ST JOHN’S COLLEGE COUNCIL
MINUTES
For the Meeting of September 29, 2004


Regrets: K. Bombeck, J. Bovey, B. Pope, J. Ripley, and D. Stewart

1. **Opening Prayer**
   J. Stafford opened the meeting with prayer.

2. **Introduction of Members**
   The new members on Council are: Chair of Assembly, Dennis Cooley; Bursar, Ivan Froese; Sr. Stick, Kalyn Bombeck; and Diocesan Council Representatives, Ian Peterson and Bill Pope.

3. **Approval of the Agenda**
   **MOTION:** That the agenda be approved as circulated.
   N. Cameron/B. Cantelo
   **CARRIED**

4. **Approval of the May 26, 2004 minutes (attachment 1 to the agenda)**
   - Page 2, item 4.b) in the first sentence, after D. McLean, reverse the words to read, “they had” not “had they”.
   - Page 2, item 5.b) the motion should read “received from” not “form”.
   - Page 2, item 5.c) in the second motion, add at the bottom that it was moved by C. Trott, seconded by G. Baldwin and was carried.
   - Page 5, item 7, in the second sentence replace the word “serving” with “her service”.
   **MOTION:** That the minutes be approved as corrected.
   P. Cloutier/N. Cameron
   **CARRIED**

5. **Business Arising from the Minutes**
   a) **Hobson Trust Update (attachment 2 to the agenda & attachment 1 to these minutes)**
      Attachment 2 to the agenda, as well as the attached letter from Mr. Gordon Pawling (see attachment 1) is a synopsis of what has happened since our last meeting in May. We will be responding to the Diocese’s request to nominate a representative to the Diocese as the St John’s College member on the Diocesan Investment Committee in item 7. a) iii) of this agenda.

6. **Business Arising Since the Last Meeting**
   a) **Appointment of Development Officer (attachment 3 to the agenda & attachment 2 to these minutes)**
      On July 16, 2004, Dr Hoskins sent a letter to B. Beare, Chair of Council (see attachment 2) to let him know that in the upheaval surrounding all of our recent staff changes, the end date of the Development Officer’s current contract (June 30) was missed.

      Dr Hoskins noted in her letter that at its October 22, 2002 meeting, Assembly agreed to “maintain its Development Office, with extensive reviews every five years” and on January 21, 2003, the Development Officer was elected as a member of Assembly. At the January 28, 2004 meeting of Council, the decision was made that “the fundraising campaign for the lecture theatre be extended, as necessary, to December 2005”.

      In light of the preceding, she respectfully requested that College Council offer Mr. Derek McLean a continuing position as our Development Officer. Derek’s performance would continue to be reviewed formally each year. In the event of a decision to discontinue the position, six months written notice would be given.
B. Beare recommended that The Council Executive deal with it in the following manner so as to rectify the situation as expeditiously as possible. If Council Executive approves the proposal, a motion will be brought to the September 2004 meeting of Council for final approval. He also noted that the salary considerations mentioned in Dr. Hoskins letter are confidential to Council Executive, as a result they have been blacked out in the letter.

Therefore, a motion that Derek McLean be appointed to a continuing position as Development Officer according to the conditions set out in the Warden's letter of 16 July 2004 was moved by Dr. Janet Hoskins, seconded by the Rev. John Stafford and emailed to Council Executive in order to conduct the vote. Council Executive voted on the motion by email and the motion passed.

**MOTION:** That we move into Closed Session  
G. Baldwin/J. Hoskins  
**CARRIED**

**MOTION:** That we move out of Closed Session  
N. Cameron/J. Hoskins  
**CARRIED**

During Closed session, the following motion was approved:  
**MOTION:** That Council affirms the decision of Council Executive to appoint Derek McLean in a continuing position as the Development Officer.  
B. Beare on behalf of Council Executive  
**CARRIED**

