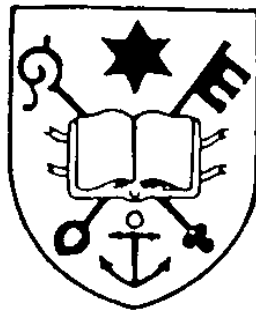


# **CONVENING CIRCULAR**

OF THE  
143<sup>RD</sup> Annual Synod  
OF THE  
Diocese of Montreal

**2002**



# **CONVOCAATION**

au  
143<sup>e</sup> Synode Annuel  
du  
Diocèse de Montréal

**2002**

*Please bring this with you to Synod*

*Apporter ce document aux séances*





3 September 2002

To the members of Synod

Ladies and Gentlemen:

We hereby advise you that the Synod of the Diocese of Montreal will convene for its 143<sup>rd</sup> Annual Session at 4:30 P.M. on Friday, 18 October 2002, in Fulford Hall commencing with the business session. The Archbishop, The Most Reverend Andrew S. Hutchison, will deliver his Charge in the early evening following the scheduled break for dinner. A formal response to the Charge will follow the Bishop's Charge.

The business session of Synod will reconvene at 9:30 A.M. in Fulford Hall on Saturday, 19 October 2002.

A celebration of the Holy Eucharist will be held at 11:15 A.M. in Christ Church Cathedral on Saturday, 19 October 2002. The Right Reverend John R. Clarke, Bishop of Athabasca, will deliver the address.

Members of Synod, clergy and laity, will process from Fulford Hall to the Cathedral by archdeaconries, with archdeaconry banners. Only the ministers of the Eucharist will robe.

The Secretaries of Synod will be present in the foyer of Fulford Hall on Friday, 18 October 2002, from 3:00 P.M. – 4:30 P.M. for the registration of Synod Delegates. Late registration will take place in the foyer of Fulford Hall on Saturday morning, 19 October, from 8:30 A.M. to 9:30 A.M.

+ Andrew Montreal, President  
Raymond N. Kearns, Clerical Secretary  
Jane Aitkens, Lay Secretary



Le 3 septembre 2002

Aux membres du synode

Mesdames et Messieurs,

Nous vous avisons que le synode du diocèse de Montréal se réunira pour sa 143<sup>e</sup> session annuelle, le vendredi 18 octobre 2002 à 16h30 en la salle Fulford et débutera par la session de travail. L'archevêque, Le révérendissime Andrew S. Hutchison, prononcera son bref peu après le souper. Une réponse formelle à son bref suivra.

La session de travail du synode reprendra le samedi 19 octobre 2002 à 9h30 toujours en la salle Fulford.

Une célébration eucharistique aura lieu en la cathédrale Christ Church le samedi 19 octobre 2002 à 11h15. Monseigneur John R. Clarke, évêque du diocèse d'Athabasca, fera une allocution.

Les membres du synode formeront une procession, groupée par archidiaconats, chacun représentés par leurs bannières respectives, partant de la salle Fulford jusqu'à la cathédrale. Seul(e) les ministres de l'eucharistie seront vêtu(e) de la soutane.

Les secrétaires du synode seront présent(e)s dans le hall d'entrée de la salle Fulford le vendredi 18 octobre 2002 de 15h00 à 16h30, pour l'inscription des délégué(e)s. Les retardataires pourront s'inscrire le samedi matin 19 octobre de 8h30 à 9h30 au même endroit.

+Andrew Montréal, président  
Raymond N. Kearns, secrétaire du clergé  
Jane Aitkens, secrétaire des laïcs

*The Diocese of Montreal*  
*Synod 2002*  
*Business Section of Synod*  
*Information for Synod Delegates*

- 1. Please do not discard your Convening Circular after Synod. It contains reports of committees, financial statements, and parish statistics that are part of the official proceedings. In order to conserve paper and cut costs, it was decided at the 1996 Synod not to reprint this information in the Synod Journals that are sent to delegates. The official bound copy of the Journal kept on file in the Diocesan Archives will contain a complete set of reports.**

- 2. Directions to Business Meeting of Synod**

The business meeting of Synod will take place in Fulford Hall, which is located on the 2<sup>nd</sup> floor of Place de la Cathédrale. Please use the entrance at 1444 Union Avenue.

- 3. Parking**

Public parking is now available in the Place de la Cathédrale Parking Garage (under our building). Regular cost of parking is \$15.00 per day on weekdays, \$5.00 after 6:00 P.M., until midnight, \$5.00 all day Saturday, until midnight. If you prefer to use public transit, the nearest metro station is McGill.

- 4. New Delegates**

On Friday afternoon, October 18<sup>th</sup>, from 4:00 until 4:20 P.M. a briefing session for new delegates will take place in St. Anselm's Chapel on the second floor of Place de la Cathédrale.

- 5. Format of Convening Circular**

The Convening Circular is printed on three-hole punched paper to fit into red binders, which were provided several years ago for each delegate. If you are a new delegate then please ask last year's delegate to pass the binder on to you.

- 6. Coffee Cups**

Unfortunately, Synod does not have facilities to wash 300 coffee cups following each coffee break, so environmentally friendly styrofoam cups will be provided. If this is a concern for you, please bring your own mug to Synod.

## **7. Water Coolers**

Water coolers will be located on the second floor of Place de la Cathédrale near Fulford Hall.

## **8. No Smoking**

Fulford Hall is a non-smoking area.

## **9. Coffee Stations**

Refreshment stations will be located in the Passerelle, the Rotunda and in Hollis Lounge.

## **10. Agenda**

The Chairman will attempt to deal with motions at the times listed in the Agenda, but the debating process may make changes necessary.

## **11. Concerning Delegate Status**

Only delegates and/or substitute delegates whose names were previously submitted to Synod Office may register and vote at Synod. If a delegate(s) and alternate(s) is unable to serve, the parish must hold another Vestry Meeting to elect a new delegate(s). Synod office should be notified of the date of the Vestry Meeting and given the name(s) and addresses of the new delegate(s).

Delegates and/or alternates registered on the first day of Synod are the representatives for the entire Synod and may not be replaced at any point during Synod.

## **12. Additional Notes for New Clerical & Lay Delegates**

We draw your attention to point 13 under Section A – Constitution of Synod:

A.13 No delegates shall be allowed to take part in the proceedings of Synod, so long as any assessment payable to the Diocese by the parishes, missions or cures which they represent, for any prior year remains unpaid.

Diocesan Council at their meeting of September 8, 1998 approved the following interpretation of Section A.13:

- 1) The intent of A-13 is to illustrate the seriousness of not paying all assessments, but without excluding congregations from any part of diocesan life.
- 2) The impediment at Synod would apply only to votes on matters financial.
- 3) It would apply only to lay delegates (the licensed clergy being present by right).
- 4) It applies to arrears for the previous year.

## 2002 Synod Agenda

### Afternoon Session - Friday, October 18, 2002

- 3:00 - 4:30 P.M. - Registration in the foyer of Fulford Hall
- 4:00 – 4:20 P.M. Briefing of New Delegates  
in St. Anselm’s Chapel (2<sup>nd</sup> floor) – Mrs. Susan Winn
- 4:30 P.M. **Opening Session of Synod in Fulford Hall**
- Opening Prayer & Hymn
  - Election of Lay Secretary of Synod
  - Election of Clerical Secretary of Synod and the Diocesan Treasurer
  - Appointment of Auditors
  - Approval of the Minutes of Synod 2001
  - Appointment of Committees of the House (as posted)
  - Privileges of the Floor
  - Regrets
  - Report of the Synod Nominating Committee (Revised)
  - Introduction of Nominees (Biographical Sketches page ??)
  - Presentation of Memorials & Petitions
  - Presentation of Canonical Changes
  - Reception of Reports of Diocesan Council (page ??)
  - Reception of Committee Reports on pages ?? of the Convening Circular
  - Reception of Reports on Parish Statistics (page ??)
  - Greetings from Partners
- 6:00 P.M. - **Break for Dinner**

### Evening Session - Friday, October 18, 2002

- 7:30 P.M. – 9:00 P.M. - Opening Prayer & Hymn
- Bishop’s Charge
  - Response to Bishop’s Charge
  - Hymn & Blessing

### Morning Session – Saturday, October 19, 2002

8:30 - 9:30 A.M. - Late Registration – Foyer of Fulford Hall

**9:30 A.M.** - Opening Prayer & Hymn  
- Development Funds Report  
- Financial Statements  
- Budget  
- Canonical Changes

**10:00 A.M. – 11:00 A.M. - Balloting**  
*(Diocesan Council & Provincial Synod)*

11:15 A.M. - Synod Service, Christ Church Cathedral

**12:30 P.M.** - **Lunch**

### Afternoon Session - Saturday, October 19, 2002

**1:30 P.M. - 2:30 P.M. - Final Balloting**

2:00 P.M. - Opening Prayer & Hymn

2:05 P.M. - Report on the Conference Synod 2003

2:20 P.M. - Youth Presentation

2:40 P.M. - Canonical Changes & Motions

**3:30 P.M.** - **Break for Refreshment**  
**(Foyer Fulford Hall, La Passerelle & Octagon)**

3:45 P.M. - Members Forum *(please register at Press Table)*

4:30 P.M. - Canonical Changes & Motions cont'd.

- Announcement of Elections

- Vote of Thanks

6:00 P.M. - Adjournment

**Le Diocèse de Montréal**



## Horaire du Synode 2002

### Session de l'après-midi – vendredi, le 18 octobre 2002

- 15h00 – 16h30 - Inscription dans le hall d'entrée de la salle Fulford
- 16h00 – 16h20. Instructions aux nouveaux délégués  
en la chapelle St. Anselm (2<sup>e</sup> étage) – Mme. Susan Winn
- 16h30 **Session d'ouverture du synode en la salle Fulford**
- Prière et hymne d'ouverture
  - Élection du secrétaire laïc du synode
  - Élection du secrétaire clérical du synode  
et du trésorier diocésain
  - Désignation des vérificateurs
  - Adoption du procès-verbal du Synode 2001
  - Désignation des comités de la chambre (as posted)
  - Privilèges de l'assemblée
  - Regrets
  - Rapport du Comité des nominations (révisé)
  - Présentation des candidats (Brèves biographies page ??)
  - Présentation de mémoires et pétitions
  - Présentation de changements canoniques
  - Réception des rapports du Conseil diocésain (page ??)
  - Réception des rapports de comités aux pages ?? de la  
*Convocation au synode*
  - Réception des rapports de statistiques parossiales (page ??)
  - Salutations de nos partenaires
- 18h00 - **Pause pour le souper**

### Session de la soirée - vendredi, le 18 octobre 2002

- 19h30 – 21h00. - Prière et hymne d'ouverture
- Bref de l'Évêque
  - Réponse au bref de l'Évêque
  - Hymne et bénédiction

### Session du matin– samedi, le 19 octobre 2002

8h30 – 9h30 - Inscription des retardataires – Hall d’entrée de la salle Fulford

- 9h30**
- Prière et hymne d’ouverture
  - Rapport du Fonds de développement
  - États financiers
  - Budget
  - Changements canoniques

**10h00 – 11h00 - Scrutin**  
(Conseil diocésain & Synode provincial)

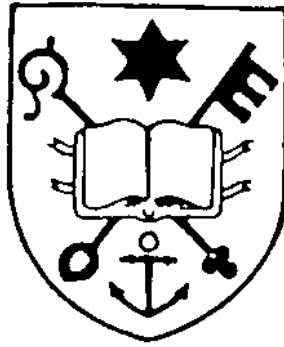
11h15 - Service synodal, cathédrale Christ Church  
Allocution de Monseigneur John Clarke, Évêque d’Athabasca

**12h30** - **Dîner**

### Session de l’après-midi- samedi, le 19 octobre 2002

**13h30 – 14h30 – Scrutin final**

- 14h00 - Prière et hymne d’ouverture
- 14h05 - Rapport du Synode en conférences 2003
- 14h20 - Présentation du Conseil des jeunes
- 14h40 - Changements canoniques et recommandations
- 15h30** - **Pause santé**  
**(Hall d’entrée de la salle Fulford, La Passerelle et l’Octogone)**
- 15h45 - Les membres du Forum (*s.v.p. vous inscrire à la table des médias*)
- 16h30 - Changements canoniques et recommandations (suite)
- Annonce des résultats du scrutin
  - Vote de remerciements
- 18h00 - Ajournement



**NOMINATING  
COMMITTEE  
REPORT**



**The Synod of the Diocese of Montreal**

**2002 REPORT OF THE SYNOD NOMINATING COMMITTEE**

**COMMITTEES OF SYNOD APPOINTED BY SYNOD**

**Nominating Committee for Boards, Delegations and Committees  
Appointed or Elected by Synod**

The Territorial Archdeacons, the Executive Archdeacon, the Dean, the Clerical and Lay Secretaries, the Comptroller.

**Convenor:** The Vicar General

**Committee on Canons**

The Rev'd Jennifer M. Davis, The Ven. P. D. Hannen, The Rev'd Canon J. G. Kohner, The Very Rev'd Michael J. Pitts, The The Chancellor, The Vice-Chancellor, The Church Advocate

**Convenor:** The Vice-Chancellor

**Committee on Statistics:**

The Archdeacons, the Regional Deans, the Vicar General, the Comptroller, a Member of the Administration & Finance Committee

**Convenor:** The Vicar General

**Committee on Memorial Notices of Deceased Members**

**Staff Support:** The Archbishop's Secretary

**Members:** Mrs. Jean MacLean, The Rev'd Wilmur Davidson, The Ven. Stuart Martin, The Rev'd T. Ramsey.

**Convenor:** The Rev'd. T. Ramsey

**Diocesan Court**

The Ven. Gordon E. S. Guy, The Ven. Peter D. Hannen, The Rt. Rev'd G. Russell Hatton, The Very Rev. Michael J. Pitts, The Rev. Canon E. Daniel Fleming, The Ven. James W. Bennett, The Rev. Peter R. Blunt, The Rev. Dr. C. Abbott Conway, The Rev. Stephen R. Eardley, The Ven. Mary Irwin-Gibson, The Rev. Canon Dr. Donald J. Meloche, The Rev. Pamela A. Yarrow.

**The Synod of the Diocese of Montreal**

**2002 REPORT OF THE SYNOD NOMINATING COMMITTEE**

**COMMITTEES OF SYNOD ELECTED BY SYNOD**

**2002 Diocesan Council**

**Ex-Officio Members:** The Diocesan Archbishop, The Assistant Bishop, The Vicar General, the Clerical and Lay Secretaries of Synod, the Treasurer, Members of the Council of General Synod and of Provincial Council.

**Non-Voting Members:** The Comptroller, the Chancellor, the Vice-Chancellor, the Church Advocate, and Chairpersons of Diocesan Council Standing Committees.

