Mark	9	7	29	18	51	18	-	14	-	-	-	1	1	1	6	12,153
1250	St. John the Evangelist	67	53	176	135	115	70	-	70	5	4	-	8	1	2	23	64,777
1252	St John, Garden River	96	28	335	150	64	2	-	17	12	2	3	4	1	1	10	8,867
1280	St. Luke	145	180	647	-	526	198	73	176	15	-	15	8	2	5	90	176,568
1310	St. Matthew	204	43	500	380	250	133	-	103	7	5	5	13	1	5	25	90,001
1340	ST.JOE&ECHO BAY:	105	33	318	300	130	56	3	58	7	7	5	9	2	7	12	37,927
1400	Wawa, St. Paul's	22	12	91	97	58	19	6	20	2	-	-	3	1	3	9	21,388
1402	White River	27	11	92	75	36	24	2	19	1	-	-	3	1	3	9	14,206
		1,242	642	3,524	1,948	2,521	978	300	933	71	42	44	93	17	53	309	788,689

SELECTED STATISTICS - 1999

		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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Regular Offerings
MUSKOKA DEANERY																	
2030	Bala-Torrance:	40	50	-	-	75	52	21	42	2	5	4	5	1	3	11	39,181
2032	All Saints, MacTier	8	8	-	-	-	-	-	19	-	-	-	-	-	-	-	14,091
2033	Our Lady, Southwood	closed															
2060	St. Thomas, Bracebridge	168	148	582	-	473	193	115	157	15	5	6	34	1	4	30	144,581
2120	Good Shepherd Parish	63	31	222	118	114	65	110	49	7	4	1	18	1	5	-	42,570
2150	St James, Graven	182	70	270	265	255	127	43	105	3	-	5	12	1	3	4	92,244
2151	Holy Manger, Barkway	6	5	6	5	5	5	1	5	-	-	-	-	-	-	-	1,276
2180	All Saints, Huntsville	249	155	844	-	625	237	102	211	29	-	14	30	1	11	92	144,451
2181	St. Paul's, Grassmere	30	10	70	-	-	-	49	30	-	-	-	-	-	-	-	5,856
North Muskoka Pioneer																	
2182	Christ Church, Ilfracombe	20	10	50	-	-	20	22	41	2	-	1	3	-	-	-	4,314
2183	Holy Trinity, Newholm	9	10	36	8	42	-	37	20	-	-	1	-	-	-	-	4,742
2184	St. John, Ravenscliffe	21	8	63	-	150	16	10	27	1	9	-	9	-	-	-	15,513
2185	St. Mary's, Aspdin	11	8	30	7	-	12	3	13	1	-	-	-	-	-	-	1,867
2186	St. George's, Lancelot	closed															
2210	Lake of Bays Parish	67	30	190	135	142	-	-	55	4	-	8	5	-	-	-	45,386
2211	Dorset, Magdalene																
2212	Baysville, St. Ambrose																
2213	Dwight/Pt. Cun., St. James																
Muskoka Lakes Parish																	
2240	Milford Bay, St. Mark	30	45	75	-	70	30	10	36	7	-	4	-	1	2	10	20,892
2241	Port Carling, St. James	42	20	128	114	80	37	29	28	1	-	-	1	-	-	-	14,943
2242	Montimer's Pt., St. James	10	5	25	-	-	-	18	20	5	-	1	-	-	-	-	1,263
2332	Gregory, Christ Church																
2270	Trinity, Parry Sound	180	54	590	465	301	141	48	119	1	-	-	-	1	12	40	111,345
Rural Muskoka																	
2300	Christ Ch. Pt Sydney	128	38	317	82	109	50	-	46	4	-	3	2	1	7	14	27,210
2301	St. Mary, Beatrice	16	6	35	27	21	9	5	9	-	-	1	3	-	-	-	6,473
2302	St. George, Falkenburg	21	6	50	30	55	22	5	20	2	-	3	3	1	7	1	8,870
Parish of St. Stephen																	
2331	Redeemer, Rosseau	107	92	199	-	74	51	26	29	1	-	2	2	-	-	-	26,903
2333	St. Thomas, Ullswater	14	7	22	-	56	27	6	21	1	-	2	2	-	-	-	9,264
2334	Christ Ch., Windermere	75	31	106	100	85	50	20	90	7	-	6	2	1	4	29	26,105
2335	St. Thomas, Orville	25	12	72	55	34	24	2	25	1	-	1	-	1	2	6	12,108
Red Trillium Pioneer																	
2360	St. Stephen, Vankoughnet	9	7	20	18	9	7	9	12	-	-	-	-	-	-	-	2,692
2361	St. Peter, Rocksborough	14	2	-	-	19	9	-	10	3	-	2	-	-	-	-	2,369
2410	St. Paul, Uffington	6	7	14	11	4	-	-	7	-	-	-	-	-	-	-	918
2440	Almaguin Parish:	80	61	243	-	224	102	14	92	3	-	2	5	1	3	8	
2441	St. Paul's, Sundridge																
2442	Burk's Falls																
2443	St. George's, Magnetawan																
2444	Grace Church, South River																
2445	St. John, Eagle Lake																
		1,631	936	4,259	1,440	3,022	1,286	698	1,338	100	23	67	136	12	63	245	881,613

SELECTED STATISTICS - 1999 DIOCESE OF ALGOMA

SUBBURY 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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Regular Offerings
3030	St. Albans, Capreol	75	46	266	-	159	-	-	52	4	1	6	12	1	4	25	44,902
3031	St. Mark, Garson	40	22	142	-	106	-	-	34	3	3	1	2	1	2	6	17,888
3060	St. John, Copper Cliff	105	22	352	251	125	80	22	45	4	-	2	2	2	10	23	49,218
3090	St. George, Espanola	73	58	206	-	50	62	64	40	2	-	4	2	1	2	7	28,990
	P. of Western Manitoulin	83	29	180	130	118	66	44	75	3	-	-	8	1	4	8	-
3120	All Saints, Gore Bay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25,054
3121	St. John, Kagawong	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,806
3122	St. Peter the Apostle, Silverwater	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,526
3150	Holy Trin. Little Current	128	30	220	95	151	52	5	57	5	1	-	8	1	3	16	49,712
3153	Sheguiandah, St. Peter	3	-	6	6	-	14	-	-	-	-	-	-	-	-	-	1,420
3180	Christ Church, Lively	104	38	279	174	222	91	10	65	-	-	-	-	1	6	36	66,694
3211	St. Paul's, Manitowaning	24	4	56	52	48	17	5	20	1	-	4	3	-	-	-	17,381
3212	St. Francis of Assissi, Mindemoya	42	20	136	122	274	50	1	59	-	-	1	1	2	5	16	33,963
3213	St. John, South Baymouth	6	4	27	17	34	11	-	10	-	-	-	1	-	-	-	6,743
3240	St. James, Massey	30	7	78	60	67	31	-	14	-	-	-	1	-	-	-	11,816
3241	St. John, Webbwood	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	SUBBURY																
3300	Ascension	112	58	361	262	157	55	5	66	4	2	2	5	1	4	18	62,920
3330	Epiphany	190	101	620	-	589	221	32	171	20	20	12	19	1	12	50	214,201
3360	Resurrection	63	38	206	189	159	62	65	43	8	-	-	14	1	2	5	37,070
3391	Lockerby, St. James	51	46	173	140	135	41	41	44	2	-	-	2	1	4	15	27,314
3393	Coniston, All Saints	90	-	103	-	117	35	-	35	11	-	8	2	2	4	10	18,819
3420	McGregor Bay, St Christopher	65	30	185	-	-	-	10	88	-	-	-	2	-	-	-	8,436
		1,284	553	3,596	1,498	2,511	888	304	918	67	27	40	84	16	62	235	740,873

SELECTED STATISTICS - 1999 DIOCESE OF ALGOMA																	
		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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Regular Offerings
TEMISKAMING DEANERY																	
NORTHERN LIGHTS																	
4030	Christ Church, Englehart	38	22	129	90	94	43	-	31	2	-	1	1	1	1	4	25,739
4031	St. Faith, Charlton	19	6	83	19	36	13	4	14	1	-	-	-	1	1	15	8,504
4060	St Paul's, Haileybury	55	5	60	58	112	58	-	44	5	-	6	10	1	1	5	45,316
4061	St. James, Cobalt	6	13	30	25	24	10	3	10	1	-	-	1	1	1	6	6,367
4062	St Simon, Temagami	21	8	52	38	72	17	-	20	-	-	1	1	-	-	-	13,088
4090	St John, New Liskeard	24	21	92	79	90	41	7	25	1	-	4	11	1	4	8	29,772
NORTH BAY																	
4120	Christ Church, North Bay	59	48	228	142	181	70	15	78	2	-	2	10	1	3	15	93,931
4150	St. Brice, NB	199	180	750	320	420	250	118	250	16	9	14	23	1	6	40	180,194
4180	St John Divine, NB	213	118	709	-	396	175	59	129	15	-	7	13	1	5	43	118,187
4210	St. Mary's, Powassan	53	23	170	136	52	43	2	35	-	-	-	10	1	2	7	40,410
4211	St. Peter's, Callander	44	18	124	110	72	33	5	28	3	-	2	2	-	-	-	27,762
4213	St. Albans, Restoule	13	6	35	28	22	11	4	19	-	1	-	1	-	-	-	7,818
4240	St Mary Mag, Sturgeon Falls	29	29	113	85	98	30	30	34	4	4	-	8	1	2	10	22,684
4242	Holy Trinity, Temiskaming, Q	6	8	24	16	24	14	1	16	1	-	-	3	1	2	1	6,054
		779	505	2,599	1,146	1,693	808	248	733	51	14	37	94	11	28	154	625,826

SELECTED STATISTICS - 1999 DIOCESE OF ALGOMA

		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 Confirm	No. of Weddings	No. of Burials	No. of Sunday Schools	No. of Teachers	No. of Pupils	Open & Regular Offerings
THUNDER BAY DEANERY																	
5030	Ch. Of the Holy Spirit, Manitowadge	48	6	141	102	164	35	5	30	4	2	-	1	1	4	10	27,626
5060	Trinity, Marathon	58	12	-	-	75	20	4	18	-	4	1	2	1	2	10	25,160
5090	NIPIGON PAR COUNCIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5091	St Mary, Nipigon	65	27	212	180	142	45	80	53	7	7	2	14	1	10	20	70,426
5092	St. Matthew, Dorion	18	8	65	58	24	9	10	21	-	-	1	5	-	-	-	2,806
5093	St. Peter, Red Rock	closed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5120	St. John, Schreiber	84	23	269	-	118	50	10	29	4	-	3	4	1	6	10	26,671
THUNDER BAY																	
5150	St. George	36	19	120	112	118	38	-	35	3	3	2	3	-	-	-	30,370
5180	St. John	134	83	419	300	314	151	18	99	4	5	1	7	1	9	35	124,314
5210	St. Luke	149	94	377	245	329	121	34	128	19	-	6	6	2	16	-	92,751
5240	St. Michael	246	102	790	593	590	272	167	209	31	19	16	45	1	10	47	174,518
5270	St. Paul	374	188	1,050	547	365	224	66	156	14	7	11	26	3	3	28	159,166
5300	St. Stephen	59	33	92	91	225	67	17	49	13	-	1	4	2	5	10	37,401
5330	St. Thomas	199	132	700	500	436	215	78	243	15	21	5	14	1	26	114	160,833
5360	PARISH OF WEST TB																
5362	St. James, Murillo	12	6	18	27	111	19	6	18	4	-	-	-	1	2	12	6,641
5363	St. Mark, Rosslyn	41	5	126	-	78	32	12	43	3	-	1	1	1	3	23	23,310
5364	Good Shepherd, Slate River	-	3	-	-	-	3	-	23	-	-	-	-	-	-	-	1,933
		1,523	741	4,379	2,755	3,089	1,301	507	1,154	121	68	50	132	16	96	319	963,926

Report of the Executive Committee

The policy of the Diocese and of its Incorporated Synod is set by the delegates who gather in the meeting of the sessions of the Synod once every two years. The Executive Committee exists in order to oversee the implementation of this policy and to make other policy decisions necessary to carry out our Christian mission in the most effective way.

Meetings:

The present Executive Committee has held seven meetings since the 39th Synod of May 1999.

1. May 13, 1999	A meeting during the course of the 39 th Synod
2. November 2, 1999	Teleconference
3. November 17/18, 1999	Villa Loyola, Sudbury
4. February 23/24, 2000	Villa Loyola, Sudbury
5. June 14/15, 2000	Villa Loyola, Sudbury
6. November 8/9, 2000	Villa Loyola, Sudbury
7. February 7/8, 2001	Villa Loyola, Sudbury

Important Decisions:

1. New Life Task Force

The Executive resolved to ensure that the primary focus of the 2001 Diocesan Synod would be on strategic planning for the Mission and Ministry of the Diocese over the next five years. In an effort to allow for diocesan-wide participation in such planning for the future, the New Life Task Force was established. The Task Force will facilitate discussions at the parish and deanery levels, looking for signs of new life in our congregations, our deaneries, and our diocese. The Task Force will report to the May 2001 Synod.

2. Harmony Task Force

Synod of 1999 directed the Executive Committee to put in place a process to provide consultation and to recommend to the Bishop what ministries in this Diocese should be licensed ministries, and the requirements and training required to obtain and maintain these licences. The Harmony Task Force, comprised of representatives from the Mutual Ministry Committee and the Lay Readers' Task Force, reported and were thanked for "their extensive and excellent work". Their report will go to the May 2001 Synod.

3. Indemnifying Motion

A motion of indemnification, passed at the November 2000 meeting, would protect members of the Executive Committee for legal costs they might sustain if they were sued for actions arising from the work they do as members of the Committee. Passage of this motion at the May 2001 Synod would protect members of the Executive Committee from this risk.

Report of the Executive Committee to Synod 2001

4. Position of Executive Archdeacon

A survey on the position of the Executive Archdeacon was sent to the Executive Committee members as well as to others who were interested. A high percentage of the surveys were returned, and they showed widespread support for the position.

5. Compliance with the Cemeteries' Act

The question of Memorial Gardens and our compliance with the Cemeteries Act was discussed at length. Directions were given that further work be done on this. At the June 2000 meeting, a moratorium on the establishment and use of all existing scattering / memorial gardens was placed, until outstanding questions could be resolved.

The Provincial Registrar of Cemeteries, Mrs. Cora dela Cruz, attended the November Executive and gave a presentation on the requirements of the Cemeteries Act. She then answered detailed questions about the 51 cemeteries and memorial gardens we have. The moratorium on the establishment or use of memorial gardens was lifted.

6. Screening of Volunteers

At the February 2001 meeting, Ms. Paddy Bowen of Volunteer Canada conducted a training session on the Screening in Faith Program. Representatives from the Manitou Conference of the United Church of Canada also attended. Funding was provided by the Provincial Synod.

Mr. Larry Day, our Diocesan insurance agent, made a presentation to the Executive on risk management. He showed a video entitled *Reducing the Risk of Child Sexual Abuse in your Church*.

7. National Church Consultation

Representatives from the National Church attended the November 2000 meeting and discussed a number of issues, including restructuring at the National Church level. Goals of the consultation were: to enhance relationships between the National Church and the Diocese; to hear Diocesan concerns and priorities; to discuss issues for General Synod 2001; to provide advice to diocesan leaders and General Synod to assist them in setting priorities and to assist them in implementing these priorities.

8. Consolidated Investment Fund

Mr. Jim Keast, our portfolio manager, made a presentation on the Consolidated Investment Fund. The Executive Committee gave Royal Trust Investment Counsel the ability to increase the equities portion of the Consolidated Investment Fund to a maximum of 40 percent of the portfolio, to be invested in prudent investments and in accordance with the Trustee Act.

Executive Committee Report to Synod 2001

9. Church Workers' Transportation Fund

At the February 2000 meeting the Car Loan Fund was re-designated the Church Workers' Transportation Fund. The General Fund established a liability to the Church Workers' Transportation Fund and will liquidate such liability as funds come available to the General Fund without resorting to borrowing from the bank.

10. Archbishop Wright Building Fund

The Executive passed a motion that the Archbishop Wright Building Fund "retain at all times a sum of \$30,000 for crises." The rate of interest charged on loans from the Archbishop Wright Building Fund was lowered from 6 percent to 5 percent.

11. Policy re Parish Lines of Credit and Parish and Affiliates Loan Guarantees

The Executive Committee had agreed in 1998 to guarantee parish lines of credit. At the June 2000 meeting, the Committee passed a motion requiring that prior to execution of the guarantee of the obligation of a particular parish, that parish shall disclose to the Diocese full particulars of all existing parish obligations and undertake to the Diocese that it shall not incur any further obligations without written Diocesan consent.

At the February 2001 meeting, the Executive Committee enacted an administrative policy covering parish and affiliates loan guarantees in excess of \$50,000:

- Annual audited financial statements will be provided within four months of the fiscal year end;
- Subordination agreements will be signed, channelling all operating surplus funds to debt reduction unless specific consent is received from the Executive Committee.

12. Clergy Stipend and Travel

At the November 1999 meeting, the minimum clerical stipend was increased by one percent to \$26,628 from \$26,364. The basic travel reimbursement for clergy for the year 2000 was increased to \$5,200 from \$4,500.

At the November 2000 meeting, the minimum clerical stipend was increased by two percent to \$27,161 from \$26,628. The basic travel reimbursement for clergy for the year 2001 was increased to \$5,304 from \$5,200.

13. Subscription Price for *Algoma Anglican*

The annual subscription price for the *Algoma Anglican* was raised to \$10 from \$5 in order to conform with regulations to receive government funding.

Executive Committee Report to Synod 2001

14. Applications to the Anglican Foundation

The Foundation limits to three per year the number of applications it will consider from one diocese. The Executive formulated a new policy requiring any parish who wished to apply to the Anglican Foundation during the forthcoming calendar year to present a written application for approval to the November meeting of the Executive, so that all applications can be considered together. Over the past two years the following received Executive approval to apply to the Foundation:

- All Saints' Church, Huntsville
- The Jean Vanier "Journey of Hope" millennium youth event
- St. Matthew's Church, Sault Ste. Marie
- Camp Manitou
- Great Spirit Island Parish
- Trinity/St. Alban's, Bala

15. Diocesan Camps

- The Executive endorsed the Camp Manitou Capital Fundraising Campaign and committed to a contribution of \$5,000 per year for the next three years. Diocesan funding will be proportionately divided by the number of camper weeks between Camp Manitou, Camp Temiskaming, and Camp Gitchigomee.
- The Camp Manitou Camp Committee asked for input on the camp potentially establishing a separate non-share capital corporation. The Diocesan corporate relationships with all the camps will be studied further.

16. Primate's World Relief and Development Fund

At the February 2001 meeting, the Executive passed a motion that the Diocese become a voting member of the newly incorporated PWRDF. The May 2001 Synod will elect a representative to attend the first Annual General Meeting planned for October 2001.

Diocesan PWRDF Coordinators Charlotte Haldenby, and Don and Diana McCormick made a presentation to the Executive on the Fund.

17. Marketing Initiative

The Rev. Richard White researched and presented a report to Executive regarding a possible public marketing plan for the Diocese. The presentation was forwarded to the New Life Task Force and will be considered further at future meetings of the Executive.

18. General Ratification

Many other matters dealt with by your Executive Committee will appear in the Advisory Committee Reports. By acceptance of this Report, your Executive Committee requests ratification of all actions taken by it on your behalf since the 1999 Synod.

A Motion to Indemnify the Members of the Executive Committee

Background

The Corporations Act allows the Directors of the Corporation to be indemnified (protected) for the legal costs they may sustain if they are sued for actions arising out of the work they do as Directors, or merely because they are members of the Board.

The passing of such a Motion of Indemnification by this Synod would prevent members of the Executive Committee from continuing to be at serious personal financial risk if the Diocese were sued.

Motion

Moved by: The Ven. Harry Huskins
Seconded by: The Ven. Susan De Gruchy

That pursuant to section eighty of the Corporations Act (R.S.O. 1980, c.95, s.80), the members of the Executive Committee, their heirs, executors and administrators, and estate and effects, respectively, are, by the consent of this Incorporated Synod, indemnified and saved harmless out of the funds of the Company, from and against,

- (a) all costs, charges and expenses whatsoever that they sustain or incur in or about any action, suit or proceeding that is brought, commenced or prosecuted against him or her, for or in respect of any act, deed, matter or thing whatsoever, made, done or permitted by him or her, in or about the execution of the duties of his or her office; and
- (b) all other costs, charges and expenses that he or she sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his or her own wilful neglect or default.

**THE INCORPORATED SYNOD OF THE
DIOCESE OF ALGOMA
ANGLICAN CHURCH OF CANADA**

**ADMINISTRATION AND FINANCE COMMITTEE
REPORT TO SYNOD 2001**

Background

In his report to Synod '97, Chairman N. Farkouh noted:

“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 basis since June of 1996.”

This has evolved into an Administration and Finance Committee comprised of nine appointees residing in the Sault area and one from Blind River. These are Richard Brideaux, William Curtis, Ross Cutmore, Penny Elliott, Bernie Heintzman, Neil Howson, Gordon Lewis, Bill Pletsch, Robert Rintoul and until recently, Rev'd Glenn Miller. The Committee meets monthly (except for July, August and December) in the evening at the Synod Office (sample agenda attached - Exhibit A). Bishop Ron and Treasurer Jane Mesich attend each meeting.

The Committee established five sub-committees, comprised of a chair and members from the parent committee and others appointed by Bishop as follows: Accounting & Audit, Compensation, Insurance, Investment and Property. Functions have been established for the parent committee and each of the sub-committees. Based on the proceedings from Synod '97 and directives from the Executive Committee, projects are also established for the parent committee and each sub-committee. Details of these responsibilities formed part of our '99 report to Synod.

In addition, a Budget Working Group was established comprised of two representatives from each of the five Deaneries and the members of the parent Committee. Bishop Ron and Treasurer Jane Mesich also participate. This working group was expanded during the fall of '99 with the appointment of a Budget Interpretation Coordinator in the person of Ernie Rye of Emsdale, Ontario.

Functions completed/Projects presently under review since Synod '99

The functions completed and the projects presently under review since Synod '99 by the parent committee and the sub-committee are shown in the attached Exhibit B.

Conclusion

When Bishop Ron established this committee back in June of '96, it was based on his desire to have an on-going source of valued input from appointed parishioners who act as advisors and make recommendations to the Executive Committee. It was established early in the process that it would be a priority of the Committee to strive to improve the communication channels between the Synod Office and parishes. Also, to better identify what service the Synod Office provides and more clearly explain the administrative and financial functions and responsibilities of the Diocese Office. This we consider to be an on-going challenge and that all members are dedicated to continue to improve the process.

It has been a privilege and an honour for me to have been asked by Bishop Ron to act as the chairperson for this Committee for the past two years. I would like to thank each member of the parent Committee, the five Sub-Committees and the Budget Working Group for their dedication, expertise and co-operation. It has also been a pleasure to work with Bishop Ron and Treasurer Jane to endeavour to achieve our common goal.

Respectively submitted,

Robert N. Rintoul, Chair
March, 2001

EXHIBIT A

ADMINISTRATION AND FINANCE COMMITTEE

Meeting: _____
AGENDA

1. Call to Order
2. Opening Prayer
3. Introduction of new members and guests
4. Adoption of Agenda
5. Approval of prior meeting minutes
6. Business arising from minutes
7. Review current month financial statements
8. Sub-Committee Reports
 - a) Accounting & Audit
 - b) Compensation
 - c) Insurance
 - d) Investment
 - e) Property
9. New Business
 - 1.
 - 2.
 - 3.
 - 4.
 - 5.
 - 6.
10. Correspondence
11. Next meeting date of Committee
12. Closing Prayer

EXHIBIT B

FUNCTIONS COMPLETED AND PRESENTLY UNDER REVIEW SINCE SYNOD 1999

Completed:

- 1) Undertook a review of parish year-end reporting format to ensure a complete disclosure of all parish assets.
- 2) Completed a study of parish arrears for 1998 and prior years to determine the charge to existing funds for doubtful accounts and made recommendations to the Executive Committee.
- 3) Undertook a detailed study to make recommendations to Executive as to how best and fairly establish current year apportionment to all parishes effective Budget 2002 and going forward - See "Exhibit C" attached.
- 4) Established and negotiated with parish bankers a standard line of credit for access by all parishes that wish to participate at a very favourable rate of interest i.e. Prime + ½ guaranteed by the Diocese.
- 5) Finalized and monitor on an on-going basis the Professional Management of funds held in the Synod and Local Trusts with Royal Trust of Canada.
- 6) Completed an interest rate review of the Archbishop Wright Building Loan Fund and as a result assisted Executive in establishing a 5% interest rate going forward subject to further review from time to time.
- 7) Budget Review Working Committee produced a video together with a cast of Diocesan representatives to help explain and better communicate to all parishes present and future budgets - See "Exhibit D"
- 8) The Compensation sub-committee recently completed a proposal to the Executive Committee concerning equity allowance for Incumbents living in rectories versus owning their own homes - See "Exhibit E".

PRESENTLY UNDER REVIEW:

- 1) A Planned Giving Life Insurance proposal/completion expected early 2002.
- 2) A Parish Financial Ethics policy/completion expected for Synod 2003.
- 3) A detailed and clearly defined list of parish incomes which are exempted from apportionment.
- 4) A revised and updated Parish Treasurer's hand book/completion expected by Synod 2003.
- 5) A review of the existing write-off policy for unpaid parish obligations to the Diocese which have been in arrears for in excess of one year and specifically, the present ability of parishes to specify that certain payments are to be applied to current year debts, rather than oldest debt first/completion expected by Synod 2003.

Diocese of Algoma
Administration and Finance Committee
Report on Study to Base Apportionment on Current Year Assessable Income of
Parishes

1. Background of Levy/Apportionment:

Canon 34 was adopted in 1911 and established separate levies on parishes, each based on parish expenditures, for the Diocesan Expense Fund and the Algoma Mission Fund.

Canon 35 was enacted in 1976 and consolidated the levy for the Diocesan Expense Fund and the levy for the Algoma Mission Fund into one unified assessment.

At Synod 1989, the basis was changed from parish expenditure to the following parish income:

- a) open offerings
- b) regular envelope offerings

as shown in the annual vestry returns for each of the years 1990 to 1993 inclusive.

Canon D-4 was enacted in 1993 and changed the basis to “— parish income from open offerings and identifiable offerings towards the operating expenses as shown on the annual Financial Report”. This Canon was revised at Synod 1999 to change “Levy” to “Apportionment” and “Diocesan Expense Fund and Algoma Mission Fund” to “General Fund”. The basis of assessment was not changed, and this Canon D-4 is currently in place.

2. Practice of Synod Office:

The practice which has been adopted by the Synod Office to compute the apportionment is to use the parish income of the year two years prior to the year of apportionment – that being the latest year of parish financial reports available to the synod Office at the time of setting the apportionment.