7. New Business  
a) Finance Committee Items  
i) Audited Financial Statements & Auditors Report *(attachment 4 to the agenda)*  
**MOTION (endorsed by Council Ex.):** That the audited financial statements and the Auditors’ Report as at March 31st, 2004, be approved.  
N. Cameron on behalf of the Finance Committee  
**CARRIED**

ii) Appoint Auditors  
**MOTION (endorsed by Council Ex.):** That Council approves the Finance Committee’s recommendation to reappoint BDO Dunwoody LLP as the Auditors for the 2004-2005 year.  
N. Cameron on behalf of the Finance Committee  
**CARRIED**

iii) Diocesan Council Investment Committee Nomination  
**MOTION (endorsed by Council Ex.):** That Paul Cloutier be nominated to the Diocese as the St John’s College member on the Diocesan Investment Committee.  
N. Cameron on behalf of the Finance Committee  
**CARRIED**

b) St John’s College Policies *(attachment 5 to the agenda)*  
S. Herwig began working on updating these existing policies before she left in June. I. Froese and J. Hoskins finished up the revisions and took the policies to the Administrative Committee, who recommended them to Council for approval.

i) Employment Policy  
**CORRECTION:** The descriptions listed under the “Development Officer”, and “Development Assistant” should be switched.

ii) Purchasing Policy

iii) Conflict of Interest Policy  
**ACTION:** E. McShane will mail out the conflict of interest policy form for all Council members to sign.

**MOTION:** That the Employment Policy, Purchasing Policy, and Conflict of Interest Policy be approved as corrected.  
B. Beare on behalf of the Administrative Committee  
**CARRIED**
c) **SJC Art Collection Acquisition and Deaccession Policy** *(attachment 6 to the agenda)*
A. Karinsky drafted this policy. The College regularly acquires donations of art for example, when art exhibits are held in the Quiet Room, the artist donates a piece of art to the College. Thus, there is a need for this policy.

**MOTION:** That the Acquisition and Deaccession Policy be approved. B. Beare on behalf of Assembly

**CARRIED**

d) **SJC Art Collection Loan Policy** *(attachment 7 to the agenda)*
A. Karinsky drafted this policy. It is a companion policy to the SJC Art Collection Acquisition and Deaccession Policy.

**MOTION:** That the SJC Art Collection Loan Policy be approved. B. Beare on behalf of Assembly

**CARRIED**

e) **Theology Grad Recommendation (CLOSED SESSION)**

**MOTION:** That we move into closed session.
J. Hoskins/G. Baldwin

**CARRIED**

**MOTION:** That we move out of closed session.
J. Hoskins/D. Cooley

**CARRIED**

During Closed session, the following motion was approved:

**MOTION:** That Mrs. Helen Hunter, having completed all the required course work, receive a Testamur at Convocation Sunday November 7, 2004.
J. Stafford on behalf of Assembly

**CARRIED**

8. **Reports**

a) **Reports from Council Committees**

i) **Council Executive**
No report

ii) **Finance Committee**
N. Cameron reported that the Finance Committee continues to discuss budgetary matters and will report at the next meeting of Assembly and Council on the budget to date.

iii) **Development Committee**
No report

b) **Report from Assembly**
D. Cooley reported on the items from the Sept 23, 2004 meeting of Assembly:

- Kira Tomsons, Philosophy, was elected a Junior Fellow for the 2004-05 academic year.
- Kurt Korneski, History, was elected a Junior Fellow for the 2004-05 academic year.
- Assembly approved that Norm Cameron receive the Fellows' Recognition Award at Convocation, Sunday November 7, 2004.
- Assembly elected George Baldwin to serve as the representative of Assembly on the Facilities Manager search committee.
- Assembly approved that the nomination deadline for Honorary Degrees be changed from March 31 to the first Friday of second Term.
- Assembly elected Anthony Waterman to serve as the Representative of the Fellows on the Development Committee.
- Assembly re-elected Jack Bumsted and Brenda Cantelo to serve as esquire bedells for a one-year term ending June 30, 2005.
- Assembly received a report from the Scholarship Committee with the names of individual scholarship, bursary, award, and prize recipients, alternates as well as the amount of each award.
• All the other Assembly items have already been dealt with at this Council meeting.

c) Report from College Officers

i) Warden

J. Hoskins submitted the following written report for the minutes:

Since the last Council meeting, we have experienced a number of changes in the administrative staff. Mr. Ivan Froese is now the Bursar and Mrs. Elnora Wiebe replaced him as the Assistant Bursar. Ms Lesley Cowan is the new Faculty Assistant and Awards Clerk. Ms Carla White is filling the receptionist position that Lesley vacated until the end of first term. During that time, this position will be posted and a permanent appointment will be made. In addition, today was the last day for our Facilities Manager, Mr. Mark Arndt. He has left us to take up an exciting new career opportunity. His job has been posted and will be filled as soon as possible.