**Elected to Diocesan Council by Deanery Chapters in 2002**

*(for a two-year term)*

**Clergy**

The Rev'd Graham Burgess (Royalmount)  
The Rev'd Douglas Norquay (South Shore)  
The Rev'd Patrick Wheeler (LaSalle)

**Laity**

Mrs. Bernice Camacho (Hochelaga)  
Ms Alexandria Struck (Western Montreal)

**Elected to Diocesan Council by Deanery Chapters in 2001**

*(for a two-year term)*

The Rev'd George Campbell, Brome Shefford  
The Rev'd Michelle Eason, Bedford

Mr. Roger Spack, Ste. Anne  
Dr. Christian Stephens, Pointe Claire  
Ms. Jean Russell, Laurentians

**Elected to Diocesan Council by Youth Synod in 2002**

*(for a two-year term)*

Awaiting Results of Election

**Nominations for Election to Diocesan Council by Synod 2002**

*(3 of each order to be elected for a one year term)*

**Clergy**

The Rev'd William Blizzard, St. Matthias  
The Rev'd Odette Perron, St. Mark Valleyfield  
The Rev'd Canon David Oliver, St. Thomas NDG  
The Rev'd Lorne A. Tardy, St. Mary, Kirkland  
The Rev'd Pamela A. Yarrow, The Resurrection

**Laity**

Mr. Russell Baker, St. James the Apostle  
Mr. Robert Bergner, St. Matthew's Hampstead  
Mrs. Muriel Brophy, St. James, Rosemere  
Mr. Reginald Patterson, Dunham/St Armand E  
Mrs. Marion Standish, GORA Area Ministry  
Mrs. Susan Winn, St. George, Ste. Anne  
Mr. Keith Woolnough, St. Thomas NDG

**The Synod of the Diocese of Montreal**

**2002 REPORT OF THE SYNOD NOMINATING COMMITTEE**

**Nominations for Election to Provincial Synod 2003**

*(Synod will meet September 25-28, 2003 in Quebec City)*

**Clergy**

The Ven. James Bennett, Cotes des Neiges  
The Rev'd Jennifer Davis, Rosemere  
The Ven. Mary Irwin Gibson, St. Agathe  
The Rev'd Anthony Harvey, Arundel / Weir  
The Rev'd Yves Joseph, Eglise de la Nativite  
The Very Rev'd Michael J. Pitts, Cathedral  
The Rev'd Alan Perry, St. Barnabas, Pierrf.

**Laity**

Mrs. Mary Austin, St. Peter, TMR  
Mrs. Jane Bell, Arundel / Weir  
Ms Joan Cornell, St. Barnabas, St. Lambert  
Mrs. Wendy Crooks, Greater Parish St. Andrew  
Mr. David Eramian, St. Philip's, Mont. West  
Mrs. Elizabeth Hutchinson, Arundel / Weir  
Mrs. Lynn Shepherd, St. Clement, Verdun  
Mrs. Susan Winn, St. George, Ste. Anne

**Youth Delegate**

Sarah Irwin Gibson (Holy Trinity Ste. Agathe)

**Substitute Youth Delegate**

Vanessa Landry, The Resurrection, Pte Claire

**Delegates to General Synod 2001**

*(Held at University of Waterloo – July 4 – July 11, 2001*

*Elected in 2000 to serve from 2001-2004*

**Clergy**

The Rev'd Nick Brotherhood  
The Rev'd Jennifer Davis  
The Ven. Gordon E. S. Guy  
The Rev'd Alan Perry

**Laity**

Mrs. Ann Cruickshank, St. James Hudson  
Mrs. Elizabeth Hutchinson, Arundel & Weir  
Mrs. Astrid Norquay, Trinity, St. Bruno  
Mrs. Susan Winn, St. George, Ste. Anne

**Substitute Clergy Delegates**

The Rev'd Paul Jennings  
The Rev'd Ralph Leavitt  
The Rev'd Canon Yves-Eugène Joseph

**Substitute Lay Delegates**

Dr. David Daniel, St. Barnabas, Pierrefonds  
Mr. Roger Spack, St. Michael & All Angels  
Miss Alison Cole, St. George, Place du Canada  
Mr. Andrew Jacob, St. Peter, TMR

**Youth Delegate (elected by Youth Synod)**

Ms. Katharine Childs, St. John the Baptist, Pt Cl.

**The Synod of the Diocese of Montreal**

**2002 REPORT OF THE SYNOD NOMINATING COMMITTEE**

**2000 – 2003 Synod Planning Committee**

*Responsibilities began immediately following the 2000 Synod and  
end with the Conference Synod in the year 2003*

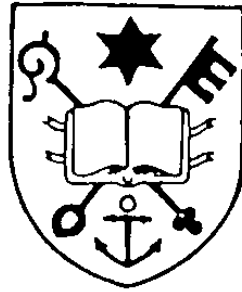
**Clergy**

Blizzard, The Rev'd Wm. T.  
Shanks, The Rev'd Joan  
Morrell, The Rev'd John

**Laity**

Gallop, Mrs. Nancy, St. Matthias, Westmount  
Hughes, Mr. Leslie, St. Peter, TMR  
Marshall, Mr. Hugh, Parish of Vaudreil  
Sage, Ms Mary, All Saints, Verdun  
Tidman, Dr. Paul, St. Martin, Otterburn Pk. (Chair)





**PROPOSED  
CANONICAL  
CHANGES**



**The 143rd Synod of the Diocese of Montreal (2002)  
Canonical Changes**

**Motion “1” (Proposed Canon 34 – Employee or Volunteer Misconduct)**

**Moved by:** The Very Rev'd Michael J. Pitts

**Seconded by:** Mr. John Nichol

1. The Diocese of Montreal continues to be committed to providing an environment that is free of sexual and financial misconduct and that promotes personal dignity and fair treatment of all members of the community. Sexual and financial misconduct are considered serious offences which are harmful to the individual affected as well as to the community, and will not be tolerated within the Diocese. The Diocese seeks to reaffirm its commitment and to prevent sexual and financial misconduct by adopting the Policy set out in this Canon, and by establishing the Complaints Process set out in Canon 35. All members of the community share responsibility for promoting and maintaining an environment free of sexual and financial misconduct, but a particular onus is placed upon those in positions of authority and those with pastoral responsibilities to be aware what constitutes sexual and financial misconduct and what procedures are in place to address complaints, and to cooperate in the promotion of education to prevent misconduct. This Canon is to be interpreted in a manner which is consistent with these goals as well as with the provisions of the Quebec Charter of Human Rights and Freedoms.
  
2. In this Canon the following terms shall have the meanings indicated:

“Church Matters”	any interaction, communication, relationship or activity which occurs in furtherance or purported furtherance of the mission of the Anglican Church of Canada: <ol style="list-style-type: none"><li>i) on any property owned or controlled by the Diocese or any Parish; or</li><li>ii) between Members; or</li><li>iii) between a Member and an Employee or Volunteer who is not a Member; or</li><li>iv) between Employees or Volunteers who are not Members</li></ol>
“ Volunteer”	any person who has undertaken specific unpaid tasks or responsibilities in furtherance of the mission of the Anglican Church of Canada, under the auspices of the Diocese or of any Parish
“Employee”	any paid employee of the Diocese or of any Parish, whether clergy or lay, full-time or part-time
“the Diocese”	the Diocese of Montreal in the Anglican Church of Canada

**The 143rd Synod of the Diocese of Montreal (2002)  
Canonical Changes**

“Financial Misconduct”	Financial Exploitation, Fraud or Theft
“Financial Exploitation”	the deliberate exploitation by the perpetrator of a professional, pastoral or other fiduciary relationship with the victim which is intended to result in unearned financial benefit for the perpetrator or the perpetrator`s household at the victim`s expense
“Fraud”	the offence defined in the Criminal Code of Canada
“Member”	any member or communicant of the Anglican Church of Canada in the Diocese, as defined in Canon 26, whether lay or clergy
“Parish”	any parish, congregation or mission within the Diocese as defined in Canon 5
“the Policy”	the Sexual and Financial Misconduct Policy adopted by the Diocese as Canon 34
“Sexual Exploitation”	i) any conduct of a sexual nature directed towards another person where:  a) sexual activity is made an explicit or implicit term or condition of the victim`s employment or status; or  b) sexual activity is used as a basis for a decision affecting the victim`s employment or status; or  c) where the perpetrator is in a professional, fiduciary or pastoral relationship with the victim
“Sexual Harassment”	i) any conduct of a sexual nature directed towards another person where it is known or ought reasonably to be known that the conduct is unwelcome;  ii) any conduct:  a) that is discriminatory or hostile towards a person or persons because of their sex, in a manner that the perpetrator knows or ought reasonably to know creates for that person(s) an intimidating, hostile or offensive environment; and  b) that exceeds the bounds of freedom of

**The 143rd Synod of the Diocese of Montreal (2002)**  
**Canonical Changes**

expression;

“Sexual Misconduct”                      Sexual Harassment, Sexual Exploitation or Sexual Assault

“Theft”                                        the offence defined in the Criminal Code of Canada

3.        No Member, Employee or Volunteer shall engage in Sexual Misconduct or Financial Misconduct in relation to or in the context of Church Matters. Any Member who admits Sexual Misconduct or Financial Misconduct, or who is judged to have engaged in Sexual Misconduct or Financial Misconduct by an Arbitration Panel pursuant to the Complaints Process established by Canon 35, or in the absence of a Complaint by the Bishop of the Diocese, or by final judgment of any court or tribunal having jurisdiction, shall be subject to discipline under the Disciplinary Canon of the Anglican Church of Canada.

**The 143rd Synod of the Diocese of Montreal (2002)  
Canonical Changes**

**Motion “2” (Proposed Canon 35 – Misconduct Complaint Process)**

**Moved by:** Mr. John Nicholl  
**Seconded by:** The Very Rev'd Michael J. Pitts

1. In this Canon the following terms shall have the meanings indicated:

“Arbitration Panel”	the panel of arbitrators which presides over the Arbitration of a Complaint, if referred by the Investigating Archdeacon, consisting of a President who is the Bishop, and two other arbitrators, one appointed by the Complainant and the other by the Subject, both of whom shall be Members
“Arbitration”	final and binding arbitration of the Complaint before an Arbitration Panel
“Mediation”	non-binding voluntary mediation of the Complaint conducted by an appropriately qualified mediator chosen and appointed by the Dean or Archdeacon receiving the Complaint, the objective being to effect a reconciliation between the Complainant and the Subject or otherwise to resolve the Complaint on an amicable basis
“Member”	any member or communicant of the Anglican Church of Canada in the Diocese, as defined in Canon 26, whether lay or clergy
“the Bishop”	the Diocesan Bishop of the Diocese, or in the event that the Diocesan Bishop is the Subject of the Complaint, or chooses to recuse himself/herself, the Diocesan Bishop of any other Diocese in the Anglican Church of Canada
“the Complainant”	any Member, Employee or Volunteer who makes a Complaint
“the Complaint”	any complaint of misconduct which contravenes the Policy by any Member, Employee or Volunteer
“the Complaints Process”	the process for investigating and dealing with Complaints set out in this Canon 35
“the Diocese”	the Diocese of Montreal in the Anglican Church of Canada
“the Investigating Archdeacon”	any Archdeacon of any archdeaconry in the Diocese other than that of the Complainant
“the Policy”	the Sexual and Financial Misconduct Policy adopted by the Diocese as Canon 34
“the Subject”	the Member, Employee or Volunteer who is the subject of the Complaint

**The 143rd Synod of the Diocese of Montreal (2002)**  
**Canonical Changes**

2. The Diocese has adopted the Policy and wishes to create an effective and independent process within the Diocese for dealing with Complaints arising out of the Policy.
3. The Complaints Process is voluntary for the Complainant, and by choosing to have recourse to the Complaints Process the Complainant accepts the terms of the Process as defined in this Canon, and the jurisdiction of the Arbitration Panel in the event that the Complaint is referred to Arbitration;
4. The Investigating Archdeacon and the members of the Arbitration Panel shall benefit from immunity and no action or recourse shall lie against them for anything done or not done by them in good faith in furtherance of the Complaints Process set out in this Canon;
5. The Complaints Process shall be available to any Member, Employee or Volunteer who has not instituted proceedings before the civil courts or any other civil or administrative tribunal based upon the subject matter of the Complaint. In the event that, while the Complaints Process is still pending, the Complainant shall choose to institute proceedings before the civil courts or any other civil or administrative tribunal in relation to the subject matter of the Complaint, the Complaint shall be considered to be withdrawn and the Complaints Process shall be at an end. For greater certainty, however, the Complaints Process shall be available notwithstanding the existence of criminal proceedings based upon the subject matter of the Complaint.
6. A Complainant shall make his/her Complaint in writing, addressed to the Dean of the Diocese or any Archdeacon within the Diocese.
7. Where the Complainant is not the victim of the misconduct which is the subject of the Complaint, the Dean or the Archdeacon receiving the Complaint shall, before taking any action, consult with the victim.
8. Where the Complainant is a minor, the Complaint may be made on his/her behalf by a parent, guardian or adult friend.
9. Every effort shall be made at every stage of the Complaints Process to protect the confidentiality of the Complaint and the privacy of the Complainant and the Subject, to the extent compatible with a full and fair investigation and/or hearing of the Complaint.
10. The Dean or Archdeacon receiving the Complaint shall forthwith refer it in writing to an Investigating Archdeacon, who shall promptly meet with the Complainant and the Subject and investigate the Complaint by making such further inquiries as he/she in his/her absolute discretion may see fit.
11. Once the Investigating Archdeacon has completed his/her inquiries, he/she shall have absolute discretion to deal with the Complaint in one of three ways:
  - i) if the Investigating Archdeacon has come to the conclusion that the Complaint is clearly unfounded, he/she shall so advise the Complainant and the Subject in writing, giving reasons for the conclusion. In this event, the

**The 143rd Synod of the Diocese of Montreal (2002)**  
**Canonical Changes**

Complaint shall be at an end and no further Complaint may be made by the same Complainant dealing with the same subject matter;

- ii) if the Investigating Archdeacon considers that the Complaint is not clearly unfounded, and if both the Complainant and the Subject consent in writing, the Investigating Archdeacon shall refer the Complaint to Mediation. During the Mediation, the Investigating Archdeacon shall retain oversight of the Complaint, and in the event the Mediation is unsuccessful in resolving the Complaint to the satisfaction of both the Complainant and the Subject within sixty days of referral, the Investigating Archdeacon shall then refer the Complaint to Arbitration by writing to the Bishop, with copies to the Complainant and the Subject;
  - iii) if the Investigating Archdeacon considers that the Complaint is not clearly unfounded, and the Complainant and/or the Subject decline to consent to Mediation in writing, the Investigating Archdeacon shall immediately refer the Complaint to Arbitration by writing to the Bishop, with copies to the Complainant and the Subject.
12. Once the Investigating Archdeacon has referred the Complaint to Arbitration, he/she shall have no further role in relation to the Complaint, save as a witness before the Arbitration Panel if he/she is called to testify.
  13. The Arbitration Panel shall convene a hearing within 120 days of the Complaint being referred to it in writing, and shall give the Complainant and the Subject not less than thirty days notice of the hearing date(s) in writing. The Complainant and the Subject shall be entitled to be represented by counsel during the hearing if they wish. The Arbitration Panel shall have absolute discretion in all matters relating to procedure before it, provided however that the rules of natural justice shall be respected.
  14. The Arbitration Panel shall render its decision in writing, giving reasons, within thirty days of the hearing, and its decision shall be final and without appeal.
  15. The costs of any Mediation or Arbitration, namely the fees and expenses of the mediator or arbitrators, as the case may be, and any reasonable travel and accommodation expenses incurred by the Complainant, the Subject and any necessary witnesses, shall be borne by the Diocese.