For example, using the year 1998 apportionment:

1. In the fall of 1997, the Diocesan budget for the year 1998 is resolved by the A&F Committee;
2. In the fall of 1997, the Synod Office tabulates the parish incomes for the year 1996 from the parish financial reports submitted to the Synod Office during the winter and spring of 1997. The parish financial returns for year 1997 will not be submitted until the winter and spring of 1998. Thus, the year 1996 financial returns are the latest available to the Synod Office at this time;
3. In the fall of 1997, items 1. and 2. are submitted to the Executive Committee for its resolution and adoption; and
4. In December of 1997, the Synod Office notifies the parishes of their apportionments for the year 1998.

3. Three-year Average of Parish Incomes:

At Synod 1999, the A&F Committee presented its report on basing the apportionment on a three-year average of parish incomes. Without regurgitating the whys and wherefores, this proposal (which originated at Synod 1997) was rejected on the recommendations of the A&F Committee. It was simply unfair to parishes which experienced declining incomes and was beneficial to parishes with rising incomes.

4. Base Apportionment on Current Year Parish Incomes:

At Synod 1999, the following two motions were passed:

1. “That the Diocesan Administration and Finance Committee develop a process for assessing Parish Apportionments on a current year basis, and report to Synod 2001,” - carried #36.

2. That the Executive Committee report to the Deanery Councils prior to Synod 2001, the results of their investigations resulting from the previous two motions, #35 and #36 above" - carried #37.

5. Study by A & F Committee:

The study was commenced in the fall of 1999 and the analysis was completed in April, 2000. In order to utilize the most current financial information of the parishes, the year 1998 parish apportionment (based on year 1996 income) and 1998 parish incomes were selected for the study.

The apportionment for 1998 was set by the Executive Committee in the fall of 1997 as 27.37435% of 1996 parish incomes; the apportionment (unchanged from the original \$972,820 in total) ultimately represented 26.15791% of 1998 parish incomes.

By Deanery, the apportionment for 1998 as a percentage of parish income for 1998 varies insignificantly from the average for the Diocese of 26.15791%.

However, from parish to parish the figures are most revealing/the differences more frantic. As in the aforementioned "Three-year Average Income" study (section 3.), parishes with rising incomes are benefited by the present basis and those with declining incomes are devastated.

Most notable (both in Temiskaming Deanery):

Parish No. 4061 St. James Cobalt 5.9%

Income rose from \$1,020 in 1996 to \$4,753 in 1998.

Parish No. 4090 St. John New Liskeard 49.1%

Income dropped from \$36,128 in 1996 to \$20,160 in 1998; virtually one-half its 1998 income would go to apportionment.

6. Development of Process

The process developed by the A&F Committee to assess apportionment to parishes on the basis of their current year incomes is as follows (using the Diocesan Budget and the apportionment for year 1998 to exemplify).

Summary

Initially, the process is identical to the present system, the only difference being that the apportionment for 1998 notified by the Synod Office to the parishes in December, 1997 would be an estimated apportionment. It would be based on parish incomes of the year 1996. The parishes would pay this estimated apportionment to the Synod Office during the year 1998.

By the end of May or June, 1999, all the parish financial statements for the year 1998, showing their 1998, incomes, would have been received by the Synod Office.

In July, 1999, the Synod Office would compile the parish incomes for the year 1998, prepare a schedule, and issue a statement to contain the final apportionment for the year 1998 based on parish incomes for year 1998, to each parish showing the original estimated apportionment and the recalculated final apportionment for the year 1998, and the increase or decrease in apportionment resulting from the recalculation.

Increases in apportionment would be paid by the affected parishes in five equal monthly installments (August through December, 1999 inclusive) to the Synod Office.

The result would be a 1998 apportionment to each parish of 26.15791% based on its 1998 income.

Detail

1. In the fall of 1997, the A&F Committee resolves the Diocesan budget for year 1998 and presents it to the Executive Committee, along with a recap of parish incomes for the year 1996, and the Executive Committee establishes the estimated apportionment for the year 1998 for each parish;
2. In December, 1997, the Synod Office advises each parish of its estimated apportionment for the year 1998;
3. During the year 1998, each parish pays its 1998 estimated apportionment to the Synod Office in twelve equal monthly installments – January to December inclusive;
4. By the end of May or June, 1999, each parish is to have submitted its 1998 financial statements (showing its 1998 incomes) to the Synod Office;
5. In July, 1999, the Synod Office recomputes the 1998 apportionments for each parish based on its 1998 incomes (the apportionment, in total for the Diocese for year 1998, will not be changed); this recomputed apportionment will be the final apportionment for each parish in respect of the year 1998;
6. In July, 1999, the Synod Office notifies each parish of its final apportionment in respect of year 1998, compared with the estimated apportionment, and show the resulting increase or decrease for each parish;
7. The resulting increase or decrease for each parish will be adjusted for any underpayment or overpayment by a parish with respect to its apportionment for the subject year;
8. A parish with an adjusted increase will pay this to the Synod Office in five equal installments – August to December 1999 inclusive; and
9. A parish with an adjusted decrease will receive this credit from the Synod Office in five equal installments – August to December 1999 inclusive.

7. Recommendations of the Administration and Finance Committee:

1. That the Executive Committee approve the principle of basing apportionments on current year assessable incomes of parishes and adoption of the system outlined in Section 6 "Detail" effective with the apportionment for year 2002;
2. That this Report be presented at Deanery Council meetings in 2001 prior to Synod 2001;
3. That this Report be presented at Synod 2001; and
4. That neither the present Canon D-4 requires amendment nor a motion, and vote of approval is required at Synod 2001.

Respectfully submitted by
The Administration and Finance Committee
Ross H. Cutmore, member.

October 23, 2000

**DIOCESE OF ALGOMA
BUDGET ESTIMATES - 2002 & 2003**

EXHIBIT D

ACCT #	DESCRIPTION	ACTUAL 1999	ACTUAL 2000	AUTH'D 00 BUDGET	AUTH'D 01 BUDGET	ESTIMATED BUDGET 2002	ESTIMATED BUDGET 2003
RECEIPTS							
-100	Apportionment	972,218	994,851	994,851	1,030,199	1,061,733	1,069,645
-101	Additional Apport at 2%	-	-	-	-	21,235	21,393
-102	Additional Apport per Synod 1999	-	9,948	9,948	20,604	-	-
	Total received from parishes	972,218	1,004,799	1,004,799	1,050,803	1,082,968	1,091,038
-102	Greene Endowment income	214	197	250	200	204	208
-103	Bishop Sullivan interest	9,628	8,814	10,800	10,000	10,200	10,404
-104	Balfour "A" Bequest interest	355	325	350	450	459	468
-105	Higgins Bequest interest	45	41	50	50	51	52
-203	Diocesan ACW donation	14,000	14,000	13,500	14,000	14,000	14,000
-203	Diocesan ACW special donation - Bishophurst	3,215	4,877	-	-	-	-
-204	Undesignated Contribution	9,028	10,121	1,000	1,800	2,000	2,000
-103	Interest on General Funds	8	1	10	10	10	10
-104	Trust Fund Administration fee	5,524	5,305	4,000	5,740	5,855	5,972
-108	Ministry 2000 revenue	2,202	1,215	-	-	-	-
-152	PHB Dawson bequest interest	18,707	17,248	20,000	19,000	19,000	19,000
-153	Gurney Memorial interest	1,028	942	1,140	1,150	1,173	1,196
-154	Bishophurst endowment interest	1,208	1,106	1,200	1,300	1,326	1,353
-155	Thorneloe endowment interest	10,738	9,831	12,000	11,000	11,220	11,444
-156	Episcopal endowment interest	4,458	4,081	4,700	4,800	4,896	4,994
-157	Algoma Anglican Donations	8,465	13,202	8,500	8,500	8,670	8,843
-158	Youth Synod Fees	3,464	4,705	3,500	3,500	3,570	3,641
-159	Summer Student Grant	4,668	5,147	-	-	-	-
-560	Searches and book sales	76	20	100	100	100	100
-979	Wm McMurray Corp Admin Fee	9,684	11,438	10,000	10,000	10,200	10,404
	TOTAL RECEIPTS	1,078,933	1,117,415	1,095,899	1,142,403	1,175,902	1,185,127

-153-

DIOCESE OF ALGOMA

BUDGET ESTIMATES - 2002 & 2003

ACCT #	DESCRIPTION	ACTUAL 1999	ACTUAL 2000	AUTH'D 00 BUDGET	AUTH'D 01 BUDGET	ESTIMATED BUDGET 2002	ESTIMATED BUDGET 2003
DISBURSEMENTS							
-306	Ont. Theol. College Grant	5,000	8,500	8,500	11,690	12,000	12,000
-410	General Synod Apportionment	310,312	310,312	310,000	310,000	310,000	310,000
-411	Mission-To-Seafarers	5,000	5,000	5,000	5,000	5,100	5,202
-412	Allow. for doubtful Accounts	30,119	29,765	30,000	30,000	30,000	30,000
-212	Stipend Assistance and Intern Grants	83,098	81,509	90,000	79,700	79,700	79,700
-214	Stipend & Travel Summer Student	10,343	10,281	6,300	6,300	6,420	6,542
-217	Office Salaries & Episcopal Stipend	234,166	241,703	259,932	273,604	279,076	284,658
-218	Auto and Travel - Treasurer	2,523	3,381	6,311	6,300	6,426	6,555
-219	Auto and Travel - Bishop	16,401	20,616	19,920	20,460	20,869	21,286
-220	Auto and Travel - Executive A/D	6,228	4,897	6,614	6,600	6,732	6,867
-432	Responsibility allowance - Deanery Officials	17,928	27,161	26,931	37,000	47,000	48,050
-321	Employment Insurance Prem. Costs	7,625	7,094	9,000	7,000	6,000	6,000
-322	Canada Pension Plan Costs	6,568	7,144	7,000	7,500	8,000	8,500
-323	Church Pension Costs	29,741	35,111	29,000	37,840	40,359	41,128
-324	Health Insurance - Extended Health	34,472	42,303	33,000	35,000	38,000	40,000
-325	Group Life Insurance	595	478	1,000	1,000	1,000	1,000
-326	Group Dental Plan Premium	10,085	11,673	12,000	11,000	11,440	11,898
-327	Continuing Education contributions	2,060	2,534	1,700	3,000	3,000	3,000
-332	Payroll Preparation Charge	339	640	500	500	500	500
-334	Clergy evaluation	-	-	-	3,000	3,000	3,000
-333	Employee Assistance Program	2,350	296	2,000	2,000	2,000	2,000
	<i>Subtotal</i>	814,953	850,398	864,708	894,494	916,622	927,886

**DIOCESE OF ALGOMA
BUDGET ESTIMATES - 2002 & 2003**

ACCT #	DESCRIPTION	ACTUAL 1999	ACTUAL 2000	AUTH'D 00 BUDGET	AUTH'D 01 BUDGET	ESTIMATED BUDGET 2002	ESTIMATED BUDGET 2003
519	-431 Travel & Meeting Exp - Executive	13,037	27,604	14,141	13,000	20,000	14,000
	-432 Travel & Meeting Exp - A/D + R/D	3,838	2,827	6,060	5,500	5,610	5,722
	-433 Travel & Meeting Exp - Committees	28,976	19,077	29,644	32,400	33,048	33,709
	-434 Travel & Meeting Exp - Ordinations	-	467	505	500	500	500
	-435 Travel Lambeth & Prov & Gen Synod	4,000	4,040	4,040	4,080	4,162	4,245
	-436 Travel & Meeting Youth Synod	7,398	6,023	7,439	7,500	7,650	7,803
	-437 Travel & Meeting Youth Ministry	2,605	8,441	8,989	9,000	9,180	9,364
	<i>Subtotal</i>	59,854	68,479	70,818	71,980	80,150	75,343
519	-552 Synod Office - Fax	1,224	1,477	2,500	2,000	2,040	2,081
	-553 Synod Office - Teleconference	501	362	500	500	510	520
	-555 Synod Office - Telephone	4,145	5,442	6,000	5,000	5,100	5,202
	-556 Synod Office - Printing & Stationery	8,268	7,987	10,000	10,000	10,200	10,404
	-557 Synod Office - Postage & Express	6,824	8,049	7,000	7,000	7,140	7,283
	-558 Synod Office - Equip Purch/Mtnce	6,404	8,598	6,000	7,300	7,446	7,595
	-559 Books/Periodicals/Dio. Library	1,226	1,547	1,000	1,000	1,020	1,040
	-561 Rent/Janitor	23,197	23,157	23,000	23,200	23,664	24,137
	-562 Computer System Development	12,060	1,228	1,000	1,000	1,020	1,040
	<i>Subtotal</i>	63,849	57,847	57,000	57,000	58,140	59,302
	-669 Bishophurst	17,973	17,810	16,000	18,500	18,870	19,247
	-669 Bishophurst (special ACW)	3,215	4,877	-	-	-	-
	-669 Bishophurst capital	10,000	10,000	10,000	10,000	10,000	10,000
	<i>Subtotal</i>	31,188	32,687	26,000	28,500	28,870	29,247

-157-

**DIOCESE OF ALGOMA
BUDGET ESTIMATES - 2002 & 2003**

ACCT #	DESCRIPTION	ACTUAL 1999	ACTUAL 2000	AUTH'D 00 BUDGET	AUTH'D 01 BUDGET	ESTIMATED BUDGET 2002	ESTIMATED BUDGET 2003
519	-940 Algoma Anglican	19,957	19,502	20,500	20,500	20,910	21,328
	-941 Assessment - Provincial Synod	5,500	5,700	6,000	6,000	6,000	6,000
	-942 Diocesan Synod Expense	14,251	7,500	7,500	7,500	7,650	7,803
	-944 Clergy Moving Exp	4,000	8,789	5,000	6,000	7,000	8,000
	-945 Thorneloe/North Theo Inst.	100	100	100	100	100	100
	-948 Professional Service Audit/Legal	7,947	7,737	8,000	8,000	8,000	8,000
	-950 Interest/Bond/Insurance	5,984	5,194	10,000	6,500	6,000	5,500
	-955 Youth Camp Manitou Grant	-	-	100	5,000	5,000	5,000
	-973 Diocesan Heritage Centre	55	67	500	500	500	500
	-976 Unforeseen	955	1,714	1,000	1,000	1,000	1,000
	-978 Archives	682	40	725	725	725	725
	-979 Initiative Program - Per Synod	-	9,948	9,948	20,604	-	-
	-979 Initiative Program - 2%	-	-	-	-	21,235	21,393
	-980 Retiring Allowance	-	8,000	8,000	8,000	8,000	8,000
	<i>Subtotal</i>	59,431	74,291	77,373	90,429	92,120	93,349
	TOTAL DISBURSEMENTS	1,029,275	1,083,702	1,095,899	1,142,403	1,175,902	1,185,127
	Total Receipts	1,078,933	1,117,415	1,095,899	1,142,403	1,175,902	1,185,127
	Surplus for the year	49,658	33,713	-	-	-	-
		1,128,591	1,151,128	1,095,899	1,142,403	1,175,902	1,185,127

-159-

REPORT

TO: EXECUTIVE COMMITTEE
 FROM: COMPENSATION SUB-COMMITTEE
 DATE: MARCH 22, 2001
 SUBJECT: CLERGY HOUSING

At the direction of the Executive Committee, the Compensation Sub-Committee initiated a study to determine if an equity allowance for clergy living in rectories was warranted.

A questionnaire was sent to all clergy in the Diocese in December, 1999, to collect information necessary to fulfill this request.

Initial responses were not encouraging, and after three additional follow-ups, the most recent in July, 2000, analysis of the information was undertaken.

Number of Responses Received

Clergy in Rectories	23
Responses with Complete Data	17
Clergy Own/Buying Homes	9
Responses with Complete Data	5

Clergy Living in Rectories

	<u>August</u>	<u>Respondents</u>
Annual Cost Paid by Parish	\$ 5,627.00	23
Annual Cost Paid by Clergy	717.00	20
Value of Rectory	127,000.00	18

Clergy Owning/Buying Home

Annual Cost Paid by Clergy	\$ 8,124.00	9
Annual Mortgage	8,145.00	5
Annual Living Allowance	13,500.00	6
Value of Home	142,000.00	9

CONCLUSIONS

Clergy living in their own homes have annual expenses on average of \$16,269.00. When offset by the housing allowance, they are left with expenses of \$2,769.00. This compares with out of pocket expenses of, on average, \$717.00 for clergy living in rectories.

There does not appear to be a requirement of an "Equity" allowance for rectory clergy.

Amendment to Canon I - 2: Signing Officers

Background:

Currently the canon provides that the wardens and treasurer are the only signing officers for the parish. This amendment would broaden that group.

Motion:

Moved by:

Seconded by:

that Canon I - 2 be rescinded and replaced by the following:

"The signing officers of the church shall be any two of the incumbent, the churchwardens, the treasurer or such other member of the church who is appointed by the vestry."

ARCHIVES/HERITAGE CENTRE

REPORT TO SYNOD 2001

The Diocesan Archives continue to be a resource that is heavily used by people looking for personal information, family history, and information concerning former clergy of the Diocese. Some requests are received for information for parish histories, but these are more difficult to handle because the time required to research this information is not available. In these instances, individuals are asked if they can come and do their own research. Where this is not possible, arrangements can be made for a university student to be hired to do the required research. Over the past two years, some additional parish records have been transferred to Laurentian University.

In October 1999, the Diocese of Algoma and Laurentian University Archives hosted a meeting of the Archivists of the Ecclesiastical Province of Ontario. Six of the seven dioceses in the Province were represented at this meeting. Visitors from Southern Ontario enjoyed their visit to Sudbury, and were most impressed with the facilities at Laurentian university.

The Heritage Centre continues to present displays of artifacts and photographs as requested. As an example, last summer, copies of some photographs were made available to the organizers of the Shingwauk Reunion so that a display could be mounted for the attendees.

Over the past two summers, a student has been hired through summer employment programs to complete a full inventory of the artifacts in the Heritage Centre. Accession numbers were assigned to each item, and a complete description of the item written.

Respectfully submitted,

Mary Beth Miller, Diocesan Archivist

Bishophurst Maintenance Committee

Report to Synod - May 2001

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

Synod representatives- The Reverend Wayne Putman
 Mrs. Beverley Gaines
 Richard Brideaux (Chair)

Other members- Mrs. Jo Anstess
 Mr. Dennis Bowers
 Mrs. Marilyn Schmidt
 Mr. Chris Tossell (ex-officio)
 Mrs. Jane Mesich (staff)

This committee meets with the Bishop from time to time to review and prioritize those things necessary to be done to maintain the physical health of the building as well as the creature comforts of our Episcopal family.

Within the scope of our budgets, significant improvements have been accomplished over the past two years. Most significant is the replacement of some of the windows with modern maintenance-free vinyl clad windows which allows us to dispense with storm windows and will also reduce the cost of exterior painting. This project is not yet complete, but with the additional monetary help provided by the A.C.W. it is well on its way.

It is important that we acknowledge the contribution made by the Diocesan A.C.W. toward the maintenance of Bishophurst as well as the major contribution of the Algoma Deanery A.C.W. and the local churches.

As a result of the very successful "Centennial Garden Party" held in June on the south lawn of Bishophurst, in excess of \$2500.00 was raised for the Bishophurst Maintenance Fund. There have also been significant personal donations made as a result of the publicity engendered by this event. We have been able to accelerate our window replacement project because of these donations.

We have a number of projects identified for work in 2001 and 2002. Foremost among them is the continuing replacement of windows in other parts of the

home. Regular maintenance items will be cared for and other items will be looked after as monies become available.

It is important to note that although Bishophurst is primarily the residence of our Bishop, it is used for a number of other purposes as well. It is the home of the Diocesan Heritage Centre where a great many Diocesan artifacts are both stored and displayed. This area of the house is always a centre of attraction when people attend functions at Bishophurst.

The Bishop maintains an office and study within the house and the Diocese has a vault and storage facilities which are also located within the house. A self-contained apartment is also used at various times for guests of the Bishop.

The Bishop and Mrs. Ferris continue to open up their home to people attending Diocesan and community events. People taking part in these various events are very appreciative of these opportunities.

On behalf of the committee, I wish to express our appreciation to Bishop and Mrs. Ferris for their co-operation, patience and guidance during the past two years. It has been much appreciated.

As chairman, I wish to say 'thank you' to the members of the committee for their input and participation during the months since last Synod.

Richard Brideaux

COMPANION DIOCESE COMMITTEE

SYNOD 2001

With joy and love we give thanks for the Companionship between The Diocese of the Windward Islands and The Diocese of Algoma. The committee's major task was to evaluate the companionship between the Diocese of The Windward Islands and The Diocese of Algoma and prepare a final report for the Bishops, to assist in providing direction/guidance for a possible future companionship project.

We give thanks to all who took the time to complete our evaluation forms. The forms were distributed at meetings of Deaneries, ACW Annual, Mutual Ministry, Clergy and other venues. As a result, the surveys were completed by involved and committed parishioners and may not reflect the opinion of the "person in the pew". We accept that it was not a rigorous survey design.

From the laity: A total of 94 evaluations forms were received. (Algoma 5, Manitoulin/Sudbury 20, Temiskaming 17, Muskoka 52, regrettably evaluations were not conducted in Thunder Bay. 81 % were aware of the Companionship Project, mostly at the Parish level.

From the Algoma clergy: This survey was conducted at a clergy conference with 42 replies: All clergy were aware of the companionship project for the varying lengths of times that they have been incumbents in Algoma.(majority 5 years). 30% were not aware of their individual companion parish, which indicates the need for education at all levels. In spite of this 50% of the parishes have had some contact with their twin parish.

From the Windward clergy:

Only 5 responses were received but they reflected responses similar to those of our Algoma clergy.

Many of the questions concerning success at the parish or diocesan levels, interest on the part of congregations and the opportunity to learn about outreach and the wider Anglican Communion produced a modest to moderate rating. We received many personal responses and suggestions and we will incorporate many of these ideas into the final report to the Bishops.

The dominate theme from this survey is that the Companion Diocese Program, while known in most parishes, has not engaged people's attention or fully engaged our parishes the way it was originally hoped to do. The prayer cycle, while useful, is not enough to satisfy people's need for more personal knowledge of and involvement with their companion parishes. The personal touch through visits, articles and exchanges needs to be enhanced.

As we conclude our covenant, we invite all Synod delegates to join in welcoming The Venerable Patrick McIntosh of the Diocese of the Windward Islands and his wife Carmel to the Diocese of Algoma from May 3rd - 15th. They will be in Sudbury the weekend of May 5 - 6; in the Deanery of Algoma May 7 -12 and in Muskoka May 13-14. We hope that all Synod delegates, visitors and people of the Deanery of Algoma will join with the Companion Committee at Synod, when a Service of Thanksgiving will be held with Father McIntosh who will be the preacher

The "CDC" wish to express appreciation to all people who worked on the companionship project either at Diocesan or Parish levels to maintain the companionship. To the current committee: We have had 4 great years with love and prayer and dedication. *Thank you:* Janet Bolger; Robin Bolton; The Rev. Dr. David Hardie; The Rev. Canon Harry Morrow; The Rev. Wayne Putman
Respectfully submitted Jacquie Howell,

PRAYER FOR CONCLUSION OF COMPANION DIOCESE AGREEMENT

WITH THE WINDWARD ISLANDS

O God of the nations. May we and all our fellow members of the Dioceses of Algoma and the Windward Islands know God and make Him known, not only with our lips but in our lives. We pray that the friendships that have developed may continue and flourish. Bring us to be one heart and one mind with all those who have given their all in God's service and with those who continue to labour in these Dioceses, through Christ our Lord.

Amen

*The Reverend Canon Henry Morrow
March, 2001*

Report of the Constitution and Canons Committee

The Constitution and Canons Committee has not met since the 1999 Synod. Its extensive work over the last several years has resulted in the canons being in good form to serve the Diocese well. This has reduced the work currently to be done by the Committee.

Some proposed canonical amendments have been vetted by the Chair.

Thanks are extended to those who were willing to offer their time and were willing to serve if necessary: Mr. Ken Lawson, Chancellor; Mr. Robert Stead, Registrar; Dr. David Gould; the Rev. Grant Churcher; the Hon. Mr. Justice John dePencier Wright.

Respectfully submitted,

A handwritten signature in cursive script that reads "Susan De Gruchy".

The Ven. Susan De Gruchy
Chair

Amendment to Canon A - 6: Delegates to the General Synod

Background:

Currently the canon requires the election of General Synod delegates at every regular synod. Thus it is possible to elect delegates only a few weeks or months before the sitting of General Synod. Yet preparation for General Synod takes over a year. Names of delegates must be submitted a year in advance, and material from General Synod is sent out to delegates this far in advance as well. Also, General Synod delegates serve a three year term; to elect other delegates in the midst of that term is confusing both for the Diocese and for General Synod. The proposed amendment would make provision for General Synod delegates to be elected at least one year prior to General Synod.

Motion:

Moved by: the Ven. Susan De Gruchy

Seconded by: the Ven. Harry Huskins

that Canon A - 6, s. 1 (a) be amended by deleting the words "at each regular meeting", and replacing them with the words "at a regular meeting of the Synod occurring at least one year before the sitting of General Synod".

Amendment to Canon A - 7: Delegates to the Provincial Synod

Background:

Currently the canon requires the election of Provincial Synod delegates at every regular Synod. Provincial Synod delegates serve a three year term. To elect other delegates in the midst of that term is confusing both for the Diocese and Provincial Synod. The proposed amendment would make provision for Provincial Synod delegates to be elected at the Diocesan Synod closest to the sitting of Provincial Synod.

Motion:

Moved by: the Ven. Susan De Gruchy

Seconded by: the Ven. Harry Huskins

that Canon A - 7, s. 1 (a) be amended by deleting the words "at each regular meeting", and replacing them with the words "at the regular meeting of the Synod occurring closest in time to the sitting of Provincial Synod".

Doctrine, Worship, and Ministry Committee

Report to Synod 2001

The membership of this committee has been: The Rev. Canon Don Thompson (Chair), The Rev. Dorothy Daly (Vice-Chair), Dr. David Gould, Mr. William Kidd, The Rev. Grant Churcher, Mrs. Dorothy Chabot, The Rev. Genny Rollins, and Ms. Veronica Roynon.