In June, I participated in the annual Anglican Heads’ meeting at the Montreal Diocesan Seminary and, in August, I met with Dr. William Barker, the President of the University of King’s College in Halifax. Derek and I hosted on reception, at the College on Monday and will be hosting a series of alumni events in Winnipeg over the next month. We will participate in the University of Manitoba reception on November 5 in Toronto.

On September 23, the Bishop and I hosted a lunch in honour of Dr Hugh McCullum who introduced his newly published biography of Ted Scott, entitled “Radical Compassion”. The College purchased a copy of for the library.

I initiated a small chapel strategic planning committee, which had its first meeting today. The members of the Committee are the Bishop the Chaplain, the Dean of Theology, the director of the Institute of Anglican Ministry, the Registrar, Professor Anthony Waterman and me. The objective of this committee is to determine and clearly articulate a vision for the chapel and chaplaincy. This is a strategic institutional exercise that will help me and the current chaplain plan to meet the needs of our community. Reports of this committee will be brought to Council as this work proceeds, both for information and for action, as appropriate.

Today, we also had a visitor, Professor Michael Carroll, from Momoyama Gakuin University in Osaka Japan. Members of Council will recall that this is the university with which we, together with the University of Manitoba, signed a Memorandum of Understanding. Both universities are now ready to sign student and faculty exchanges and it looks as if there may be a number of ways in which St John’s College can participate in these exchanges. The Dean of Residence has already blocked off three rooms for possible students coming here next September under this exchange. The chaplain has also assisted in suggesting some mechanisms by which we might participate in a student volunteer exchange. We are investigating these possibilities.

Convocation is Sunday November 7, 2004. Professor Lawrence Ritchey and Sister Dolores Schneider will be made Honorary Fellows of the College and Dr Norman Cameron will receive the Fellows’ Recognition Award.

ii) Dean of Studies

G. Baldwin submitted the following written report for the minutes:

With the cooperation of the Department Heads, the College is able to offer first year courses in the Faculty of Science Departments of Biology, Chemistry, Physics, and Mathematics, as well as in many of the Departments in the Faculty of Arts. This means that College students can now, if they choose, take all the courses necessary to complete their requirements for at least the first years of their program. At this time, we do not have the data to tell what percentage of the students is taking advantage of these programs.

On the extra-curricular front, College members have been very active.
Art-Music-Social events at the College
The first exhibition for 2004-05 in the Quiet Room Gallery was “Drawings from Faith: The Jain paintings of Manju Lodha”. The exhibition opened May 5, 2004, and, though scheduled to end on July 20, was extended into August. Brenda Cantelo, who also produced the catalog for the exhibition that was published by the St John’s College Press, curated the exhibition.
The second exhibition for 2004-05 in the Quiet Room Gallery, “Prairie Mysteries: the photographs of Dennis J. Evans” opened with a reception, attended by the photographer, on September 9 and runs till October 29. It will run until October 29. The exhibition was curated by Amy Karlinsky, and jointly sponsored by the Art Committee and the Prairie’s conference.

Marjorie Ward Lecture
Warren Cariou has contacted a speaker for the Marjorie Ward Lecture, and we have tentative agreement, as long as we can be flexible about dates. We are suggesting a Thursday between February 15 and March 15 as our preference, but are flexible.

Soup and Bread Lunches
Soup and Bread lunches are the noontime discussions held by College Fellows in the Faculty Lounge. Bill Norton is organizing these, and hopes to have one a month.
The first lunch was Wednesday, September 22, and given by Bill Norton on the topic: “Religion, Identity, and Landscape: Mormons in the intermontane west”. The next lunch will feature Dennis Cooley.

Canadian Studies Conference
The 3rd College conference on the prairie theme, “The Prairies: Lost and Found” was held September 23 to 25, 2004. Keynote speakers for the conference were: Sarah Carter, on “Prairie Dusters”, and Aritha van Herk, “The West’s Dirty Washing”. Besides the keynote addresses, there were 53 presentations, and readings by, and in honour of, Robert Kroetsch. Approximately 130 people, including presenters and chairs, attended, with presenters from across Canada, and also the U.S., Spain, and Germany. Support for the conference was obtained from SSHRC; The University of Manitoba: The Vice-President Academic and Provost’s Office; The Dean of Arts Office; The Departments of Anthropology; English; French, Spanish and Italian; History; Political Studies; and Sociology; The University of Manitoba Bookstore; The University of Manitoba Press; the Winnipeg Art Gallery.