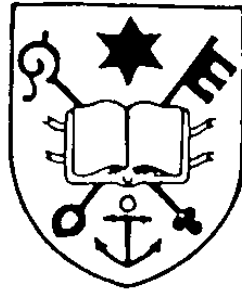


**The 143rd Synod of the Diocese of Montreal (2002)**  
**Canonical Changes**

**Motion “3” (Proposed Canon 29 – Parish Financial Reviews)**

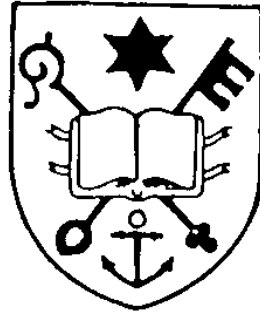
**Moved by:** The Ven. Peter D. Hannen  
**Seconded by:** Mr. Martin Taylor

1. Before each annual Vestry meeting, the financial statements of a parish to be presented by the churchwardens in accordance with the Church Temporalities Act IX shall be reviewed by someone not involved in the recording of the financial transactions of that parish. This person shall be elected at the previous Vestry meeting to report to the Vestry whether, in his (her) opinion, the financial statements reviewed present fairly the financial position of the parish and the results of operations for the year then ended. When professional auditors conduct the review, wording of the report shall conform to professional requirements for such a review.
2. The reviewer shall also review the financial information for that year included in the parochial return submitted to the diocese, and report to the diocese that this financial information agrees with information in the financial statements presented to Vestry.
3. This review shall be conducted according to guidelines issued from time to time by the Diocesan auditors.
4. Any fee or honorarium for such a financial review shall be borne by the parish.
5. The Bishop may require an independent audit or limited review of the financial statements of a parish that have not been regularly audited and reported upon by independent auditors. The cost of such an audit or limited review shall be borne by the diocese.



# MOTIONS





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## Reports of Diocesan Council 2002

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### Diocesan Council Report

### Secretaries

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#### 2001-2002 Summary of Diocesan Council Minutes

##### November 13, 2001

The new and returning Diocesan Council members celebrated the Eucharist together in St. Anselm's Chapel.

Diocesan Council meeting dates for the coming year were approved. The Rev'd Pamela Yarrow was elected as Vice-Chairperson for the coming year's Council.

Diocesan Council approved a bridge loan of \$35,000 to the parish of St. Matthew's Grenville. Diocesan Council learned that investments are never cashed in to fund loans and that the total amount of funds available for loans is related to and limited by cash flow.

Diocesan Council voted to continue the policy of spending the income from the Synod Property Maintenance Fund on the care of Synod properties.

Diocesan Council approved the new clergy pension rates. It approved 3 grants by the Outreach Beyond the Diocese Grants Committee, 8 grants by the Congregational Development Grants Committee and 3 grants by the Social Outreach and Social Concerns Grants Committee.

Mrs. Susan Winn reported on the recent work of the EcoJustice Committee of the National Church.

##### December 11, 2001

Diocesan Council heard about the dispute surrounding the hall at St. Stephen's Westmount and the decisions facing the Church of the Advent, as there are insufficient funds to maintain their building. The Comptroller announced that the imminent, final sale of Epiphany House and that the sale of St. Luke had fallen through.

Diocesan Council approved an increase of the travel rate to 35 cents.

Diocesan Council approved 4 grants by the Outreach Beyond the Diocese Grants Committee, 8 grants by the Congregational Development Grants Committee and 5 grants by the Social Outreach and Social Concerns Grants Committee.

Diocesan Council discussed the proposed new canon on financial reviews.

Diocesan Council received a letter concerning the restoration funding needs of St. Stephens, Westmount and carried a motion asking the Bishop and Comptroller to find a way to provide a loan to St. Stephen's of up to \$100,000 if needed.

Diocesan Council approved a loan of \$30,000 to St. James, Vaudreuil.

## **Reports of Diocesan Council 2002**

### **January 15, 2002**

Diocesan Council heard about the ongoing discussions between the Churches of the Advent, St James the Apostle and St. Matthias.

Diocesan Council approved the request from the parish of Two Mountains to have their status changed to that of an aided parish.

After discussion, Diocesan Council approved a motion to appoint a Lutheran partner to be a non-voting member of the current Diocesan Council, with an evaluation to follow.

Diocesan Council disbanded the Jubilee Committee after thanking the members of the committee for their work.

The Ven. Peter D. Hannen suggested that Diocesan Council review the proposed changes to the Marriage Canon and also Provincial Canon 3, on the Election of a Bishop.

### **February 12, 2002**

Diocesan Council heard that a permit had been issued to allow the demolition of the St. Stephen's, Westmount parish hall.

Pastor Eric Dyke was welcomed to Council as a non-voting member.

Diocesan Council approved a \$2,000 grant from their development funds to cover the expenses of the Development Fund Review Committee.

As a result of a discussion on the electronic distribution of Diocesan Council materials, it was suggested that The Rev'd Alan Perry investigate the possibilities with Synod Office staff.

After discussion on the Provincials Synod's Canon 3 regarding the election of Bishops, Diocesan Council approved the creation of a Task Group to prepare a proposal concerning the adoption of this Canon in the Diocese of Montreal.

Diocesan Council discussed the Church Advocate's final draft of Canons 34 and 35 regarding sexual and financial exploitation and misconduct.

Diocesan Council members were asked to rank proposed topics for the 2003 Conference Synod.

### **March 12, 2002**

Diocesan Council received two documents of the Eastern Synod of the Evangelical Lutheran Church in Canada concerning misconduct procedures and harassment guidelines, to aid in the discussion of proposed canons 34 and 35.

Diocesan Council approved revised terms of reference for the Diocesan Book Room.

## **Reports of Diocesan Council 2002**

Diocesan Council approved 3 grants by the Outreach Beyond the Diocese Grants Committee, 3 grants by the Congregational Development Grants Committee and 2 grants by the Social Outreach and Social Concerns Grants Committee.

Diocesan Council heard about the on-going activities of the Development Funds Review Committee.

### **April 16, 2002**

Diocesan Council agreed that Mrs. Norma Sklivas be given observer status at Council in her role as Anglican Fellowship of Prayer Diocesan Coordinator.

Diocesan Council heard that the Diocesan history was scheduled to be published in time for the fall Synod.

Diocesan Council held an extended discussion on parish ministry evaluations and the difference between a rector and an incumbent.

Diocesan Council voted to refer the proposed Canons 34 and 35 to Synod.

Diocesan Council approved a roofing loan of up to \$90,000 to The Church of St. James, Rosemere.

Diocesan Council approved the creation and members of a task force to examine Provincials Synod's Canon 3.

Archdeacon Gordon Guy presented the interim report of the Development Funds Review Committee.

Diocesan Council endorsed the application of St. Stephen's, Westmount to the Anglican Foundation of Canada.

Diocesan Council approved 7 grants by the Congregational Development Grants Committee and 1 grant by the Social Outreach and Social Concerns Grants Committee.

Diocesan Council extended the mandate of the First Nations Relations Committee until 2004.

Diocesan Council approved changes to the benefits programme of Clergy and Lay employees. It also approved, with certain provisos, the change to health care coverage from Blue Cross to Claimsecure.

## Reports of Diocesan Council 2002

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### Nominating Standing Committee of Diocesan Council

Mrs. Ann Cruickshank

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The Nominating Committee is one of the four Standing Committees of Diocesan Council. It is responsible for filling, and maintaining, the membership of all diocesan committees appointed by Synod – an on-going task as there are over forty of them. You will find them listed in the “Committees of Synod Appointed by Diocesan Council” which immediately follows this report.

The Nominating Committee meets monthly to consider the needs and changes of the diocesan committees, and to find new members as necessary. A balanced membership is always sought, between clergy and lay, non-white and white, with good regional representation. The committee then seeks permission from its nominees to present their names to Diocesan Council, which must give approval to each one. The names, and the committees to which they have been appointed, are always found in the Montreal Anglican, under Diocesan Council business.

Council frequently directs the Nominating Committee to appoint a Task Force to work on some issue which needs attention. For example, the Task Force currently working on the future use of the development funds. Its ten members were found by the Nominating committee, and approved by Council.

In order to do its job, the Nominating Committee needs the active support of all the chairs of the diocesan committees. ALL changes in membership, chair-personship, or in date and time of meeting, should be reported, in order that the List of Committees may be kept up to date.

The terms of reference of the Nominating Committee allow for a person to be chair for a period of two years, which may be renewed for a second two years. I am now approaching the end of my fourth and final year as chair, and the committee must appoint a new chairperson, to take effect after Synod 2002.

It has been an interesting and challenging four year task, which has put me in touch with people in every corner of our diocese. I have been blessed throughout with good committee members, and my thanks to each one of them. My thanks too, to Mrs Lois Hutchison for keeping the List of Diocesan Committees up to date, and to Steven Matthews for help and support – from synod office and beyond. But most of all, I want to thank the many, many, members of our diocese, who respond to an invitation to sit on one of those diocesan committees with a resounding “YES!” You give of your time and of their talents, and if it were not for you, the work of this diocese would not be accomplished. To each and every one of you – Thank you!.

## Reports of Diocesan Council 2002

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**Committees of Synod Appointed by Diocesan Council**

**Mrs. Ann Cruickshank**

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### 2001-2002 Diocesan Council

**Chairperson:** The Most Rev'd Andrew S. Hutchison

**Vice-Chairperson:** The Rev'd Pamela A. Yarrow

**Chairperson of the Diocesan Council Nominating Committee:** Mrs. Ann Cruickshank

### Diocesan Council Members

**Clergy:** The Rev'd Wm. T. Blizzard, The Rev'd George L. Campbell, Jr., The Rev'd Michelle C. D. Eason, The Rev'd Canon David N. Oliver, The Rev'd Odette M. A. Perron, The Rev'd Joyce M. Sanchez, The Rev'd Lorne R. Tardy, The Rev'd Pamela A. Yarrow.

**Laity:** Dr. David Daniel, Mr. Tom Knott, Mr. Reginald Patterson, Ms Jean Russell, Mr. Roger Spack, Dr. Christian Stephens, Mrs. Elizabeth V. Tiplady, Mr. Allan Whitrod, Mrs. Susan Winn, Miss Katharine Childs.

**Ex-Officio Members:** Miss Jane Aitkens (Lay Secretary), The Rev'd Raymond N. Kearns (Clerical Secretary), Mr. Eric Dryden (Prov. Council), The Ven. Peter D. Hannen (Vicar General), The Rt. Rev'd G. Russell Hatton (Ass't. Bishop), The Most Rev'd A. S. Hutchison (Chairman), The Rev'd Canon Yves-Eugène Joseph (Prov. Council), The Rev'd Alan T. Perry (Prov. Council & COGS), Mr. Martin Taylor (Treasurer)

**Non-Voting Members:** Mrs. Ann Cruickshank (Chairperson, Nominating Committee), Mr. David M. Eramian (Vice Chancellor), Mr. R. C. T. Harris, Q.C. (Chancellor), Mrs. Helen Haslam (Chairperson, Administration & Finance Standing Committee) Mr. John Nicholl (Church Advocate), Mr. Rod B. Roberts (Comptroller), Mr. Duncan Shaddick. (Chairperson Resources for Ministry Standing Committee).

### **Members of Diocesan Council Standing Committees**

*(including a short description of the work of each committee)*

#### **Administration & Finance Standing Committee (meets @ 2:30 P.M. – last Wed. of month)**

*“Is responsible to Council for all who seek to work with the diocese on finances, budget, etc.  
Supports and assists those committees attached to it”*

#### **Mrs. Helen Haslam, Chairperson – 514-486-7047 – e-mail: [c.haslam@ieee.org](mailto:c.haslam@ieee.org)**

The Ven. James W. Bennett, Mr. St. Clair Codrington, Mr. Rod Elkin, Mrs. Helen Haslam, Dr. Constance Middleton-Hope, The Rev'd Canon David N. Oliver, Mr. Martin Taylor (Treasurer), The Rev'd Pamela Yarrow. Mr. Rod Roberts (ex-officio), Mr. Steven Matthews (staff support).

## Reports of Diocesan Council 2002

**Nominating Standing Committee of Diocesan Council- 2000-2001** (reports to Diocesan Council)

**(meets the first Tuesday of each month)**

*“Is responsible for finding members for all Diocesan Committees which report to Diocesan Council. All changes in membership in these committees should be reported to the Nominating Committee.”*

**Mrs. Ann Cruickshank, Chairperson – 450-458-4791** e-mail: [anncru@sympatico.ca](mailto:anncru@sympatico.ca)  
The Rev'd Peter Asbil, Mrs. Bernice Camacho, Dr. Ivan Harding, The Rev'd Ralph Leavitt, The Rev'd Douglas Norquay, The Rev'd Canon E. Joan Shanks.

**Outreach & Mission Standing Committee (meets @ 3:00 P.M. – 3<sup>rd</sup> Wed. of month)**

*“Is responsible to Council for all who seek to work with the diocese in the area of Social Service. Supports and assists those committees attached to it.”*

**Dr. David Daniel, Chairperson, tel. 514-744-7737** e-mail: [jayakardaniel@yahoo.com](mailto:jayakardaniel@yahoo.com)

**Mr. Charles Goddard (Co-Chairperson)**

Mr. Jon Craven, Miss Adrienne Jackson, Ms. Linden Rogers, The Rev'd Mark Rogers, The Rev'd Joyce Sanchez, Mr. Steven V. Matthews (ex-officio).

**Resources for Ministry Standing Committee (meets monthly – 3<sup>rd</sup> Thursday – noon to 2 P.M.)**

*“Is responsible to Council for all who seek to work with the diocese in the area of resources for ministry. Supports and assists those committees attached to it.”*

**Mrs. Betty Ann Infilise, Chairperson – 450-458-3100 – e-mail:**

[betty\\_infilise@quadrachemicals.com](mailto:betty_infilise@quadrachemicals.com)

Mrs. Valerie Bennett, The Rev'd Peter R. Blunt, The Rev'd Louis-Marie Gallant, **Vice-Chairperson**, The Rev'd Dr. Lawrence Mascarenhas, The Rev'd Canon Joan Shanks, Mr. Reginald Patterson, Mr. Duncan Shaddick, Miss Valerie Taylor. Mr. Steven V. Matthews (ex-officio).