1. With the benefit of a small budget to cover travel expenses, this committee has been able to meet between two and three time per year for approximately five and a half hours per meeting. The agenda for discussion was largely that referred by the Bishop, and in some instances matters that the committee became aware were being discussed at the Faith, Worship, and Ministry Committee of General Synod.
2. Matters studied and action taken were as follows:
 - a) The Book of Common Prayer / Book of Alternative Services: Members of the committee took part in the Liturgical Conference of the Ecclesiastical Province of Ontario in which the future of the BAS and the possible revision of the BCP were considered. The committee concurs with the general approach of most other diocese across Canada, that the mandate for the BAS is to be extended, and that the BCP should not be revised at this time. However the committee is aware of the significance of the BAS being issued in CD-ROM format, and the possibility of greater liturgical choice that having such a resource at hand might provide. The committee thinks that the development of a common "order" is perhaps the best way of retaining a distinct sense of Anglican liturgy, while at the same time allowing for flexibility in usage at the local level. The committee will suggest that an example of this might be undertaken at the next Diocesan Synod.
 - b) Care in Dying "Care and Dying": This document developed by the General Synod Committee was studied carefully, as also was the Diocese of Huron document entitled "How We Should Die". Both these resources are excellent, and the committee commends either of them for use in all parishes as a document to be studied on a fairly regular basis. This would be invaluable for parishioners regularly considering how they should make decisions concerning a "living will", and how, in general, to face medical and ethical issues that typically occur at times of either expected or sudden death, given modern medical technologies.
 - c) Eucharistic Practice and the Risk of Infection: This document which originated, in fact, from Dr. David Gould in the Diocese of Algoma, now has the approval of the House of Bishops of the National Church. This committee commends the efficacy of the report, and commends its distribution and availability in all parishes of the diocese.
 - d) The Virginia Report: This report, attempting to provide some content from an Inter-Anglican and Doctrinal Commission, was read with interest by the committee, but also

was critiqued rather significantly. An extensive summation of the evaluation and critique was sent to both the national Faith, Worship, and Ministry Committee, and to Archdeacon Jim Boyles, General Secretary of the national church, as he requested. The Algoma critique has been used rather extensively in compilation of the evaluation of the national church.

- e) Eucharistic Prayers: The committee studied the three supplementary eucharistic prayers and made a report commending their use on an experimental basis. It particularly suggested that these be used not for single occasions, but over a period of time so that the effect of the liturgy could be evaluated. The committee had some reservations about some of the texts themselves.
- f) Anglican Lutheran Relationships: The committee studied the Waterloo Declaration and also the study guide "Call to Full Communion". The committee was able to be supportive of the agreement contained in these documents. It encourages their study throughout the diocese, and in light of the coming achievement of Full Communion, it was suggested that there be a Sunday annually in each parish where the relationship between Anglican and Lutheran parishes is celebrated and made public.
- g) Gift of Authority: This document of agreement of the Anglican Roman Catholic Commission (ARCIC) has been studied in significant detail. A report has been submitted to the national Faith, Worship, and Ministry Committee, and copies will also be sent to the Anglican Roman Catholic Dialogue. The committee was rather critical of this document, and raised some significant questions. It suggests that there is not agreement in this area yet, and the document should be submitted for further study by both Roman Catholic and Anglican parishes.
- h) Night Prayer: This publication from the Faith, Worship, and Ministry Committee giving a re-working of the service of Evening Prayer and Compline was studied by the committee. It is a simple and effective way of pulling together the options provided in the Book of Alternative Service for specific and straight forward use. The committee commends its use in the diocese.
- i) Complementary Ministry: This document from the Ecclesiastical Province of Ontario was studied in a preliminary way, as were the guidelines to implement a portion of that document by the Bishop of Algoma. Attempts were made to have a discussion of these policies with another relevant constituency, namely the Mutual Ministry Committee. However discussions were not able to be held.
- j) The Marriage Canon: The material circulated from the Faith, Worship, and Ministry Committee on the re-thinking of some aspects of the Marriage Canon was discussed in significant detail. A report was submitted to the national committee, and presumably aspects of our committee's report have been taken into account in the proposals being brought to the next General Synod for revision of the Marriage Canon (see Appendix I).

- k) Dominus Iesus: This statement issued by the Roman Catholic Congregation for the Doctrine of Faith was studied at the time of its publication (August 2000). The committee deplored the presumptuousness of the document, and also predicted that it would have an extremely negative effect on all ecumenical relationships with the Roman Catholic Church. The committee notes that at the time of writing this report, a similar critique has been given by the Anglican Roman Catholic Dialogue of Canada.
3. The committee members thank the Diocese and the Bishop for membership and support of this committee. The members have enjoyed their participation, and also feel they have done significant work on behalf of the diocese.

Respectfully submitted,

The Rev. Canon Don Thompson, Chair
Doctrine, Worship, and Ministry Committee
Diocese of Algoma

APPENDIX I

The national Faith, Worship, and Ministry Committee's task force on the revision of the Marriage Canon (Canon XXI) (see item 2j above) has recommended the following changes to be considered at General Synod 2001. We include them here for information. Comments on the proposed changes could be directed to our diocese's delegates to General Synod.

PROPOSED MARRIAGE CANON REVISIONS

- ❖ Because civil marriages are now both available and popular throughout Canada, we recommend that an appropriate liturgy or liturgies for the blessing or dedication of a civil marriage be included in any future book of liturgies developed by The Anglican Church of Canada.
- ❖ We also recommend that a rubric allowing the use of appropriate adaptations of marriage services for the renewal of marriage vows be included in any revision of the Book of Common Prayer or the Book of Alternative Services.
- ❖ We recommend that the Church should not bless common law relationships and that couples in such relationships who seek the church's recognition of their unions be encouraged to enter into a formal marriage after being prepared for marriage in the same way as any couple seeking marriage in the church.
- ❖ The Task Force recommends repeal of the provisions of the Canon requiring application

to an Ecclesiastical Matrimonial Commission for permission to marry according to the rites of the church when a party to the intended marriage is a divorced person whose former spouse is still living.

- ❖ We recommend that the decision as to whether such parties may marry according to the rites of the church be made by the incumbent after appropriate consideration of the matters presently required to be considered by matrimonial commissions.
- ❖ We recommend that paragraph 8 in Schedule E to the Canon, which outlines specific issues to be addressed in marriage preparation, be amended to direct attention to consideration of all past relationships of the parties.
- ❖ We recommend that authority to determine marital status be conferred on diocesan chancellors.
- ❖ We recommend that, until matrimonial Commissions are abolished, all Commissions be encouraged to adopt forms of application that are more pastoral in content. We recommend that commissions refer to forms now in use in other dioceses, particularly British Columbia, Ontario and Québec. If the General Synod accepts our recommendation that applications be determined by incumbents, similar forms of application should be used in that process.
- ❖ We recommend that the practice of requiring certified copies of divorce decrees or judgments be discontinued and that photocopies of such documents be accepted as proof of the granting of divorces.
- ❖ We recommend that Canon XXI be amended to conform the impediments of relationship to those contained in the *Marriage (Prohibited Degrees) Act*. We further recommend that a provision be added to the canon expressly requiring the incumbent, when the parties to the intended marriage have previously lived in the same household and either party has been treated by the other as a child or a parent, to be satisfied that both parties freely consent to the marriage free from any duress, undue influence or coercion, past or present.
- ❖ We recommend that the rule be relaxed to permit marriages outside church buildings but only if the incumbent is satisfied that the solemnity and religious nature of the ceremony is preserved.

Material for Appendix I supplied by Dr. David Gould
Final report preparation by The Rev. Grant Churcher

Harmony Task Force Final Report

Introduction

This final report outlines the recommendations developed by the Harmony Task Force in response to two specific 1999 Synod motions, #29 and #31.

Background

The Harmony Task Force was initiated in January 2000 by Bishop R. Ferris to explore and to clarify the numerous and diverse issues raised in two of the 1999 Synod motions regarding lay readers. The task force consists of the Rev. Edna Murdy and Barbara Bolton, co-chairs of the Mutual Ministry Committee, and Deborah Kraft, chair of the Lay Readers Task Force.

Five motions, #27 - #31, arose from the final report of the Lay Readers Task Force that was presented at the 1999 Synod. The Lay Readers Task Force surveyed a total of 484 people in the Diocese in order to determine the optimal role and function of lay readers in the Diocese of Algoma. The Task Force also researched the role and scope of lay readers in other Canadian dioceses. They concluded that the approximately 200 lay readers are active assistants to clergy. Their role, in many instances, has expanded beyond reading lessons to conducting complete divine offices, preaching and mission activities in the form of leading Bible studies and community evangelism. They also concluded that the current 'Lay Reader' title no longer reflects the scope of this ministry. There was support, but not majority support, by clergy, lay readers, wardens, board members and parishioners to change the name to Lay Minister. Several Anglican dioceses are now using the term 'Lay Minister (of Word and Sacrament)'. Finally, the Lay Readers' Task Force recommended that no additional ministries be licensed.

Three of the motions required no follow-up discussion. Motion #27 recommended that all lay readers become eucharistic assistants, without an additional licence. Motion #28 stated that deanery evaluators be necessary only for diocesan lay readers and not parochial lay readers. Parochial lay readers only require the approval of the rector. Motion #30 recommended that incumbents continue to be the primary source of training and supervision for parochial Lay Readers.

Motions #29 and #31 required follow-up action and drove the development of the Harmony Task Force. Motion #29, to change the name from lay reader to 'licensed lay minister' was deferred and carried as follows:

"That in light of the Bishop's Charge suggesting a different role for lay readers, as well as the change in title (to Licensed Lay Minister), the motion be deferred and that the Executive Committee put in place a process across the Diocese over the next two years to provide the widest possible consultation which will recommend to the Bishop, in the spirit and context of Mutual Ministry, what ministries in this Diocese should be licensed

ministries, and the requirements and training required to obtain and maintain these licenses."

A strong reason to defer the change in title was the concern that people involved in mutual ministry activities might feel that their call to ministry, as baptized Christians, was perceived as less important and less valued than people trained to be lay ministers. Mutual ministry has a rich 15-year history in the Diocese of Algoma. A focus on the gifts and ministry of all lay people has led to a better understanding and deployment of lay people. Several conferences have stressed training, discernment of gifts and support for lay people interested in the concept of mutual ministry.

Motion #31 stated "*that training for parochial lay readers be augmented by deanery based training and support groups which stress the missional role of such ministries.*" This was referred to the Executive Committee and from that body to the Harmony Task Force.

Goal of the Harmony Task Force

The Harmony Task Force wanted to explore the issues articulated in the two deferred motions, reach a consensus and to develop a concrete blueprint that would integrate mutual ministry and lay readers. The goal was: *To expand the scope of lay readers, while maintaining the growth and enthusiasm of mutual ministry.*

Activities

The small Harmony Task Force of Barbara, Edna and Deborah completed several activities to achieve the above goal. They included:

- Regular communications by e-mail, teleconferencing and face to face meetings (a joy to work together at the September 2000 Clergy Conference)
- Teleconference during the summer of 2000 with the bishop, executive archdeacons, warden of lay readers and provost of Thorneloe University
- Clergy Survey A administered by mail in May 2000, to identify current training process and resources of lay readers. Please refer to Appendix A for the final report from the Training of Lay Readers Survey of Clergy
- Presentation of rationale and draft recommendations at the September 2000 Clergy Conference. Clergy Survey B was administered at this conference, to obtain the opinions of all pastoral leaders concerning the draft recommendations. Please refer to Appendix B for the final report from this Clergy Conference Survey.
- Refinement of recommendations were made based on the Clergy Conference Survey B results and an in-depth discussion took place at the Open Space, Day 2 of the Clergy Conference. Please refer to Appendix C.
- Survey of those lay readers attending the Lay Readers Conference in Muskoka in September 2000. Please refer to Appendix D for the results of this survey.

Recommendations

#1. Do not change the title of Lay Reader to Lay Minister (for either Parochial or Diocesan Lay Reader positions) at this time.

The Task Force is aware that the current 'Lay Reader' title is an obsolete title that no longer reflects the scope and future vision of either parochial or diocesan lay readers. Most parishes have other lay people reading lessons; it is not an appropriate term for the extensive base of activities that lay readers are doing currently. Lay minister is a term to which people could relate. It is a term that non-Anglicans would understand and indeed a term that many Anglicans themselves, who are unsure of the lay reader tradition, could relate to. In many parishes, people who read lessons are mistakenly referred to as lay readers; that is, lay people who read lessons. Confusion is unavoidable.

However, the Harmony Task Force recommends that the name remain unchanged at this time. The Task Force initially felt that the name Licensed Lay Minister could replace the title of Diocesan Lay Reader as a starting point to the overall name change. However, there does not appear to be support for this change at this time. Only 7% of the pastoral leaders surveyed at the Clergy Conference recommended that Lay Minister replace Diocesan Lay Reader.

In short, many people value the tradition of lay readers in the church and like many other traditional terms in the church, people feel very comfortable with the current title. We want people to expend their energies on standardizing the training and ongoing development of these important lay leaders rather than get 'hung up' on a name change at this time. Also, now that lay pastor is a title being used for lay people appointed as parish incumbents, there might well be some potential for further confusion between lay minister and lay pastor. The Harmony Task Force predicts that the name will change as the scope and standardization of activities expands visibly.

Over half (56%) of the 54 pastoral leaders surveyed at the clergy conference said that they did not want any name change at this time.

#2. Replace the licensing of parochial lay readers with a covenanting process.

Currently, parochial lay readers and eucharistic assistants are selected by their rectors/parishes and are licenced by the bishop to function in these roles within their own parishes.

The Harmony Task Force is recommending that the practice of licencing parochial lay readers and eucharistic assistants be replaced by a covenanting process at the parish level.

Covenanting has been used by the Jewish and Christian communities for centuries and is encouraged by the Anglican Church of Canada. Its 1979 publication *Guidelines for Fair Employment Practices* gives a good introduction to developing and maintaining

covenants. From the survey at the Clergy Conference several parishes in the Diocese are already using some form of covenant for some positions. (See Appendix B). However nearly 80% of respondents say they do not have a copy of this church publication. Each parish should receive a fresh copy of this document from the Diocesan office to assist them in developing their processes. Implicit in the development of a covenanting process is the need for clear role and responsibility expectations (detailed job description), training and skill development required and a review/evaluation process which are all clearly documented.

The Task Force was encouraged by the positive reception (76%) that this recommendation received at the Clergy Conference. It is recognized that the introduction of covenanting may have to be a gradual process in some parishes where this change may be met with some resistance from existing lay readers. Some work will need to be done to lessen the impact for those who are not able to see this as a positive step. It is also expected that in some geographically large parishes, where parochial lay readers function with little supervision of clergy, that continued licencing by the Bishop may be advisable. There are excellent volunteers from all Deaneries who would be willing to lead covenanting workshops at the Deanery level (for list of these names see Appendices B and D).

Once a covenanting process is established for lay readers, the practice could be expanded to include a wide range of other lay ministries practiced within, or on behalf of, a parish.

#3. Retain the licensing of diocesan lay readers.

The title for this position would remain "Licenced Diocesan Lay Reader". The Harmony Task Force only evaluated a potential name change for the position of diocesan lay reader. However, it would be useful if, in the future, their qualifications, role expectations and requirements for maintaining such a licence were developed in much the same manner as is being recommended for parochial lay readers.

#4. Standardize the training and on-going skill development of parochial lay readers at a Deanery level.

There was strong support (87%) for this recommendation at the Clergy Conference (see Appendix B -Question 9).

Appendix A, the survey conducted in the Spring of 2000, regarding the training process for lay readers, shows that there are virtually no standard practices in this area currently. They range from self-selection by a candidate to highly organized training opportunities. It is hoped that if this recommendation is passed that this variability will rapidly decrease, allowing the training, but not the role, to be more uniform. The role may become more standardized as a direct result of the standard training and skill development. This in turn may lead naturally, over time, to a new title for these positions.

It is generally supported that some form of mandatory on-going spiritual development and skills development should be built into the covenants of existing as well as future lay readers in this Diocese. While the laudable efforts of Dr. Gould and many of the current lay readers are in this direction, these are not mandatory and there are many lay readers who do not currently avail themselves of any additional /regular skill or spiritual development. The use of learning contracts fits well with the covenanting process.

It was again most encouraging to find excellent volunteers prepared to assist with such training and skill development. The list of names may be found in Appendices B and D. Suggestions for some of these standards may be found in Appendix C - Open Space discussions. Further work will need to be done by another body in developing these standards if this recommendation is accepted, as this is beyond the current mandate of the Harmony Task Force.

#5. Develop initial standards/qualifications for becoming a parochial lay reader-in-training.

More than 83% of all respondents at the Clergy Conference supported a deanery based discernment or orientation process. This would be an appropriate way for prospective lay readers to identify their area(s) of strength as well as any area(s) in which they may require additional training in order to meet the expected standards.

It appears to be generally accepted that a prospective lay reader would spend some time as a lay reader in training before becoming a lay reader. That time period varies considerably now and should be standardized across the Diocese. As with recommendation #4, some suggestions for these standards can be found in Appendix C. Again, more work will be required by another body before this recommendation can become reality. There are many volunteers prepared to assist with these discernment/discovery/orientation weekends. (See Appendices B and D).

Next Steps

1. Approve the recommendations contained in this Harmony Task Force Final Report. This process needs to be two-fold: first by the Executive Committee and then by the 2001 Synod. The recommendations should be part of the Convening Circular.
2. Develop teams, starting with the names of the eager volunteers, to complete the following initiatives:
 - Design and hold workshops on the covenanting process in each Deanery
 - Develop qualifications/standards for all future lay readers across the diocese
 - Standardize training materials for parochial lay readers-in-training
 - Establish an orientation/discernment process in each Deanery to introduce potential lay readers to the standardized materials and role expectations
 - Develop content for ongoing spiritual development and skill-building sessions for all parochial lay readers

Conclusion

We are deeply committed to our goal to build harmony. We believe that it is possible and that the commitment of so many capable people, lay and clergy, in this diocese can be successfully channeled to move ahead into numerous and exciting ministry opportunities.

We have enjoyed working on this task force together and pray that our conclusions will assist the Executive Committee with effective resolution of the two deferred motions from the 1999 Synod.

Harmoniously in Christ,
Barbara, Edna and Deborah
November 25, 2000

Attachments: Appendix A - Clergy Survey "A" re current training of Lay Readers, May 2000
Appendix B - Clergy Survey "B" at Clergy Conference, September 2000
Appendix C - Open Space Discussions Summary, Clergy Conference, September 2000
Appendix D - Lay Readers Conference Survey, September 2000

Appendix A

Clergy Survey A - Training of Lay Readers, May 2000

This report is the final report of the Clergy Survey (May 2000)

Clergy Survey Research Goal

To determine the 'nuts and bolts' of how lay readers are currently being trained. Specific issues examined included:

- Training materials
- Training process
- Length of training period

All Lay Readers in training have access to the Lay Readers Course – Diocese of Algoma that was developed by Dr. David Gould, Warden of Lay Readers. One of the findings of the Lay Readers Task Force was that there is no standardization throughout the diocese in terms of the training for parochial lay readers. We believe that a starting point is to examine the variety of material, tools and training methods that are currently being utilized.

Survey Methodology

A short, 4-question survey with a covering letter was developed. This survey was mailed out to all clergy in the Diocese. Response back was n = 20 completed surveys

Overall Findings

1. Response Rate (n = 20 or 33% of all clergy)

It is challenging to draw conclusions as to how all lay readers are currently being trained in the Diocese as two-thirds of the clergy did not respond to this survey. Possibly only those who are using material in addition to the current Lay Readers Course completed the survey but this is speculation only.

2. Current Training Process

There is no standardized process for training lay readers as many of the respondents have supplemented the existing Lay Readers Course with additional textbooks, videos and assignments. However, most incumbents combine:

- Self-study
- Group work
- Practical experience - preaching and leading services

The current training process varies, depending upon the needs of the lay readers in training, the geographical location of the parish and the preferred training style of the incumbent. Some incumbents support a program of self-study, using the Lay Readers Course, while others have supplemented the course with group sessions, additional readings and assignments, well beyond those mentioned in the course.

The Muskoka Deanery has a 7-month group training course that is currently led by Barb Graham, a Diocesan Lay Reader, and assisted by several priests.

The Rev. Ed Swayze has developed a comprehensive checklist of activities that all lay readers-in-training must complete. One written activity includes writing a summary of every book in the Old Testament, Apocrypha and New Testament.

3. Length of Training Period

The training period for lay readers in training is typically 6 months to a year.

4. Additional Training Materials

The respondents mentioned specific books and videos. They are all listed in the Detailed Findings section.

Conclusions

The Harmony Task Force thanks the twenty people who completed the survey.

An extensive amount of work has been done by many people to expand and to augment the existing curriculum in the Lay Readers Course to meet their parish needs.

It is recommended that specific and measurable licensing standards be developed for parochial lay readers. All existing licensed lay readers will be encouraged to participate in the annual spiritual growth components of the standards. Individual clergy may feel free to go beyond the standards.

The standards should complement the existing Lay Readers Course and should focus on spiritual growth.

Sample standards follow:

- Minimum training period for lay readers-in-training (e.g. Length of training period to be 1 year)
- Mandatory discernment component for all that feel called to be lay readers. This component could include a weekend retreat and another part to write a spiritual biography as to why they feel called to become lay readers
- Completion of the Lay Readers Course – Diocese of Algoma (developed by Dr. Gould)
- Commitment to daily scripture reading and prayer. Another suggestion is a "Rule of Life", modeled after page 555 BCP and the guide of the SSJE in order to emphasize the importance of daily scripture reading
- Mandatory weekend retreat at least once a year with at least two held (option to attend the second). This would provide time for nurture, growth and reflection. Mark 6:30 "Come away to a deserted place all by yourselves and rest a while."
- Additional readings beyond course
- Practical experience in conducting services, writing and delivering sermons
- Mission/pastoral/leadership experiences

Other issues arose from this survey including:

- Should parochial lay readers continue to be licensed or should they be commissioned?

Detailed Findings – as received from the 20 survey respondents

1. Describe your training process for lay readers-in-training.

1. We have no lay readers in training at the present. If we did, we would opt for the Lay Reader's Course.
2. Have not trained any, but my preference would be self-study with monthly meetings, practical experience and evaluation.
3. I have found lay readers useful in assisting in the enablement of other person's participation in the liturgy as leaders; Eucharistic Assistants, Intercessors, Eucharistic visitors and shut-ins. However, I believe compounded the number of lay readers would tend to discourage mutual ministry by a greater number of lay people in the Cathedral.
4. Training took place at the Deanery level under the direction of a team: Barbara Graham, PerryChiupka, Tom Cunningham and Joan Mitchell. Sessions were held every two weeks on a Saturday from 9:00 a.m. to 12:00 p.m. Group work, self-study and presentations by leaders and participants. People took turns preparing and conducting worship and preaching with

- peer evaluations.
5. Weekly one hour meetings. Go over topics – use prepared materials. Lots of hands on stuff. Lay readers in training preach for example and are filmed and evaluated by themselves, rector and peers.
Lay readers in training participate in worship in a lead role, take on tasks of interest, preached at Good Friday. etc.
 6. Deanery based training.
At Parish level – practical experience for their learning sessions.
 7. Our lay readers are all involved in bible study groups, some have completed a survey of the bible course.
They have been trained to lead services of Morning Prayer.
I don't have a course outlined at present but know what I want to do. Hopefully this Fall we will begin a yearly training and upgrading course. Some were trained before and arrived in the parish. Different lay readers have different potential. Some are gifted speakers others not. I try to use them to the extent of their abilities.
 8. I have not trained any yet.
 9. Lay readers in training
 - a) meet with Rector and Senior Lay Readers and determine informally the persons related knowledge and experience.
 - b) Attend monthly lay reader seminars 8-9/year. At least one hour is ongoing lay reader training.
 - c) Use materials in Lay Reader training book and meet to discuss with Rector and other lay readers in training twice a month. * This may vary as we have had lay readers with Theological education so we did not use this material.
 - d) Rector and Senior Lay Reader set up informal checklist of experiences and skills to be accomplished. Always begin by observation, then doing. Rector and Senior Lay Reader work on service and sermon plans, sometimes other lay readers.
 - e) Assist at 8:30 and 10:30 service and preach on separate occasions at 8:30 (4-5 min.) and 10:30 (7-10 min.) and be evaluated.
 10. We hold periodic meetings and use the manual produced by the Diocese to guide learning about the particular aspects of worship life. We then partner the trainees with an experienced lay reader for at least three Sunday services. Further meetings are then held to discuss possibilities for the shape of their Ministry. Once the training is completed the trainee requests approval from the Advisory Board for a license.
 11. Deanery based 16 week training session while I was in Muskoka.
 12. 2 or 3 meetings per year.
Practical experience and evaluation
Self-study.
 13. Meet twice a month in Little Current. A lay reader in training program is just beginning in Massey. Most also attend the Deanery Lay Readers' days. The training comes through four media.
Written – the use of the Lay Readers Training Manual as a basic outline supplemented by The Bible in Today's Church and other texts on a need basis. Tonight we are starting a study book by Neil Anderson to address some of their ministry concerns).
Discussion/classroom – supplemented largely by lectures, assignments on Church History, Liturgy, Church Government, New and Old Testament Overview, preaching and specific topics as the need arises.
Practice – lay readers in training work in two-person teams to read, lead prayers, preach, and take morning prayer services on a regular year-long schedule.
Ministry – the lay readers are each asked to take on a ministry in the parish. At present we have a lay reader who runs a Bible study in a neighbouring community. Another does regular visiting (she has done the Calling & Caring Course), another runs our tape ministry in the parish and has an intercessory prayer ministry, another is president of our ACW, another was trained to take funerals in my absence... most also serve on the Altar Guild as well.
 14. None at present, as there are no new lay readers. We follow the Lay Reader's Manual.

15. We use comparatively few (4) lay readers, three of whom are diocesan lay readers. This means that training programs for new and developing lay readers does not happen often. However, we have had training events for all scripture readers and public speakers dealing with "voice" issues by a trained dramatic artist. Other events have been based on practical experience.
16. Probably more informal than most. Some reference to reading list (Manual) and several videos I have produced (Prayers of the People, Preaching 101, etc.) I prefer to do "on the job" training utilizing job shadowing, instructionals before/after liturgy and review of written material (if sermon) especially if "new".
17. In our parish we have several Eucharistic Assistants and Scripture Proclaimers. We commission people to these ministries.
We have had 3 people participate in the deanery lay readers training (for their own interest and growth) but they were not licensed (all 3 are active readers, Eucharistic Assistants and Leaders of the Prayers of the People).
18. Wawa - weekly meetings for 6 months, then informal ongoing follow-up.
White River - practical experience and evaluation, then informal ongoing follow-up.

2. How long is your typical training period for a lay reader in training?

1. No experience, but as long as it takes to cover the main areas in the Lay Reader's Course.
2. It varies dependent upon their own timing and abilities.
3. Eight to nine months.
4. All winter as I am new here and am working with my first group.
5. On going.
6. At least a year. Lay readers from outside the Parish wait a year and meet with our lay readers for at least 3 months. Lay readers must be established in one Ministry outside worship before they are licensed.
7. Six months to one year.
8. Sixteen week training session.
9. I ask that both lay readers and lay readers in training receive on-going instruction. They never "arrive" per se. We talk about ourselves as a "Team". As far as the transition from lay reader in training to lay reader goes, I look for proficiency, as well as knowledge. In 1999 the lay readers/lay readers in training and I discussed what constituted "completion". What we came up with will include proficiency in New Testament, Old Testament and worship leadership. Once one has shown this, his/her name is brought to the Advisory Board and recommended for licensing as a lay reader. The Board can - if it chooses - ask for further provisos - which in one instance they did.
10. Three years.
11. I think it takes at least a year before a lay reader in training should be "set loose" as a P.L.R.
12. Wawa - 6 months.
White River - ongoing.