Kathryn Young and Dennis Cooley headed the organizing committee; other members include John Allen, Len Kuffert and Chris Trott.

iii) Dean of Theology
J. Stafford submitted the following written report for the minutes:
Classes have resumed in the Faculty of Theology, each Tuesday evening.
1. Diploma in Applied Theology
   2 students in second year
   4 new students in first year

2. Special Students (students enrolled in individual courses for audit or credit)
   9 special students (of which one is awaiting a letter of permission)

3. Basic Bible Course
   Preparations are under way for a six week “basic Bible” course equivalent to about 1 hour audit.
   This will run Jan-Feb 2005.

4. Wilmot Lecture
   Plans are in progress to hold the first Wilmot Lecture for sometime in 2006.
iv) Dean of Residence
P. Lampman submitted the following written report for the minutes:
We have 101 residents, with one married couple in a suite. There are 15 international students from the Intensive English Programme, 54 new students and 32 returning residents. We have a good mix of International (28) and Canadian students.

The Dons’ Team and I joined with the Residence Associates from U of M Housing and Student Life for a two-day Non-Violent Crisis Intervention training event. This was followed by our annual retreat to a cabin on Breezy Point. We have an International Student Representative on the Dons’ Team this year, to help integrate students into residence and community life. We have begun a “Buddy System,” which brings together Canadian and International students.

The annual cycle of orientation events went well, especially JumpStart, which was very well received. There were 29 new students at this event. This is a student led, student organized event, with support from Administration Staff. Community spirit is high and is developing well. The Fall Banquet and House Meeting were very well attended.

v) Chaplain
P. Lampman submitted the following written report for the minutes:
Chapel Worship and Activities
Sunday  4 pm Holy Communion (Holy Eucharist)  7 pm Choral Evensong (1st Sun. each month with “All the King’s Men”)
Monday  9 am Morning Prayer,  12 noon Mid Day Prayer
Tuesday  9 am Morning Prayer,  11:30 Study Group (Chaplain’s office),  12 noon Mid Day Prayer; 9:40 PM Compline
Wednesday  9 am Morning Prayer,  12 noon Holy Communion (Eucharist)
Thursday  9 am Morning Prayer,  12 noon Mid Day Prayer

The Rev. John Stafford is Honorary Assistant for the Chapel Community. Mr. Michael Cutler is our Chapel Musician and Director. We have begun a Chapel music group called “Holy Smoke.”

Matriculation was held on Tuesday September 28 at 4 PM, followed by a reception in the CCR. This is an excellent opportunity for Fellows and students to become acquainted.

We have begun an exciting process for Strategic Planning for the Chapel. We had our first organizational meeting today.

vi) Development Officer
D. McLean submitted the following written report for the minutes:
Thank you for the vote of confidence tonight, it is much appreciated.
We continue to work on the Lecture Theatre campaign and have raised $560,000 to date and 157 seats. This is an increase of 21 seats since our last meeting, about one per week, which is good.

We have a new brochure promoting the Lecture theatre which will be part of a mailing soon.

In Lumine is about to go out and the Phone Centre is getting ready and will likely begin the week of October 4. Due to recent CRTC rules, the start of each phone call will be to tell the person called the caller’s name and organization and a phone number where the organization can be reached.

Jan and Derek are hosting a number of receptions around Winnipeg in the next week in an effort to meet Winnipeg alumni and friends, to show our Theatre plans and to improve the relationship.

vii) Bursar
I. Froese submitted the following written report for the minutes:
College Organ
The School of Music has offered to share the cost of the organ repairs, and the College will attempt to
fundraise for the balance. Depending on the availability of the needed parts, it is hoped that at least
some of the work will be completed in time for convocation.
Conferences
It has been another busy conference season, one of the highlights being a major Academic conference
held at the University, with a lot of seminars and functions being held at St John’s. Conference food
service revenue was higher than anticipated, and room rentals very close to budgeted amounts.
All in all it was a successful summer.

viii) Registrar
Recruitment
E. McShane reported that the University of Manitoba’s Enrollment Services Department invited the
Colleges on Campus to make a presentation to approx. 200 high school guidance counsellors at the U
of M’s Counsellors’ Seminar. We did make a presentation along with the other colleges, which was
well received. We will also have a booth set up at the University of Manitoba’s Evening Of
Excellence.

