

**SPECIAL SYNOD COUNCIL
ON-LINE
22 OCTOBER 2019 – 7pm**

MINUTES

Present on-line: Alex Pierson, Michael Oulton, Valerie Kelly, Ada Clifton, Anne Patterson, Don Davidson, Trish Miller, Joseph Burnham, Peter Cory, Maureen Butler, Bill Clarke, Viren Oogarah, James Young, Kate McLean, Don Bailey

Regrets: Lynn Mitchell, Wayne Varley, Robin Jones

Opening Prayer

Valerie Kelly

The meeting opened with a prayer of wisdom by Diann L. Neu and concluded with a blessing from the St. Hilda Community.

2020 Budget

CFO

Alex referred to the three documents recently circulated: 2020 Diocese of Ontario Budget Input, Draft Budget 5, and the summary powerpoint of draft budget 2020. Alex noted the new reporting structure which is more aligned with the Diocesan Vision & Strategy and better facilitates creating a narrative-style budget. Alex presented the Revenue and Expenses summaries and highlighted the key changes year by year.

MOTION

DBailey/PCory

BE IT RESOLVED THAT THE 2020 Budget be approved as presented.

CARRIED

2020 Renumeration Rates

CFO

The following motions are presented by the Finance Committee against the background of the Consumer Price Index as published by Statistics Canada. For many years we have used the year over year increases of the CPI from January to January. The reported overall year to year increase for January 2019 compared with January 2018 was 2.3%. This forms the base which has been used to present the stipend/salary grids for the year 2020.

MOTION

APatterson/BClarke

THAT the Clergy Stipend Grid and the Grids for Diocesan Centre Staff for 2020 be set at 2.0% over the 2019 levels.

CARRIED

Comment: The 2020 recommended grids are attached. From time to time reviews have been undertaken to compare our grid with those of comparable industries and other dioceses. It has been established as diocesan policy that all clergy stipends for the following year increase by not less than the percentage by which the clergy grid has been increased and that no clergy stipend should fall below the minimum established for their equivalent years since ordination. Parishes are encouraged to ensure their incumbent does not fall below their vertical grid position held in previous years. It is also policy that diocesan staff be moved horizontally on their respective salary grid in the same manner as clergy.

MOTION**DDavidson/AClifton**

THAT 2020 travel reimbursement rates for incumbent clergy and full-time diocesan staff not be changed from 2019 levels that is: \$0.61 per km. for the first 18,000 kms. and \$0.24 per km. thereafter.

CARRIED

Comment: The January 2019 compared with January 2018 consumer price index relating to automobile expenses has increased by 3.2%. It is difficult to estimate the future effects of the many economic forces at play annually. An appropriate reimbursement rate also depends on the type of vehicle being driven and an organization's expectations regarding size of vehicle and distance travelled. It is recommended that reimbursement rates for 2020 remain the same as the current rates. We regularly review data published by the CAA and CRA in order to maintain a reimbursement strategy that reflects, as closely as possible, a reasonable estimate for out of pocket expenses that include the cost of ownership and ongoing operations. This rate remains above the CRA level.

MOTION**TMiller/DBailey**

THAT housing allowances for 2019 be increased by 2.0%. As the general rate for clergy, the guideline for 2020 will be \$26,305.

CARRIED

Comment: The January 2019 CPI rate increase of 2.0% for accommodations is being used for this recommendation. According to Canon, housing allowance is based on fair rental value including utilities of a three-bedroom home with garage in the applicable parish community.

MOTION**BClarke/JBurnham**

BE IT RESOLVED THAT the Sunday Supply rates for 2019 be set at:

- \$ 80.00 for the first service without a sermon

- \$ 160.00 for the first service with a sermon
- \$ 41.00 for each additional service on the same day
- and travel allowance applicable for Sunday Supply service be \$0.41 per km.
- For administrative and pastoral work by Interims the hourly rate for 2020 will be \$28*

*the rate for administrative and pastoral work has not been changed in at least ten years however the demand has hence the increase from \$25 hourly to \$28 hourly

CARRIED

Archives Relocation

CFO

Alex reminded Council of the importance of the Archives in supporting genealogical research, parishes' and parishioners' histories as well as dealing with legal matters. Alex broadly noted highlights of the relocation process. The physical space adjacent to the Diocesan Office will be incorporated into the lease. The powerpoint presentation outlines the expenses involved; it is proposed to use monies from the Capital account including monies from the sale of 90 Johnson for renovating the adjacent space. It was noted by Council members this relocation returns Archives to a local and accessible space that is archivally more suitable than the current facility.

MOTION

DBailey/PCory

BE IT RESOLVED THAT the project to move the archives and associated renovations be approved with permission to use Capital funding.

CARRIED

Don Bailey extended thanks to those who prepared the material for this evening's meeting.

The meeting adjourned at 7:35pm, moved by PCory, seconded by DBailey.

Grace said together.

Bishop Michael Oulton

Rev. Valerie Kelly, Clerical Secretary

Date