### **Reporting System Standing Committees of Diocesan Council**

#### **Reporting to The Diocesan Council**

#### **BOARD OF ANDREWS HOME**

**The Most Rev'd A. S. Hutchison, Chairperson – 514-843-6577 –**  
**bishops.office@montreal.anglican.ca**

Mr. Rod Roberts (ex-officio), First 7 Clerical Members & First 7 Lay Members Elected to Diocesan Council.

#### **COMMITTEE ON CANONS**

**Mr. David Eramian (Vice Chancellor), Convenor – 514-871-1522 – e-mail:**  
**deramian@lavery.qc.ca**

The Rev'd Jennifer Davis, The Ven. Peter D. Hannen, The Rev'd Canon Jenö G. Kohner, The Very Rev'd Michael J. Pitts, The Chancellor, The Church Advocate.

## Reports of Diocesan Council 2002

### **COMMITTEE ON HUMAN SEXUALITY (meets monthly)**

**Mr. Bruce Russell, Chairperson – 514-289-1906 e-mail: pwille@po-box.mcgill.ca**  
The Rev'd Linda Chalk, Mr. Dion Lewis, Dr. Archie Malloch, The Rev'd Canon Joan Shanks,  
Ms Alexandra Struck. The Ven Peter Hannen (ex-officio) – 514-843-6577 e-mail:  
[vicar.general@montreal.anglican.ca](mailto:vicar.general@montreal.anglican.ca)

### **DEVELOPMENT FUNDS - DIOCESAN COUNCIL GRANTS**

The Diocesan Council

### **DEVELOPMENT FUNDS - PROPERTY GRANTS**

The Archdeacons Consultation

### **DIOCESAN COUNCIL DELEGATES TO 2002 SYNOD**

Mrs. Ann Cruickshank, Mrs. Helen Haslam, Mr. Dion Lewis, Mr. Duncan Shaddick, Dr. Paul Tidman

### **DIOCESAN EMPLOYMENT POLICY TASK FORCE**

Mr. Andrew Jacobs, Mr. Steven Matthews, Mr. John Nicholl, The Very Rev'd Michael J. Pitts, Miss Dorothy Samuel, The Rev'd Linda Borden Taylor, Ms Florence Tracy.

### **TASK FORCE TO EXAMINE PROVINCIAL SYNOD CANON 3 (ELECTION OF BISHOPS)**

Mr. David Eramian, The Rev'd Canon Jenö Kohner, The Very Rev'd Michael J. Pitts, Mr. Reginald Patterson, The Rev'd Alan Perry, The Rev'd Canon Joan Shanks, Mr. Roger Spack, The Rev'd Pamela A. Yarrow.

## **Reporting to the Administration & Finance Standing Committee**

### **ANGLICAN FUND (meets quarterly)**

**Mr. Martin Taylor, Chairperson – 514-485-6313 – e-mail: tinmar@attglobal.net**  
Mr. Stephen Atkinson, Mrs. Bernice Camacho, Mr. John Gallop, Ms. Susan Luke-Hill, Mr. Arthur Hobbs, Mr. Duncan Shaddick, Mr. Raymond Ulliyatt. Mr. Rod Roberts (ex-officio).

### **THE BUDGET REVIEW COMMITTEE (meets 4 times annually)**

*“Reviews Annual Diocesan Budget with the Comptroller”*

Mrs. Bernice Camacho, Mr. Desmond Entwistle, Mr. Robert King, Mr. Brian Ludgate, Mr. Alan Ludwick, The Rev'd Canon David N. Oliver, The Very Rev'd Michael J. Pitts, The Rev'd Andrew Sandilands. Mr. Martin Taylor and Mr. Rod Roberts (ex-officio)

### **CLERGY PENSION FUND COMMITTEE (meets 3 times a year)**

*“Ensures prudent and effective management of the Fund and proper administration of the Plan, so as to provide clergy with a retirement income at a reasonable cost”*

**Mr. David Blunt, Chairperson – 514-482-5459 e-mail: dblunt@junction.net**  
The Ven. David Conliffe, The Rev'd Canon E. Daniel Fleming, Mr. Denis George, Mrs. Susan Magor, The Rev'd Lorne Tardy, Mr. Raymond Ulliyatt. Mr. Rod Roberts, Mr. Martin Taylor, and The Most Rev'd A. S. Hutchison (ex-officio)

## Reports of Diocesan Council 2002

### **CLERGY REMUNERATION COMMITTEE (meets third Tues of ea. month at 1:30 PM**

*“Examines and Recommends Clergy Stipends and Benefits”*

#### **The Rev'd Sinpoh Han, Chairperson – 450-264-3475**

Mrs. Bernice Camacho, Ms Gail Campbell & Mr. Robert Camara (reps from Lay Pension & Benefits Committee), Mr. Howard Holloway, Ms. Dawn Johnson, The Rev'd Alan T. Perry, The Rev'd Keith Schmidt, Mrs. Elizabeth Tiplady. Mr. Rod Roberts, Mr. Martin Taylor, The Rev'd Rodney Clark (Diocese of Quebec) ex-officio. Mrs. Chantel Gravel (staff support).

### **DEVELOPMENT FUNDS - CLERGY DEVELOPMENT & ASSISTANCE**

*“A peer committee which administers Development Funds for individual clergy sabbaticals, bursaries, and professional enhancement, above and beyond clergy Continuing Education funds.”*

The Rev'd Canon Paul H. Jennings, The Rev'd Canon Jenö Kohner, The Rev'd Pamela Yarrow. The Ven. P. D. Hannen (ex-officio) – e-mail: [vicar.general@montreal.anglican.ca](mailto:vicar.general@montreal.anglican.ca)

### **DEVELOPMENT FUNDS REVIEW COMMITTEE 2001**

**Co-Chairpersons: The Ven. Gordon Guy – tel. 514- 631-3601 [saintmarks@sympatico.ca](mailto:saintmarks@sympatico.ca) & Mr. Simon Hartropp – 514-695-8427 – [hartropp@videotron.ca](mailto:hartropp@videotron.ca)**

Ms. Jane Aitkens, Dr. David Daniel, Mrs. Helen Haslam, Mr. Frank Johnston-Main, Mr. Tom Knott, The Rev'd Canon Tim Smart, The Rev'd Pamela Yarrow.

### **LAY PENSION & LAY EMPLOYEE BENEFITS COMMITTEE (meets monthly)**

*Has the legal, financial and administrative responsibility of the lay employee's pension Fund; also reviews benefits and disseminates information to members and employers.*

**Ms Gail Campbell, Chairperson – 450-682-5962** e-mail: [gailcampbell@hotmail.com](mailto:gailcampbell@hotmail.com)  
Mr. Robert Camara, Mrs. Mary Fox, Mrs. Carol Johansen, The Rev'd Sinpoh Han (rep from Clergy Remuneration), Miss Aileen Kearney, The Rev'd Fred Tiplady, Mr. Rod Roberts, Comptroller (ex-officio) Mrs. Suzana A. Ribeiro (staff support).

### **PLANNED GIVING COMMITTEE (meets monthly)**

*Assists the diocese in setting up planned giving programs.*

*Recommends, and assists in the administration of, planned giving policies for the diocese.*

**Mrs. Bernice Camacho, Chairperson – e-mail: [camach1@microtec.net](mailto:camach1@microtec.net)**

Mrs. Wendy Dryden, Mrs. Betty-Ann Infilise, The Rev'd John Johnson, Mr. George Lambert, Mr. Michel Longtin (ex-officio). The Ven. Peter D. Hannen and Mr. Rod Roberts (staff support).

### **RECTORIAL TENURE**

*Mediates on Issues of Tenure*

**The Ven. Maurice Bate, Chairperson – 450-227-2352**

The Ven. Gordon E. S. Guy, Mr. David Eramian, Mr. Justice John Gomery, Mr. R. C. T. Harris, The Ven. Peter D. Hannen, The Very Rev'd Michael Pitts



## Reports of Diocesan Council 2002

### **SYNOD PLANNING COMMITTEE 2000-2003 (elected at 2000 Synod – meets monthly)**

**Dr. Paul Tidman (Chairperson)** The Rev'd William T. Blizzard, The Rev'd John K. Morrell, The Rev'd Canon E. Joan Shanks, Mrs. Nancy Gallop, Mr. Leslie Hughes, Mr. Hugh Marshall, Mrs. Mary Sage. The Rev'd Raymond Kearns (Clerical Secretary), Miss Jane Aitkens (Lay Secretary), and The Ven. Peter D. Hannen (ex-officio). Mr. Robert Camara and Mrs. Lois Hutchison (staff support).

**SYNOD MOTIONS COMMITTEE 2002** - A Sub-Committee of the Synod Planning Committee and appointed by them.

### **Reporting to the Outreach & Mission Standing Committee**

### **ANGLICAN REPRESENTATION ON PROVINCIAL & INTER-CHURCH EDUCATION COMMITTEES**

The Commission on Primary Education - Mrs. Astrid Norquay, For the Commission on Secondary Education - The Rev'd Marc-Philippe Vincent, Protestant Partnership on Education – Mr. Lincoln Springer, Mr. Quentin Robinson (Diocese of Quebec), Montreal Committee to Support Religious Animators (position vacant), Ad-hoc Inter-Church Committee on Religion in the Schools (convened by R. C. Archdiocese of Montreal) - The Rev'd Canon David Oliver.

### **AUBERGE MADELEINE:**

### **DEVELOPMENT FUNDS - Outreach Beyond The Diocese**

*Receives a fixed share of Development Funds which it uses for outreach projects outside the diocese, within or beyond Canada*

**Mrs. Ann Elbourne, Chairperson – 514-486-7423 – e-mail: conros@sympatico.ca**  
The Rev'd Arnold Godsoe, Mr. Frank Johnston-Main, The Rev'd Canon Yves-Eugène Joseph, Ms Linden Rogers, The Rev'd Don Skowronski, Dr. Fred Wiegand (secretary). Mr. Robert Camara and Mr. Steven V. Matthews (staff support)

### **DEVELOPMENT FUNDS – Social Outreach & Social Concerns (meets @ noon 2nd Wed. of month)**

*“Receives a fixed share of Development Funds which it uses for social concerns within the Diocese”*

**Mr. Tom Knott, Chairperson – 450-678-6102 – e-mail: tc\_knott@yahoo.ca**  
The Rev'd Graham Burgess, Mrs. Antoinette Joseph, Mr. Palmer Roberts, Mrs. Elizabeth Tiplady, Mr. Eugene Wright, Mr. Robert Camara and Mr. Steven V. Matthews (staff support).

### **FIRST NATIONS RELATIONS COMMITTEE**

*“Responsible for the coordination of education, communication, and dialogue in First Nations issues within the diocese.*

**The Rev'd Geoffrey Howson, Chairperson – 450-672-5560 – e-mail: stbarn@total.net**  
Ms Suzanne Cross, The Rev'd Peter Huish, The Rev'd Odette Perron, Mrs. Susan Winn.

## Reports of Diocesan Council 2002

### **MONTREAL COUNCIL OF CHURCHES**

**Anglican Delegates:** The Rev'd Canon David N. Oliver, The Very Rev'd Michael J. Pitts

### **MULTICULTURAL & RACE RELATIONS COMMITTEE (meets monthly)**

*“Helps diocese to become sensitive to issues of cultural and racial diversity within society and within the diocese. Works with diocese to find appropriate responses.”*

**The Rev'd Roslyn Macgregor, Chairperson – 450-646-3297– e-mail: [tigerrs@total.net](mailto:tigers@total.net),  
The Rev'd Canon Yves-Eugène Joseph, Vice-Chairperson – 514-486-3379 e-mail:  
[josephy@magellan.umontreal.ca](mailto:josephy@magellan.umontreal.ca)** Mr. Jacques Diotte, Mrs. Patricia Hammond, Mrs. Audrey Iton, Mrs. Marion Mellor, Mrs. Aylene Sutherland, Mrs. Junia Wilson. Mr. Steven V. Matthews (staff support).

### **PARTNERS IN WORLD MISSION UNIT**

*“Helps twin Canadian dioceses with overseas dioceses,  
and establishes links to facilitate exchanged of individuals and delegations.”*

**Mrs. Suzana Alves Ribeiro, Chairperson - tel. 514-843-6577 – e-mail:  
[sribeiro@montreal.anglican.ca](mailto:sribeiro@montreal.anglican.ca)**

The Ven. James W. Bennett, Dr. David Daniel, Dr. Ivan Harding, Ms Debra Jeremie, The Rev'd Andrew Sandilands, Dr. Marion Simpson.

### **PRIMATE’S WORLD RELIEF & DEVELOPMENT FUND (Montreal Unit Planning Committee)**

*“Plans meetings for parish representatives, in order that parishes may be informed of  
international  
aid needs and how they may contribute to the relief which the fund offers”*

**Mrs. Barbara Meadowcroft, Chairperson – 514-932-4283 – e-mail: [bmead@netcom.ca](mailto:bmead@netcom.ca)**  
Mrs. Pauline Busby, Mr. Charles Goddard, Mrs. Audrey Iton, Mrs. Ann Minzloff, Mr. Douglas Page, Mrs. Judith Quinn.

### **ST. MICHAEL’S MISSION BOARD OF MANAGEMENT**

**Mr. Duncan MacNeill, Chairperson – 514-393-8977 e-mail: [dmcn@dsuper.net](mailto:dmcn@dsuper.net)**  
Jean Heuser, Mr. Gerry Lafferty, Jr., Ms. Helen Meredith, Mr. Rod Roberts, Ms. Sharyn Scott,  
Mr. Charles Taylor, Ms Jill Torrie, Mr. Chris Ward.

### **TYNDALE ST-GEORGE BOARD OF MANAGEMENT - ANGLICAN MEMBERS**

Dr. Richard Hamilton, Miss Nancy Hinkson, **Deacon Alan Marjerison –  
e-mail: [amarjerison@montreal.anglican.ca](mailto:amarjerison@montreal.anglican.ca)**, Mr. Reed Scowen.

**AND ALSO:** Mile End Mission

## Reports of Diocesan Council 2002

### Reporting to the Resources for Ministry Standing Committee

#### **THE CENTRE FOR LAY EDUCATION**

*“Assists the Director of the Centre for Lay Education  
in the planning and implementation of programs offered by the Institute”*

**The Rev'd Canon Timothy E. Smart, Director – 514-849-3004** e-mail: [smart@estrie.qc.ca](mailto:smart@estrie.qc.ca)

**Members:** Dr. David Daniel, Mr. Michel Gagnon, Mrs. Catherine Hughes, The Rev'd Canon Paul Jennings, Ms. Linden Rogers, The Rev'd Canon Dr. John Simons (ex officio), The Rev'd Don Skowronski, Dr. Heather Stephens, Dr. Paul Tidman, Ms Jean Willcocks.