3. Some Statistics

Total number of licensed lay readers in training in the parishes of all who replied to the survey:	13
Average number of licensed lay readers in training:	.65
Total number of licensed lay readers in respondent parishes:	69
Average number of licensed lay readers in respondent parishes:	3.45

4. **Use of additional training materials beyond the Lay Readers' Course.**
1. As preliminary material, I would have them read "The Anglican Way", by John Baycroft and "Meet the Family" by Patricia Bays, in order to give them a broader idea of Anglicanism than they might have from their own experience of parish life.
 2. Books were assigned on worship, liturgy, biblical studies and Anglicanism. (Refer to Barbara Graham's report re: the structure of the course and the names of all materials used).
Rites of a New Age – Michael Ingham
This Anglican Church of Ours – Patricia Bays
Teaching Series – Opening the Bible by Roger Ferlo and the Anglican Vision by James Griffins
Adapted Form of Algoma Diocese Lay Readers Training Manual.
 3. What Lay Reader's Course?
We used the Diocesan Manual as a guide and then used prepared materials I had put together. I have a lot of church history stuff, Bible stuff, etc. and things like the enclosed sheet on sermons.
 4. Have not had to at present as we have nobody in training.
 5. Some of our lay readers have read a history of the Anglican Church.
Proposed course – Outline Course of the Bible, Series on Worship/General Knowledge of Prayer Book/More concentration on key parts, History of Anglican Church, practical training in reading, speaking and preaching and church practices.
 6. We use the Rector's skills and other parishioner's abilities as we can ie. grief ministry seminars, writing one's spiritual history, and others as available. Video seminars, the Bible's Big Story (Crossways International), where Jesus Walked (Readers Digest), Tomorrow's Anglicans - all lay readers. This year we used H. O'Driscoll's Mourners and Midwives. We do these as we go and do not have material set down. I guess that should be our next step. However, I tend to go a lot by the candidate and their background, personality and ability.
 7. The lay readers in each congregation are gathered twice per year for further training. They are also encouraged to attend Conferences.
 8. The Challenge of Tradition by John Simons, editor.
The New Churches Teachings Series – Opening the Bible by Roger Ferlo.
Anglican Church of Ours by Patricia Bays.
Rites for a New Age by Michael Ingham.
Used the old manual as an outline but modified using the above 4 books.
 9. We constantly use:
Study sheets (every lay reader in training and lay reader has a notebook he/she keeps which is added to en route).
New/Old Testament tests (yet to be finalized).
BAS/BCP.
The Bible for Today's Church.
The Bondage Breaker by Neil Anderson (to address a specific concern).
Sermon instruction audio tapes (designed by the incumbent).
Time Travel Through the Bible (an excellent 107 min. video put out by the Lutheran Church USA and hosted by Jonathan Frakes of Star Trek).
In addition lay readers in training and lay readers are also expected to be in Bible study on an on-going basis. These folks are truly exceptional.
 10. Yes we do use additional training materials beyond the Lay Reader's Course.
 11. Videos, job shadow, assisting other than on Sunday ie. weddings, funerals. We acknowledge College/University Training, etc.

12. Our lay reader completed the deanery-training course and is now taking a Masters of Divinity course of study.
13. Alpha Course – the lay readers in training are the small group discussion leaders.

Additional Comments Made by Respondents

1. Would be happy to have a conversation with you when you might want to deal with these more basic issues.
2. One question that you did not ask was how we go about selecting folks for this position. That would be interesting.
3. While not part of this questionnaire, I would like to make a bold suggestion regarding the whole issue of lay readers. Use or discard as you see fit.

If we are serious about the importance of scripture in our lives and in the life of the Church and if we are serious about worship remaining a balance of the sacrament of the Word and the sacrament of the Eucharist... perhaps we should license people to reflect this. For example, licensed Eucharist Assistants and licensed Readers.

The licensed Readers would be people prepared to personally become immersed in scripture. This would mean a) disciplined daily Bible reading, b) ongoing study of scripture, individually and with a group and c) proclaiming the scripture in public worship so that the Word is truly broken open for the congregation.

Although this initially looks like a severe reduction in the role of the lay readers, I believe it would, over the long term, produce a climate of new growth and life in our parishes. There would be a natural flow into preaching and the leading of Bible studies. Those with the gift of missioner might quite naturally flow into discernment process around perpetual diaconate. Finally, if we are licensing people as lay readers, I believe there must be a high expectation of personal immersion in God's Word and the very important task of proclaiming scripture in public worship with excellence. Thanks for letting me 'beat my personal drum'.

**Clergy Conference 2000
Harmony Task Force
Survey Findings**

Findings Highlights

- Strong response rate of 54 people.
- The majority (56%) of the clergy want to retain the title of Lay Reader.
- 80% of respondents do not have a copy of the Guidelines for Fair Employment Practices - Committee on Ministry, Anglican Church of Canada (1979).
- 69% do not use a formal covenanting process and are receptive to training for the covenanting process.
- Strong support (76%) for covenanting as a replacement for licensing for parochial lay readers and eucharistic assistants. Diocesan lay readers would continue to be licensed.
- Parochial lay reader training should be standardized, according to 87% of the respondents.

Number of respondents

n = 54

Frequency Distributions**1. Name Change**

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	12	22.2	25.5	22.2	Lay Minister for PLR/DLR
2	4	7.4	8.5	29.6	Lay Minister for DLR only
3	30	55.6	63.8	85.2	No name change
4	1	1.9	2.1	87.0	New name
19	7	13.0		100.0	No response/Does not know
2.43	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 1

1. Licensed Lay Leader (R # 47 Ans = 4)

2. Do you have a copy of the Guidelines for Fair Employment Practices - Committee on Ministry, Anglican Church of Canada (1979)?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	11	20.4	20.4	20.4	Yes
2	43	79.6	79.6	100.0	No
1.80	54	100.0	100.0	100.0	Totals

3. Do you currently use a "formal" covenanting process for any lay ministries/employees in your parish?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	15	27.8	28.8	27.8	Yes
2	37	68.5	71.2	96.3	No
19	2	3.7		100.0	No response/Does not know
1.71	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 3

1. parish secretary, organist (R # 6 Ans = 1)
2. Not yet, but can imagine I would undoubtedly (R # 8 Ans = 2)
3. organist, secretary, caretakers, parish nurse, Christian education director (R # 9 Ans = 1)
4. wardens, sacristan (R # 13 Ans = 1)
5. warden, secretary, treasurer, organist, sexton, Lay Reader (R # 21 Ans = 1)
6. lay pastoral/intern (R # 27 Ans = 1)
7. lay readers (R # 29 Ans = 1)
8. Sunday school staff (R # 33 Ans = 1)
9. Pastoral Lay Worker (R # 44 Ans = 1)
10. Church Scholl Coordinators (R # 47 Ans = 1)
11. Staff and Sunday School Superintendents (R # 48 Ans = 1)
12. lay readers (R # 50 Ans = 1)
13. servers, lay readers (R # 54 Ans = 1)

**4. Should covenanting replace licensing for parochial lay readers and eucharistic assistants?
Diocesan lay readers would continue to be licensed.**

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	41	75.9	83.7	75.9	Yes
2	8	14.8	16.3	90.7	No
19	5	9.3		100.0	No response/Does not know
1.16	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 4

1. What about the legalities re: not licensing (R # 49 Ans = 19)

5. Do you have sufficient information/resources to proceed with establishing a covenanting process?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	15	27.8	31.9	27.8	Yes
2	32	59.3	68.1	87.0	No
19	7	13.0		100.0	No response/Does not know
1.68	54	100.0	100.0	100.0	Totals

6. Would you like a deanery workshop on introducing the covenanting process?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	41	75.9	89.1	75.9	Yes
2	5	9.3	10.9	85.2	No
19	8	14.8		100.0	No response/Does not know
1.11	54	100.0	100.0	100.0	Totals

7. Would you be willing to help lead a deanery workshop on the covenanting process?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	20	37.0	45.5	37.0	Yes
2	24	44.4	54.5	81.5	No
19	10	18.5		100.0	No response/Does not know
1.55	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 7

- | | |
|--------------------------------------|--------------------------------------|
| 1. Glenn Miller, Algoma | 10. Rosalie Goos, Muskoka |
| 2. Ed Swayze, Thunder Bay | 11. Grant Churcher, Temiskaming |
| 3. Jody Medicoff, Algoma | 12. Hugh Hamilton, Algoma |
| 4. David Hardie, Muskoka | 13. Len Shaw, Temiskaming |
| 5. Dawn Henderson, Temiskaming | 14. Robert Lewis, Sudbury-Manitoulin |
| 6. Perry Chuijka, Sudbury/Manitoulin | 15. Margeruite Rea, Muskoka |
| 7. Frank Doe, Thunder Bay | 16. Cheyl Kristolaitis - Temiskaming |
| 8. Maureen Hair, Muskoka | 17. Margaret Johnson, Muskoka |
| 9. Marie Loewen, Temiskaming | 18. Edna Murdy, Muskoka |

8. Do you anticipate any resistance to covenanting (rather than licensing) from one (or more) of your current lay readers or eucharistic assistants?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	17	31.5	35.4	31.5	Yes
2	31	57.4	64.6	88.9	No
19	6	11.1		100.0	No response/Does not know
1.65	54	100.0	100.0	100.0	Totals

9. Do you see a need for standardizing the parochial lay reader training?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	47	87.0	94.0	87.0	Yes
2	3	5.6	6.0	92.6	No
19	4	7.4		100.0	No response/Does not know
1.06	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 9

1. I think there should be standards but I hope they will be very flexible with recognition of equivalents so that it doesn't just become bureaucratic. (R # 37 Ans = 1)

10. Do you see a need for a discernment process for potential lay readers?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	45	83.3	91.8	83.3	Yes
2	4	7.4	8.2	90.7	No
19	5	9.3		100.0	No response/Does not know
1.08	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 10

1. Synod overwhelming voted to leave decision to individual parishes and rector. This sounds like another level of bureaucracy to replace the one we just did away with. (R # 20 Ans = 2)
2. Good idea but not sure it's essential as could be done at parish with Rector. Not sure whether we have sufficient resource to do this regularly at the Deanery level. (R # 37 Ans = 19)

11. If yes, would you be willing to assist on a deanery/diocesan team that would lead these discernment weekends?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	24	44.4	58.5	44.4	Yes
2	17	31.5	41.5	75.9	No
19	13	24.1		100.0	No response/Does not know
1.41	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 11

- | | |
|--------------------------------------|--------------------------------------|
| 1. Ed Swayze, Thunder Bay | 13. Tom Corston, Sudbury |
| 2. Lyn Fisher, Sudbury/Manitoulin | 14. Hugh Hamilton, Algoma |
| 3. Jody Medicoff, Algoma | 15. Linda White, Sudbury/Manitoulin |
| 4. Paul Carr, Thunder Bay | 16. Robert Lewis, Sudbury/Manitoulin |
| 5. David Hardie, Muskoka | 17. Marguerite Rea, Muskoka |
| 6. Don Thompson, Sudbury/Manitoulin | 18. Cheryl Kristolaitis, Temiskaming |
| 7. Perry Chuipka, Sudbury/Manitoulin | 19. David Donovan, Algoma |
| 8. Allan Reed, Algoma | 20. John Sovereign, Thunder Bay |
| 9. Maureen Hair, Muskoka | 21. Margaret Johnson, Muskoka |
| 10. Marie Loewen, Temiskaming | 22. Richard White, Sudbury |
| 11. Veronica Roynon, Thunder Bay | 23. Edna Murdy, Muskoka |
| 12. Grant Churcher, Temiskaming | |

12. Would you be willing to assist in the skill-building sessions for the proposed annual weekend retreats?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	4	7.4	15.4	7.4	Yes, on a regular basis
2	14	25.9	53.8	33.3	Yes, on an occasional basis
3	8	14.8	30.8	48.1	No
19	28	51.9		100.0	No response/Does not know
2.15	54	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 12

- | | |
|--------------------------------------|----------------------------------|
| 1. Ed Swayze, Thunder Bay | 9. Frank Doe, Thunder Bay |
| 2. Lyn Fisher, Sudbury/Manitoulin | 10. Allan Reed, Algoma |
| 3. Jody Medicoff, Algoma | 11. Maureen Hair, Muskoka |
| 4. Paul Carr, Thunder Bay | 12. Judie Cooper, Muskoka |
| 5. David Hardie, Muskoka | 13. Marie Loewen, Temiskaming |
| 6. Don Thompson, Sudbury/Manitoulin | 14. Veronica Roynon, Thunder Bay |
| 7. Dawn Henderson, Temiskaming | 15. Rosalie Goos, Muskoka |
| 8. Perry Chuipka, Sudbury/Manitoulin | 16. Edna Murdy, Muskoka |

(highlighted names are those who responded "Yes, on a regular basis))

Interesting Reflections

I would recommend (strongly) the task force read and implement the very recent Volunteer Bureau of Canada Document that deals very thoroughly with some of the content in your mandate. It is good material! Kelly Cooper at the Synod office has plenty of copies. Best wishes - David Donevan - Algoma

I am extremely concerned about lay readers as described in Canon and handbook. The implications are clearly an opportunity for lay Popes and I am not prepared to see this as a ministry option for the Cathedral. I very much want to expand Lay Ministry in Pastoral and liturgical function but for all the people of God, not for folk in fancy dress. Allan Reed Algoma

Appendix C

Clergy Conference, September 20, 2000
Harmony Task Force session during OPEN SPACE

The Harmony Task Force presented draft recommendations on September 19th to all present at the Clergy Conference. During the Open Space session on September 20th the following comments about the draft recommendations, by number, were made and generally supported by those in attendance.

#1 General support for "No name change recommended at this time."

The Fair Employment Practices guidelines developed by the national church in 1979 should be circulated to all clergy.

#2 Covenanting versus Licencing

- a) Will a canon change be required to move to covenanting instead of licencing for parochial lay readers?
- b) Could it not be "both" rather than "either/or"?
- c) There is a covenant in the lay readers' handbook that is not being used in most parishes.
- d) Covenants need to be recorded (paperwork needed) so there can be an evaluation/feedback etc.
- e) Role limitations must be defined to avoid possible volunteer liability.
- f) A model covenant should be made up to act as a guide for parishes.
- g) Some resistance can be expected to the change to covenanting from some current lay readers. How can be overcome this and make the move a positive one? How can lessen the initial impact?

#4 Standardizing of Training, not necessarily role, needed.

- a) Discernment process should NOT be a mini ACPO! Incumbents would send potential candidates to recognize and work with both their strengths and weaknesses. Should be an orientation and positive.
- b) Need to look at the variety of other ministries available and use covenanting with them too.
- c) The use of learning contracts fits in nicely with covenanting.
- d) Regular skill building sessions are needed and should have a mandatory component built into the covenant in order to maintain the covenant.
- e) Suggest two levels of standards. - one for lay readers in training, and another once training is complete
- f) Preaching should not be a standard - add extra training segment for those who will have that role

#5 Entrance Qualifications to be a Parochial Lay Reader were suggested

- a) Candidate should have spent a minimum time in that parish before being a candidate for lay reader. 1 year was suggested as reasonable.
- b) Parish input/approval required. (This needs to be fleshed out)
- c) Number of years as a confirmed Anglican is not relevant.
- d) Must be baptized and an active communicant (canonical voter)
- e) Should have sponsors and reference letters to decrease risk, or participate in a recognized volunteer screening program
- f) "wounded healers" need to be identified and counseled appropriately.
- g) Discernment is a difficult word to understand. Would Discovery or orientation be better?
- h) Other dioceses - Huron, Toronto and Niagara all have models of "discernment" sessions.
- i) Training needs to be adaptable to be used in groups or by individuals to accommodate geographic distances
- j) Education for Ministry from the University of the South (Swansee, Tennessee) has an office in BC. It has good resource material for lay training
- k) A general training should be undertaken for all lay ministries - then streamed for liturgical, pastoral visitors etc.
- l) Skill development - handle only one or two topics on one day. Don't dilute training by having too many topics in one day.
- m) Covenant should include some measurable spiritual development/ skill growth.

- n) Need to provide opportunities for quiet days, group discussions / theological reflections.

List of some people who are interested in developing a standardized parochial lay reader training

Temiskaming

Cheryl Kristolaitis

Algoma

Guy Snell

Hugh Hamilton

Thunder Bay

Andrew Hoskin

Muskoka

Marguerite Rea

Margaret Johnston

Sudbury/Manitoulin

Robert Lewis

Linda White

Tom Corston

Richard White

Why Standards

- Measurable
- Provide continuity/unity across the diocese

Development of Standards for Parochial Lay Readers

1. Some Suggested Entrance Qualifications

- Supported by incumbent – based on leadership and people skills
- Attendance at 1 discernment session
- Minimum age?
- Number of years a confirmed Anglican?

2. Initial Training to become a lay reader

- Completion of expanded course (to be done either individually or in a group)
-

3. Ongoing spiritual development and skill building

- Desirable attendance once every year at a spiritual development/skill building
- Mandatory attendance once every two years

**Lay Readers Conference 2000
Harmony Task Force
Survey Findings**

Findings Highlights

- Response rate was very small with only 9 completed surveys received; therefore, reliable inferences cannot be made about all lay readers' perceptions from this survey.
- Lay readers appear to be in favour of the name change from Lay Reader to Lay Minister.
- The majority of the respondents support the replacement of the licensing process with **covenanting** at the parish level.
- There was 100% support to standardize the parochial lay reader training and to have orientation sessions for potential lay readers.
- Many of the respondents are interested in participating on committees to move this process forward.

List of lay readers willing to assist on a committee to develop standardized training

Bill Thompson, Algoma

William Kidd, Algoma

Pieter Bregman, Sudbury-Manitoulin

Ted Husband, Muskoka

Barbara Graham, Muskoka

Marion Collinson, Sudbury-Manitoulin

List of lay readers willing to assist on a deanery/diocesan team that would lead the orientation sessions

William Kidd, Algoma

Ted Husband, Muskoka

Barbara Graham, Muskoka

Pieter Bregman, Sudbury-Manitoulin

Marion Collinson, Sudbury-Manitoulin

Bill Thompson, Algoma

List of lay readers willing to assist in the skill-building sessions for the proposed annual retreats

Bill Thompson, Algoma

William Kidd, Algoma

Barbara Graham, Muskoka

*Marion Collinson, Sudbury-Manitoulin

*Peter Bregman, Sudbury-Manitoulin

*Derek Shakespeare, Muskoka

*Ted Husband, Muskoka

*Helen MacNaughton, Muskoka

* denotes on occasional basis only

Number of respondents

n = 9

Frequency Distributions**1. Name Change**

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	4	44.4	44.4	44.4	Lay Minister for PLR/DLR
2				44.4	Lay Minister for DLR only
3	2	22.2	22.2	66.7	No name change
4	3	33.3	33.3	100.0	New name
2.44	9	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 1

1. Lay Leader (R # 2 Ans = 4)
2. Parish Assistant (R # 7 Ans = 4)

2. Should covenanting replace licensing for parochial lay readers and eucharistic assistants? Diocesan lay readers would continue to be licensed.

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	7	77.8	77.8	77.8	Yes
2	2	22.2	22.2	100.0	No
1.22	9	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 2

1. Maybe both - the covenant should be a condition of being licensed. (R # 9 Ans = 1)

3. Do you see a need for standardizing the parochial lay reader training?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	9	100.0	100.0	100.0	Yes
2				100.0	No
1.00	9	100.0	100.0	100.0	Totals

4. If yes, would you be willing to assist on a committee to develop standardized training?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	6	66.7	66.7	66.7	Yes
2	3	33.3	33.3	100.0	No
1.33	9	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 4

1. I also see the need for a screening interview. (R # 9 Ans = 1)

5. Do you see a need for an orientation session for potential lay readers?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	9	100.0	100.0	100.0	Yes
2				100.0	No
1.00	9	100.0	100.0	100.0	Totals

6. If yes, would you be willing to assist on a deanery/diocesan team that would lead these orientation sessions?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	6	66.7	66.7	66.7	Yes
2	3	33.3	33.3	100.0	No
1.33	9	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 6

1. But would it not be well to know what is expected of a lay reader before this? (R # 9 Ans = 1)

7. Would you be willing to assist in the skill-building sessions for the proposed annual weekend retreats?

Resp.	Freq.	%	Rev. %	Cum %	Response Label
1	3	33.3	33.3	33.3	Yes, on a regular basis
2	5	55.6	55.6	88.9	Yes, on an occasional basis
3	1	11.1	11.1	100.0	No
1.78	9	100.0	100.0	100.0	Totals

COMMENTS FOR QUESTION 7

1. Could somebody clarify this for me? Mutual Ministry is like lay readers' duties – undefined – indefinite. During the conference, I asked for something which would tell us the minimum requirements for a lay reader and the limit beyond which a lay reader must not go. We got the usual wooly answer. I have been asking for years to have something specific laid out as lay reader's duties. The response has been discouraging. We should know, with authority, what is expected of us and the title should suggest what the duties are. If we are only to read scripture we do not need robes. If we are required to have an A.Th. which a few of us have, that would seem to set us a little bit apart from lay people. Are we to train ourselves? Five years of study to get the A.Th. may give us some breadth of theology but it doesn't say what we are to do. I personally have taken two courses in pastoral care and have become the hospital visiting team for our church. The courses taught me a few things but the experience taught me more. Think of this for lay readers.

(All the above comments were from R#9. Answer = 1)

Amendment to Canon I - 4: Lay Readers and Eucharistic Assistants

Background:

The Harmony Task Force was initiated in January, 2000, to explore and clarify issues related to Lay Readers. Its final report can be found in this Convening Circular. The proposed amendment will accommodate their suggested change from the licensing of Parish Lay Readers by the Bishop to the covenanting of Parish Lay Readers and Eucharistic Assistants with the incumbent and parish.

Motion:

Moved by:

Seconded by:

that Canon I - 4 be amended as follows:

s. 3 a): be rescinded and replaced by "The nomination to the office of Parochial Lay Reader shall be submitted by the incumbent to the vestry, giving evidence of the person's baptism and confirmation, as well as their competence and background."

Add a new section 3 b): "Parochial Lay Readers shall enter a covenant with the incumbent and parish annually."

s. b) becomes c) and "licence" is replaced with "covenant"; a period is put after "parish", and the words "or upon the consecration of a new bishop" are removed.

s. c) becomes d) and the word "licensed" is replaced with "covenanted".

s. d) becomes e)

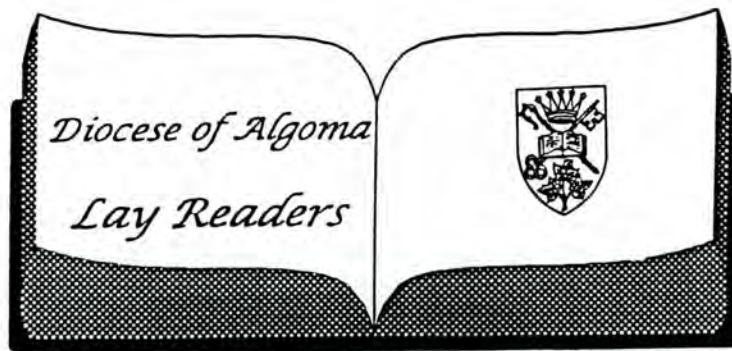
s. e) becomes f) and the word "licensed" is replaced with "convenanted".

S. 5 a) & b): insert the word "Diocesan" before the term "Lay Reader" in all but the phrase "Warden of Lay Readers".

S. 8 rescinded and replaced with:

"a) Eucharistic assistants need not be Lay Readers, but shall enter a covenant for this ministry with the incumbent and parish. This covenant shall be renewed annually.

b) Eucharistic assistants shall be appointed on the recommendation of the incumbent and vestry."



Report of the Warden of Lay Readers

As this report is being written, the number of Parochial Lay Readers or Lay Readers in training in the Diocese is 194, and there are in addition 16 Diocesan Lay Readers. This is a slight reduction in numbers when compared to last Synod's numbers, but happily much of the decline is due to the ordinations of some active Lay Readers, and only a couple are due to persons giving up this ministry for personal reasons. The recent death of Ted Husband, one of our newest Diocesan Lay Readers was particularly distressing.

Several of the Deaneries are organized and are actively engaged in a number of educational activities.

The two annual conferences which have been held since the last Synod have been well received and attended since the conferences were moved from the Sault and are now hosted by different deaneries. Sudbury Lay Readers generously agreed to host the first such conference, and Muskoka hosted the most recent. Thunder Bay Lay Readers have agreed to host the next one, which will be on the last weekend of September 2001. The hope is that as the annual conference is held in various deaneries about the province, all Lay Readers will be able to attend one when it is held in or near to their area (thus reducing their costs of attendance).

At the request of the last Synod, the Harmony task force under the leadership of Barbara Bolton has been looking at the whole question of functions of Lay Readers, as well as their selection, training, and even their name, particularly in the light of possible inter-relationships with Mutual Ministry. Their report to this Synod is included elsewhere.

As always, Christine Wright has done a marvelous job during the past two years of receiving much of the correspondence about Lay Readers, issuing licenses, answering phone queries and generally assisting me with organization. A very heartfelt "thank you" to her for all her work.

Many thanks also to Bishop Ferris for his continuing strong support of Lay Readers and for his helpfulness over the years. The work of the task forces has been due to his inspiration and support throughout.

Respectfully submitted,

David H. Gould, MD, A.Th.

**Report of the
Diocesan Matrimonial Commission**

**To the Synod of the Diocese of Algoma
May, 2001**

The Ecclesiastical Matrimonial Commission presently consists of seven members:

The Very Rev. Lawrence Robertson, Chairman
The Ven. Susan De Gruchy
The Ven. Hugh Hamilton
Mrs. Jo Anstess
Mrs. Norma Hankinson
Ms. Lorna Rudolph
Mr. Anthony Vandenbosch

The Ven. Rodney Andrews was a member of the Commission until March 2000, when he left the Diocese to take up new duties in Vancouver.

Mrs. Christine Wright is the Registrar.

During the period from January 1, 1999 to December 31, 2000, the Commission held 22 regular meetings and conducted three additional special reviews. The Commission considered 144 applications for remarriage after divorce.

110 applications had at least one party that was Anglican;
34 applications had no Anglican affiliation.

2 applications were not approved;
1 of these was subsequently approved when resubmitted with additional information.

1 application was withdrawn.

No applications were received for Clarification of Marital Status or for Blessing of a Civil Marriage.

Respectfully submitted,



Christine Wright
Registrar

Mutual Ministry Coordinating Committee

The past two years, since the last Synod, have been ones of introspection and reassessment for this committee. The failure of the June 2000 Mutual Ministry Diocesan Conference to attract sufficient registrants to allow it to occur was the initial wake up call. As we took stock, however, we realized several things have occurred in recent years to advance the concept of mutual ministry further in this diocese.

- 1) Deanery Mutual Ministry Festivals are occurring at regular intervals in most deaneries now.
- 2) Thunder Bay deanery has an active Mutual Ministry Committee that organizes excellent workshops and conferences that are successful and relevant to their deanery's needs.
- 3) Priests in many parishes throughout the diocese are now openly supportive of involving and training laity in meaningful (baptismal) ministries, becoming facilitators and mentors themselves, rather than the "doers" of all ministry.
- 4) The term Mutual Ministry is bandied about with increasing frequency throughout this diocese. However, it is evident that there is much education to be done at the parish and/or deanery level to ensure that the laity and clergy fully understand what mutual ministry means in practice in this diocese.