9. Any Other Business
a) Appointment of a Synod Representative
MOTION: That Chris Trott be reappointed as the Synod representative.
J. Hoskins/D. Cooley

SECRETARY’S NOTE:
SJC Council does not actually appoint the Synod representative. SJC Council makes a recommendation to
Diocesan Council regarding the appointment of the Synod representative.

10. Adjournment
MOTION: That the meeting be adjourned.
C. Trott/J. Hoskins

[Signatures]

Nov 24/04
July 14, 2004

Mr. Gordon Pawling
Treasurer, Diocese of Rupert’s Land
Anglican Centre, Winnipeg
935 Nesbitt Bay
Winnipeg, MB R3T 1W6

Dear Gord:

RE: Hobson Trust Fund

The Investment Committee of the Diocese has met to consider the issues associated with the request from St. John’s College that all “net income” past, present and future, over and above the original $275,000 in the Hobson Trust, be paid to the College.

From a straight legal standpoint we cannot comment on the validity of the request. We can however raise several important issues as to its fiduciary and investment merits.

The term net income has a somewhat different meaning today than it did when the will of Mr. Hobson was drawn up. Mr. Hobson died in the early 1960’s. At that time the term net income was commonly used to refer to interest and dividends, and generally did not include realized and unrealized capital gains. Therefore net income did not necessarily refer to the total return of the fund.
Mr. Hobson was a successful investor and a member of the Winnipeg Grain Exchange. Given his investment background and the original use of the term net income, it is hard to believe that he would have intended the entire rate of return of the trust fund to be paid out every year. In effect, if such a policy had been in place the asset value and the payout would never have grown. Moreover, the "purchasing power" of the trust fund would have depreciated over time, given the trend of inflation.

The investment management of the trust fund does not appear to be an issue with the College. Indeed, I would note that the rate of return over the past 5 years to March 31, 2004 of 7.9 per cent has been one of the best in Canada for balanced funds with similar investment objectives.

In spite of this strong relative result, between 2000 and 2003 the Canadian stock market along with most other markets in the world, experienced the worst bear market in almost two generations. The equity markets were down 40-45 per cent. It was this decline, and the resulting negative return of the Fund in 2002, which resulted in our recommendation of a reduction in payout in 2003 from the 7 per cent figure to 2 per cent. Incidentally, prior to 2003 we had been drawing down our reserves to ensure that the maximum payout was maintained, and our surplus became exhausted. Statistically a market decline of this magnitude is unlikely to recur for many years, and hence our need and the opportunity to rebuild a surplus.
We established the current payout policy of 4.7 per cent in the mid 1990's as a result of extensive studies and consultation with other trust funds, as well as being mindful of our fiduciary responsibilities and prudent investing practices. The policy was designed to provide as high a payment as possible while at the same time allow for some reinvestment to grow the assets and future income, as well as to offset inflation. As you know, the 7 per cent payout figure, which was maintained through most of the years, was relatively high in relation to normal trust standards. With the partial recovery of the markets in 2003 and our manager's strong performance we quickly recommended an immediate restoration of the 7 per cent figure in 2004 along with a special one-time payout of $10,000 to help deal with the College's funding issues.

If the legality of the College's case overrides what we believe is prudent and responsible from a fiduciary perspective, it would force a major change in the investment policy and future management of the Trust Fund. In effect the College would accrue all the upside with no risk while the Diocese would be placed in the position of having to assume all the risk with no upside even to offset inflation. Under those circumstances the Diocese would have to ensure that the capital is not jeopardized in any way. Unfortunately in such a circumstance investments would only be ultra high quality and fixed income in nature. Income for the College would fall significantly below recent levels of 7 per cent, likely to the 3-4
per cent range. Therefore, the “net income” from the Trust based on its reduced
asset base would fall to approximately $10,000 per year with little prospect of an
increase. Furthermore, there would be a major reinvestment risk associated with
a potential change in interest rates. Thus, there would be no “winners”, and the
loser would be theological education for which the Trust Fund was intended.

From an investment and a fiduciary perspective, as well as to deal with the
funding problem of the College, it is important that the two groups meet to
discuss how the issue can be resolved on a “win-win” basis.

In the interim, the Investment Committee passed a motion unanimously
recommending to the Diocese that a further special payout of $25,000 be given to
the College to cover the shortfall this year. This would bring the total support for
the College in 2004 to approximately $67,000, virtually the total net return of the
Trust Fund this past year.

