

**DIOCESE OF ONTARIO  
SYNOD COUNCIL  
TUESDAY, February 26, 2019  
Christ Church Cataraqui, 6:00pm  
MINUTES**

**Present:** Bishop Michael Oulton, Alex Pierson, Don Davidson, Michael Read, Trish Miller, Bill Clarke, Anne Patterson, Viren Oogarah, Robin Jones, Nancy Beale, Ada Clifton, James Young, Joe Burnham, Shane MacKay, Valerie Kelly, Heather Grimshaw

**Via internet:** Kate McLean, Garth Allan, Pauline Eskerod

**Regrets:** Maureen Butler; Rev Canon Don Bailey (had a fall and not able to attend); Rev Lynn Mitchell (currently attending a meeting at St. George's); Wayne Varley

**Opening Devotions:**

**Michael Read**

Night Prayer – members participated in An Order of Compline – (an order of compline for the national church). Michael spoke on the theme of George Herbert and the relationship of priest and the people

**Agenda Review and Adoption**

**Chair**

Accepted by consensus

**Chair's Remarks and Bishop's Update**

**Chair**

Bishop Oulton thanked everyone for the prayers, the love, and the support during the recent death of his wife Jeannie. He extended deep thanks and appreciation, and to the staff at the diocesan office, and BAC group.

Asked to remember Gloria Stocyk – currently in intensive care after a stroke

Rev Canon Alex Wakeling remains in KGH but will be moving soon to Providence Care Centre

Rev Catherine Askew's father is gravely ill in Oshawa General hospital

**Approval of Minutes – January 2019 Regular Meeting**

**Chair**

**MOTION:**

**M Read/D Davidson**

**BE IT RESOLVED THAT THE MINUTES of January 22, 2019 be approved as presented**

**CARRIED**

**Business Arising from the Minutes**

**Chair**

Nothing further to report

**Presentation from St. Paul's, Marmora**

**Bob Wright**

Deferred to March Synod Council meeting – Council meeting will be held in Marmora in April to consider their proposal from St. Paul's.

**Finance**

**CFO**

**- 2018 Year End & Audit Update**

Alex advised the Diocesan office is in the midst of the annual Audit, using Wilkinson and Company auditors; audit is going very well. Audit will be completed for March Council meeting to review statements. Revenue for 2018 came in slightly above the budgeted amount (approx \$35,000 to the good). Expenditures for 2018 were \$106,000 above what had been planned. Alex analyzed the total expenses by category. Deficit was approx \$71,000 at the end of 2018.

**Community Partnerships Update****DEO**

Alex met with Doug Cowley re St. Paul's Delta and the newly formed community group in Delta. Their focus and community plan seems to be coming together. Doug will be reporting to Alex soon. Community group in Portland (Portland church deconsecrated), is working with the historical society and municipality – an application was submitted to Trillium but did not receive a grant. Community group will reply to Diocese by mid year 2019.

St. Alban's Church, Adolphustown, congregation met with Bishop Oulton, Nov 2018, and requested to be dis-established; the church has not yet been deconsecrated; a community group is working together to present a plan to continue worship (in another location?) and has until St. Alban's Day June 21 to report to Diocesan Office.

The Church of the Good Shepherd, Cowdy Street – approaching to have the ministry centre completed – Alex has met with coordinating members to complete the “mission”.

**Stewardship Update****Trish Miller**

On the parish level, The M&M Consulting contracts in the parishes are doing well.

The next parish to enter into the commitment is St. George's Trenton (a partnership in sharing of costs). Further info on Stewardship is presented in the E-News and Dialogue.

On the diocesan level – Clericus have asked for a diocesan narrative budget

Episcopal stewardship conference is taking place in the US in the summer ; “attending” on line may be preferable cost wise – can be streamed for \$100

**Worship Committee Update****M Read**

Worship Committee met Feb 26 – they have taken time to debrief re the worship services during Synod, reflecting on the worship being intentional and integral.

WC has followed up on Litanies for Lament from the conference held last year

WC has talked about baptism worship liturgy. A liturgy was created in 2017 and used by five parishes – Worship Committee is currently looking for feedback from the parishes

WC preparing worship for Clergy Retreat in April; and for possible ordination later this year

**Reconciliation Group Update****Michael Read**

The Reconciliation working group includes Ian Ritchie, Robin Jones, Aveleigh Kyle, Doug Green, Bishop Oulton, Michael Read . Two meetings have been held – theme focus on moving ministry “from the steps to the street” – a need to engage parishes to use the Coventry litany during the season of Lent. The group is working on a six part series to accompany a Cross of Nails video.

**Discussion on Draft Policies****Updates to Anti-Harassment Policy**

From the diocesan perspective the policy in place applies to parishes, and also applies to all groups that use our church facilities.

Each parish is required to have a copy of the policy on their own letterhead and published where it can be viewed on the premises. The current draft policy has been reviewed by a legal representative, and an insurance representative.

Lengthy discussion took place and the following motion was presented.

**MOTION:**

**BE IT RESOLVED TO accept the revised version of the Anti-Harassment policy replacing the 2017 policy.**

**DDavidson/APatterson****CARRIED****AMENDMENT:****RJones/BClarke**

**BE IT RESOLVED THAT in section 4 of the Sample Workplace Harassment Program, p 2 of 3, to remove the final sentence.**

**CARRIED**

4. In the event an individual refuses to, or otherwise does not, participate in the investigation, the investigator may proceed with, and conclude, the investigation without hearing from that individual. ~~The investigator may draw such inferences as she/he sees fit from the individual's non-participation and the surrounding circumstances.~~

**- Cannabis**

Alex led an encouraging discussion for policy consideration on cannabis – described different scenarios and discussed responsibilities of the employer and employee. Many points were discussed – a very complex discussion. Recreational use vs medical use. Another facet was Hall usage/events/functions As the provincial rules/laws/legislation is not yet firmly in place the suggestion was made of an interim policy ('Fit for Duty' policy) – demonstrating due diligence, bearing in mind that this is an evolving subject ; DEO to draft proposed policy and to bring to Council at a future meeting

**MOTION:**

**BClarke/JYoung**

**BE IT RESOLVED THAT the DEO investigate and draft a Fit to Work policy and return with it to a future Synod Council meeting for further discussion.**

**CARRIED**

It was noted that there is no policy in place at church buildings/property for non-smoking regulations

**Consent Agenda**

- No items currently identified

**Other Business**

Question was asked as to what policy there is or conversation around access and accessibility policy, to comply with the provincial standard.

This will be discussed at a future date.

**March 2019 Meeting – Input on Agenda Items for the Regular Meeting**

Church events etc and public health regulations on serving food and beverage – Michael Read advised he would look into the matter and report back to Synod Council

**Meeting Evaluations** – distributed for members to complete

**Adjournment and The Grace – 8:55pm**

**Date of Next Meeting: TUESDAY, MARCH 26 2019 6 pm**

**Christ Church, Cataraqui**

**Devotions: Ada Clifton**

\_\_\_\_\_  
**Bishop**

\_\_\_\_\_  
**Secretary**

\_\_\_\_\_  
**Date**