Mutual Ministry is not a novel idea anymore! Many books have been written on the subject, particularly in North America; laity and clergy alike are becoming more aware of their individual gifts that they can use to minister to each other and to the communities in which they live and work. Tools to identify gifts and to train laity to use them effectively as part of their Christian ministry are still not readily available throughout the diocese, although isolated examples of excellence in this regard are becoming more prevalent.

Priorities and needs for various ministries may be different in each deanery. At Synod 1999, support was given to developing more deanery-based training teams and sharing of resources for a variety of church-related activities. It would appear that this could also be an appropriate forum for future mutual ministry education and training to occur. There are clergy and laity in all deaneries now who can provide leadership in this direction.

The Mutual Ministry Coordinating Committee has tried to be self-financing since its inception many years ago. Conference Calls have been used almost exclusively to avoid the high cost of travel for face-to-face meetings. As a result we have accumulated a small surplus from past successful conferences. This fund could in future be used to help deaneries with training tools or to support travel for a resource person.

Therefore, two recommendations come from this committee at this time.

- 1) That the Mutual Ministry Coordinating Committee be disbanded at this time, in favour of giving more autonomy to each deanery to develop opportunities to promote mutual ministry that are relevant to their deanery's needs. Each Deanery Council should be encouraged to have a Mutual Ministry team of laity and clergy who would undertake such development opportunities and activities as well as plan for their on-going deanery festivals.
- 2) That the existing Mutual Ministry funds be augmented by some annual funding through the budget process of the diocese and made available as required (through some fair application process) to assist deaneries to carry out activities that promote mutual ministry within their deanery.

Our thanks to all those who have participated on this committee and its ad hoc planning groups over the past two years. Rev. Edna Murdy & Barbara Bolton - Co-chairs

Report of the Postulancy Commission

1. Overview of the Work of the Commission

The Commission meets three times a year, usually twice in Sudbury and once by teleconference. It functions in an advisory role to the Bishop.

It is important to note that postulancy does not guarantee ordination in the Diocese of Algoma or parish employment here. Postulancy is essentially a recognition that the person has been identified as a suitable candidate for ordained ministry in Algoma.

Occasionally requests come from persons outside the Diocese for consideration as postulants. Due to projection of needs for clergy in this Diocese, most of these inquirers are encouraged to continue their search elsewhere.

The Postulancy Commission has received applications from several candidates and these are being reviewed. There are approximately twenty people currently at some point in the postulancy process. Some people from Algoma have undertaken studies at theological colleges with not expectation of ordination in this Diocese.

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 work in their deaneries. The Chaplains meet with the Bishop and the Executive Archdeacon once each year and participate in the Early Ministry Conference.

The Pastoral Chaplains are:

Thunder Bay Deanery:	the Rev. Canon Paul Carr
Algoma Deanery:	the Rev. Robert Elkin
Sudbury-Manitoulin:	vacant
Temiskaming Deanery:	vacant
Muskoka Deanery:	the Rev. Margaret Johnston

The Rev. Canon Dr. Jerry Smith and the Rev. Guy Snell have completed their duties as Pastoral Chaplains; thanks go to them for their service. The Rev. Margaret Johnston is the Coordinator of the Pastoral Chaplains.

3. Some Trends and Changes Affecting Postulancy

Many of the people making their way to theological 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 going on to ordination, but many are hoping to follow this route.

Theological colleges are struggling with increased costs and reduced incomes. The Rev. Canon Paul Carr represents Algoma on the Ontario Provincial Commission on Theological Education [OPCOTE]. The purpose of OPCOTE is to encourage dioceses in the Ecclesiastical Province of Ontario to support the theological colleges, and to aid the colleges in responding to diocesan needs. The Diocese of Algoma contributes financially to OPCOTE.

There is currently a number of parishes across Canada that do not have an incumbent.

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. It was felt that some individuals who felt called to ordination could benefit from alternate routes for preparation that allowed them to stay in their home communities. 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 in Algoma.

5. Selection and Nurture

The Diocese of Algoma has developed a selection process that 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 candidate's parish.

6. Thanks to Commission Members

The current members of the Commission are:
Mrs. Mary Buie – Parish of Western Manitoulin
Mrs. Sheila Cole – Parish of St. John's, Copper Cliff
The Rev. Margaret Johnston – representing the Pastoral Chaplains
The Ven. Eric Paterson – representing the Archdeacons
Mr. Neil Simmie – Church of the Epiphany

In addition, Dr. Mary Richardson, of Thunder Bay, recently retired after many years on the Commission. The Rev. Canon Dr. Don Thompson has left to take up other

duties elsewhere.

Many thanks are due to all of these people for the time and energy that they have devoted to this ministry.

Respectfully submitted,

Susan De Gruchy

The Ven. Susan De Gruchy
Executive Archdeacon
Coordinator of the Postulancy Commission

Program & Youth Consultant Report*

**Many of my activities are reflected separately in the Youth Ministry report.*

The following is a brief report outlining some "highlights" since I began work as Program and Youth Consultant in August 1999 (then 20 hours/week; 40 hours/week since January 1st 2001). Quarterly reports are also available, and I would be pleased to answer any questions or concerns personally during or after Synod. I would also like to acknowledge the extensive work done by The Rev'd Maureen Hair while she held this position, in three deaneries, from August 1999 to September 2000. Her wisdom and expertise were invaluable as I "settled in" to the position!

1. Connecting With Parishes

A crucial part of what I do is to come alongside parishes who want to develop youth ministry within their congregation(s). This is always done when requested, as it has been several times since I began in August 1999. I have spoken to advisory boards, children and youth committees, incumbents, and interested individuals. Whether it is in the form of a workshop, parish planning, a conversation over coffee, or simply recommending a resource, these consultations have proven to be valuable. For example, after meeting with just two people from a particular parish, that parish put on a fundraiser and sent three of their young people to Youth Synod.

It seems more and more parishes are making youth ministry a priority in real ways. Some are hiring youth ministers. Some are investing in resources such as Journey to Adulthood or Youth Alpha. Some are inquiring about programs for older Sunday School classes. There have been some wonderfully creative confirmation classes. Much is yet to be done, but it is a good trend! The deanery and diocesan structures that are in place for youth ministry were set up to nurture what happens at the parish level.

2. Connecting With Deaneries

Regular contact has been made with Deanery Clericus and Deanery Council in Algoma and Thunder Bay, and more recently with Muskoka and Sudbury-Manitoulin (a report will soon be sent to Temiskaming Deanery Council). Deanery Councils have invited me to present workshops or give youth ministry reports on several occasions, and regular contact with meetings of clericus has been valuable in sharing information and being available to answer questions in person.

3. Projects

I. Presentation Teams

Although thoroughly promoted, there seems to have been (with a few exceptions) little response to the Presentation Teams initiative. The goal was to create opportunities for groups and individuals to share their gifts of music, drama, puppetry, dance etc. among parishes. A total of 17 groups/individuals representing every deanery signed up as presentation teams. Brochures detailing the purpose of the initiative as well as contact information for each team were widely distributed. Several teams were also featured in monthly Algoma Anglican articles. Although few took advantage of this opportunity, the Presentation Teams initiative serves as a reminder of the giftedness of God's people in the Diocese of Algoma and remains an open invitation.

...over

Programs That Work

- II. Together with Maureen, I surveyed several incumbents in the Diocese to determine what resources are most often used and are working well. The result was a booklet entitled "Programs That Work" which gives detailed information on 23 resources and programs. This book was distributed to all parishes and copies are still available. The purpose was to provide parishes with some "starting points" when looking for resources on baptismal preparation, Christian education, stewardship, etc..

4. Linkages

Part of providing quality resources and programs within the Diocese is staying connected with our provincial and national church structures. In November 2000, I hosted the meeting of the Provincial Youth Ministry Network in North Bay and have since maintained communication with other Diocesan youth staff people throughout Ontario. One result of this kind of connection is that four youth from Algoma have attended the Ask & Imagine leadership training event which takes place at Huron College. Another is the continued sharing of resources and ideas around issues such as volunteer screening and other common concerns.

5. Statistics

These are far from scientific, but should provide a good sampling of the frequency and types of contacts I have either initiated or responded to since August 1999 (keeping in mind that I have only been full-time since January 2001):

- ▶ **16 Workshops** (topics have included "Volunteer Screening", "Introduction to Journey to Adulthood", "Youth Culture" and others);
- ▶ **18 Sunday Morning Presentations to Parishes** (sometimes I have been invited to speak about particular topics, especially youth ministry, and sometimes these have been introductory visits which resulted in later invitations);
- ▶ **9 In-Person Parish Consultations in January 2001** (an example from one month...I helped one parish plan a youth retreat, met with three parishes wanting to know more about Journey to Adulthood, and met with a new parish development worker);
- ▶ **5 Parish Planning Seminars** (sometimes one evening, other times entire weekends);
- ▶ I also regularly respond to phone calls from people requesting resources on multiple topics.

Again, I would be pleased to answer any questions or to discuss anything in this report.

Respectfully Submitted,



Kelly Cooper
Program and Youth Consultant

Youth Ministry Report

The Diocesan youth ministry staff position has undergone a lot of changes since the last Synod. Prior to the summer of 1999, Cathy McCaig served as Diocesan Youth Coordinator on a part-time basis. In August of 1999, myself and Maureen Hair began a new position under the title of "Program and Youth Consultants." This position combined the duties of the Diocesan Youth Coordinator with those of the Stewardship and Parish Development Officer, with some differences. For just over a year, Maureen served in the deaneries of Muskoka, Sudbury-Manitoulin and Temiskaming while I covered Algoma and Thunder Bay. We very much worked together, especially when it came to the priority that youth ministry plays in this new diocesan position. In September 2000, Maureen left the position to pursue parish ministry and has since been ordained. I was then hired to provide full-time coverage to all five deaneries, which I have been doing since January 1st, 2001.

These changes have affected many aspects of youth ministry, as impacted groups and events such as Youth Synod have adapted to both the new people and the new position. Overall, I am confident that youth ministry initiatives are continuing in a positive direction at all levels – especially at the parish level. I am endeavouring to build on the foundational work done by Cathy McCaig and others in the Diocese who are passionate about this ministry.

So, that brings us to today! Here are some highlights and observations concerning youth ministry in the Diocese of Algoma:

Youth Ministry Committee (YMC)

The current committee began its work in the summer of 1999 and is made up of youth and adult representatives from across the Diocese. We meet four times a year (twice in person, once by teleconference, and once at the annual Youth Synod) to plan events and recommend directions for youth ministry. The committee has undergone a rebuilding process – not only because of changes to the Diocesan staff position, but also due to the resignation of some Deanery Youth Coordinators. The good news is that the rebuilding has indeed happened as reflected in the following positive developments:

- **Youth Synod 2000 – "Now and Then...The Ultimate Journey."** This was the 15th anniversary of Youth Synod, and to celebrate, YMC decided to try a new way of planning this event. While in the past one deanery took primary responsibility for organizing and planning, this time each deanery played major roles in developing the content. The committee delegated the jobs of Coordinating, Bible Studies, Worship & Music, Sessions, and Community Building among the five deaneries. This worked better than we expected and allowed many young people to take active roles and use their leadership skills. Due to positive feedback, the same method is being used to plan Youth Synod 2001 – "Buffet Your Faith...A Feast 4-Ever." Youth Synod continues to play a key role in the lives of many young people in the Diocese, and is also an avenue for raising up adult leaders.

- **Young Adult Ministries** – YMC helped promote (and several personally attended) the "Journey of Hope" festival for young adults in May, 2000. A Muskoka committee worked hard to provide this event which featured Jean Vanier, a speaker who is internationally in demand. For YMC members, this experience contributed to a renewed desire to provide a yearly event for young adults, which is encouraged in the Diocesan Pastoral Plan for Youth Ministry. Plans are underway for such an event sometime this fall, and YMC will be requesting additional funding to help cover costs. This year, the conference will focus on themes of transition

(adjusting to a new church/school/job etc.) and will reach out to young adults who are currently active in the Diocese as well as those who have come here for college or university. This event holds great potential, and your prayers are coveted for every aspect of the planning!

- **Youth Newsletter** – Ashley Nelson, who attends St. Paul's in Thunder Bay and is a member of YMC, took over this ministry at Youth Synod 2000 and has since published two newsletters. These are sent to every parish directly as well as to every person who attended Youth Synod.
- **Changes to the Pastoral Plan** – At its February 2001 meeting, YMC voted on some changes to the current Pastoral Plan for Youth Ministry (pending approval from the Diocesan Executive Committee), primarily to address the declining number of deaneries that have Deanery Youth Coordinators. These changes would allow the person in the position of Deanery Youth Coordinator to share their many duties with two other adults who would be invited to join Deanery Youth Units. The changes also reflect the growing need to encourage youth ministry initiatives at the *parish* level. A discussion paper on the rationale for these and other changes is available.

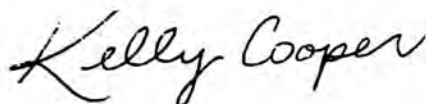
Journey to Adulthood

At Diocesan Synod 1999, the youth delegates brought this resource to the floor and a motion was passed that "...the Diocese support the purchase of and support a licence for *Journey to Adulthood* so that the program may be used throughout the Diocese." Since then, two parishes have purchased the resource and at least four other parishes are considering its use. There was discussion at Synod 1999 about people wanting more time to review *Journey to Adulthood*. Although "after the fact" in some respects, this discussion is nonetheless happening. For example, I have presented six introductory workshops at the deanery and parish levels. To provide a further opportunity for review of this resource, I am arranging for a *Journey to Adulthood* table to be displayed at the upcoming Synod. This resource continues as an option for parishes.

New Life, New Initiatives

So often it is easy to become discouraged about youth ministry. The task is indeed great, and more workers are needed. However, I firmly believe we are heading in a good direction! There are many dedicated volunteers who give so much to serve to and with young people, and there are many youth who love God and love their church. All of this is to be acknowledged and celebrated with thanksgiving! When YMC met in February they worked through the New Life Task Force kit, and noted several signs of new life including the recent Server's Weekend at St. Luke's Cathedral, the upcoming North Shore Youth Rally and the increasing number of paid youth workers to name a few. There is much yet to be done, but we can thank God and be encouraged along the way.

Respectfully Submitted,



Kelly Cooper
Program and Youth Consultant

REPORT OF THE ANGLICAN CHURCH WOMEN

It is a privilege for me to submit this report to our Diocesan Synod and to share with you some of what is happening in ACW today. The former WA and the Women's Missionary Society started in the Victorian era, and through the years women across the country have endeavoured to honour the foundresses by continuing the work they began. That work, incidentally, is a matter of record for its magnitude, the way in which it was carried out and received, and the thousands of people who benefited from it in Canada and many parts of the world. It was driven by missionary zeal and vision.

As the years went by, and especially since World War II, our life style has changed dramatically. Now, most younger women of necessity are committed to an eight hour job each day and to spending as much of the remaining time as possible with their families. Their time is very precious to them. I believe, however, that the zeal for mission is definitely there; what we need is a new vision to see and meet the missionary needs and ministry possibilities of our parishes, our Diocese, and the wider Church. The needs of individuals in our respective communities must be a primary concern, and must be addressed as part of our ongoing Christian outreach. The agendas at our monthly meetings may need to be configured in such a way as to challenge women of all ages with opportunities to live out their faith through mission and ministry. Please be assured we are working at it, and I quote the following paragraphs from one deanery report to highlight some of our activities.

"The outreach of our women to the community extends in many ways and is not solely of a financial nature. Our women contribute many hours in voluntary services. We participate in the World Day of Prayer, assist at the Blood Donor Clinics, work to provide school breakfasts for needy children, and volunteer in the Hospice programme. Countless hours are served at the local hospital and nursing homes. Again this year many hundreds of "Teddie's for Tragedy" were created and sent to the small children in war-torn and disaster ravaged countries around the world. A number of the ACW groups support a Foster Child through the Christian Children's Fund.

Both Christmas and Easter remembrances are given to our shut-ins at home or in institutional residences providing them with a reminder of our continued love and care for them. The children of our parishes receive our concern from the time of their baptism until they reach the age of five when they are in Sunday School. This programme includes birthday cards and is a way to instill a sense of security in God's love, prayers and kindness to others in a child's early years."

Each deanery may have unique opportunities for service, such as through the Seafarers Mission in Thunder Bay, and assisting with functions at Bishophurst in Sault Ste. Marie. Opportunities for serving at Church Camps, or at community centres or churches which offer meals to those in need, may not be available to all groups.

We are all aware of the need for regular and meaningful communication in this diocese with its extensive and scattered demographics, and in an effort to meet this need the ACW mails a newsletter four times a year to the women in every congregation in the diocese. We do not yet have a contact person in every congregation so the newsletter goes to the incumbent, who in turn is asked to pass it on to the ladies. We appreciate that this is indeed happening, but some ladies are telling us that the incumbent is passing it along without first reading it, and I now use my privilege in submitting this report to ask all incumbents please to read the newsletter before passing it along. It is not a big read, just a few minutes long, and I believe that the work of ACW is sufficiently significant to every congregation in the diocese that incumbents should be aware of what we are about so as to be better equipped to assist and guide us in our ministry.

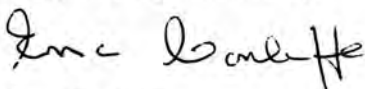
And what are we about? Our Mission Statement reads: "The Mission of the Anglican Church Women in the Diocese of Algoma is to unite all women in promoting the love of Christ with their time, talents, and resources."

I have mentioned our intention to unite the women of all congregations through the quarterly newsletter in which there is a prayer calendar with the name of every congregation and its location in our diocese. We may not know anyone in the congregation on a given day but we will at least have an idea of their geographical identity as we bring them into God's presence in prayer. We are also united at our Annual Meetings, the best parts of which are often the fellowship and sharing ideas. Promoting the love of Christ with our time, talents, and resources is an integral part of our work, and finds expression in visiting shut-ins, reading to and writing for any who are visually impaired, or just visiting and bringing a smile and a word of encouragement and hope to someone who is alone and maybe lonely. ACW is also involved in some of the educational processes in parish life, such as baptismal preparation for parents and godparents, helping with the Confirmation class, and training servers, to name just three. It is my hope and prayer that our members will undertake various roles in education in their respective parishes, and effectively use their time, talents, and resources in developing an awareness of the love of Christ in peoples' lives, *for the love of Christ urges us on.*

Once a year all the diocesan Presidents in Canada meet to discuss the work of ACW, to cast a new vision across the country, to share each others pain, and to celebrate each others successes. We are inspired by outstanding speakers, and are refreshed and blessed in the prayer and devotional times. These meetings are very rewarding. When we return to our respective dioceses we share what we have learned and experienced with our members through the newsletters and annual meetings. The group of Presidents and Coordinators follows this "Vision Statement": "The Diocesan Presidents/Coordinators of Anglican Church Women meet to focus on sharing, learning and living our Christian faith. Our mission is to be witnesses for God in the world through commitment to Christ and to one another."

In closing, and on behalf of all ACW members and other womens' groups, I thank our Bishop and Jan for their continued support and leadership.

Respectfully submitted,



Ena Conliffe
President

Amendment to the Constitution, Article 10: Executive Committee

Background:

The voting members of the Executive Committee of the Diocese are those who are representative of an identifiable constituency within the Diocese. The President of the Diocesan ACW, who has a vote at Synod, does not currently have one at the Executive. She is, however, representative of an identifiable constituency. The proposed amendment would give her a vote.

Motion:

Moved by: the Ven. Susan De Gruchy

Seconded by:

that the Constitution, Article 10, s.1 be amended by adding "h) the Diocesan ACW President".



CARA COMMUNITY CORPORATION
31 OLD GARDEN RIVER ROAD
SAULT STE. MARIE, ONTARIO
P6B 5Y7

PHONE: (705) 942-6055

PRESIDENT'S COMMENTS

February 2001

As we enter the millennium, the challenge and opportunity that existed in the beginning, visioned by this congregation and its officers at that time, still exists today. The love of Jesus Christ is still challenging us in these 201 family units to ask the question, "why are we involved at Cara?" It is a challenge to rise, see, take action and reach out. This is where "some" of our work as Christians is calling.

The capital assets and property of Cara Community belong to Holy Trinity Anglican Church and is operated as a separate Corporation whose officers are elected by this Vestry to perform that service voluntarily for Holy Trinity Anglican Church.

This year will bring changes to Cara Community Corporation in terms of funding mechanisms. Social housing across the Province of Ontario is being "devolved" to the Municipalities. In essence, where once the Federal and Provincial Governments were the source of funding for social housing, it will now be the responsibility of the municipality and its tax payers to fund these programs. While in its infancy stages, and until this new funding model has progressed past its "growing pains", we expect there to be many challenges which Cara Community fully expects to rise and successfully meet.

With Cara Community's past problem now behind us, we are looking towards making some positive improvements to Cara's structures. Given the current financial restraints from all levels of government, this is posing a unique challenge to our Corporation. However, with the perseverance of staff and volunteers and with our faith and belief in the work we are doing, we feel confident that Cara Community will remain strong. Recognizing that the ongoing development of the "caring community" rests on all our shoulders, we will be able to look back with positive feelings on all that we have accomplished and are trying to accomplish with this outreach program.

We, at Holy Trinity, share in a goal to provide good, affordable housing to the disadvantaged of our community. We hope that over the years, the growth, caring and understanding of one another in everyday life will enable us all to set an example for others to follow. We also hope that each one of us living and working in the community will find our lives enriched by being part of this community.

Neil Howson
President and Chairman
Cara Community Corporation

Financial Statements

CARA COMMUNITY CORPORATION

Year ended June 30, 2000

CARA COMMUNITY CORPORATION

Financial Statements

Year ended June 30, 2000

	Page
Auditors' Report	
Balance Sheet	1
Statement of Revenue and Expenses	2
Statement of Accumulated Deficit - Cara I	3
Statement of Replacement Reserve Fund - Cara I	3
Statement of Accumulated Deficit - Cara II	4
Statement of Capital Reserve Fund - Cara II	4
Statement of Escrow Interest Fund - Cara II	5
Statement of Cash Flows	6
Notes to Financial Statements	7
Schedule of Operations	10

KPMG LLP
Chartered Accountants
111 Elgin Street at Queen
Suite 200
PO Box 578
Sault Ste Marie ON P6A 5M6

Telephone (705) 949-5811
Telefax (705) 949-0911
www.kpmg.ca

AUDITORS' REPORT TO THE MEMBERS

We have audited the balance sheet of Cara Community Corporation as at June 30, 2000 and the statements of revenue and expenses, accumulated deficit, replacement reserve fund, capital reserve fund, escrow interest fund and cash flows 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 Canadian 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, 2000 and the results of its operations and cash flows for the year then ended in accordance with the accounting principles disclosed in note 1.

Our audit was conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The current year's supplementary information included on the Schedule of Operations is presented for purpose of additional analysis and is not a required part of the basic financial statements. Such supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.



Chartered Accountants

Sault Ste. Marie, Canada

August 28, 2000

CARA COMMUNITY CORPORATION

Balance Sheet

June 30, 2000, with comparative figures for 1999

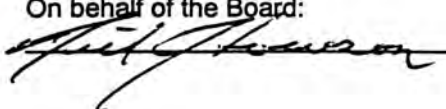
	2000	1999
Assets		
Current assets:		
Cash	\$ 21,084	\$ 22,277
Accounts receivable	19,160	30,327
Receivable from Ministry of Municipal Affairs and Housing	49,955	117,634
Prepaid expenses	1,882	2,090
	<u>92,081</u>	<u>172,328</u>
Restricted assets:		
Reserve funds:		
Investment certificates	826,637	660,861
Temporary advances to operating fund	81,413	153,952
	<u>908,050</u>	<u>814,813</u>
Escrow account (note 2):		
Cash and investment certificates	262,397	230,566
Temporary advances from operating fund	(4,639)	(2,743)
	<u>257,758</u>	<u>227,823</u>
	<u>1,165,808</u>	<u>1,042,636</u>
Capital assets (note 3):		
Cost	13,535,021	13,551,241
Accumulated amortization	(1,476,752)	(1,224,661)
	<u>12,058,269</u>	<u>12,326,580</u>
	<u>\$ 13,316,158</u>	<u>\$ 13,541,544</u>

Liabilities and Fund Balances (Deficits)

Current liabilities:		
Accounts payable and accrued liabilities	\$ 100,305	\$ 142,939
Temporary advances from restricted funds	76,774	151,209
Deferred revenue	16,922	21,338
Current portion of long-term debt	270,307	255,092
	<u>464,308</u>	<u>570,578</u>
Long-term debt (note 4)	11,924,103	12,194,409
Operating fund:		
Accumulated deficit - Cara I	(10,045)	(60,826)
Accumulated deficit - Cara II	(23,215)	(13,316)
	<u>(33,260)</u>	<u>(74,142)</u>
Reserve funds:		
Replacement reserve fund - Cara I	435,522	410,928
Capital reserve fund - Cara II	472,528	403,885
Escrow interest fund - Cara II	52,957	35,886
	<u>961,007</u>	<u>850,699</u>
	<u>\$ 13,316,158</u>	<u>\$ 13,541,544</u>

See accompanying notes to financial statements.

On behalf of the Board:

 Director  Director

1

CARA COMMUNITY CORPORATION

Statement of Revenue and Expenses

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Revenue:		
Rental	\$ 1,068,754	\$ 1,059,241
Interest and other income	38,643	39,960
Canada Mortgage and Housing Corporation subsidy	119,683	119,683
Ontario Ministry of Municipal Affairs and Housing subsidy	552,327	522,617
	<u>1,779,407</u>	<u>1,741,501</u>
Expenses:		
Administrative costs	29,382	26,692
Administrative wages and benefits	106,458	92,948
Amortization	255,091	241,515
Insurance	10,615	10,171
Interest on long-term debt	686,659	700,237
Janitorial wages and benefits	27,413	32,092
Maintenance wages and benefits	80,658	76,335
Miscellaneous	1,268	1,291
Municipal taxes	178,593	172,380
Professional fees	17,358	15,939
Repairs and maintenance	70,104	101,246
Snow removal and sanitation	11,667	11,356
Utilities	179,492	166,301
Bad debts	5,188	6,502
	<u>1,659,946</u>	<u>1,655,005</u>
Excess of revenue over expenses	\$ 119,461	\$ 86,496

See accompanying notes to financial statements.

CARA COMMUNITY CORPORATION

Statement of Accumulated Deficit - Cara I

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Deficit, beginning of year	\$ (60,826)	\$ (69,005)
Excess of revenue over expenses	75,781	33,179
Transfer to replacement reserve fund	(25,000)	(25,000)
Deficit, end of year	\$ (10,045)	\$ (60,826)

Statement of Replacement Reserve Fund - Cara I

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Balance, beginning of year	\$ 410,928	\$ 387,560
Interest earned	16,497	21,578
Transfer from accumulated equity	25,000	25,000
Capital replacements	(16,903)	(23,210)
Balance, end of year	\$ 435,522	\$ 410,928

See accompanying notes to financial statements.