#### **CLERGY SPOUSES ASSOCIATION**

**Mrs. Astrid Norquay, Chairperson – 450-653-9582 -- e-mail: [norquay@rougenet.qc.ca](mailto:norquay@rougenet.qc.ca)**

Mrs. Sue Brotherwood, Mrs. Muriel Fleming, Mrs. Elizabeth Tiplady

#### **CONGREGATIONAL DEVELOPMENT IMPLEMENTATION TEAM**

*“Works at inspiring and assisting Congregations to develop themselves to carry out their mission effectively”*

**Dr. Robert Japp, Chairperson – 514-630-3372 – e-mail: [robert.japp@sympatico.ca](mailto:robert.japp@sympatico.ca)**

The Rev'd Dr. Richard Cawley, Mr. Wilfred Hall, Ms Taedra Harris, The Rt. Rev'd G. Russell Hatton, Ms Nancy Hinkson, The Rev'd Geoffrey Howson, The Most Rev'd Andrew S. Hutchison, Ms Cathy Shannon, The Rev'd Canon Timothy E. Smart, Mr. Steven V. Matthews (staff support and secretary) e-mail: [CongDevTeam@yahoo.com](mailto:CongDevTeam@yahoo.com)

#### **COUNCIL ON AGING**

*“Supports the spiritual, mental and physical needs of older persons,  
and encourages them to continue to contribute to church life and society”*

**The Rev'd Don Skowronski, Chairperson – 514-935-9275 – e-mail: [donskowronski@yahoo.com](mailto:donskowronski@yahoo.com)**

Mrs. Margaret Assels, Mrs. Phyllis Beauregard, Ms Una Bentley, Dr. Marion Birmingham, Miss Anna Blair, Mrs. Phyllis Eperson, Mrs. Isabel Gaston, Miss Dorothy Grey, Ms Alma Heywood, The Rev'd Ivor Paterson, The Rev'd Keith Schmidt, Mr. Ed Wheeler. Mr. Steven Matthews (staff support).

#### **DEVELOPMENT FUNDS - Congregational Development (meets 5 - 7 P.M. 1<sup>st</sup> Tues. of month)**

*“Receives a fixed share of Development Funds which it uses, mainly as seed money,  
for new ministries or activities within congregations and/or recognised groups within the diocese,  
which promote and encourage congregational development”*

**Mrs Jeanette Black, Chairperson – tel. 450-458-5869** e-mail: [aljin@sympatico.ca](mailto:aljin@sympatico.ca)

Mr. Sid Asbil, Mrs. Cloven Boyce, The Rev'd Ralph Leavitt, Mr. Duncan Shaddick, Mrs. Norma Sklivas, Mr. Roger Spack, Ms. Isobel Wright. Mr. Robert Camara and Mr. Steven V. Matthews (staff support).

## Reports of Diocesan Council 2002

### **DIOCESAN BOOK ROOM MANAGEMENT COMMITTEE (meets quarterly)**

*“Oversees the functioning of the Diocesan Book Room, deals with finances and personnel, and assists in keeping a balance between business and ministry.”*

**Mr. Peter Denis, Chairperson -- 514-932-0665**, e-mail: peterdenis@sprint.ca  
The Rev'd Dr. G. L. Campbell, **Vice-Chairperson**, The Rev'd Mary Irwin Gibson, Mr. Robert King, Mr. Adrian King-Edwards, The Rev'd Dr. Patricia Kirkpatrick, Dr. Sheila McDonough, Mr. Duncan Shaddick, The Rev'd Canon E. Joan Shanks. Mr. Rod Roberts and The Rev'd Gregory Nimijean (ex-officio).

### **EVANGELISM UNIT**

*“Seeks to stimulate, encourage and enable evangelism in all parts of the diocese”*

**The Rev'd Nick Brotherhood, Chairperson - tel. 514-932-8046**, e-mail: st.stephens@qc.aibn.com  
The Rev'd Linda Chalk, Dr. Ivan Harding, Mr. Eric Winn

### **INFORMATION AND COMMUNICATIONS TECHNOLOGY**

*“Working toward helping all clergy and lay leaders to be on e-mail and computer processing”*

**M. Michel Gagnon, Chairperson - e-mail: [MGagnon@montreal.anglican.ca](mailto:MGagnon@montreal.anglican.ca)**  
Miss Jane Aitkens, Mr. Peter Davies, Dr. Chris Haslam, The Rev'd George Lambert, Mr. Olusegan Olaniyon, The Rev'd Alan Perry, The Rev'd Canon E. Joan Shanks.

### **KIDSTUFF – The Committee for Childrens' Ministry**

*“Provides resources for those working with children in the diocese, and also for the children themselves”*

**Miss Valerie Taylor, Chairperson – tel. 514-487-2517** e-mail: [ctm@cam.org](mailto:ctm@cam.org)  
The Rev'd Christopher Belle, Ms Vicky Boldo-Deschers, Mr. Guy Grolimond (webmaster), Mrs. Astrid Norquay (South Shore Rep), Ms Jennifer Quinn (Townships Rep), Mrs. Sherry Stephenson (editor, newsletter), Ms Belva Webb (West Island Rep).

### **LAY READERS ASSOCIATION**

**The Rev'd Canon Dr. Jan Dijkman, Warden of Lay Readers – 849-7577 – e-mail: [jdijkman@total.net](mailto:jdijkman@total.net)**

Gregory Weeds (President), Simon Hartropp, Mark Weatherley, Bill Breidon, Susan Winn, June Harris, Livingstone Lowe, Bill Griffith, Eric Fox.

### **THE MONTREAL PASTORAL COUNSELLING INSTITUTE BOARD OF MANAGEMENT - ANGLICAN MEMBERS** – Mr. Chris Elkin, Dr. Ivan Harding, Miss Joyce Schaff

### **WOMEN'S UNIT**

*Pray, Work, Learn & Give*

**Mrs. Phyllis Brickwood, Chairperson – 450-681-7656**  
Mrs. Helen Airlie, Miss June Brickwood Sandwell, Mrs. Hester Kerr, Miss Anna Marshall, Ms Betty Monahan, Miss Norma Osler, Mrs. Verna Peris, Mrs. Pat Roberts, Mrs. Lucy Schofield.

## Reports of Diocesan Council 2002

### YOUTH COUNCIL 2002 (meets third Sunday of each month)

*The Youth Council is the voice of the youth of the diocese.*

*It provides resources and has its own web site, accessed through the Diocesan web site.*

**Amanda Stephenson, Chairperson – 514-634-8333 – e-mail: [kiera\\_juliet@hotmail.com](mailto:kiera_juliet@hotmail.com)**

**Jessica Bickford, Diocesan Youth Coordinator – 514-843-6577 – e-mail: [youthbuzz@hotmail.com](mailto:youthbuzz@hotmail.com)**

**The Rev'd Christopher A. Belle – Youth Chaplain – 450-671-6481**

**e-mail: [cbelle@montreal.anglican.ca](mailto:cbelle@montreal.anglican.ca)**

Nicole Bissonette, Katherine Childs, Robert Bond Elkin, Sarah Irwin Gibson, Neikisha Harriot, Kate Ilaqua, Vanessa Landry, Alana Norquay (Secretary), Alexander Richards, Tony Sammarino (Treasurer), Scott Shaw, Nicola Erin Smith.

**ALSO:**

Archives	Liturgical Committees	Choirs
Audio-Visual & Other Resources	Montreal Anglican	
Pastoral Visitors	Worship Committees	

### **Members of the Diocese of Montreal**

#### **Serving on Committees of National & Provincial Synods**

#### **Serving on Committees of General Synod – 2001-2004**

**Council of General Synod** The Rev'd Alan T. Perry e-mail: [atperry@montreal.anglican.ca](mailto:atperry@montreal.anglican.ca)

**Eco-Justice Committee** Mrs. Susan Winn (chair) e-mail: [swinn@lbpsb.qc.ca](mailto:swinn@lbpsb.qc.ca)

**Faith, Worship & Ministry** Mrs. Ann Cruickshank e-mail: [anncru@sympatico.ca](mailto:anncru@sympatico.ca)  
Mr. Dion Lewis

**Information Resources** The Most Rev'd A. S. Hutchison  
e-mail: [bishops.office@montreal.anglican.ca](mailto:bishops.office@montreal.anglican.ca)

**Partners in Mission** The Rev'd Jennifer M. Davis  
e-mail: [jenniedavis@iprimus.ca](mailto:jenniedavis@iprimus.ca)

#### **2001-2004 General Synod Delegates**

(held at the University of Waterloo - July 4 - 11)

#### **Clergy**

The Rev'd Canon Brett Cane  
The Rev'd Nick Brotherhood  
The Rev'd Jennifer Davis  
The Rev'd Alan Perry

#### **Laity**

Mrs. Ann Cruickshank  
Mrs. Elizabeth Hutchinson  
Mrs. Astrid Norquay  
Mrs. Susan Winn  
Katharine Childs (Youth Delegate)

## Reports of Diocesan Council 2002

### 2000 - 2003 Provincial Council

The Most Rev'd Andrew S. Hutchison	e-mail: <a href="mailto:bishops.office@montreal.anglican.ca">bishops.office@montreal.anglican.ca</a>
Mr. Eric Dryden (Treasurer)	e-mail: <a href="mailto:edryden@montreal.anglican.ca">edryden@montreal.anglican.ca</a>
The Rev'd Canon Yves-Eugène Joseph	e-mail: <a href="mailto:yves-eugene.joseph@umontreal.ca">yves-eugene.joseph@umontreal.ca</a>
The Rev'd Alan T. Perry (Clerical Secretary)	e-mail: <a href="mailto:atperry@montreal.anglican.ca">atperry@montreal.anglican.ca</a>
Mrs. Susan Winn	e-mail: <a href="mailto:swinn@lbpsb.qc.ca">swinn@lbpsb.qc.ca</a>

In our report to last Synod we proposed a systems review of the Accounting department, to see how the use of technology and a better workflow could enhance the service offered by the department and improve the stressful environment. Due to the cost considerations this study was not conducted; instead, the Bishop has focussed the attention of the administration of the Diocese directly on client service.

Within the budget process, committees and groups have become more comfortable with planning their expenses, but the process itself proved increasingly cumbersome. There was also the possibility of dramatically changed use of Development Funds for 2003. Significant problems remain in the areas of reporting budget vs. actual performance, the long lead times required, meaningful consultation while building the budget, and the need to handle changed priorities during the course of a Budget year. It is essential that these issues will be addressed before the next cycle begins later this year.

We concur with the Archbishop Hutchison who, at a recent Diocesan Council meeting, said, "There needs to be a questioning of the basic assumptions underlying the use of the funds, and a re-evaluation of assets, needs and priorities within the diocese." Budgets and spending must reflect our priorities. A budget and reporting process, which enables us to make decisions on the strategic use of Synod assets, is crucial to the effective use of our limited resources.

A dinner meeting with representatives from all our subcommittees was held in early November, and the free exchange of plans and ideas led to some joint work being undertaken later in the season. Specifically a working group was created drawing members from 4 committees to study LTD coverage for clerical and lay employees; two members of Administration & Finance participated in the Development Funds Review Committee, and a joint financial review of the PCI was undertaken with Resources for Ministry and the Comptroller's office.

A working session on ideas for the Parish Leadership Project in May drew 11 people and resulted in a powerful list of what the expectations are of our leaders. There was also a clearly defined need for much more information and support for Wardens and Treasurers, and some steps were taken towards offering a standardized accounting system to parishes.

At the June 2002 Diocesan Council meeting, Administration and Finance were mandated to "study all Clergy and Lay employment conditions and benefits, and the policies and procedures surrounding them" and report back by December.

For the rest, much of the work in the area of Administration and Finance is carried out by the committees reporting later in this section.

## Reports of Administration & Finance Committees 2002

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### Clergy Pension Plan Committee

Mr. David Blunt

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In 2001, we received good news from our actuaries, William M. Mercer Ltée. Their valuation, effective December 31, 2000, indicated a Plan surplus sufficient to grant a **17.5%** increase in pensions. While this is actually a 3-year increase, it is still well above inflation. And, after providing for this increase in pension benefits, the Clergy Pension Plan still has a surplus of **\$1.5 million** and a solvency ratio of **162%**.

Unfortunately, the news on the investment side was not so good. The Pension Fund had a total return of **-4.65%** in 2001. Most markets did poorly last year, but this return was 2.78% below benchmark and a matter of some concern to the Pension Committee. Investment management performance continues to be monitored closely.

I am grateful to the members of the Pension Committee for the effort and counsel they contribute towards the welfare of this Plan.

#### 2001 Statistics

##### New Members

Rev. Louis-Marie Gallant  
Rev. Anthony Harvey  
Rev. George Lambert  
Rev. Mark Torchinsky

##### Memberships Terminated

Rev. Canon Anthony Jemmott  
Rev. Holly Ratcliffe  
Rev. Eric Reynolds  
Rev. Roderick Withnell

##### New Pensioners

Rev. Thomas Collett-White  
Rev. Lawrence Mascarenhas  
Rev. John Serjeantson

##### Members Deceased

Rev. Maclem Brett  
Rev. Alan MacFarlane  
Mrs. Joyce Morris  
The Ven. John Owen

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### Clergy Remuneration Committee

The Rev. Sinpoh Han

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Over the last three years, Clergy Remuneration has been trying to secure another health carrier, due to the dissatisfaction with Blue Cross and other increasing benefits costs. The search for a new health carrier finally concluded earlier this year, in February.

Our benefits consultants, Antonelli and Morel, after reviewing the current health plan and presenting to us their research on other health programmes, recommended the proposal by ClaimSecure, who will act as administrators and claim adjudicators for the diocesan health plan. Unlike Blue Cross, ClaimSecure will provide comprehensive claims payment and plan administration services on an Administrative Services Only basis. In other words, whereas Blue Cross charges for their fee a percentage of all the claims, ClaimSecure charges a fee for each service claimed. Also, unlike Blue Cross, ClaimSecure gives a refund on the surplus back to the membership. That is, if claims fall below the budget for a given quarter, the difference will be refunded to the diocese, and if claims exceed the budget the diocese, in turn, will pay the difference.



## Reports of Administration & Finance Committees 2002

Furthermore, the dioceses of Montreal and Quebec will be responsible for all in-Canada claims paid to clergy and laypersons who are covered, and ClaimSecure will be paid an administrative fee for their services. For out of country claims, we will pay a flat rate and our financial responsibility is limited to that flat rate per insured person. In addition to this, we will be fully insured for out of country claims. The total projected gross annualized savings with this new carrier would be approximately \$26,000.

On behalf of Clergy Remuneration, I would like to thank the Rev. Michael Robson for having served as the committee's liaison with Antonelli and Morel during the last three years. Had it not been for his dedication and contribution in time and effort, we would never have been able to resolve switching to the new health care provider.

In addition to the above, Clergy Remuneration is reviewing Long-term disability (LTD) insurance. In order to facilitate the process of looking into LTD, we were advised to form a work group, which would include a few representatives from each of the three diocesan committees, Clergy Remuneration, Lay Pensions & Benefits, and Administration & Finance. At the present time, members of this work group are reviewing the current Montreal plan, which, for clergy, is the diocesan pension plan. One option is to improve the current plan. The other is to join the General Synod plan. Clergy Remuneration is also recommending that the lay employees of the diocese be invited to join the National plan, should the clergy membership opt for this plan. Currently, the lay membership does not have any coverage. Discussions are still in progress.