We would be pleased to discuss these issues with the Diocese and/or with
representatives of St. John’s College.

Yours truly,

Edward J. Ransby, CFA
Chair, Investment Committee
July 16, 2004

Mr. Bernie Beare, Chair
St John’s College Council
c/o 204 Wildwood Park
Winnipeg, Manitoba
R3T 0E3

Dear Bernie:

It has just come to my attention that, in the upheaval surrounding all of our recent staff changes, the end date of our Development Officer’s current contract (June 30, 2004) was missed. I have evaluated Derek McLean annually during the six year span of this contract and his performance has always been good. We have made great advancements in our alumni development during that time. For example, the Friends of St John’s College group has been revived and has annual meetings, as well as other events. We have hosted a number of very successful reunions and receptions and have made a great many alumni visits. We have received exceptionally good media coverage of our events and activities. Response to our capital campaign has been good and continues to be strong. These are all strong indicators of Derek’s success as our Development Officer.

At its October 22, 2002 meeting, Assembly agreed to “maintain its Development Office, with extensive reviews every five years” and on January 21, 2003, the Development Officer was elected as a member of Assembly. At the January 28, 2004 meeting of Council, the decision was made that “the fundraising campaign for the lecture theatre be extended, as necessary, to December 2005”.

In light of the preceding, I respectfully request that College Council offer Mr. Derek McLean a continuing position as our Development Officer. In consulting the Human Resources Department of the University of Manitoba about similar university positions, the Bursar and I feel that the Asst Director & Mgr, Annual Giving Program position at the U of M is similar to our Development Officer position. It is designated a PC level 10, with a salary range (Oct 2003) of [Redacted]. Derek’s current salary is [Redacted]. I propose a salary offer of [Redacted], which corresponds to a step increase of [Redacted] and the 3% cost of living increase that U of M employees received. Salary increases would track those given to the U of M PC 10 employees. The benefits would remain those paid to or on behalf of college paid staff. Derek’s performance would continue to be reviewed formally each year. In the event of a decision to discontinue the position, six months written notice would be given.

I would very much appreciate your bringing this matter to the attention of College Council. Please feel free to contact me if you require any further information or have any questions.

Thank you for your cooperation.

Best wishes,

Janet A. Hoskins, PhD
Warden & Vice-Chancellor

Dr. Janet A. Hoskins, Warden and Vice-Chancellor
Phone: 204-474-8529 • Fax: 204-474-7610 • e-mail: J_Hoskins@umanitoba.ca
Employment Policies & Terms of Employment

All recruitment policies and procedures will adhere to all Employment Standards, University of Manitoba Requirements where appropriate, and St John’s College Statutes and Bylaws.

Category C: Employees Appointed by the Warden

Assistant Bursar

The Warden will strike a search committee to advise him/her on this appointment. The membership of this committee shall include an elected representative of Assembly, a student representative, a member of the Administrative Staff, and will be chaired by the Bursar. The Warden subsequently makes the selection upon the advice of the selection committee.

Addition of the Assistant Bursar to the Employment Policy. Nov. 16/04
Request for Sabbatical Leave

I am requesting a paid leave of absence for a period of 17 weeks, from April 18 to August 12, 2005. (Exact dates may be subject to variation.) This period will be deemed to include 4 weeks of vacation time. The purpose of the leave is to travel to New Zealand in order to observe and investigate how ministry development is practised in the Anglican Church of Aotearoa, New Zealand and Polynesia.

Goals

There are a number of specific aims:

- To observe parish-based ministry development programs
- To observe ministry developer training
- To investigate the history and background of provincial and diocesan ministry development strategies
- To evaluate how institutions of theological education are responding to the change in models of ministry
- To observe patterns of theological training for indigenous peoples, and to explore how these patterns interact with broader strategies of ministry development.

Regions of the church in New Zealand have been working within the Total Ministry framework for about twenty years. For much of that time, there has been minimal direct contact with the movement in North America. Structures and policies for ministry development have developed independently. My overall aim is to carry out a "compare and contrast" study which reflects on how different cultural settings produce overlapping, but not identical, sets of practices. Since the New Zealand church also has a worldwide reputation for recognizing its internal cultural diversity, it is appropriate to include some observation of different cultural communities in the same geography.