CARA COMMUNITY CORPORATION

Statement of Accumulated Deficit - Cara II

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Deficit, beginning of year:		
As previously reported	\$ (41,160)	\$ (36,718)
Prior period adjustment (note 7)	27,844	-
As restated	(13,316)	(36,718)
Excess of revenue over expenses	43,680	53,317
Restatement of comparative figures (note 7)	-	22,660
Transfer to capital reserve fund	(53,579)	(52,575)
Deficit, end of year	\$ (23,215)	\$ (13,316)

Statement of Capital Reserve Fund - Cara II

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Balance, beginning of year	\$ 403,885	\$ 328,766
Interest earned	17,898	22,544
Transfer from accumulated equity	53,579	52,575
Capital replacements	(2,834)	-
Balance, end of year	\$ 472,528	\$ 403,885

See accompanying notes to financial statements.

CARA COMMUNITY CORPORATION

Statement of Escrow Interest Fund - Cara II

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Balance, beginning of year	\$ 35,886	\$ 27,800
Interest earned	17,071	8,086
Balance, end of year	\$ 52,957	\$ 35,886

CARA COMMUNITY CORPORATION

Statement of Cash Flows

Year ended June 30, 2000, with comparative figures for 1999

	2000	1999
Unrestricted cash provided by (used for):		
Operations:		
Excess of revenue over expenses	\$ 119,461	\$ 86,496
Add:		
Amortization which does not involve cash	255,091	241,515
	<u>374,552</u>	<u>328,011</u>
Changes in non-cash operating working capital:		
Accounts receivable	11,167	33,544
Receivable from Ministry of Municipal Affairs and Housing	67,679	4,476
Prepaid expenses	208	11,071
Accounts payable and accrued liabilities	(42,634)	11,287
Deferred revenue	(4,416)	16,520
	<u>406,556</u>	<u>404,909</u>
Financing:		
Principal payments on long-term debt	(255,091)	(241,515)
Repayment of advances from restricted funds and cash in escrow	(165,878)	(134,653)
	<u>(420,969)</u>	<u>(376,168)</u>
Investments:		
Capital asset additions	-	(20,343)
Capital cost recovery	13,220	-
	<u>13,220</u>	<u>(20,343)</u>
Increase (decrease) in unrestricted cash position	(1,193)	8,398
Unrestricted cash position, beginning of year	22,277	13,879
Unrestricted cash, end of year	<u>\$ 21,084</u>	<u>\$ 22,277</u>
Cash received during the year for interest	\$ 18,518	\$ 24,454
Cash paid during the year for interest	\$ 687,871	\$ 701,343

See accompanying notes to financial statements.

CARA COMMUNITY CORPORATION

Notes to Financial Statements

Year ended June 30, 2000

The Corporation is incorporated without share capital under the laws of Ontario and its principal activity is to provide rental accommodation to low and moderate income families.

The Corporation is a registered charity under the Income Tax Act and accordingly is exempt from income taxes, provided certain requirements of the Income Tax Act are met.

1. Significant accounting policies:

Basis of accounting:

These financial statements are prepared in accordance with generally accepted accounting principles except as recommended by Canada Mortgage and Housing Corporation ("CMHC") and the Ministry of Municipal Affairs and Housing:

(a) Replacement reserve fund - Cara I:

The fund represents an annual appropriation of income set aside to finance future major repairs, replacements and renovations on the building at 31 Old Garden River Road in accordance with the terms of the operating agreement with the Canada Mortgage and Housing Corporation.

(b) Capital reserve fund - Cara II:

The fund represents an appropriation of income set aside to finance future major repairs, replacements and renovations on the building at 59 Old Garden River Road as determined by the Ministry of Municipal Affairs and Housing.

(c) Escrow interest fund - Cara II:

The fund represents accumulated interest earned on escrow account funds.

(d) Short term deposits:

Short term deposits are recorded at cost which is equivalent to market value.

(e) Capital assets:

Land and buildings are stated at cost. Amortization is provided at an amount equal to the principal repayment of the mortgages on 31 Old Garden River Road and 59 Old Garden River Road amortized over 20 and 35 years respectively.

CARA COMMUNITY CORPORATION

Notes to Financial Statements

Year ended June 30, 2000

2. Escrow account:

The funds in the escrow account are restricted by the Ministry of Municipal Affairs and Housing. The capital, plus interest earned, are to be used to reduce long-term debt upon mortgage renewal.

3. Capital assets:

			2000	1999
	Cost	Accumulated amortization	Net	Net
Land	\$ 1,179,791	\$ -	\$ 1,179,791	\$ 1,179,791
Building - Cara I	3,965,524	834,536	3,130,988	3,251,966
Building - Cara II	8,053,524	591,033	7,462,491	7,602,540
Equipment and furniture	336,182	51,183	284,999	292,283
	\$ 13,535,021	\$ 1,476,752	\$ 12,058,269	\$ 12,326,580

4. Long-term debt:

	2000	1999
5.74% mortgage payable \$27,342 monthly including interest due January 1, 2002, secured by land and buildings situated at 31 Old Garden River Road, Sault Ste. Marie, Ontario	\$ 3,499,408	\$ 3,624,800
7.724% mortgage payable \$51,138 monthly including interest due March 1, 2003, secured by land and buildings situated at 59 Old Garden River Road, Sault Ste. Marie, Ontario	8,695,002	8,824,701
	12,194,410	12,449,501
Current portion of long-term debt	270,307	255,092
	\$ 11,924,103	\$ 12,194,409

Principal due within each of the next five years on long-term debt, assuming refinancing with similar renewal terms, is as follows:

2001	\$ 270,307
2002	285,656
2003	302,056
2004	319,397
2005	337,734

CARA COMMUNITY CORPORATION

Notes to Financial Statements

Year ended June 30, 2000

5. Financial instruments:

The Corporation's financial instruments consist of cash, investment certificates, accounts receivable, accounts payable and long-term debt. It is management's opinion that the Corporation is not exposed to significant interest, currency or credit risk arising from these financial instruments and the fair values of these financial instruments approximate their carrying values.

6. Federal and Provincial assistance payments:

The Corporation receives assistance through Canada Mortgage and Housing Corporation pursuant to Section 56 of the National Housing Act and through the Ministry of Municipal Affairs and Housing for the purpose of meeting the costs of the rental housing project and to reduce the rentals thereof.

7. Restatement of comparative figures/prior period adjustment:

The following changes to the June 30, 1999 comparative figures were required as a result of a Ministry of Municipal Affairs & Housing review for the year ended June 30, 1999:

	As previously reported	Increase/ (decrease)	As restated
Receivable from Ministry of Municipal Affairs & Housing	\$ 112,450	\$ 5,184	\$ 117,634
Ministry of Municipal Affairs & Housing subsidy	517,433	5,184	522,617
Excess of revenue over expenses	81,312	5,184	86,496
Capital assets - cost	13,528,581	22,660	13,551,241
Accumulated deficit - Cara II	41,160	(27,844)	13,316

CARA COMMUNITY CORPORATION

Schedule of Operations

Year ended June 30, 2000, with comparative figures for 1999

	2000			1999		
	Cara I	Cara II	Total	Cara I	Cara II	Total
Revenue:						
Rental	\$ 613,603	\$ 455,151	\$ 1,068,754	\$ 584,947	\$ 474,294	\$ 1,059,241
Interest and other income	18,321	20,322	38,643	15,155	24,805	39,960
Subsidy income	119,683	552,327	672,010	119,683	522,617	642,300
	751,607	1,027,800	1,779,407	719,785	1,021,716	1,741,501
Expenses:						
Administrative costs	13,252	16,130	29,382	13,607	13,085	26,692
Administrative wages and benefits	53,765	52,693	106,458	50,689	42,259	92,948
Amortization	125,391	129,700	255,091	118,765	122,750	241,515
Insurance	5,308	5,307	10,615	5,085	5,086	10,171
Interest on long-term debt	202,707	483,952	686,659	209,335	490,902	700,237
Janitorial wages and benefits	14,481	12,932	27,413	17,735	14,357	32,092
Maintenance wages and benefits	43,087	37,571	80,658	43,961	32,374	76,335
Miscellaneous	782	486	1,268	733	558	1,291
Municipal taxes	83,236	95,357	178,593	78,727	93,653	172,380
Professional fees	6,256	11,102	17,358	7,061	8,878	15,939
Repairs and maintenance	39,571	30,533	70,104	55,372	45,874	101,246
Snow removal and sanitation	5,523	6,144	11,667	6,007	5,349	11,356
Utilities	80,526	98,966	179,492	77,528	88,773	166,301
Bad debts	1,941	3,247	5,188	2,001	4,501	6,502
	675,826	984,120	1,659,946	686,606	968,399	1,655,005
Excess of revenue over expenses	\$ 75,781	\$ 43,680	\$ 119,641	\$ 33,179	\$ 53,317	\$ 86,496

See accompanying notes to financial statements.

Corporate Re-structuring of the Diocese

The Executive Committee has recommended that this session of the Synod consider the corporate re-structuring of the diocese, and that the Synod authorize the Executive Committee to study this in detail and make appropriate changes to our corporate structure.

Historical background:

When Algoma was originally erected in 1873 it was created as a *Missionary Diocese* of the Church in eastern Canada. This meant that the people in the congregations in Algoma had little say about the Church's work in the Diocese. The intention was that clergy and financial support would be provided by the other eastern Canadian dioceses who would also elect Algoma's Bishop and oversee its affairs through the Provincial Synod. Because of this our first three bishops were elected by the Provincial Synod and not by the people of Algoma.

In 1884 the Missionary Bishop of Algoma was left a very sizeable legacy from the Labatt estate. The heirs contested the Will on the grounds that the 'Missionary Bishop of Algoma' did not exist in law. The heirs won. The following year a special Act for the Ontario Legislature was passed creating the Bishop of Algoma as a *Corporation Sole*. This made the Bishop and his successors in office a 'person' in law capable of receiving such legacies. It did not, however, enable us to recover the money from the Labatt Will.

In 1906 the people of the diocese decided that it was time to carry out the governance of their own affairs and elect their own future bishops. To enable this to happen the *Incorporated Synod of the Diocese of Algoma* was created in 1906 by Act of the Legislature. This meant that the Incorporated Synod, rather than the Provincial Synod, would conduct the business of the diocese.

Current situation:

The present structure, with its single corporation, has served us well for almost a hundred years. The Residential Schools litigation at the national Church level, however, has raised the question of whether or not we should look at a corporate re-structuring of the diocese. In examining this we have come to the conclusion that although this would not protect our current assets from lawsuits arising from events in the past, it would help us carry on future work, and better deal with lawsuits which might arise after such a re-structuring. Such a re-structuring would also allow us to more effectively and efficiently carry out the work of the diocese.

Motion:

Moved: That this Synod authorize its Executive Committee to study the corporate re-structuring of the diocese, and effect such changes as will lead to the more effective and efficient carrying out of our diocesan mission.

Working Model

Present Structure:

The Incorporated Synod of the
Diocese of Algoma, 1906

Possible New Structure:

The Incorporated Synod of the
Diocese of Algoma, 1906
[current operations]

The Algoma Diocesan Corporation
[to carry on operations if
the Incorporated Synod can not]

The Algoma Diocesan Foundation

- * Episcopal Endowment
- * Endowment for Ministry
- * Archbishop Wright Fund
- * Other Trusts

Diocesan Camps

Camp Temiskaming Corporation

Camp Gitchigomee Corporation

Camp Manitou Corporation

THE COURT OF THE DIOCESE OF ALGOMA

The Diocesan Court is an ecclesiastical court set up to hear and adjudicate upon contentious issues that may arise within our Christian community. Ecclesiastical courts have a long history. This history goes back to the time before the Common Era when the Jews had their own ecclesiastical courts which they maintained even during the Diaspora so that the faithful had no need to refer their disputes to the secular authorities. At one time, in England, our ecclesiastical courts ruled upon such things as Wills and Estates and other aspects of Family Law that we would now consider to be within the purview of the secular courts.

While this provision has been made for the orderly resolution of disputes within our community we have been very fortunate not to have to make use of this institution. Litigation is destructive whether conducted in the secular courts or our ecclesiastical courts. The community may be split into factions and resources of time and money are consumed which might have been better spent elsewhere.

Fortunately, our Court has never been called upon to sit.

The Diocesan Court consists of the following:

The President: Mr. Justice John deP. Wright

The Chancellor: Kenneth Lawson

The Registrar: Robert Stead,

Clerk and Administrator: The Rev. Harry Huskins

Members: Barbara Bolton, Henry Gaines, Barbara Graham, The Rev. Grant Churcher,
The Rev. Dr. Greg. McVeigh,

Alternate members:

Lay: Mal Binks,

Clerical: The Rev. Richard White

Respectfully submitted,

27 February, 2001
Thunder Bay

John deP. Wright

Chair Dora Scrimshaw
Treasurer David Heroux
Chaplain Rev'd Ed Swayze



Report to the 2001 Synod of the Diocese of Algoma

February 21, 2001

The 1999 and 2000 shipping seasons have been the busiest since the chaplain started in April 1994. In 2000, the chaplain or volunteers visited 170 ships and 916 seafarers visited the Seafarers' Centre. The work of ministering to the seafarers is shared among the chaplain, the office assistant and 29 volunteers. The chaplain's position is 3/8 part-time or about 2 full days spread over a 7-day week.

**Caring for seafarers
around the world**

MISSION TO SEAFARERS

Lakehead Branch

Suite 450, 100 Main St.
Thunder Bay, ON P7B 6R9
Tel: (807) 344-8241
Fax: (807) 345-3135
E-mail: misseatb@norlink.net
Web Page: www.norlink.net/~misseatb

For those not familiar with the work of the Mission to Seafarers, a volunteer or the chaplain attempts to visit each ocean-going vessel that docks in the Port of Thunder Bay. During the visit the hospitality of the Mission is offered to the crew, and an appointment may be made for volunteers to pick the crew up in the evening with the Mission's van. The crew is taken back to the Seafarers' Centre at Keefer Terminal. There, phone cards and stamps are available for purchase, satellite television, phones and a computer to send e-mail are available to use, and used clothing, magazines and Bibles are available to take. The crew may then be dropped off at a shopping mall. Later in the evening they are picked up and taken back to the ship. Sometimes there are special needs to address: wives and children who need to go ashore and be entertained, seafarers in hospital who need to be visited, and arrangements made for mass.

Christmas shoebox gifts are a new thing that is being done. 30 were distributed in 2000, and hopefully more in 2001.

The volunteer work is fairly rewarding and the volunteers take on some substantial responsibility. Joyce King co-ordinates the volunteers and ensures that volunteers are on stand-by to come in on evenings and weekends. John Proctor and Werner Siegel visit ships on Tuesdays and Fridays, so that the chaplain can schedule parish work and have a day off. The Treasurer, David Heroux, does banking and keeps track of the money. In a busy week the volunteers as a group work about 30 hours.

The monthly Eucharist and lunch on the 1st Wednesday of the month has been good in that it draws volunteers together for fellowship and helps us keep a spiritual focus on what is largely service work.

The Office Assistant is a part-time position and has been filled by Cheryl Brisson since November 1999. The Office Assistant's purpose is:

- (a) to keep the Centre open for 2 hours each weekday afternoon to assist seafarers and others who drop in;
- (b) to ensure that the petty cash is accounted for and sufficient cash in small bills is available for the volunteers coming in for an evening shift; and
- (c) to do computer work to keep the vessel report up to date and assist with processing donations.

This position has freed up some of the chaplain's time so that he can do more ship visiting and public relations work.

Comments are made about people in Thunder Bay not knowing that the Mission exists. As part of our fund-raising strategy, we need to do more friend-raising. Public relations is friend-raising. A lot of effort goes into this, but more needs to be done. 2 to 3 editions of a newsletter go out each year. The chaplain makes a number of speaking engagements. Some

new work in the previous two years is that we now maintain two web pages, one for the Lakehead Mission and one for the Canadian Mission to Seafarers (www.missiontoseafarers.ca). The open house with Bishop Ferris and the Annual Sea Sunday worship service have been good events in that they bring people out to visit the Mission.

The name change in April 2000 from Missions to Seamen to Mission to Seafarers is a welcome change. It brought with it a lot of work in terms of updating print material with the new logo and style guide.

The Board of Directors works to establish policy and raise money and other resources so that the work of the Mission to Seafarers can be done.

In 1998, the Port Authority asked the Board to consider moving the Seafarers' Centre to another location. The board reviewed the options and determined that before the options of renting or purchasing property could be considered, the level of fund-raising would have to improve. Since the fall of 1999, the Port Authority has not pushed the issue of moving.

Volunteer screening has become an issue in the church and volunteer organizations. The Board of Directors reviewed the policies and procedures with respect to volunteers. Prior to 2000 a general position description for volunteers and a training process for new volunteers was developed. The supervision role is shared between the chaplain and the volunteer co-ordinator. In 2000, position descriptions were developed for the volunteer co-ordinator, office assistant, chair/vice chair, treasurer and secretary. An on-the-job training form was developed to guide volunteers through the process of acquiring the necessary skills for the tasks they are asked to do.

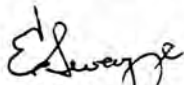
Regardless of the number of ships that come in, there is a lot of work that could be done to minister to the seafarers that do come in as well as to the Port community.

What is critical for the Mission in the next few years is to increase its income. In 2000 we were short about \$4,000 and reserves were used to balance the budget. That is an improvement over 1999. To continue with an Office Assistant we need to bring in more money. The Board considered increasing the hours of the Office Assistant from 2 hours a day to 3, but was reluctant to do so because of the deficit. There is enough work to justify the extra hours. The possibility of the Seafarers' Centre moving is still there and to do so the Mission will need more income.

The Mission to Seafarers is doing a good work in Thunder Bay on behalf on the Anglican Church. It is a visible ministry of the church. Please visit our web site to learn more about what we do and to follow our work.

In closing I would like to thank the Diocese of Algoma for its support of the work of the Mission to Seafarers. The Diocese itself donates \$5,000 annually to the Mission. I would like to thank the numerous parishes and individuals within the Diocese who also contribute to our work.

Yours in Christ,



Rev'd E. Swayze
Chaplain
(807) 626-2571 cellular

New Initiatives Fund

In a surprise move, the last Diocesan Synod set up a *New Initiatives Fund* for the years 2000 and 2001. This fund comes from a 1 percent additional amount in apportionment in 2000 and a 2 percent amount in 2001. Over those two years there will be approximately \$30,000 to support creative new initiatives in Christian education, youth ministry, social outreach, evangelism, or Christian nurture. An application form is being circulated to all parishes. We hope that this opportunity will spark the ingenuity of those working in the front lines of ministry in our parishes and deaneries. If you are committed to a good idea that needs trying, why not work on the idea with others, get the support of your advisory board, and make an application.

Such new initiatives will be in the spirit of the mission statement adopted by our last Synod: *To share in the gathering work of Christ, so that His newness of life overflows in our hearts, homes, churches and communities.* Reflecting that shared diocesan purpose, the theme for Synod May 9-12, 2001, will be *Christ's Life Overflows.*

The last Synod also set up an Endowment for Ministry, to be used for very similar purposes, and for those who would like to make major gifts or bequests. The capital would remain intact, and the interest is to be spent by the elected trustees over future years.

I also give thanks that so many of our parishes have implemented internships to create the chance for gifted people to explore opportunities in ministry. Young people, gifted lay readers, and theological students have all benefitted from these opportunities. Many of the host parishes have reported excitement over the new life that has resulted. The proposed budget for 2001 expands grant assistance to parishes giving such internships a high priority.

The **New Initiatives Fund** will now provide another way to "jump-start" creative approaches to ministry. The maximum grant per parish will be \$650. The maximum grant for a deanery initiative will be \$3,000. These are relatively small amounts, but it will be fascinating to see what ingenuity can achieve.

I remember one time while serving in the north, that my plane was broken down in an isolated community with a frozen solenoid. I was thinking that it would be an insurmountable problem to fly in a mechanic and tools to fix it. I called my mechanic at home, who told me to find a hair dryer and to blow dry the solenoid for five minutes. I went from cabin to cabin, desperate for a hair dryer. I found one and it worked! The plane started and I was able to take off for home! The solution was not expensive. It took a little ingenuity and the "right stuff".

I give thanks for the hundreds of people in our parishes who are involved in mutual ministry in creative and valuable ways. Blessings to them as they carry on in the churches, their communities, and their personal lives, displaying the creative self-giving that flows from being at one with Christ.

**Diocese of Algoma
New Initiative Fund**

Parish	Project	Amount
Northern Lights	Alpha	\$603
Ascension, Sudbury	Children's Advent Outreach Program	650
St. James, Sudbury	Children's Summer Outreach Program	650
St. Luke's, Thunder Bay	Youth Co-ordinator	650
St. Matthew's, Sault Ste. Marie	Nursery School Supervisor	650
Total Granted as at March 20, 2001		3,203
Total Budget - 2000		\$9,948
2001		20,604
		30,552
Unexpended Balance		\$27,349

The Primate's World Relief and Development Fund

The Primate's Fund remains the best way to show your concern for people hit by disaster, whether flooding in Manitoba or earthquake in India and El Salvador. As it works through church people already living in the area, it has a network of resources and knowledge already in place. Because this means lower costs, more of your money goes to deal with the crisis.

Contributions are easily made, through your collection plate, with plain envelopes marked Primate's Fund and the exact need, or through the monthly blue envelopes interfiled with your regular church envelopes for development on a long term basis:

Like the good neighbour of the Parable of the Good Samaritan, the Primate's Fund helps people cope with the immediate crisis, and continues to offer development support long after the reporters have moved on. It offers not only food for the body, but healing for the mind and spirit, through such projects as aboriginal languages in Canada, intervention for youth at risk in South Africa, building peace in Sri Lanka and Uganda, and rebuilding lives in Central America and the Solomon Islands. This year it has built a new section for youth, and according to our first Algoma participant, Amie Gibbs, this was an eye opening and heart-stirring experience.

PROPERTY TRANSACTIONS

REPORT TO THE 40TH SESSION OF SYNOD MAY 2001

Transfer of Cemeteries

All Saints' Church Cemetery, Missanabie (Slumberland Cemetery)

Transfer on August 6, 1999, of *Parcel 7006, Algoma West Section, being location JC564, designated as Part 2 and 3 on 1R-1450, Township of West, District of Algoma*, to the Missanabie Cree First Nation, for the amount of \$1.

Church of our Lady Cemetery, Southwood

Transfer on July 24, 2000, of *Parcel 5007 in the Register for Muskoka, being part Lot 5, Concession 15, Township of Wood, now Town of Gravenhurst, District Municipality of Muskoka*, to the Corporation of the Town of Gravenhurst, for the amount of \$2.

Transfer of Property

All Saints' Church and Various Properties, Missanabie

Transfer on August 6, 1999, of *Parcel 1635 Algoma West Section, Township of West, District of Algoma*, to the Missanabie Cree First Nation, for the amount of \$1.

Bracebridge (Clear Lake Property)

Quit claim deed of January 22, 2001, transferring *Part Lot 13, Concession 5, in the Township of Oakley, in the District of Muskoka*, being lands on which an Anglican Church once stood, but which is now part of a Provincial Highway, to the Estate of Edward Thomas Elliott, for the amount of \$2. This transfer enabled the settlement of the Estate, of which the Diocese was a beneficiary.

Chapleau Properties

Transfer on March 12, 2001, of Lot 73 & 74, Plan 4, dated December 29, 1886, registered July 13, 1887; and Lot 33, RCP 80-S, Village of Chapleau, now Town of Chapleau, District of Algoma, to the Bishop of Moosonee, for the amount of \$2.

Transfer of Property, cont'd.

All Saints', Coniston; St. John the Divine, Copper Cliff; St. Mark's, Garson

The February 2001 meeting of the Executive passed a motion that the Diocese move immediately to acquire from INCO the properties on which sit St. Mark's, Garson, All Saints', Coniston, and St. John the Divine, Copper Cliff. Documentation regarding the transfers of Coniston and Garson is expected to be completed during the week of March 26, 2001; documentation regarding the transfer of Copper Cliff will be completed at a later date, pending receipt of survey.

Sale of Property

St. John's Church, New Liskeard (Rectory)

Sale on December 23, 1998, of *Parcel 1779 NND, Lot 385, Plan M-29 NB*, municipally know as 164 Whitewood Avenue, in the Municipality of New Liskeard, to Richard Joseph Toupin and Louise Fleurette Toupin, for the amount of \$85,000.

Church of St. John the Evangelist, Thunder Bay (Parking Lot)

Sale on December 20, 1999, of *Part of Lot 2, North Side of Pearl Street, Town Plot of Prince Arthur's Landing, City of Thunder Bay, District of Thunder Bay*, municipally known as 226 Pearl Street, (being the parking lot for St. John's Church), to the Ontario Lottery Corporation, for the amount of \$141,078.84.

St. Mary's Church, Kearney (Sand Lake Property)

Sale on February 1, 2000, of *Parcel 2089 in the Register for Parry Sound Section, being Part of Lot 20 Concession 3, Township of Proudfoot (now in the Town of Kearney), District of Parry Sound, designated as Parts 1, 2 and 3, Plan 42R-15061*, to Marchas Enterprises Inc., for the amount of \$8,000. - Sale was completed on the basis that Marchas Enterprises, Inc., would after the Transfer had been registered, give an executed Transfer of Part 2, being St. Mary's Cemetery, to the Town of Kearney.

St. Peter's Church, Red Rock (Stewart Lake Property)

Sale on March 12, 2000, of *Parcel 9916 Thunder Bay Freehold Lot 12, Plan M-144, Township of Stirling, District of Thunder Bay*, to Keith Reginald Harris and Susan Mary Harris, for the amount of \$60,000.

Sale of Property, cont'd

St. Thomas' Church, Bracebridge (Macaulay Township Property)

Sale on July 20, 2000, of *Part of Lot 8, Concession 3, Township of Macaulay, now Town of Bracebridge, in the District Municipality of Muskoka, being Part 2, Plan 35R-12141*, to the Corporation of the Town of Bracebridge, to accommodate a routing change of a Town road, for the amount of \$2,500.

St. Peter's Church, Red Rock (Church Building)

Sale on July 25, 2000, of *Lot 333, Plan 784, Township of Nipigon, now Township of Red Rock, District of Thunder Bay*, municipally known as 19 White Boulevard, to the Trustees of Red Rock United Church, for the United Church of Canada, for the amount of \$27.55, being the initial cost of the property.

Purchase of Property

Church of St. John the Evangelist, Thunder Bay (Parking Lot)

Purchase on December 20, 1999, of *Parts of Lot 4, North side of Pearl Street, Town Plot of Prince Arthur's Landing, City of Thunder Bay, District of Thunder Bay*, municipally known as 233 Lincoln Street, (to become the new parking lot for St. John's Church), from Warren James Lamb for the amount of \$72,500.

St. Francis of Assisi, Mindemoya

Purchase on July 31, 2000, of *Lot 3, Mindemoya Plan 53*, being property adjacent to the church, from Peter William Moggy, Marsha Laurena Moggy, and Jennifer Dawn Moggy for the amount of \$50,000.