Housing policy, and Sabbatical leave are among the few other items our committee is currently reviewing, and will continue to review during the coming year. Concerning housing, we have just begun to discuss at length what the minimum standards for a rectory should be. As with LTD, our discussions on housing are still in progress.

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**Depot S.O.S.**

**Mr. Rod Roberts**

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Depot S.O.S. is not a place but is a small emergency fund. It receives donations from throughout the diocese. It provides on-the-spot, immediate financial assistance for desperate and needy persons or families.

In existence since at least 1976, the primary beneficiaries in more recent years, has been St. Michael's Mission and emergency refugee situations.

These funds are available, upon request, through the Diocesan Comptroller's Office, to anyone within our diocesan family.

The balance in the fund as at December 31, 2001 was \$1,838.21 while there were no disbursements in year 2001. The Depot S.O.S. funds remains ready to respond to humanitarian needs, or by helping out in extraordinary or contingency situations.

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**Development Funds Review Committee**

**The Ven. Gordon Guy**

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The third Development Funds Review Committee was appointed by Diocesan Council in June, 2001, and began its work in early October of the same year. The mandate, approved by Council in May, 2001, included the following:

“There shall be a Development Funds Review Committee which shall study and make recommendations for the use of the Development Project income beginning January, 2003.

The committee shall:

- (1) Consult widely within the diocese, and with grant recipients, promoting a discussion of the work supported by grants made from the Development Funds;
- (2) Consult widely within the diocese, promoting a discussion of the use of Development Funds to meet the changing needs of the Diocese;
- (3) Include in these consultations parishes, clergy, representatives of current granting bodies, Standing Committees, the Archdeacons and the Bishop;
- (4) Serve as an information resource to all affected organizations in the Diocese;
- (5) Provide updated information for the Montreal Anglican, the Diocesan web site, and inserts for parish newsletters.

The committee has met on twelve occasions since October 16<sup>th</sup>, 2001. Presentations have been given at Diocesan Synod in October, 2001; at Corporation Day in November; at the Archdeaconry Days held in April, 2002. Town Hall Meetings were held in four separate regions of the diocese, where over 100 members of the diocese participated in the in-depth discussions and submitted written recommendations. Consultations also took place with the Bishop and the Archdeacons, with Diocesan Council, Administration and Finance, Resources for Ministry, the Congregational Development Implementation Team, Outreach and Mission Standing Committee. The committee received written submissions from Action Refugee and from the Pastoral Counselling Institute. In all, eighteen consultations were held within the diocese and with special interest groups. Articles were published in the Montreal Anglican and in Exchange.

### **History of the Development Project**

The Development Project, carried out in the mid-1980's, led to the development of the Cathedral property and the high-rise office tower, now known as Cathedral Place. A Synod Motion passed at the time was worded as follows: “The expression “**Development Funds**” used in the resolution by Synod in April, 1986, be interpreted to mean the net emphateutic rental distributed to Synod after deducting Synod’s share of extraordinary costs arising from and relating directly to the development project. The resultant funds available for distribution and allocation will be known as **Net Development Funds.**” (Motion C, Synod 1992)

Since 1987, at five-year intervals, the Net Development Funds allocations have undergone a review process by a committee appointed by Diocesan Council for that purpose. These reviews have been carried out in 1992, 1997, and now in 2002. The Committee will recommend to Diocesan Council and to Synod that this pattern be maintained.

## Reports of Administration & Finance Committees 2002

At the very outset, a motion was passed by Synod in 1986, to indicate that the Net Development Funds should not be incorporated into the regular Diocesan Budget, but administered by Diocesan Council. Similar motions were presented and passed in 1992 and again in 1997.

Initially, in 1986, the funds were distributed to five separate categories: In 1992, an additional category was added, namely Diocesan Council Grants. In 1997, after an extensive review, the categories remained unchanged, while percentages were adjusted slightly to reflect the demand trends at that time. A comparison would look something like the following:

Categories and Percentages	1987	Categories and Percentages	1992	1997
Outreach beyond the Diocese	23%	Outreach Beyond the Diocese	17%	15%
Social Service & Community Concerns	25%	Social Services and Community Concerns	20%	22%
Care of Diocesan and Parish Buildings	15%	Diocesan Properties	15%	15%
New Initiatives in Ministry and Outreach	22%	Congregational Development	20%	20%
Clergy Development and Assistance	15%	Clergy Development and Assistance	23%	23%
		Diocesan Council Grants	5%	5%

There is strong evidence in support of the view that the Diocese is experiencing change at an enormous rate, now more than ever. This was underscored in the Bishop's Charge as early as 1992 when he addressed "Our Changing Reality." Declining numbers, oversized and underused facilities are among the realities we face. The task of this committee has been made the more challenging for a number of reasons. Innovative changes needed in the Diocese will create new demands. The available funds in 2003, and in subsequent years, will be approximately 25% lower than before; reduced by approximately \$100,000. annually. In 2003, the forecasted revenues stand at approximately \$323,000, compared with \$458,868 in 2001. There are presently several grant recipients that have been receiving funds over multiple years. Hence, the elimination of support from Net Development Funds could bring about the termination of programs and ministries considered worthwhile until now.

The extensive consultation process revealed that there was much appreciation for the ministries and programs that have resulted from the use of these funds over the years. The flourishing programs for lay leadership are a good example: Alpha programs; Anglican Renewal Ministries; A.W.A.R.E. Conferences; E.F.M. (Education for Ministry); the D.O.C.C..Program (Disciples of Christ in Community); the appointment of youth workers in strategic places across the Diocese. Our outreach program has included Action Refugee, the Pastoral Counselling Institute and a wide range of local community projects. Ministry in the Canadian North, including the Healing Fund has received our support as have also our Companion Dioceses and other overseas work. Clergy have been provided with bursaries for intensive training, as well as care when in crisis. The funds have also been used to support curacies and chaplaincies across the diocese, assuming the cost of ministries that hitherto had been made possible through Mission Apportionments. In the past fifteen years, over \$1,000,000 has been used to assist parishes with the improvement and upkeep of their buildings.

Those who participated in the consultation process have largely supported a vision that would place the emphasis on providing support for the new reality, and are recommending that the Development Funds be assigned in ways that will address the needs for the changing times and new challenges. There exists strong support that the funds be used to enable bold initiatives that would have far-reaching benefits, as opposed to the funding of limited projects that benefit only the few. The report will also recommend that alternative means be found to support some of the areas supported until now by the Net Development Funds.

## Reports of Administration & Finance Committees 2002

Early in our deliberations, the committee seriously considered a recommendation that some percentage of the funds be set aside annually, a "Stabilization Account" that would provide additional revenue down through the years. Ultimately this proposal was dropped, for three reasons. Interest rates are less attractive now than they were in previous years. Second, with the significant reduction in the revenues (approximately 25 %), the "difficult times" may well be now, and not some years down the road. Third, the Diocese already manages investments of close to eleven million dollars.

Contents of this report

Section A	Motions recommended for presentation to Synod - October, 2002
Section B	Comments on each of the motions
Section C	Recommendations for consideration by Diocesan Council, not requiring action by Synod, or outside the scope of our mandate

### **Section A - Motions recommended for Presentation to Synod - October, 2002**

#### Motion 1

That the Development Funds be kept separate and distinct from the operating funds of the Diocese, and not incorporated into the operating budget of the Diocese.

#### Motion 2

That a five-year period, commencing January 1, 2003 and ending December 31, 2007 be accepted as the period covered by the decisions approved by this Synod with respect to the use of the Net Development Funds.

#### Motion 3

That Diocesan Council appoint another Development Funds Review Committee prior to the year 2006, to study the application of the Net Development Funds and make recommendations for their future use.

#### Motion 4

- (a) That the existing six Categories be eliminated.
- (b) That Diocesan Council be awarded an amount annually not to exceed \$10,000, to be used for exceptional circumstances or emergency situations.
- (c) That three new Categories be established:
  - Enabling of Clergy
  - Enabling of Ministries
  - Enabling of Social Outreach (Local and Beyond the Diocese)
- (d) That the remaining funds available annually be divided along the following lines:

1	Enabling of Clergy	25%
2	Enabling of Ministries	35%
3	Enabling of Social Outreach	40%

## **Reports of Administration & Finance Committees 2002**

- (e) That Enabling of Ministries Grants Committee shall annually fund 2/3 of the Salary of the Director of Lay Education.
- (f) That of the funds allotted to Enabling of the Social Outreach Category, at least 30% be spend within the Diocese and at least 30% be spent beyond the Diocese.
- (g) That any uncommitted funds at the end of the fiscal year be divided among the three Enabling Grants Committees using the designated percentages.

### **Motion 5**

- (a) That three new Enabling Grants Committees be created to distribute the funds assigned to their respective categories.
- (b) That all funds distributed be applied for, following the criteria established for the Enabling Grants Committees by Diocesan Council.
- (c) That the Chairs of the three new Enabling Grants Committees be ex-officio members of the appropriate Standing Committees, (eg: Resources for Ministry, Outreach and Mission Standing Committee), to ensure that resources are applied in keeping with Diocesan strategic objectives.
- (d) That Diocesan Council establish terms of reference for membership for each of the three Enabling Grants Committees, and provide for the inclusion of ex-officio members that represent the major focus of each category.

### **Section B - Comments on each of the motions**

#### **Motion 1**

When the Development Funds first became available, there was the hope that these funds would be used creatively to generate new, imaginative ministry, and to provide financial support for projects that otherwise would not occur. There was also then a concern that the funds, if not kept separate, would trigger a reduction of the Mission Commitments of the parishes which, until then, had supported the global objectives of the Diocese, including the support of aided parishes, curacies and chaplaincies, etc. Over the past fifteen years, while allowing that an incredible amount of new ministry has been accomplished, there has been a significant reduction in the Mission Commitments across the Diocese, with the result that the Development Funds have been used to sustain ministries that would otherwise have been eliminated.

The Committee recommends that the funds be kept separate for two reasons. First, by remaining separate, the funds remain visible in a way that allows the whole Diocese to observe the new, challenging work that is being carried out. This serves as an incentive to all the parishes. Second, by remaining separate, there is a greater likelihood that the funds will not be used to maintain the status quo.

## Reports of Administration & Finance Committees 2002

### Motion 2 and 3

If the Diocese is to remain abreast of the challenging times and changing demands, there needs to exist an intentional opportunity for review and, where necessary, a change of course. The review process provides an additional level of accountability. By exploring the ways in which the funds are used over a five year period, there exists the opportunity to identify trends and make informed recommendations for the continuing use of the funds.

### Motion 4

There are several reasons for recommending that the six existing categories be eliminated. First, it will be observed that "Church Property Grants" are not included in the new categories being created. In recent years, church buildings and rectories over 60 years of age have qualified for funding from the Quebec Religious Heritage Foundation. Many of the churches in need of repair or restoration fall into this category. We are now increasingly asking parishes and congregations to take a serious look at what is needed to fulfil the needs of any given community. Should we, then, be restoring and repairing all churches without exception? Rather, we should be encouraging our parishes and congregations to work together to determine realistic needs for the church of today and tomorrow.

The Bishop, in his charge before Synod in 2001, spoke of the overabundance of real estate. In the coming years, with the possible sale of some churches in the Diocese, the interest from the sale of churches and the repayment of church loans might well indeed provide the financial support for those buildings that remain. The Committee will recommend to Council that these and other avenues and sources of revenue be explored as a substitute for the use of the Net Development Funds.

Diocesan Council, with five percent of the Net Development Funds, administered the use of approximately \$22,000 per year. The funds have been assigned to cover operating costs and travel costs of the Committees of Synod, special gatherings, and a significant contribution toward the "Oil Tank Fund" to cover the cost of the removal of underground oil tanks. Careful analysis would indicate that some of these expenditures are "operating costs" and should rightly be assigned to the Synod Assessment of Parishes, while other needs have evaporated over time. An outright grant of up to \$10,000 per annum would allow Diocesan Council to address needs that surface without notice, or are worthy of extraordinary consideration.

The former category of Clergy Development and Assistance met a complex set of needs. Assistance of clergy in crisis is a real need, sometimes met directly and sometimes through the Employee Assistance Program. Clergy development represents post-ordination training, specialized training in specific fields of endeavour, such as Interim Ministry, and bursaries for advanced degrees in theology and education. But to name chaplaincies and curacies as "clergy development" is to deny the reality that congregations and institutions benefit directly from these funds. The intention is that the new Enabling of Clergy category give priority to clergy development.

Outreach and Social Service is a centre-piece of our ministry. To place these challenges together would enable a new committee to work creatively as addressing demands and opportunities in a more comprehensive manner.

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### Motion 5

In an effort to be more accountable, more creative and more effective, it is seen as helpful to consolidate our efforts, and be intentional about seeing that the left hand knows what the right hand is doing. It is more than a need for transparency, it is a need for greater collaboration and co-ordination in our use of resources.

The rationale is to place the three Enabling Grants Committees, who are at the centre of the decision-making process for Net Development Fund Grants, in much closer contact with the Standing Committees who have access to other funds. This would give all the members a greater knowledge of the work supported by the various categories. By the same token, the Executive Officer, the Chair of Administration and Finance, the Director of Lay Education, the Chair of the Congregational Development Implementation Committee, the Chair of the Committee on Ministry, etc. should also be at the table. This motion is meant to bring about the necessary cohesion and would also bring about a synergy for the strategic use of the Net Development Funds.

### **Section C - Recommendations for consideration by Diocesan Council not requiring action by Synod, or outside the scope of our mandate.**

#### Recommendation 1

That the Terms of Reference for the Use of Net Development Funds be updated. These include the composition of the committee, the mandate, responsibilities and application guidelines.

The Development Funds Review Committee is prepared to carry out this task on behalf of Diocesan Council, with due consultation, and present the report to the November meeting of Diocesan Council.

#### Recommendation 1-A

That Diocesan Council, on the recommendation of the Standing Committee on Nominations, be directly involved in the selection of the Chair persons of the three Enabling Committees. It is further recommended that membership be set at six elected persons, excluding the chair, two persons being appointed annually, for a three-year term of office. In addition, (and in keeping with Motion 5 (d)) certain persons be named as ex-officio members by virtue of the position they occupy.

For the Enabling Clergy category, this would include the Executive Officer, the Chair of the Committee on Ministry (Vocations), possibly the Director of Studies at the Montreal Diocesan Theological College, or a person directly associated with the on-going formation of the clergy.

For the Enabling Ministries category, this would include the chair of "Resources for Ministry", the Director of Lay Education, the Chair of the Congregational Development Implementation Team, and any other person who fills a portfolio directly related to a leadership role in the ongoing development of new forms of ministry.

For the Enabling Social Outreach category, the ex-officio members would include the person serving as Chair of the Outreach and Mission Standing Committee.