Plan

I have already made contact with diocesan ministry development staff in the dioceses of Auckland and Christchurch, with the national staff person responsible for this area, and with an institute for theological training in Christchurch, all of whom have indicated that they would welcome my presence and assist me in finding learning opportunities. I have also written to, but not yet heard back from, St John's College which is the Anglican seminary located in Auckland.

I would expect to conduct consultations with the individuals mentioned, before travelling (to the extent that is possible) and while in New Zealand. The diocesan staff are willing to identify parishes engaged in ministry development which I could study intensively, and have invited me to participate in a week-long "ministry enabler training" event. The acting director of Theology House in Christchurch has indicated his willingness to have me offer lectures or workshops there, in addition to observing their regular programming.

My hope is that St John's College (Auckland) will also offer similar hospitality, in order for me to observe their structure and programming. If appropriate, I could also offer guest lectures in that context. I will also want to arrange access to library resources and consultation with staff members.

In rough terms, I expect to spend about two months of my stay in the Auckland area, including time spent at the college, in the ministry enabler program, and observing diocesan work. A further month will be spent in the Christchurch area, observing parishes and the Theology House program.

Financing

I estimate the cost of my own travel and accommodation for the period, plus any fees for registration in specific programs, to be $9000 Canadian. $5000 of this is available from my account in the General Synod Continuing Education Plan, and I am applying to receive a further $3000 from the Plan's sabbatical grant fund. The remainder may be supported by other bodies (e.g. the diocese) or out of pocket.

Opportunity Cost

The timing of this proposal is designed to minimize the effect on the teaching resources of the Faculty of Theology. The only scheduled course which I will be missing is the Summer Institute in late May. No expenditure on replacement staff will be needed.

My absence during the May-June period will preclude my participation in any programming (not yet scheduled) which the Faculty might offer during that time. In the past, lay-reader training and the ministry developers' workshops have occurred in these months. If a new set of lay-reader workshops is proposed, there may be a small additional outlay for external instructors/facilitators in my absence. In relation to ministry developer training, I believe that my plan of study will serve to enhance future events, which are in any case likely to take a different format.

In previous years, my work during the summer has focused on course development, in the IAM curriculum and then in the Diploma. Since a substantial piece of my proposal is to observe curriculum content and delivery in New Zealand (both in parish and college settings), that development work will still occur. There is one new course for fall 2005, in the Advanced Certificate, for which I expect to have lead responsibility: SJM341 Theology of Ordination. I am confident that there will be sufficient time to prepare for this course, especially as it is intended to follow a 'directed reading' format; and, once again, my observation of patterns of ministry in New Zealand will be an asset to the course design.

Benefits

The plan I have outlined will contribute directly to the Faculty's emphasis on education and training support for local ministry development. Exposure to different practical models, and reflection on how models of training interact with their context, will be valuable tools in our own curriculum development. As the IAM team curriculum nears completion, some experience in a different setting will also give me a better critical base from which to evaluate and review the work so far.

The indigenous ministries dimension to my proposal, while a smaller piece of it, is not tangential. At a time when the Anglican Church of Canada is renewing its relationship with its indigenous members, we have much to learn from the successes and failures of the "New Zealand model". In particular, St John's Auckland has substantial
experience with a kind of cultural partnership which offers a model for our own faculty’s potential contributions to training for indigenous ministry.

From my own point of view, continuing education and professional development are key expectations in both the academic and ecclesial worlds. While I have been in my current position since July 1999, I have not previously made a formal request for study leave (although I have attended a number of short conferences such as Living Stones and Sindicatos). Most of the existing opportunities for learning, in the field of ministry development, are restricted to the North American environment. The opportunity to study further afield will give me a very different perspective on my work, and will also serve the usual purposes of sabbatical time, to renew one’s enthusiasm and develop one’s abilities.

Outcomes

As indicated in the previous section, the main outcomes of my proposed leave will be found in the way the experience contributes to curriculum and policy development within the Faculty, as well as to personal insight and skill development. There are other, more observable, outcomes that could be generated. I expect to write a report of my observations, which can be communicated to appropriate interests (the college, the diocese, the Living Stones partnership, national church staff). In the case of the diocesan audience, the report may more appropriately take the form of a public talk on “my experience in New Zealand”, hosted by the college. I expect that my observations, and accompanying study and theological reflection, should also be adequate to form the basis of at least one article publishable in a peer-reviewed journal.