St. James' Church (Lockerby), Sudbury

Purchase on January 3, 2001, of *Parcel 9469 Sudbury East Section: Part of Lot 6, Concession 1, Part 2 Plan 53R-12998; Part of Lot 14, Plan M-161, Part 1 Plan 53R 12998; Township of Mckim, City of Sudbury, Regional Municipality of Sudbury, District of Sudbury*, municipally known as 1821 Parish Street, being property adjacent to the Church, from Lori Anne Bonneville, for the amount of \$125,000.

Loans

St. John's Church, North Bay (Bliss Gillmor Complex)

Guarantee of a loan in the amount of \$30,000 in favour of CIBC to the Bliss Gillmor Non Profit Complex Inc., North Bay. Loan was required to pay down the maturing OMC Mortgage on the Bliss Gillmor Complex.

St. Thomas' Church, Bracebridge

Guarantee of a loan in the amount of \$108,000, in favour of the Bank of Nova Scotia, to St. Thomas' Church, Bracebridge. This is a transfer of an existing liability to the Bank of Nova Scotia, resulting from the Parish changing financial institutions.

Mortgages

Jerry William Smith and Marjorie Ellen Smith

Charge/Mortgage of Land, dated May 7, 1999, on *Lots 586 and 587, Registered Plan 78, City of North Bay, District of Nipissing*, municipally known as 779 Beattie Street, North Bay, securing the sum of \$30,000, which has been loaned to Jerry William Smith and Marjorie Ellen Smith.

Discharge of mortgage on July 22, 1999, on *Lot 71, Plan 38, City of North Bay, District of Nipissing*, in support of a housing loan to Jerry William Smith and Marjorie Ellen Smith.

Michael Edward DeWitt Hutt and Lynda Marie Hutt

Discharge of mortgage on August 31, 2000, on *Lot 10, Concession 11; Lot 11, Concession 11; Part of Lot 10, Concession 12 (Right of Way); Part of Lot 11, Concession 10, designated as Part 1, Plan 42R-14123*, held by the Diocese of Algoma Recital to Trinity Church Parry Sound Rectory Trust Fund, in support of a housing loan to Michael Edward DeWitt Hutt and Lynda Marie Hutt.

Karen Elizabeth Heath

Discharge of mortgage on March 2, 2001, on *Parcel 26403, Sudbury West Section, Lot 5, Plan M-1067, Township of Hallam, District of Sudbury*, held by the Diocese of Algoma, in support of a housing loan to Karen Heath.

THORNELOE UNIVERSITY
Report to Synod - 2001

General

Thorneloe University continues to provide a Christian Witness on the campus of Laurentian University along with its sister institutions, University of Sudbury (Roman Catholic), and Huntington University (United Church of Canada).

Within the university, Thorneloe teaches in the field of Religious Studies, Classical Studies, Women's Studies, and Theatre Arts. This past year Thorneloe has taught nearly 900 full-time students in its four departments, as well as providing a residence for 54 students.

The School of Theology Diploma has taught 107 students in various courses this past year. The more recent Northern Theological Institute currently has 93 students enrolled. Many School of Theology students have transferred to the Northern Theological Institute, because of its offering of the full Bachelor of Theology programme.

The two programmes of the School of Theology and Northern Theological Institute, are responding to needs of dioceses across Canada to provide both lay education and theological education leading to ordination. Thorneloe is investing more and more in new courses and Internet usage to provide distance education in this area.

Chaplaincy

Thorneloe currently has a "team" chaplaincy of the Provost, the Rev. Perry Chiupka (Incumbent, St. John's in Copper Cliff), and Mr. Daniel Currie (a chaplain to a local high school). The chaplaincy participates in and supports the ecumenical campus ministry, entitled "Spiritual Services".

Faculty

Thorneloe now supports two full-time faculty in its three main departments of Classics, Women's Studies, and Theatre Arts. The three church-related colleges at Laurentian (University of Sudbury, Huntington University, and Thorneloe University) all provide faculty to the Joint Department of Religious Studies. All these departments are growing within the university, and Thorneloe's presence in this area has a substantial impact on the whole university.

Financial

Thorneloe has its primary funding from the departments and courses it contributes to the overall Laurentian University. It has some income from the courses it provides nationally in theology and ministry. Current funding levels for these programmes **just** equal costs. Thorneloe may well be looking at additional sources of funding.

Association of Anglican Colleges

Thorneloe is a member of the Colleges and Universities of The Anglican Communion, and it supports this international body in providing an Anglican presence in post-secondary education around the world. Dr. Thompson has just assumed the role of General Secretary of this organization.

Thorneloe continues to provide a credibility for Christian faith within the university community of Northern Ontario and theological education throughout Canada. Its mission as originally mandated by the diocese of Algoma continues to be fulfilled.

Yours sincerely,

(The Rev. Canon) Don Thompson
President and Provost of the College.

WILLIAM McMURRAY CORPORATION

(A Non-Profit Corporation)

P.O. Box 1168 - SAULT STE. MARIE, ONTARIO - P6A 5N7

Telephones
705-256-5061
705-256-2791
705-946-1860 - Fax

Jane Mesich - Secretary Treasurer

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-storey apartment building, elevator serviced, in downtown Sault Ste. Marie, Ontario.

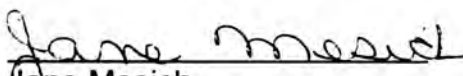
The Corporation operates as a caring community, serving seniors, some clergy, and others who are interested in quality of life accommodations.

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 exceeds 30% 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 accommodations 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, Mrs. Jean McAlpine, continues to serve on the Board of Directors. The Reverend Canon Muriel Hornby, a Board member over the past several years, has relocated to Erin, Ontario. We will miss the contribution she 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, 2000.


Jane Mesich
Secretary-Treasurer

WILLIAM MCMURRAY CORPORATION

FINANCIAL STATEMENTS

JULY 31, 2000

	Page
Auditor's Report	1
Statement of Financial Position	2
Statement of Revenue and Expenses	3
Statement of Accumulated Surplus	4
Statement of Replacement Reserve Fund	4
Statement of Subsidy Surplus Fund	4
Statement of Cash Flows	5
Notes to Financial Statements	6 - 8

LAURA J. SZCZEPANIAK
CHARTERED ACCOUNTANT

631 QUEEN STREET EAST
SAULT STE. MARIE, ON P6A 2A6
E-MAIL szczepaniak@ssm.ca

TELEPHONE (705) 759-0197
TOLL FREE (877) 361-0011
FAX (705) 759-8603

AUDITOR'S REPORT

I have audited the statement of financial position of the William McMurray Corporation as at July 31, 2000 and the statements of revenue and expenses, accumulated surplus, replacement reserve fund, subsidy surplus fund and cash flows for the year ended July 31, 2000. These financial statements are the responsibility of the corporation's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with generally accepted auditing standards. Those standards require that I 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 my opinion, these financial statements present fairly, in all material respects, the financial position of the William McMurray Corporation as at July 31, 2000 and the results of its operations and cash flows for the year then ended in accordance with the accounting principles described in note 2 to the financial statements.

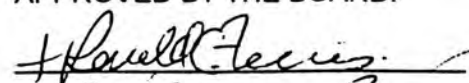

Sault Ste. Marie, Ontario
November 21, 2000


Chartered Accountant

WILLIAM MCMURRAY CORPORATION
 STATEMENT OF FINANCIAL POSITION
 JULY 31, 2000

	2000	1999
ASSETS		
UNRESTRICTED		
Cash	\$ 14,299	\$ 17,432
Prepaid expense	<u>188</u>	<u>-</u>
	<u>\$ 14,487</u>	<u>\$ 17,432</u>
RESTRICTED		
Cash	<u>\$ 95,031</u>	<u>\$ 88,912</u>
CAPITAL - note 3		
Land, building, equipment and furniture	\$907,214	\$907,214
Less: Accumulated amortization	<u>193,549</u>	<u>169,523</u>
	<u>\$713,665</u>	<u>\$737,691</u>
	<u>\$823,183</u>	<u>\$844,035</u>
LIABILITIES AND FUND BALANCES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 12,954	\$ 16,634
Deferred revenue	735	-
Current portion of long-term debt	<u>25,557</u>	<u>24,030</u>
	<u>\$ 39,246</u>	<u>\$ 40,664</u>
LONG-TERM DEBT- note 4	<u>\$688,906</u>	<u>\$714,459</u>
FUND BALANCES		
Replacement Reserve	\$ 87,059	\$ 80,700
Subsidy Surplus	<u>7,972</u>	<u>8,212</u>
	<u>\$ 95,031</u>	<u>\$ 88,912</u>
	<u>\$823,183</u>	<u>\$844,035</u>

APPROVED BY THE BOARD:

 Director
 Director

See accompanying notes to financial statements.

WILLIAM MCMURRAY CORPORATION
STATEMENT OF REVENUE AND EXPENSES
YEAR ENDED JULY 31, 2000

	Residential	Commercial	2000 Total	1999 Total
REVENUE				
Rental income	\$ 95,717	\$ 22,885	\$118,602	\$119,032
Interest and other income	1,575	-	1,575	1,536
Canada Mortgage and Housing Corporation assistance - note 6	<u>27,144</u>	<u>-</u>	<u>27,144</u>	<u>27,144</u>
	<u>\$124,436</u>	<u>\$22,885</u>	<u>\$147,321</u>	<u>\$147,712</u>
EXPENSES				
Municipal taxes	\$ 14,099	\$ 1,566	\$ 15,665	\$ 14,743
Insurance	4,468	497	4,965	4,965
Repairs and maintenance	7,516	1,132	8,648	13,255
Janitorial services	8,060	896	8,956	8,956
Utilities	14,815	1,646	16,461	16,097
Enterphone and elevator maintenance	4,683	-	4,683	4,908
Administration	7,600	-	7,600	7,600
Professional fees	1,445	160	1,605	1,413
Office and general	1,187	-	1,187	750
Amortization	18,349	5,677	24,026	22,389
Interest on long-term debt	41,245	8,703	49,948	51,525
Bad debt expense	898	-	898	-
	<u>\$124,365</u>	<u>\$20,277</u>	<u>\$144,642</u>	<u>\$146,601</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 71</u>	<u>\$ 2,608</u>	<u>\$ 2,679</u>	<u>\$ 1,111</u>

See accompanying notes to financial statements.

WILLIAM MCMURRAY CORPORATION
 STATEMENT OF ACCUMULATED SURPLUS
 YEAR ENDED JULY 31, 2000

	2000	1999
BALANCE, beginning of year	\$ -	\$ -
Excess of revenue over expenses		
Residential	71	172
Commercial	2,608	939
Contribution from Subsidy Surplus Fund	<u>621</u>	<u>2,189</u>
	\$ 3,300	\$ 3,300
Contribution to Replacement Reserve Fund	<u>(3,300)</u>	<u>(3,300)</u>
BALANCE, end of year	<u>\$ -</u>	<u>\$ -</u>

STATEMENT OF REPLACEMENT RESERVE FUND
 YEAR ENDED JULY 31, 2000

	2000	1999
BALANCE, beginning of year	\$80,700	\$74,880
Interest earned	3,059	2,520
Contribution from Operating Fund	<u>3,300</u>	<u>3,300</u>
BALANCE, end of year	<u>\$87,059</u>	<u>\$80,700</u>

STATEMENT OF SUBSIDY SURPLUS FUND
 YEAR ENDED JULY 31, 2000

	2000	1999
BALANCE, beginning of year	\$ 8,212	\$10,246
Interest earned	381	155
Contribution to Operating Fund	<u>(621)</u>	<u>(2,189)</u>
BALANCE, end of year	<u>\$ 7,972</u>	<u>\$ 8,212</u>

See accompanying notes to financial statements.

WILLIAM MCMURRAY CORPORATION

STATEMENT OF CASH FLOWS

YEAR ENDED JULY 31, 2000

	2000	1999
UNRESTRICTED CASH PROVIDED BY (USED FOR)		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 2,679	\$ 1,111
Items not involving the use of cash		
Amortization	<u>24,026</u>	<u>22,389</u>
	\$ 26,705	\$ 23,500
Changes in non-cash working capital		
Increase in prepaid expenses	(188)	-
Increase (decrease) in accounts payable and accrued liabilities	(3,680)	2,010
Increase in deferred revenue	<u>735</u>	<u>-</u>
	<u>\$ 23,572</u>	<u>\$ 25,510</u>
FINANCING ACTIVITIES		
Reduction of long-term debt	\$(24,026)	\$(22,389)
Contribution to Replacement Reserve Fund	(3,300)	(3,300)
Contribution from Subsidy Surplus Fund	<u>621</u>	<u>2,189</u>
	<u>\$(26,705)</u>	<u>\$(23,500)</u>
INCREASE (DECREASE) IN UNRESTRICTED CASH	\$ (3,133)	\$ 2,010
UNRESTRICTED CASH, beginning of year	<u>17,432</u>	<u>15,422</u>
UNRESTRICTED CASH, end of year	<u>\$ 14,299</u>	<u>\$ 17,432</u>

See accompanying notes to financial statements.

WILLIAM MCMURRAY CORPORATION

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JULY 31, 2000

1. INCORPORATION AND OBJECTS

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.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements are prepared in accordance with generally accepted accounting principles except as recommended by Canada Mortgage and Housing Corporation ("CMHC") and described below:

Capital Assets

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

Replacement Reserve

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 CMHC.

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.

3. CAPITAL ASSETS

	Cost	Accumulated Amortization	2000 Net	1999 Net
Land	\$ 87,366	\$ -	\$ 87,366	\$ 87,366
Building	797,692	193,549	604,143	628,169
Equipment and furniture	<u>22,156</u>	<u>-</u>	<u>22,156</u>	<u>22,156</u>
	<u>\$907,214</u>	<u>\$193,549</u>	<u>\$713,665</u>	<u>\$737,691</u>

WILLIAM MCMURRAY CORPORATION

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JULY 31, 2000

4. LONG-TERM DEBT

	2000	1999
7.22% First mortgage, payable in monthly instalments of \$5,062 including interest, due September 1, 2001	\$581,028	\$599,714
5% Second mortgage, payable in monthly instalments of \$1,118 including interest, due August 1, 2016	<u>133,435</u>	<u>138,775</u>
	<u>\$714,463</u>	<u>\$738,489</u>
Current portion of long-term debt	<u>25,557</u>	<u>24,030</u>
	<u>\$688,906</u>	<u>\$714,459</u>

Principal due in each of the next five years on long-term debt, assuming similar renewal terms, is approximately as follows:

2001	\$25,557	2004	\$31,231
2002	\$27,322	2005	\$33,395
2003	\$29,209		

5. RELATED PARTY TRANSACTIONS

William McMurray Corporation is related to The Incorporated Synod of The Diocese of Algoma. Three members of the Diocese board of directors are also on the board of the Corporation. The Diocese administers the operations of the Corporation.

During the year The Incorporated Synod of the Diocese of Algoma made rental payments to William McMurray Corporation as follows:

	2000	1999
Rent	\$22,885	\$22,885

During the year William McMurray Corporation made payments to The Incorporated Synod of The Diocese of Algoma as follows:

Interest	\$7,947	\$ 8,399
Principal payments - Second mortgage	5,340	4,983
Administration fees	7,600	7,600

These transactions were in the normal course of operations and were measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

At July 31, 2000, the Corporation was indebted to the Diocese for the 5% second mortgage in the amount of \$133,435 (1999 - \$138,775).

WILLIAM MCMURRAY CORPORATION

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JULY 31, 2000

6. GOVERNMENT ASSISTANCE

The Corporation received assistance from Canada Mortgage and Housing Corporation of \$27,144 (\$27,144 in 1999) to reduce project cost and rentals. The Corporation is required to charge lessees rent based on a rent-to-income scale. The 7.22% mortgage is held by CMHC.

FINANCIAL INSTRUMENTS

The Corporation's financial instruments consist of cash, accounts receivable, accounts payable and long-term debt. Unless otherwise noted, it is management's opinion that the Corporation is not exposed to significant interest, currency or credit risk arising from these financial instruments. The fair value of these financial instruments approximate their carrying values, unless otherwise noted.

Report to The Fortieth Synod of the Diocese of Algoma May 12, 2001.
From Camp Manitou, the Diocesan Youth Camp
Eight miles West of Whitefish Falls, Ontario,
In Bay of Islands, Lake Huron.

Chair Person; Rev Tom Cunningham Box 5 Dorset, P0A 1E0
Treasurer: 2564 Crown Ridge Road, Sudbury, P3E 4N1

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, and has been able to send some funds back to the Diocese. Donations from individuals and Grants from Churches and the WA's to provide bursaries for campers. In 2000 these Grants and Donations amounted to over \$16,000.00. The recipients of these bursaries are grateful for your assistance in allowing them to enjoy time in this beautiful setting. Our operating budget is about \$67,000

In April 2000 the Central Camp Committee participated in a three day visioning session to try to plan for the future. An honoraria is paid to our permanent staff. Each of our eleven weekly camps are run by volunteer staff. Our policy is to limit the number of persons in camp at any one time to ninety five. As of March 15th/01 two of our youth camps, and one of the adult camps, are full.

Buildings built in the 20's require maintenance. Structurally all our buildings, save one, are sound. On the agenda is the replacement of our unsound tractor shed. We have completed a new eight room staff bunk house. The Voyageur House is presently under used. Plans include updating this property to provide an area that will accomodate approximately twenty five additional persons independently of our main camp during early spring, summer and late fall weather. Paint on our main lodge was stripped and replaced recently. In Whitefish Falls, our docking area has been refurbished. Some of our other buildings require freshening up. We presently use a chartered boat to move our campers and staff the eight miles from Whitefish falls to Camp Manitou. We are reviewing our transpottation needs and are considering the purchase of an other water craft.

To keep Manitou property in good condition and expand our program and facilities it was decided to embark on a capital campaign. Permission for such a program was approved by the Diocean executive in April of 2001. A grant of \$5,000 for each of the three year life of the campaign has been included in the Diocean budget. The Central Camp Committee has approved the transfer of \$15,000 from our reserve fund to the capital fund. A capital campaign committee, chaired by Canon Bain Peaver, is presently putting together a campaign that it is expected will raise \$350,000 over three years.

Many hours of volinteer work have been given over the years to provide an "Outdoor Experience in a Christian Atmosphere" at Camp Manitou. Plan to be generous to our Capital Campaign. Our treasurer at the above address can accept your donation and issue a tax receipt.

March 15, 2001

CAMP MANITOU

FINANCIAL REPORT FOR THE YEAR 2000

Account Reconciliation	Exhibit #1	Page 1
Balance Sheet	Exhibit #1A	Page 1
Statement of Revenue	Exhibit #2	Page 2
Statement of Expenditures	Exhibit #3	Page 3

D .Cole, Treasurer Jan 20/01

Exhibit #1

Camp Manitou
Account Reconciliation for 2000
 Account #560 TD Bank
 Plaza 69 Sudbury

Total Revenue	\$67,601.28	Total Expenditures	\$70,185.75
Opening Balance	<u>7,127.20</u>	Closing Balance	<u>4,542.73</u>
 Total	 \$74,728.48	 Total	 \$74,728.48

Exhibit #1A

Camp Manitou
Balance Sheet for 2000

<u>Assets</u>		<u>Liabilities & Equity</u>	
Cash on hand	\$4,542.73	Accounts payable	0.00
Material on Hand	3,000.00		
Accounts Receivable	0.00		
Investments GIC's	38,238.20		
Insured Value	<u>\$171,360.00</u>	Equity	<u>\$217,140.93</u>
 Total	 \$217,140.93	 Total	 \$217,140.93

- Note;
- 1) \$15,000 of the above GIC reserve has been committed to the capital building project.
 - 2) GIC last year was valued at \$36,609.10.

	A	B	C	D	E	F	G	H
7								
8	Camp Manitou			Exhibit #2				
9	Statement of Revenue							
10	For the year ending December 31							
11				1997	1998	1999	2000	
12				net	gross			
13	Camp	Youth Synod		4,425.00	4,545.00	5,250.00	4,800.00	15
14	Fees	Pathfinders	JrB	3,885.22	3,570.78	5,160.00	5,820.00	7
15		Senior Boys		3,776.20	2,948.68	3,425.00	4,450.00	12
16		Trail Seekers	JrG	5,904.72	5,364.20	7,415.00	6,200.50	8a
17		Prospectors	StG	5,699.23	4,808.80	5,850.00	6,598.00	13
18		Family Camp #1		2,460.00	2,791.00	3,485.00	2,320.00	2
19		Family Camp #2		6,130.00	4,875.00	4,050.00	4,075.00	3
20		Family Camp #3		6,070.00	6,125.00	5,265.00	5,585.00	4
21		Family Camp #4		3,730.00	2,745.00	3,130.00	3,010.00	5
22		Work Camp			0.00	0.00	0.00	
23		Canoe			0.00	480.00	0.00	
24		Nature		2,865.06	2,985.00	2,755.00	1,675.00	9
25		Nature 2001				70.00	155.00	10
26		Total Camp Fees		44,945.43	40,758.46	46,335.00	44,688.50	
27								
28								
29								
30								
31	Grants							
32		A.C.W.-Diocese Algoma		300.00		1,000.00		
33		Other Charitable (net)		482.00		666.49		
34		Holy Trinity SSM		1,000.00		1,132.70		
35		Ch. Redeemer Sud				0.00		
36		St Chris. MB		500.00		700.00		
37		R Landing		400.00		0.00		
38		Total		2,682.00	0.00	3,499.19	1,255.00	6
39	Other							
40		Donations Other		5,241.70	12,998.19	7,441.96	3,290.22	1
41		Donations Capital					12,190.00	1
42		Sales			2,853.09	4,890.00	5,224.00	34
43		Tax Rebate-		465.54	2,163.68	1,343.55	950.25	14
44		GIC Income				6,422.04		
45		Canoe sales				300.00		
46		Interest		11.03	9.14	13.01	3.31	16
47		Misc..			0.00	713.75		
48		Total Other		5,718.27	18,024.10	21,124.31	21,657.78	
49								
50	Total Revinue			53,345.70	58,782.56	70,958.50	67,601.28	
51	Total expense (ex#3)*			45,220.78	50,912.38	68,380.93	70,185.75	
52								
53	Excess Rev over Exp			8,124.92	7,870.18	2,577.57	-2,584.47	
54								
55								

	I	J	K	L	M	N	O	P
7								
8								
9								
10	Camp Manitou			Exhibit #3				
11	Statement of Expenses							
12	For the year ending December 31			1997	1998	1999	2000	
13								
14		Food		21,513.50	18,980.60	19,421.46	22,314.10	21
15		Honoraria		775.00	4,325.00	5,450.00	5,540.00	23
16		Boat Transportation		1,821.58	1,646.49	2,622.34	2,506.51	36
17		Insurance		1,557.36	1,557.36	1,456.92	1,456.93	24
18		Propane		1,008.00	1,644.22	1,552.65	2,050.25	32
19		Equipment/Repairs/Tools		1,038.53	2,588.45	567.12	0.00	
20		Gasoline		1,394.25	3,065.13	1,434.28	1,687.23	22
21		Craft Supplies		0.00	0.00			
22		Medical/First aid Supplies		35.93	0.00	230.85	69.52	20
23		Oil/Naphtha		220.00	263.21	0.00	254.01	29
24		Advertising/Public Relations		230.00	316.51	166.75	0.00	
25		Miscellaneous		1,802.24	455.00	2,879.69	4,273.17	28
26		Postage/Stationery		587.61	573.43	654.83	598.81	30
27		Bank Charges/Loan/ Interest		0.00	148.27	23.87	24.23	16
28		Phone		208.84	404.98	479.41	388.64	35
29		Tax Rebate				301.79	204.55	14
30		Shirts Etc.		1,638.58	0.00	7,614.51	2,557.83	34
31		Planning Conf				100.00	2,229.67	11
32		WFF Church Heat		520.00	450.00	700.00	450.00	19
33		Grant (Diocese & Ser Bd)			3,420.00	2,600.00	3,100.00	6
34		Total individual Camp Exp.				3,427.60	2,395.75	
35		Capital				3,332.56	3,194.55	18
36		Dock WFF				653.71	10,410.31	18
37		Purchase GIC				10,000.00		
38		Kitchen				685.98	224.43	25
39		Staff House				1,688.23	1,523.16	18
40		Canoe Kayak Tent				336.38	2,732.10	18
41		Expenditures before Depreciat		34,351.42	39,838.65	68,380.93	70,185.75	
42								
43		Depreciation Equipment		8,054.24	7,610.63	Inc Above	Inc Above	
44		Buildings		2,815.12	3,463.10	" "	" "	
45				10,869.36	11,073.73			
46								
47		TOTAL EXPENDITURES		45,220.78	50,912.38	68,380.93	70,185.75	
48								
49		Rev		Exp				
50		Opening	7,127.20	Current	70,185.75			
51		Current	67,601.28	Closing	4,542.73			
52		Total	74,728.48		74,728.48			
53								
54								

Diocese of Algoma - Lay Readers

17-Apr-01

Diocesan Lay Readers

Deanery	Name	First Licensed	Renewed	Usual Parish
Algoma	Brideaux, Mr. Richard	13-Jun-54	2000	St. John's, Sault Ste Marie
	Gould, Dr. David H.	23-Dec-79	2000	St. Luke's Cathedral, Sault Ste Marie
	Kidd, Mr. William	17-Feb-84	2000	St. Matthew's, Sault Ste Marie
	Speer, Mr. Henry	02-Apr-80	2000	Holy Trinity, Sault Ste Marie
	Thompson, Mr. William	17-Feb-84	2000	St. Matthew's, Sault Ste Marie
Muskoka	Graham, Mrs. Barbara	30-Jul-91	2000	St. Thomas', Bracebridge
	Hall, Mrs. Mary	01-Apr-78	2000	Almaguin Parish
	McDowall, Mrs. Betty	03-Jun-84	2000	Trinity, Parry Sound
	Wilde, Ms Diana	12-May-93	2000	Parish of Muskoka Lakes
Sudbury & Manito	Case, Lt.Col. Dr. Winslow	25-May-47	2001	Epiphany, Sudbury
	Cline, Mrs. Allison Ashley	16-Mar-86	2001	Epiphany, Sudbury
	Leach, Mr. Brian	14-Nov-84	2001	Epiphany, Sudbury
	Lewis, Mr. Robert	07-Mar-88	2001	St. John the Divine, Copper Cliff
	Mullins, Dr. Stanley	20-Apr-94	2001	Western Manitoulin, Kagawong
	Varney, Mr. Cyril	06-May-55	2001	Resurrection, Sudbury
Temiskaming	Gigg, Mr. Wilfred J.(Biff)	27-May-87	2001	St. John the Divine, North Bay

