

Diocese of Rupert's Land
Executive Committee Minutes
November 15, 2022, Zoom

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

R	Akinwale, The Rev. Wilson	P	Rampton, The Rev. Andrew
P	Blaikie, Exec. Arch. Simon*	R	Ripley, Chancellor Jim
P	Dorrian, Colin	P	Robinson, The Rev. Theo
P	Grenville, Lucy	P	Routley, Mrs. Sharon*
R	Johnson, The Very Rev. Paul*	P	Russell, Mr. Gary
P	Labdon, The Ven. Dave*	R	Woodcroft, The Rt. Rev. Geoffrey*
P	Lampman, The Ven. Paul*		
P	Mawejje, The Ven. Godfrey*		Staff (Present not voting)
P	Manzongo, The Ven. Naboth*	P	Nixon, Melissa

1. Call to Order -1:30 pm

Welcome, opening prayer, regrets and Recognition of the Land – Read by S. Blaikie

We acknowledge that we meet and work in Treaty 1,2 and 3 land, the traditional land of the Anishinaabe, Cree, Dakota, Sioux and Oji-Cree people and the homeland of the Metis Nation. We are thankful for their stewardship of this land and their hospitality, which allows us to live, work and serve God the Creator here.

2. Approval of Minutes from 17 May 2022

Motion: *Be it resolved that the meeting minutes from 17 May 2022 of the Executive Committee be approved.*

Moved by D. Labdon, Seconded by A. Rampton **Carried**

3. Finance Report

S. Routley presented. At the end of October 2022 we are at a deficit, but it is not as large as we projected but is still substantial. The last report for CEWS and CRHP has been filed and these programs are complete. Through these 2 programs we have brought in roughly \$775,000 for the parishes in our diocese.

Motion: *Be it resolved that the report provided by the Finance Committee and presented by S. Routley be received.*

Moved by S. Routley (on behalf of the Finance Committee) **Carried**

4. Anglican Foundation Grant Program Changes

The Anglican Foundation grant program has changed, starting 2023 we will now be working on a quarterly cycle, for example the April 1st deadline, we would need to approve the proposal at March Executive Committee (at the latest), must be in DRL office no later than March 1st to be included in the March agenda. Once approved, the parish with the proposal will be contacted and told they can apply with the diocese approval. The entire application can now be completed online.

Awaiting clarification from AFC to see if the limits of 3 per year and no more than 2 proposals per cycle is still standing. Another notable change, is the criteria for being a paid member has been waived.

A. Rampton noted that while 3 per year, per diocese has been the norm, that there is work around by including neighboring diocese in the proposal, it becomes a joint diocese program and does not count against either diocese.

5. Resolutions from Kenora/ St. Alban Archdeaconry

The following applications were discussed at the fall deanery meeting and agreed that they be granted money from the Mission and Ministry Fund (for Keewatin) held by the Diocese:

Be It Resolved That:

1. St. Mary's Anglican Church, Sioux Lookout receives \$1500 for Messy Church (Postponed due to Covid).
2. St. Luke's Church, Dryden receives \$3000 for Sunday School outreach program (Postponed due to Covid).
3. St. John the Baptist, Fort Frances receives \$800 for Lay Readers Training Materials.
4. St John the Baptist, Fort Francis receives \$600 for AED and CPR Training.
5. Emmanuel, Ignace receives 5586 for Blessings in Backpack Program.
6. St Alban Cathedral, Kenora receives \$3000 for the Hot meal Feeding Program.
7. Deanery Clericus receives \$500 for the Clericus Advent and Lent Book Study.

Motion: *Be it resolved that the grant request from the Archdeaconry of Kenora – St. Alban be approved.*

Moved by N. Manzongo (on behalf of the Archdeaconry of Kenora – St. Alban) **Carried**

6. Reception of Provincial Executive Council – Name Change

We heard at Synod 2022 that the Province of Rupert's Land plans on changing their name, and T. Robinson (with S. Smandych) are suggesting we look into changing our diocese name as well. Suggest we ask people about both name changes at once, instead of asking twice. Who will be the ones to make the decision? Council? Synod delegates? Wardens?

7. Youth Ministry Grant Application Review of Section 4(4)

Discussion on whether we continue to keep section 4(4) as it is set to be applicable Jan 2023.

D. Labdon wonders, if a struggling church is trying to increase membership by running a youth program, if it is fair to put a stop to this. Suggests that if we do approve, that there is a written process about how they can access funds, with a promise to pay CMM, or to pay a reduced rate.

Motion: *Be it resolved that section 4(4) of the youth ministry grant application be amended to reflect:*

- a. *Whether or not the parish is presently meeting its CM&M Commitment and if not a space for the parish to comment on its plans to meet its CM&M Commitment.*

Moved by G. Russell / Seconded by L. Cummings

*Discussion tabled so S. Blaikie could draft an amendment (see above) to bring to Diocesan Council

8. Clergy Housing and minimum stipend 2023

Reviewed the Schedule 'A' 2023 Clergy Housing and Minimum stipend brought forth by the compensation committee, which includes information on minimum stipend, housing, overtime, years of service, mileage allowance, which is calculated quarterly. The Compensation Committee has suggested a cost of living increase to salary and housing but is not recommending the \$2000 bump, that they decided to start last year to catch up the DRL with national standards. There is no change in years of service, there is a slight increase for minimum fees from \$185 to \$200

A. Rampton wants to clarify that the recommendation is based on Cost of Living increase, it is not a raise, it is keeping the salary in line with what things cost. To do less than COLI is asking your staff to functionally take a pay cut. There is a large difference between a Cost of Living increase and a Merit based increase.

S. Routley commented that we are coming out of one of the hardest years for many churches and this increase will be extra hard on many parishes. Suggests we consider deferring the increase, half now, half in 6 months. So parishes have a bit more time to get their feet under them.

N. Manzongo wants to make a comment about Clergy housing, from the point of a clergy that stays in a rectory. Under housing it states:

The Compensation Committee continues to encourage the compensation package for future clergy in the parishes with a rectory include an equity enhancement e.g. RRSP, TFSA to equalize the compensation with those receiving the housing allowance

Suggest the Compensation Committee look into this issue deeper next year, as in the last decade, housing has increased from 12k, to 15k, to 17k and people in rectories are not seeing any increase and they continue to be unable to earn equity for their futures. They need to do more than encourage, they need to direct.

Motion: *Be it resolved that the Executive Committee recommends to the Diocesan Council to approve the "2023 Clergy Housing and minimum stipend" scale from the Compensation Committee*

Moved by T. Robinson / A. Rampton **Carried**

9. Agenda for Diocesan Council

- Proposed name change – Diocese and Provincial
- 2023 Clergy Housing and minimum stipend
- Change to the Youth Grant Application
- Report from Working Groups, led by Dave Labdon and Gary Russell
- St. Thomas Anglican – Financial Report and
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10. Announcements / Reflections

- The need for a Treasurer / Warden Workshop was discussed. Possibly a session just to teach the members of Diocesan Council how to read financial statements.
- Discussion on how to strengthen relationships between parishes and the Diocese

11. Adjournment – 2:43pm

Motion: *Be it resolved that Executive council be adjourned*

Moved by P. Lampman **Carried**

D. Labdon led us in a prayer.