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### Recommendation 1-B

That regulations be established for the use of Net Development Funds that would contain a "Sunset Clause" such that there would be a fixed point beyond which funds would not be forthcoming. We need to be concerned about "presumed continuity" for significant and multi-year projects. In tandem with this proposal, strategies might be considered that would assist these existing groups to develop fund-raising from other sources. Each application might include the question, "Is this grant application for one year, two years, five years, etc." with funds assigned for short term use, or for the full, designated term of the project. In all cases, an evaluation process should be required at the end of each year of activity, and definitely before the activation of any further requests.

### Recommendation 1-C

In setting project criteria, priority should be given to those projects which address Diocesan Strategic Plans.

### Recommendation 2

That Diocesan Council, in consultation with the Bishop, the Diocesan Treasurer and the Comptroller, explore the possibilities of finding financial assistance for parishes to aid in the restoring, maintaining, and improving of church properties. Funds for this purpose might accrue from the interest from the sale of church properties and from loan repayments, and applied by using a rationalization process and strategic approach that supports only that which is needed.

### Recommendation 3

That Diocesan Council review the designated use of the Funds of the Andrews Home, with a view to using the interest from this investment to finance some portion of the needs associated with Action Refugee and with the ministry of the Port of Montreal.

### Recommendation 4

That the Enabling Grants Committees retain the current practice of submitting their decisions regularly to Diocesan Council for final approval. A general accounting of the Funds should be made quarterly by the Accounting Department.

### **Closing Comments**

In the course of the past year, as the Committee travelled across the Diocese, we found that there was great appreciation and enthusiasm for the work accomplished by the Net Development Funds over the past fifteen years; that there are many within the diocese that are well informed, but there are also many who are unaware of this work. We would recommend that the Diocese do everything possible to publicize this aspect of our Diocesan life.

The members of the Development Funds Review Committee remain available for consultation with Diocesan Council. We are also prepared to put the motions before Synod. We wish to extend our thanks to all who have contributed to and participated in the process. A special word



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of thanks to Robert Camara and to Steven Matthews, who served as support staff for this project, and to Ms. Leslie Quinton who assisted with the overhead presentations and the preparation of the transparencies.

Respectfully submitted,

Mrs. Jane Aitkins, Mr. Robert Camara, Dr. David Daniel, The Ven. Gordon Guy, Co-Chair, Mr. Simon Hartropp, Co-Chair, Mrs. Helen Haslam, Mr. Tom Knott, Mr. Steven Matthews, The Rev. Canon Tim Smart, The Reverend Pamela Yarrow. During the term of the project, Mr. Frank Johnston-Main and the Rev. Canon Brett Cane resigned from the Committee.

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### **Lay Pension & Lay Employee Benefits Committee**

**Ms. Gail Campbell**

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The work of this committee continues with the mandate of fulfilling the obligations of the Pension Act and also to examine the benefits to lay employees of Synod. The survey of lay employees done last year has provided us with a valuable tool and it is giving us guidelines for our work.

In the spirit of transparency, it was agreed that there would be 'cross-pollination' between the lay and clergy committees and to this end, The Rev. Sin Poh Han, Chair of the Clergy Pension and Benefits committee serves on our committee and Robert Camara serves on the clergy committee. This link between the committees has saved time and brought about better communication as we pursue issues such as the health insurance program.

We have had two losses to the committee. Dr. Constance Middleton-Hope has resigned her position to be able to devote time to the Administration and Finance Committee and The Rev. John Morrell has had to resign to lighten his heavy workload. Constance, as she has done in so many areas of this community got the committee up and running and has been able to hand it over in a healthy state. John was able to contribute not only his energy but his knowledge in Insurance from a previous life. They both have left a big void to fill and we thank them for their efforts on our behalf. To this end, as we go to press, there is still a clergy vacancy on the committee. Any volunteers?

We go in to the next year with clear goals and our commitment to serve is abundant. We work towards the day when the need for such a committee will be obsolete!

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### **Planned Giving Committee**

**Mrs. Bernice Camacho**

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With the passing of the Gift Acceptance Policy by Diocesan Council in June 2001, the eight members of the Planned Giving Committee, who are committed givers themselves, have worked on producing Brochures on the various types of Planned Giving possibilities. We have one on the general principal of Planned Giving and four others on specific types.

Michael Longtin, the Planned Giving Officer, has written several articles in the Montreal Anglican, to which there has been a positive response.

Martin Taylor, former Chair, and now Diocesan Treasurer, made presentations at the Warden's Day, last fall, and at the Archdeaconry Days, this spring.

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Our Brochures, which are available at the Diocesan Office, were handed out along with an article "Starting a Planned Giving Programme in Your Parish" from the General Synod Office. This was recently reproduced in the Stewardship Quarterly. We hope that these will reach a wider range of interest.

Our members have responded to requests for presentations in several parishes and deaneries in the last six months, with follow-ups in three parishes.

One parish, that we know of, has now separated its Planned Giving Fund from other Trust funds and another is in the process of setting up a capital fund, as required by Canon 27.

Some parish newsletters have included articles from committee members. Due to these and the articles in the Montreal Anglican, individuals have called regarding personal interest in their future planning, to which we have responded. Sometimes the results of these contacts will only be known on the death of the donor.

Planned Giving is not unique to the Anglican Church. Many other church and charitable organizations are advertising their Planned Giving ideas. We hope that our Anglican Plan will be used by the Anglican community.

We have planned for more articles to appear in the Montreal Anglican in order to keep you aware of this positive aspect of our church life.

We hope to have a special Planned Giving Sunday in the fall, which could become an annual event. Our members are enthusiastic and qualified and are waiting for your call.

## Reports of Outreach & Mission Committees 2002

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### Outreach and Mission Standing Committee

Dr. David Daniel

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This committee (OMSC) has the responsibility of overseeing the work of PWRDF (Diocesan unit), Partners in World Mission Committee, Multicultural and Race Relations Committee, the development Fund Committees for Outreach beyond the Diocese and Social Outreach and Social Concerns. A newly formed First Nations Relations Committee as well as several organizations in which we as a Diocese are Partners all come under the aegis of OMSC. Action Refugies Montreal, Tyndale St. George Mission, St. Michael's Mission, Auberge Madeline and La Passerelle are some of the prominent Partners we as a committee work closely with.

Committee has monthly meetings at which it hears reports from various committees and partner organizations. Our Companion partnerships with the Diocese of Athabasca and with the Diocese of Seychelles are of much interest to the committee and we had special meetings with the Partners in World Mission Committee to discuss various aspects of this companionship. Visits of Bishop French Chang-Him of Seychelles in October during our Synod meetings and again in March during a meeting of the National Church's Partners in World Mission Committee here in Montreal were opportunities for the Diocese as a whole to venture into an experience of world 'out there' and find our Lord already at work there.

In January OMSC met with representatives of all committees and organizations to discuss and deliberate about the recommendations from OMSC for the preparation of the Diocesan Budget of 2003. In these times of shrinking revenue for the 'development fund' these meetings take added importance in strengthening our Partnership and our solidarity with those who are out on the front line of our outreach work.

OMSC is planning for a workshop on September 28 – Saturday at Grace Church, Verdun when people of our Diocese will have an opportunity to meet with our partners and learn about the skills numerous volunteers develop/acquire when engaged in the work of these organizations or committees.

In September 2001, The Rev. Canon Jenko Kohner retired as Chair of OMSC Committee. The Committee would like to place on record its deeply felt appreciation for his thoughtful stewardship of OMSC during the last five years. Mr. Robert Camara was always available to look after the administrative details of the work of OMSC. Committee thank him for the efficient manner in which he has done his work.

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### Action Réfugiés Montréal

The Rev'd Glynis Williams

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It is a cliché to say that the world changed for everyone on September 11, 2001. For most people, the experience of real fear and insecurity was new. For many refugees, it was a terrible reminder of what they had fled and hoped never to live again. Sadly, refugees were singled out as a group and linked to the terrorists. One woman whom we had sponsored from Afghanistan was harassed at her workplace by a co-worker. She was labeled as Taliban for the simple fact of her country of origin. She was upset and asked : "why can't people understand that I was persecuted by the Taliban regime, that is why I am in Canada." Why, indeed. The fact that none of the perpetrators of September 11 entered Canada or the US under refugee programs has not influenced this perception that refugees and terrorism are linked.

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At *Action Réfugiés*, we believe our mission is to speak truth on matters that affect refugees and to show God's compassion through our services and programs. Inspired by the challenges which the prophet Micah laid before his community (Micah 6 :8), we seek to do the same in our time. Since September, the task of speaking truth amidst much innuendo, myth and prejudice has been a challenge. But equally strong has been the conviction that this is what God is calling us to do in these difficult circumstances. Our assurance is that God's spirit makes us bold to live this call.

Our programs provide protection to refugees and facilitate integration. The following is a glimpse of the work of the last year.

- **Sponsorship:** 45 refugees arrived in Montreal under the sponsorship program from Algeria, Afghanistan, Burundi, Iran and Rwanda. All had lived for lengthy periods in countries of first exile in very difficult circumstances.
- **Jumelage:** 10 refugee women were matched with enthusiastic volunteers. An excellent article in *La Presse* (April 22, 2002) told the stories of two women involved in one such match with humor and great insight. Call us for a copy if you wish! (935-7799)
- **Detention:** Each week dedicated volunteers, law students and our detention worker can be seen at the Laval Immigration detention centre listening to complex stories and offering information, advice and comfort as appropriate. Never has the need for this program been more obvious than it is now, as the number of refugee men, women and children being detained has increased markedly since September 11.
- **Women's Support group:** Afghan women sponsored by us met regularly to share their fears, struggles and achievements and to support one another. Laughter, tea and tears were part of each encounter.

Please accept our sincere thank you to all the members of the Diocese for your commitment to this ministry, expressed in prayers, words of encouragement, and significant financial support.

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### First Nations Relations Committee

Mrs. Susan Winn

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Within the past three years, 2000 - 2002, activities held in the Diocese of Montreal were planned to raise awareness concerning First Nations Issues. These events have been undertaken by various groups and individuals who often worked in isolation, unaware of each other's interest and activity. For many years, Mrs. Barbara Malloch has been a voice for Indigenous Justice work and Healing. Her contributions to the work of Waseskun House, a recovery and healing center in the Laurentian Area north of Montreal, has been extremely significant. Mrs. Malloch has shared generously of her time and experience to assist our understanding, and to offer opportunities for face-to-face dialogue.

In September 2000, a visit to Montreal by members of the National Eco Justice Committee, the formation of the First Nations Relations Committee and a Diocesan event titled "Walking with First Nations", signaled a willingness to consolidate the work taking place in our Diocese. Eighteen months later, the Agape Binder project has been a catalyst for us to document our journey towards closer ties with our Indigenous brothers and sisters.

September 20 -24, 2000

The Eco Justice Committee of the Anglican Church of Canada gathered in Montreal. Opportunities were provided for people of the Diocese of Montreal to meet and speak with

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Committee members. One purpose of these meetings was to help people to develop partnerships with indigenous people. Committee members acknowledged the work of Barbara Malloch in Montreal who has worked to build an understanding in this Diocese. The need to work ecumenically was evident because we do not have a large number of Indigenous members in our Montreal churches.

Visits to the Native Women's Shelter and the Native Fellowship Center were arranged for some EcoJustice members. An evening at Fulford Hall enabled Montrealers involved in Justice work to mingle, network and share concerns.

On Sunday, September 24th., Eco Justice members spoke in churches across Montreal. Two of these sermons are included in this package.

The Diocese of Montreal is committed to learning from Aboriginal Partners, supporting Jubilee Campaigns and petitions to seek justice for Aboriginal peoples, and to offer our resources to further the work of Healing and Reconciliation.

### ***Walking with First Nations* A Montreal Event**

On October 28th, 2000, the members of Christ Church Cathedral hosted a diocese-wide discussion and information session on the residential schools and the Church. Although the Diocese of Montreal did not have a residential school, our people wanted to learn how to share in the journey of healing and transformation that First Nations had been undergoing for years. Through questions and concerns shared with invited speakers, members of the Diocese were able to come away with deeper insights and greater understanding to assist us to move forward together as part of the reconciliation process.

Invited guests at this "***Walking with First Nations***" event included: Gordon Light, Principal Secretary to the Primate; Donna Bomberry, National Coordinator of the Healing Fund, Anglican Council of Indigenous Peoples [ **ACIP** ]; Bevan Skerratt, Counsellor at Waseskun House; Michael Loft, Family Counsellor at Kahnewahke; Mervin Wolfleg, Anglican Council of Indigenous Peoples.

The Rev. Canon Gordon Light outlined the history of the residential schools and the story of litigation against the Anglican Church in the dioceses. Gordon spoke of the goals of the National Church:- 1) Healing and Reconciliation (truth-telling, land rights, treaty rights, just compensation, and working with people on healing) Indigenous Justice Work and healing Work will continue to receive good levels of funding from the Church. 2) Survival, probably in a new form or structure. 3) Negotiation with the Federal Government, not avoiding responsibility, but seeking fair treatment. Gordon Light urged us to listen, to hear the story and enter into the dialogue.

### **Montreal Support for Anglican Council of Indigenous Peoples September 2001**

General Synod delegates from the Diocese of Montreal were especially grateful for the presence of about 80 Indigenous partners at all the proceedings of General Synod 2001. Partners sat at each Diocesan table, shared at meals, were an essential part of Bible studies and led General Synod delegates through a day of storytelling, a Blanket Ceremony on the Doctrine of Discovery and a Healing Service. Our delegates were profoundly moved by the truth-telling and the trust of so many courageous brothers and sisters. Their presence and

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participation taught us much about listening and patience. Deliberations were “softened” and more intentional because of their example.

In conversation at General Synod, Montreal delegates learned that ACIP had depleted its meeting funds in order to assist Indigenous Partners with their travel. No money remained for the committee to hold a Fall meeting even to debrief concerning the work and impact of General Synod 2001. This was Montreal’s opportunity to support the Healing Work of ACIP.. An amount of \$ 15,000 from Outreach Beyond the Diocese Grants and \$ 5,000 from Diocesan Council Funds were sent to the Anglican Church of Canada Healing Fund to support ACIP’s Fall Meeting. We were so thankful to have the opportunity to play a small role in this ongoing process of Healing and Reconciliation.

### Future Plans - Feb. 2002 to Feb. 2003

The Montreal First Nations Relations Committee is currently: -

- developing a list of resources for parishes. The books, videos, education materials are available from the Resource Center located in the Montreal Diocesan Theological College. The contact person is : The Reverend Tim Smart.
- looking at the possibility of twinning several Montreal parishes with parishes in Northern Ontario
- making application to The Conference Synod Planning Committee to provide a learning experience for members at the Conference Synod of 2003. The Blanket Ceremony is one possibility. It is hoped that a partner from the National Church might assist us with this event.
- planning to meet with ecumenical partners in the Montreal area, to benefit from shared expertise and resources.
- seeking new members for the First Nations relations Committee, to include Prison Ministry, Indigenous members, and an ecumenical partner.