Total of Diocesan Lay Readers : 16

Parish Lay Readers

Parish	Name	Layreader Status	First Licensed	Renewed
Algoma Deanery				
Christ Church, Sault Ste Marie	Hill, Mr. George	Parochial LR	22-Apr-92	2001
	Maki, Mr. James	Parochial LR	01-Mar-84	2001
	Muskaluk, Mr. Richard R.J.	Parochial LR	01-Mar-84	2001
	Wong, Dr. Gordon	Parochial LR	09-Oct-87	2001
Church of the Redeemer, Thessalon	Anderson, Mr. Syd	Parochial LR	11-Mar-85	2000
	Brauer, Mrs. Ann	Parochial LR	01-Jun-98	2000
	Kline, Selby	Parochial LR	01-Jun-98	2000
	Latulippe, Ms Donna	Parochial LR	01-Jun-98	2000
	Peterson, Ms Carol	Parochial LR	31-May-90	2000
	Stopes, Mr. Ernest	Parochial LR	16-Nov-75	2000
Holy Trinity, Sault Ste Marie	Cardinal, Gloria	Parochial LR	28-Sep-00	2001
	Conway, Elizabeth	Parochial LR	28-Sep-00	2001
	Dickson, Mr. Robert	Parochial LR	28-Jun-90	2001
	Glover, Mrs. Fran	Parochial LR	01-May-89	2001
	Holmes, Mrs. Marie	Parochial LR	05-Jan-88	2001
	Komhyr, Mrs. Donna	Parochial LR	25-Apr-95	2001
	Lay, Mr. Ross	Parochial LR	25-Apr-95	2001
	Meakin, Mr. Geoff	Parochial LR	25-Apr-95	2001
	Mergaert, Ms Kathleen	Parochial LR	25-Apr-95	2001
	St. George & St. Joseph, St. Joseph's Island	Brown, Mr. Patrick	Parochial LR	03-Oct-96
Ingram, Mr. Nelson		Parochial LR	01-Sep-91	2000
Kent, Mr. Ron		Parochial LR	30-Jan-92	2000
Taylor, Mr. David		Parochial LR	30-Jan-92	2000

Parish	Name	Layreader Status	First Licensed	Renewed
St. John's, Sault Ste Marie	Walls, Mrs. Maureen	Parochial LR	29-Jan-90	2000
St. John's, Garden River	Grawbarger, Miss Lana	Parochial LR	24-Dec-90	2001
	Williams, Mrs. Bontje	Parochial LR	24-Dec-90	2001
St. Luke's Cathedral, Sault Ste Marie	Cockburn, Mr. John C.	Parochial LR	05-Mar-98	2000
St. Matthew's, Sault Ste Marie	Cooper, Ms Kelly	Parochial LR	01-Sep-00	2001
	McMurray, Mr. Sean	Parochial LR	21-Mar-89	2001
	Weir, Ms Alison	Parochial LR	23-Mar-98	2001
St. Paul's, Wawa	Boyd, Mrs. Beverly	Parochial LR	23-Mar-98	2001
	Long, Ms. Ruth	Parochial LR	19-Mar-91	2001
St. Peter's, Sault Ste Marie	Birkinshaw, Mr. Keith	Parochial LR	22-Apr-92	2001
	Curtis, Mr. William E.J.	Parochial LR	01-Mar-84	2001
	LePage, Ms Heather	Parochial LR		2001
	May, Mrs. Mabel	LR-in-training		2001
St. Peter the Apostle, Elliot Lake	Coates, Mr. George	Parochial LR	10-Dec-91	2000
	Cosier, Mr. Ray	Parochial LR	01-Nov-89	2000
	Ermerson, Mr. Cyril	Parochial LR	10-Dec-91	2000
	Gorton, Ms Audrey	Parochial LR	03-Oct-96	2000
	Nicholson, Ms Aldeen	Parochial LR	23-Jun-00	2000
	Swift, Mr. Thomas Ian (Jack)	LR-in-Training	30-Sep-98	2000
	Walker, Ms Laura	Parochial LR	03-Oct-96	2000
St. Saviour, Blind River	Clark, Stacy	Parochial LR	17-Dec-99	2000
	Farrell, Mrs. Donna	Parochial LR	14-Feb-89	2000
	Kirchmeir, Mr. Wolf	Parochial LR	05-Dec-82	2000
	Solomon, Mr. Alexander	Parochial LR	14-Feb-89	2000
All Saints, White River	Linklater, Mr. Earle James	LR-in-Training	18-Dec-90	2001
	Makepeace, Ms Bernice	LR-in-training	03-Oct-96	2001
	Morgan, Ms Jeanne	LR-in-training	03-Oct-96	2001
St Mark, Heyden	Gaines, Mr. Henry	Parochial LR	02-Apr-80	2001

Algoma Deaunery Total Number of Parish Lay Readers:

51

Muskoka Deanery

All Saints, Bala/MacTier	Ineson, Mr. Fred	Parochial LR	17-Feb-82	2001
All Saints, Huntsville	Binks, Mr. Malcolm	Parochial LR	01-Aug-96	2000
Lake of Bays Parish, Lake of Bays	MacKinnon, Mrs. Rose	Parochial LR	21-Feb-94	2001
	Magee, Dr. Gary	Parochial LR	14-May-93	2001
St. Thomas, Orville	Brown, Ms Doris	Parochial LR	30-Sep-85	2000
	Forbes, Mrs. Helen	Parochial LR		1998
Redeemer, Rosseau	Crawford, Mrs. Margaret	Parochial LR	22-Jan-85	2000
St. Stephen, Rosseau	Poole, Ms Sharyn	Parochial LR	15-Oct-93	2000
Almaguin Parish	Jeffery, Mr. Larry	Parochial LR	25-Apr-95	2000
	Lloyd, Ms Ruby	Parochial LR	25-Apr-95	2000
	Maeck, Mr. Ron	Parochial LR	25-Apr-95	2000
	Putman, Ms. Mary	Parochial LR	25-Apr-95	2000
St. Thomas', Bracebridge	Scott, Mr. Munroe	Parochial LR	09-May-93	2000
Trinity, Parry Sound	Bennett, Mrs. Barbara	Parochial LR	01-May-95	2000
	Bondrager, Mr. John	Parochial LR	01-May-95	2000
	Bradshaw, Mr. David	Parochial LR	01-May-95	2000
	Bradshaw, Mrs. Lyn	Parochial LR	01-May-95	2000
	King, Mrs. Doris	Parochial LR	03-Jun-84	2000
	Thompson, Mr. John	Parochial LR	03-Jun-84	2000
Trinity-St. Alban's, Bala/Mactier	Hardie, Mrs. Carol	Parochial LR	24-May-95	2001
Rural Muskoka Trinity Parish	Brown, Ms Carolyn	Parochial LR	24-Oct-98	2000
	Elliott, Ms Shirley	Parochial LR	18-Apr-96	2000
	Roynon, Ms. Veronica	Parochial LR	18-Apr-96	2000
	Woods, Ms Alva	Parochial LR	18-Apr-96	2000

Parish	Name	Layreader Status	First Licensed	Renewed
Parish of Muskoka Lakes	Campbell, Mr. Wilbert G.	Parochial LR	20-May-92	2000
	MacNaughtan, MS Helen	Parochial LR	28-Nov-96	2000
St. James', Gravenhurst	Flavell, Mr. William	Parochial LR	15-Oct-93	2000
	Henderson, Ms Gail	Parochial LR	18-Nov-98	2000
	Shakespeare, Mr. Stephen	Parochial LR	18-Nov-98	2000
	Shakespeare, Mr. Derek	Parochial LR	18-Nov-98	2000
	Launchbury, Mrs. Madeline	Parochial LR	23-Jun-00	2001
Good Shepherd, Emsdale	Love, Ms Mary Anne	Parochial LR	23-Jun-00	2001
	Radford, Ms Christine	Parochial LR	23-Jun-00	2001
	Rye, Mr. Ernest	Parochial LR	23-Jun-00	2001
	Stradwick, Ms Nancy	Parochial LR	23-Jun-00	2001

Muskoka Deanery Total Number of Parish Lay Readers:

35

Sudbury & Manitoulin Deanery

Western Manitoulin, Kagawong	Buie, Mrs. Mary	Parochial LR	21-Mar-90	2000
Western Manitoulin, Gore Bay	Panton, Mrs. Nancy	Parochial LR	20-Apr-94	2000
All Saints, Coniston	Beaudoin, Ms Sherry	Parochial LR	01-Dec-98	2000
	Hann, Ms Anna	LR-in-training	01-Dec-98	2000
	Prescott, Mr. Maxwell	LR-in-training	01-Dec-98	2000
	Thompson, Mrs. Helen	Parochial LR	13-Dec-83	2000
	White, Mr. David	LR-in-training	23-Mar-98	1998
Christ Church, Lively Ascension, Sudbury	Lloyd, Mr. Glenn	Parochial LR	02-Sep-97	2001
	Poitras, Mrs. Nicole	LR-in-training		2001
	White, Dr. Michael	Parochial LR		2001
Epiphany, Sudbury	Bregman, Mr. Pieter	Parochial LR	02-Sep-98	2001
	Collinson, Miss Marion	LR-in-training	02-Sep-98	2001
	Gillespie, Mr. James	Parochial LR	02-Sep-98	2001
	Simmie, Mr. Neil John	Parochial LR	11-Jan-79	2001
	Zinkie, Mr. Ronald	LR-in-training	15-Apr-99	2001
Holy Trinity, Little Current	Hardy, Mrs Margaret Darlene	Parochial LR	08-Mar-99	2001
	Sellen, Ms Yvonne	LR-in-training	08-Mar-99	2001
	Usher, Ms Marilyn Grace	Parochial LR		2001
	Wilson, Mrs. M.Connie	Parochial LR	10-Dec-85	2001
	Fowler, Mr. David	Parochial LR	09-May-00	2000
Resurrection, Sudbury St. Alban's, Capreol	Hagan, Mrs. Roberta	LR-in-training	23-Mar-98	2000
	Higgins, Ms Jackie	Parochial LR	20-Apr-94	2000
	Hillier, Ms Darlene	LR-in-training	23-Mar-98	2000
St. James', Massey	Covin, Ms Joy	Parochial LR	29-Oct-99	2001
	McDowell, Mr. Nelson	LR-in-training	29-Oct-99	2001
St. James, Lockerby	Cameron, Ms Lori	Parochial LR	09-May-00	2000
	McNally, Mr. Patrick	Parochial LR	13-Dec-83	2000
	McNally, Ms. Bonnie	LR-in-training	25-Nov-99	2000
St. John the Divine, Copper Cliff	Bird, Ms Fran	Parochial LR	02-Oct-99	2000
	Cole, Mrs. Sheila	Parochial LR	20-Sep-93	2000
	Harvie, Mr. Paul	Parochial LR	12-May-95	2000
	Saddington, Mr. John	LR-in-training	14-Mar-89	1998
	Anstice, Ms Esther	Parochial LR	08-Jun-98	2001
Great Spirit Island Parish, Mindemoya	Miller, Ms Claire	Parochial LR	08-Jun-98	2001
	Smith, Mr. David	Parochial LR	21-Jun-73	2001
	Owl, Mr. Harvey	Parochial LR	16-Apr-92	2001
Gowan Gillmor Chapel, Spanish River St. Mark's, Garson	Burton, Mrs. Janice	LR-in-training	27-Jul-00	2000
	Lee, Mr. Joseph	LR-in-training	23-Mar-98	2000
	McCourt, Mrs. Lillian	LR-in-training	23-Mar-98	2000
	Cameron, Ms Lori	LR-in-training		2000
Resurrection, Sudbury				

Parish	Name	Layreader Status	First Licensed	Renewed	
Sudbury & Manitoulin Deanery Total Number of Parish Lay Readers:		40			
Temiskaming Deanery					
St. Brice's, North Bay	Bizzell, Mr. Alex	Parochial LR	08-Mar-99	2001	
	Black, Mr. Robert	Parochial LR	14-Nov-90	2001	
	Burton, Mr. William	Parochial LR	01-Apr-80	2001	
	Jensen, Ms. Aase	Parochial LR	08-Mar-99	2001	
	Randall, Mr. Al	Parochial LR	14-Nov-90	2001	
St. John the Divine, North Bay	Chambers, Heather	Parochial LR	23-Mar-98	1999	
	Irwin, Mr. John	Parochial LR	23-Mar-98	1999	
	Johnson, Mr. Dave	Parochial LR	23-Mar-98	1999	
	Saad, Mr. David	Parochial LR	23-Mar-98	1999	
	Whatmore, Christine	Parochial LR	23-Mar-98	1999	
Northern Lights Parish, Haileybuty	Bott, Mrs. Laurel	Parochial LR	15-May-88	1998	
	Byerlay, Mrs. Audrey	Parochial LR	15-May-88	1998	
	Byerlay, Mr. Gladwyn	Parochial LR	15-May-88	1998	
	Drew, Mrs. Diane	Parochial LR	04-Oct-90	1998	
	Hooey, Mrs. Marguerite	Parochial LR	30-Sep-93	1998	
	Loiselle, Mrs. Shirley	Parochial LR	15-May-88	1998	
	Newton-White, Miss Muriel	Parochial LR	15-May-88	1998	
	Park, Mr. Brian	Parochial LR	19-May-86	1999	
	Stark, Mrs. Dorene	Parochial LR	15-May-88	1998	
	Uttley, Mrs. Deborah	Parochial LR	02-Sep-97	1998	
	Valley, Miss Evelyn	Parochial LR	04-Oct-90	1998	
	Wallace, Mrs. Jean	Parochial LR	15-May-88	1998	
	St. Mary Magdalene, Sturgeon Falls Parish of Powassan	Piche, Mrs. Lois	Parochial LR	03-Feb-86	1997
		Cameron, Mr. Alexander	Parochial LR	26-Jul-94	2000
		Grawbarger, Mr. Brian	Parochial LR	24-Sep-89	2000
Loy, Mr. Robert		Parochial LR	24-Sep-89	2000	
Nicholson, Mr. Rayman		Parochial LR	24-Sep-89	2000	
Temiskaming Deanery Total Number of Parish Lay Readers:		27			
Thunder Bay Deanery					
Nipigon Bay Parish, Nipigon	Hastie, Mr. Richard	LR-in-training	08-Mar-99	2001	
	Marceau, Mrs. Kathleen	LR-in-training	21-Oct-97	2001	
	Procurier, Mrs. Eileen	LR-in-training	21-Oct-97	2001	
St. George's, Thunder Bay	Bachinski, Mr. Samuel Patrick	LR-in-training	23-Mar-98	2000	
	Bachinski, Mr. Samuel Raymond	LR-in-training	23-Mar-98	2000	
	Koropeski, Mrs. Ingrid	Parochial LR	24-Nov-86	2000	
St. Luke's, Thunder Bay	Meakin, Mr. Bill	Parochial LR	24-Nov-86	2000	
	Gorst, Mr. Larry	Parochial LR	22-Sep-92	2001	
	Hamill, Mr. Ted	Parochial LR	22-Sep-92	2001	
	Hartley, Mrs. Diane	Parochial LR	29-Oct-99	2001	
	Joy, Mr. Donald	LR-in-training		2001	
	Mark, Mrs. Patricia	Parochial LR	03-Oct-96	2001	
	McVeigh, Mrs. Jennifer	Parochial LR	16-Dec-92	2001	
	Sutton, Mr. James	Parochial LR	29-Oct-99	2001	
St. Michael & All Angels, Thunder Bay	Pearce, Mr. Jerome Robert	Parochial LR	05-Feb-91	2000	
	Walker, Mr. Garnet	Parochial LR	17-Mar-97	2000	
St. Paul's, Thunder Bay	Aedy, Lenora	LR-in-training	23-Mar-98	2000	
	Carr, Anne	Parochial LR	07-Jan-99	2000	
	Douglas, Ruth Anne	LR-in-training	23-Mar-98	2000	
	Fugelsang, Ms. Barbara J.	LR-in-training	02-Sep-97	2000	
	Ringham, Ms Nancy	LR-in-training	27-Jul-00	2000	

Parish	Name	Layreader Status	First Licensed	Renewed
St. Stephen the Martyr, Thunder Bay	Besarah, Ms Beulah	LR-in-training	14-Feb-99	2001
	Evans, Mr. Arthur James	LR-in-training	01-Jun-98	2001
	Sutherland, Mr. Robert M.	Parochial LR	14-Feb-99	2001
Trinity, Marathon	Bell, Mr. David	LR-in-training	23-Apr-90	2000
	Gagnon, Ms Cathy	LR-in-training	03-Oct-96	2000
St. Thomas', Thunder Bay	Briggs, Mrs. Gail	Parochial LR	16-Dec-92	2000
	Gilbert, Dr. Allan F.	Parochial LR	02-Apr-96	2000
	Harris, Robert J.	Parochial LR	28-Nov-96	2000
	Kiramathypathy, Mr. Daniel	Parochial LR	30-Dec-97	2000
	Landy, Mr. Leonard	Parochial LR	16-Dec-92	2000
	Merkley, Ruth	Parochial LR	30-Dec-97	2000
	Wright, Mrs. Sylvia	Parochial LR	30-Dec-97	2000
	Grant, Mr. Brian	Parochial LR	01-Apr-80	2000
West Thunder Bay Parish	Naida, Mr. Jim	Parochial LR		2001
	Stephenson, Mr. Arthur B.	Parochial LR		2001

Thunder Bay Deanery Total Number of Parish Lay Readers: 36

Total of Parish Lay Readers in diocese: 189

Prospects of New Life

for the
Diocese of Algoma
Anglican Church of Canada



‘Sharing in the development of a Diocesan Vision for
Mission and Ministry...’

submitted by the New Life Task Force
May 9, 2001

*“To share in the gathering work of Christ,
so that his newness of life overflows into our hearts, homes, churches and
communities”*

The process:

The last Synod adopted this mission statement for the Diocese. In order to develop a common Diocesan vision and to enable participation by individual parishes, the Bishop and Executive Committee called together the New Life Task Force, a group comprised of representative from every deanery.

Over the course of two months, we have either visited or received reports from 90% of the parishes of the Diocese, as well as feedback from several ACW and youth groups.

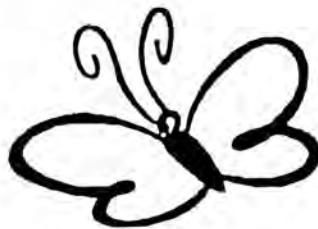
Together, we looked for signs of new life in our parishes, communities and deaneries. We talked, laughed, filled countless flip-chart pages and celebrated. We dug a little deeper, seeking out what is yearned for in our hearts and faith families, for our deaneries and our Diocese.

The excitement we experienced in the process is something we want to share with you today. The variety and vibrancy of the response was overwhelming, the feedback and sheer hope expressed truly uplifting. There IS new life happening in every deanery and every one of us on the Task Force came into contact with it.

The 57 reports have been distilled into 31 pages – and what follows is a sample of some of the highlights. We can't begin to show you the breadth and depth of what we found, but this will give you a taste of it.

We later identified four recurring themes, which led to the development of several recommendations and two resolutions, which we hope will help direct the path of our common vision.

This new life, present and to come, is indeed something to celebrate. During the course of collating data and sharing the task force experience, our imaginations were captured by an enduring image of transformation and renewal – the butterfly.



**We hope that what emerges from this project will soar with the same kind of
new life.**

What Participants Told Us :

First Question: What signs of new life do you see in your congregation?

A great many expressed the emergence of new life through programs and workshop such as: Alpha, Disciple, Cursillo, study groups and training sessions in areas encompassing lay readers, servers, palliative care and pastoral care, music, leadership and others.

Participants are very excited about the ways we are reaching into our communities, sharing our Christian faith through ministry of feeding the hungry, visiting those in prison (Kairos ministry), prayer partners, joining with the other Churches in our communities for worship events such as The Trek To Bethlehem, and Easter Sunrise Service and fellowship - truly "Praying Together and Playing Together".

There is enthusiasm for increased awareness and tolerance of the diversity within the congregations resulting in increased commitment and attendance, openness and trust, humour and fellowship. Congregations are truly becoming growing communities of all ages who are willing to share their resources and talents.

Second Question: What signs of New Life do you see in the deanery and diocese?

There is a growing recognition and understanding of what the deanery is, thanks in large part to rejuvenated and friendlier Deanery Council meetings, Deanery Festivals and events, more accessible communications through web sites, newsletters and, of course the Algoma Anglican. The Diocesan Office - the Bishop, Kelly, Jane, Susan and Harry are seen as more approachable and visible to the parishes. The fact that the Bishop and Executive initiated the New Life Task Force is seen by us as an example of this responsiveness. There was mention of an appreciation for diocesan-wide conferences and workshop - lay readers, servers, mutual ministry, A.C.W. Annual, and Girls Auxillary Festival...

The number of, and success of, youth events within the deaneries and diocese demonstrates new life and growth. Retreats, youth synod, camps, the Vanier Conference were all enthusiastically attended.

Third Question: What dimensions of new life do you yearn for in your hearts, homes, churches and community?

One of the parishes provided us with the expressed yearning "Roots, and wings, and the ability to grow", a wonderful, concise statement echoing the yearnings across the diocese.

Roots were the yearnings for tradition - well-known music, liturgies and models of ministry.

Wings speaks to the yearnings for expansion of awareness and the confidence to try new things in worship, music, and in the roles within the church. We yearn for more lay involvement, including youth and 'grey power', tolerance of diverse ideas, being pro-active rather than reactive concerning outreach into the community, ecumenical involvement and stewardship of God's creation, yet being aware of and respecting limitation - both our own and those of others.

The ability to grow indicates the yearnings for basic Christian education in all areas:

Physically - encouraging men's groups, how to run a meeting, pastoral and palliative care

Emotionally - opportunities to laugh together

Mentally - training for volunteer roles, job descriptions, exchange of ideas, and the opportunity to question and to request autonomy at the parish level.

Spiritually - programs such as Alpha and Cursillo, ways to express your faith and understand your faith traditions, for example, Anglicanism 101.

Fourth Question: How can the deaneries and diocese foster new life?

The 'raison d'être' of deaneries and diocese is to enable the parishioners to be "Ambassadors for Christ" in their homes, churches and communities. We have provided a number of suggestions for ways in which the deanery and diocese can carry out their ministry to us. A great number of participants identified the need for the deaneries to be a communication link between the parishes within the deanery and between the parishes and diocese. They noted the importance of two-way communication.

A second area in which the deaneries can foster new life is providing workshops and training programs in logical groupings, that is within the deanery rather than whole diocese.

Contributors saw the diocese in the role of provider of resources: people, finances, and material – all put together in "God's Yellow Pages". They also mentioned a desire for scheduled parish appraisals that will allow them to identify areas of growth and need at regular intervals. More spiritual and pastoral involvement of the diocese was also requested.

The one thing that was mentioned in every deanery, and in almost every parish, was the need for definite and positive action in response to the New Life Task Force findings.

Emerging Themes:

From the many and amazingly varied responses to the initial questions, we identified four themes that seemed to reflect their present realities and aspirations

1. Parish Life:

To begin with, we discerned a deep yearning for unity, harmony, peace, respect for individuality and shared responsibility; in other words, a longing for Christian community. Strong inter-generational ties, feelings of usefulness, belonging and attitudes of mutual concern and support exemplified this longing.

2. Learning:

We also identified a pronounced desire for learning on the part of parishioners of all ages. Many kinds of learning were mentioned from "how to pray" to "how to nurture small groups" to "how to lead worship". Some wanted to learn about the organizational structure of the Anglican Church, others about ways to attract new members, and still others sought Christian approaches

to the ethical problems of everyday life in an increasingly complex world. Enrichment of spiritual life and strengthening of personal ministry seemed to be the predominant motives for further learning.

3. *Outreach:*

There was widespread interest in new ideas for outreach. People wanted ideas for reaching into the immediate neighborhood as well as new ways to serve the larger community. Projects undertaken in cooperation with other churches and faith groups were favorably viewed.

Outreach was envisaged within the parish membership as well. For example, ways were sought for incorporating occasional attendees into parish community and making church events more accessible for the aged and disabled..

4. *Resources:*

Resource needs were described very frequently. Mentioned were resources of all kinds including financial resources; however, the need for financial resources was not pre-eminent over-all. Rather, human and material resources were cited most often. Examples were resources for leadership development, packaged and proven programs and how-to materials of every kind. Participants also looked for ways of using communications technology to exchange ideas amongst individuals, parishes and deaneries.

It should be noted that the above four themes do not incorporate all the points raised in parish discussions. Some do not fit into any category; others can be located in more than one. These four, however, do provide a sense of what parishioners seemed to regard as important.

We do wish to recognize the problems described by clergy and laity in some, small isolated parishes with limited financial resources. To feel forgotten, misunderstood and inadequately supported as some told us they do, may call for response at several levels. We merely note this situation that, in its complexity, goes beyond our mandate to analyze.

In conclusion, we feel that the themes **PARISH LIFE, LEARNING, OUTREACH** and **RESOURCES** describe the dominant yearnings, and areas of greatest interest in our diocesan family at this time.

NLTF RECOMMENDATIONS AND RESOLUTIONS:

As a result of the work undertaken by the New Life Task Force, whose mandate was to seek signs of new life in the parishes of the Diocese of Algoma, several recommendations have been developed, in order to aid the Executive Committee and the Bishop, in crafting a common vision for the future.

We recommend:

THAT the Diocese encourage the appointment of a resource co-ordinator in each deanery, in order to develop and maintain a system of resource-sharing.

THAT each Deanery undertake to search for and appoint a resource co-ordinator, whose task it will be to contact each parish and offer resource services according to expressed need.

THAT each Parish be encouraged to supply its Deanery resource co-ordinator with information pertaining to their existing resources (in terms of study and program materials, contact names and numbers, "ideas that work" and available expertise/talent within the parish) as well as an identification of their own particular needs in this regard.

THAT the Diocese examine new models of resource-sharing in order to address the concerns of struggling parishes and to strengthen the connection between all parishes within each deanery. It is suggested by the Task Force that, following the successful completion of the companioning-project with the Windward Islands, a similar system of mutual support might be developed at the inter-deanery level. We recommend using the companioning model within our deaneries between parishes, in order to circumvent the disappearance of those struggling to remain afloat and to provide the opportunity for a mutual exchange of ideas, strengths and energies. [It might be noted that the N.L.T.F. is **not** advocating amalgamation, but rather an inter-deanery sharing of resources, talent, worship services, management practices and programs.]

THAT, resulting from strong feedback received by the N.L.T.F. in support of the New Initiatives program and the new life it has fostered, the Diocese **maintain** the 2% apportionment under that heading, and direct a portion of those funds toward implementation of the above recommendations and following resolutions.

.....
Arising out of these recommendations, the N.L.T.F. proposes two RESOLUTIONS for adoption by the Diocesan Synod:

THAT the Executive Committee of the Diocesan Synod address the following areas of concern, as expressed by the parishes, during the development of the common vision for the future of the Diocese: 1. Parish Life

2. Learning
3. Outreach/Ecumenism
4. Resource sharing

THAT the Executive Committee of the Diocesan Synod **maintain** the 2% apportionment for New Initiatives and **allow for a portion of those funds to be earmarked as seed money** for the implementation of the recommendations and the resolutions presented by the New Life Task Force.

Kellina Cooper
 Rev. David Donovan
 Rev. Lyn Fisher
 Barbara Garvin
 Marie Loewen

Mel Malton
 Rev. Edna Murdy
 Rachel Prichard
 Dr. Mary Richardson
 Elaine Wright, *chair*