Members of the committee include Ms. Suzanne Cross, The Rev. Geoffrey Howson, The Rev. Peter Huish, The Rev. Canon Paul Jennings, Ms. Susan Winn – Contact, Ms. Marjorie Sharp – Contact, and Ms. Barbara Malloch -Contact

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### Mile End Community Mission

The Rev'd Roslyn MacGregor

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Mile End Community Mission continues to develop through God’s grace and the commitment of so many people at the mission, in the diocese, and in the neighbourhood of Mile End – to name just a few! It has been a busy and challenging year, as usual. However, there seems to be a stability developing, both financially and in terms of community building. We have some unofficial partner churches in St. Paul’s, Lachine and St. George’s, Ste-Anne-de Bellevue. The Cathedral has also made a huge difference with funds from wrapping presents. Our ability to minister at Christmas is immensely increased by Santa’s helpers in these and other parishes. It is a joy to see more and more people from the mission taking responsibility for the dinner.

Rafael Barahona, a Mennonite volunteer, has committed to working with us from September 2001 to September 2002. He works in the office at organizing and administrative tasks as well as reaching out to the Spanish members of the community. He, Gilles Lacoste, and Anne Skowronski are helping us get a Mission choir going.

Sister Sue, from St. John’s House, joined us as a volunteer one day per week, and has added her own touch to the Mission family. Gilles Lacoste, who is bi-lingual, has enabled us to have

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documents in both French and English. He and Rafael are also working on a buying-in-bulk project.

The monthly BINGO (no money, lots of fun) and buying-in-bulk project were both outgrowths of our two-part visioning workshop last spring. Others are planning ways to address issues around diabetes. This is an area we are pursuing, particularly with the help of our local CLSC through an “intervenant clé.”

We continue to ‘sell’ clothing for a quarter and the money goes towards Mission excursions, as well as adding an element of respect to the transactions. In October, we returned to St. Thomas, Rougemont for apple pie and ice cream, and a hayride. In March 60 of us went sugaring-off at Mont St-Grégoire. All of this adds to community building.

We have continued with our weekly Thursday Eucharist and Bible study. We have held Christmas Eve and Easter Eve services, as well as a baptism, memorial services, and a 10<sup>th</sup> Anniversary liturgy with John Beach, our founder, returning to preach.

Members of the Mission prepared and served the luncheon at St. Cuthbert, St. Hilda, and St. Luke after the closing liturgy at St. Luke’s on October 20<sup>th</sup>. As a kind of exchange, members of St. CHL assisted with the preparation and serving of a supper at the Mission’s 10<sup>th</sup> anniversary celebrations.

Connie Olson, our synod delegate and food bank director, was chosen to receive the McCarthy Social Service Award for her dedication and commitment to Mile End Mission since the beginning of the ministry at Church of the Ascension in the 1980’s. The Bishop attended our 10<sup>th</sup> Anniversary celebrations to announce the award, and he returned April 19<sup>th</sup> for the presentation.

All in all, God is good. Thank you to everyone who has assisted and encouraged us at the Mission. One of our challenges is to continue to recognize that God is in every person who comes here. It is so easy to become exclusive – like a club – that shuts some people out.

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### Multicultural & Race Relations Committee

le rév. chanoine Yves-Eugène Joseph  
The Rev'd Roslyn MacGregor

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The Multicultural and Race Relations Committee began re-evaluating its approach to ministry in 2001. After making contact with The Revd Jayne Oasin, Social Justice Officer of the Episcopal Church, USA, we discovered anti-racism training was available south of the border which is not available in our own Canadian Church. Eight people, seven of whom are members of the committee attended Level 1 training with the Province of New England in November 2001. This was followed by six of us attending the Level 2 training held at the Episcopal Divinity School in Cambridge, Massachusetts in February 2002. We are in the process of applying for funds to attend Level 3, to be held in October 2002, the final workshop preparing us to be trainers in our own diocese. While we recognize that the Canadian Church is not precisely the same as the American Church, we wish to avail ourselves of the available training, with the intention of adapting it to our own Church’s needs. Both the American and Canadian Churches yearn for racial equality and justice. It has remained for all of us to find new ways to put hope into action.

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About two years ago, members of our diocesan OMSC suggested we might be more effective if we reached out into the diocese to increase awareness of issues around racism in our society and church. This, instead of a once-a-year workshop held in March which few people attend. It has been particularly noticeable that, for varying reasons, very few white people attend the workshops. Addressing racism and race-related issues in the church requires the participation and commitment of whites.

The Revd Jayne Oasin agreed to come to Montreal for a spring conference: Racism and Resurrection, held at Fulford Hall April 12-13. The conference challenged us, while at the same time giving us a sense of hope. Sunday, April 14<sup>th</sup>, Jayne preached at the bi-lingual Eucharist at Trinity Memorial Church. Members of the committee and of a number of other churches attended – notably Eglise de la Nativité and St. Cuthbert, St. Hilda and St. Luke, each of which held their Sunday service there as well.

In June of 2002, the committee is holding a visioning workshop to enable us to look to the future with more clarity. We look forward to serving our diocese with renewed focus, as we all seek to create, with God, a church which welcomes and includes all of its peoples in all aspects of church life, including its leadership.

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### Partners in World Mission

Mrs. Suzanna Ribeiro

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It was a very quiet year for this Committee. This coming year hopefully will be a more energetic one for our group.

In September 2001 we organized a workshop called 'Crafting a new Companionship'. We had Rev'd Philip Wadham, Regional Mission Coordinator from Church House, Toronto, as our workshop leader. We focused on the subject of 'What on Earth is Mission?', followed by a Bible study and information about some principles that guide the Anglican Church's partnership programme. The workshop was well attended and Parish Mission Representatives left knowing what their 'job' was about, and confident that we can do partnership well and implement awareness about companionship in our parishes.

In affirmation of our fellowship in the Gospel within the Anglican Communion, the Diocese of Athabasca and the Diocese of Montreal have come together in a Companion Diocese relationship for an initial period of five years, beginning January 1, 2002. We agree to involve our people in the offering of mutual encouragement and prayer, the sharing of information to help us gain a better understanding of each other, and the giving and receiving of concerns, insights and experience to strengthen our common mission so that we may better fulfill our communion in the Gospel.

Bishop French Chang-Him of the Diocese of Seychelles was invited by Bishop Andrew Hutchison to attend our Annual Synod, October 19-20 last year. Bishop Chang-Him is the president of the 'Comité de la francophonie au sein de l'Église Anglicane'. Accompanying Bishop Chang-Him was Mrs. Jane Accouche, Diocesan Coordinator of the Women's Unit, Children's Unit, Evangelism Unit and Youth Unit. They arrived October 14 and left October 25. Their busy agenda included lunch with the Archdeacons, visits to St. Michael's Mission and the Old Brewery Mission, attendance at Evening Course at Diocesan College, visits to the Deanery of the South Shore, Two Mountains, St. Barnabas (St. Lambert), St. Paul (Lachine), Cartierville (largest Seychelloise community in this area), and Royalmount Deanery, a meeting with



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Crossroads, and all sorts of social gatherings, one of them including the Consul of the Seychelles, M. Gérard Le-Chêne. The Rev'd Stuart Pike also attended our Synod as an official Covenant Witness, in his capacity as member of the Partners in World Mission National Committee. The whole idea behind our Seychelles companionship is that it would be very interesting for our diocese to have a companionship with a Francophone diocese and explore the French aspects of it. The Cathedral in Seychelles runs 40 services during the week. They are working now on a New Testament written in Creole. Seychelles is the world centre of Creole speaking countries. Now that we are fluent in Portuguese (companion diocese of Southwest Brazil), we are looking forward to a better communication in the French and Creole languages!

In conclusion, I would like to extend my sincere thanks to the members of the committee for their untiring efforts in helping to promote the work of the Mission. Sincere thanks to our 'Bispo' Andrew: his Episcopal support is tremendous! Special thanks are extended to all volunteers (impossible to name them all) for their time and work and for their continuing support and interest in the ongoing work of the ministry of the Partners in World Mission Unit.

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### Primate's World Relief & Development Fund

Mrs. Barbara Meadowcroft

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The Primate's Fund for World Relief and Development held its first Annual General Meeting in November, 2001. The AGM brought together the staff of PWRDF, the Board of Directors, Diocesan Representatives from across Canada, and Youth Council Representatives. As the Representative of the Montreal Diocese, I attended what turned out to be a 3-day event. We assembled at the historic Briar's Inn on Lake Simcoe for educational sessions on the work of PWRDF. At the AGM on Saturday afternoon, we heard the reports of Andrew Ignatieff, Executive Director of PWRDF and Marion Saunders the outgoing President. Later the Directors appointed Judy Dench, currently the Executive Director of the Canadian Council for Refugees, as the new President of PWRDF.

The Primate's Fund has joined a coalition that brings together church-based and secular groups to form a new ecumenical organization. The name chosen for the new social justice coalition is *Kairos*, a Greek word meaning "a moment of transformation through faith." Following on from the Jubilee initiative, Kairos will work on international human rights, global economic justice, environment/ecological justice, the rights of Aboriginal people, and universal education. The theme for this year is *Turn the Tables on Globalization! Call the G8 to Account!* Kairos has its own website ([www.kairoscanada.org](http://www.kairoscanada.org)) and puts out a biweekly electronic bulletin.

The PWRDF parish representatives of the Montreal Diocese met once a month in Fulford Hall. Pauline Busby, the representative for St. John the Baptist Church in Pointe Claire, chaired the September meeting. She showed an excellent NFB video, *Turning Down the Heat*, which emphasized the dangers of global warming and illustrated the use of renewable sources of energy in several countries.

Our January meeting focused on PWRDF's Lenten theme for 2002, *Weaving a Culture of Peace with Justice*. We divided into small groups and discussed the essential elements for a culture of peace. Other meetings focused on Aboriginal Land Rights and on the disturbing subject of Trafficking in Children.

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In May we had our Annual PWRDF Supper. Charles Goddard made all the catering arrangements, and the ladies of St. Laurence Church, in LaSalle, provided us with a delicious meal. Alice Jean (or AJ) Finlay, spoke on the topic *Stop the Oil: Start the Peace*. She described the complex situation in the Sudan, where multinational oil companies have exacerbated a long civil war. Her talk was enriched by personal anecdotes of her visit to the area and by her obvious empathy with the people.

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### St. Michael's Mission

Mr. Gerry Lafferty Jr.

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2001-2002 has been a busy time at St. Michael's. We are presently serving over 150 needy individuals each day. St. Michael's is open five days a week. We are a drop-in center that serves breakfast and lunch. Other services include a food bank, a clothing bank, shower and laundry rooms, art classes, an extensive referral service and once a week, a nurse from the local CLSC tends to the medical needs of our clients.

Our art class run by both the Venerable John Lee and the Reverend Holly Radcliff is growing. The participants enjoy both the painting and the friendship offered. A Vernissage and show is planned for 2002 during the Jazz Festival.

Ana Ruiz and I have now worked at St. Michael's for over 13 years. We appreciate the support of the Diocese and realize how important a resource St. Michael's is to all.

Much thanks to the Reverend Keith Schmidt and all "upstairs" who support us. Thanks to the Board of Management for their time and effort. Lastly, I must thank the dedicated volunteers.

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### Tyndale-St. George's Community Centre

The Rev'd Deacon Alan Marjerison

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Since our last report to Synod, there have been exciting and gratifying developments under our dynamic Executive Director Patricia Rossi. Our Pre-School, after an illustrious history of more than forty years, has been transformed into a CPE (Centre de la petite enfance), a government-subsidized day care. The change has provided financial stability, improved salaries for our staff, and expanded facilities. Although CPE Tyndale St-Georges is now a separate legal entity, it is staffed by our former pre-school staff, we have representation on the Board, and we feel confident that the superior program of education and Christian focus that characterized our pre-school will continue and serve even more children. Nonetheless, we have an Early Childhood Program, including moms & tots activity for mothers with babies from 0-9 months, with parenting workshops and lectures, serving the diverse population of Little Burgundy's mothers from Bangladesh, India, Bolivia, Japan, the Philippines, Somalia and Morocco.

We enthusiastically welcome the new Coordinator, Lynn Thomson. Thanks to a grant from Quebec, our After-School Program has expanded from 50 to 70 children and also offers recreation and leadership programs in the evening for 9 to 15 year olds, with comprehensive training in program planning and design, teamwork, and animation.

Our innovative Summer High School Preparation Program gives our graduating grade 6 students an intensive course in core subjects to prepare them for the challenges of high school. The regular summer program offers outings, arts, drama, sports and much more to 65 children.

## **Reports of Outreach & Mission Committees 2002**

Besides our work with children, we provide parent support and advocacy, and sit on the governing board of Westmount Park School.

Through our dedicated program director Kim Kidder-Alexander we are represented on the Diocesan Multicultural & Race Relations Committee.

Our Adult Development group provides services to individuals of 16 years or more from Little Burgundy and from the wider Montreal area. Our Drop-In Centre welcomes over 100 visitors each month - people with problems seeking a listening and non-judgmental ear and some practical sources of help. We provide vocational and personal counselling, and our Career Choice program finds stages and internships for our program participants. Cheryl McGrath and her team provide the much needed support to the participants of these programs.

Patricia Nash, our long-serving Administrative Assistant, coordinates our Community Service Christmas Program which, thanks to contributions from churches and individuals, makes Christmas a much happier time for the families who receive hampers, supplemented by cheques from the Gazette fund.

Throughout the year there are snacks for the after-school kids, and a bit of food for unfortunates who come asking for help. Our thanks, and those of our clients, go to all who have made this possible.

Through the capable leadership of Petronella Beran the English Language Program, a partnership with Concordia University, provides affordable high-quality language instruction to immigrants, refugees, and international students from Montreal's four universities - more than 600 participants annually. We have introduced an advanced program for university-entry aspirants, taught by retired Concordia professor Dr. Gwen Newsham (a former Board member of Tyndale) with focus on grammar, vocabulary, and composition writing. Our first acceptance at Concordia has been a young engineer from Viet Nam. Importantly, in addition to its academic component, our language program offers a warm and welcoming environment where new Canadians can take the first steps into integration in a new country and a new way of life.

Thanks to the sterling efforts of our Volunteer Coordinator, Irmeli Vastamaa, we have a strong team of volunteers to meet the requirements of the Centre, and several of our long-serving people were honored by a visit from our Federal Member, the Honorable Lucienne Robillard as she presented awards of merit.

The volunteer Saturday Kids Program, run in collaboration with the Hope Foundation, has expanded with new musical instruments and more tutors. Now in its second year, this cultural and academic program has been a great success.

And with all the foregoing, we have joyfully celebrated our 75<sup>th</sup> Anniversary of Christian service to the community, which will culminate on Wednesday, November 6 with a festive dinner and auction - entertainment to keep us laughing, great items up for bid, and good food and company. As you read this, why not give us a call at 931-6265 and arrange to join us in the wrap-up of this great year?