Respectfully submitted,
Iain Luke
September 30, 2004
July 14, 2004

Mr. Gordon Pawling
Treasurer, Diocese of Rupert’s Land
 Anglican Centre, Winnipeg
 935 Nesbitt Bay
Winnipeg, MB R3T 1W6

Dear Gord:

RE: Hobson Trust Fund

The Investment Committee of the Diocese has met to consider the issues
associated with the request from St. John’s College that all “net income” past,
present and future, over and above the original $275,000 in the Hobson Trust, be
paid to the College.

From a straight legal standpoint we cannot comment on the validity of the
request. We can however raise several important issues as to its fiduciary and
investment merits.

The term net income has a somewhat different meaning today than it did when
the will of Mr. Hobson was drawn up. Mr. Hobson died in the early 1960’s. At that
time the term net income was commonly used to refer to interest and dividends,
and generally did not include realized and unrealized capital gains. Therefore net
income did not necessarily refer to the total return of the fund.
Mr. Hobson was a successful investor and a member of the Winnipeg Grain Exchange. Given his investment background and the original use of the term net income, it is hard to believe that he would have intended the entire rate of return of the trust fund to be paid out every year. In effect, if such a policy had been in place the asset value and the payout would never have grown. Moreover, the "purchasing power" of the trust fund would have depreciated over time, given the trend of inflation.

The investment management of the trust fund does not appear to be an issue with the College. Indeed, I would note that the rate of return over the past 5 years to March 31, 2004 of 7.9 per cent has been one of the best in Canada for balanced funds with similar investment objectives.

In spite of this strong relative result, between 2000 and 2003 the Canadian stock market along with most other markets in the world, experienced the worst bear market in almost two generations. The equity markets were down 40-45 per cent. It was this decline, and the resulting negative return of the Fund in 2002, which resulted in our recommendation of a reduction in payout in 2003 from the 7 per cent figure to 2 per cent. Incidentally, prior to 2003 we had been drawing down our reserves to ensure that the maximum payout was maintained, and our surplus became exhausted. Statistically a market decline of this magnitude is unlikely to recur for many years, and hence our need and the opportunity to rebuild a surplus.
We established the current payout policy of 4-7 per cent in the mid 1990's as a result of extensive studies and consultation with other trust funds, as well as being mindful of our fiduciary responsibilities and prudent investing practices. The policy was designed to provide as high a payment as possible while at the same time allow for some reinvestment to grow the assets and future income, as well as to offset inflation. As you know, the 7 per cent payout figure, which was maintained through most of the years, was relatively high in relation to normal trust standards. With the partial recovery of the markets in 2003 and our manager's strong performance we quickly recommended an immediate restoration of the 7 per cent figure in 2004 along with a special one-time payout of $10,000 to help deal with the College's funding issues.

If the legality of the College's case overrides what we believe is prudent and responsible from a fiduciary perspective, it would force a major change in the investment policy and future management of the Trust Fund. In effect the College would accrue all the upside with no risk while the Diocese would be placed in the position of having to assume all the risk with no upside even to offset inflation. Under those circumstances the Diocese would have to ensure that the capital is not jeopardized in any way. Unfortunately in such a circumstance investments would only be ultra high quality and fixed income in nature. Income for the College would fall significantly below recent levels of 7 per cent, likely to the 3-4
per cent range. Therefore, the “net income” from the Trust based on its reduced asset base would fall to approximately $10,000 per year with little prospect of an increase. Furthermore, there would be a major reinvestment risk associated with a potential change in interest rates. Thus, there would be no “winners”, and the loser would be theological education for which the Trust Fund was intended.

From an investment and a fiduciary perspective, as well as to deal with the funding problem of the College, it is important that the two groups meet to discuss how the issue can be resolved on a “win-win” basis.

In the interim, the Investment Committee passed a motion unanimously recommending to the Diocese that a further special payout of $25,000 be given to the College to cover the shortfall this year. This would bring the total support for the College in 2004 to approximately $67,000, virtually the total net return of the Trust Fund this past year.

We would be pleased to discuss these issues with the Diocese and/or with representatives of St. John's College.

Yours truly,

Edward J. Ransby, CFA
Chair, Investment Committee
July 16, 2004

Mr. Bernie Beare, Chair  
St John’s College Council  
c/o 204 Wildwood Park  
Winnipeg, Manitoba  
R3T 0E3

Dear Bernie:

It has just come to my attention that, in the upheaval surrounding all of our recent staff changes, the end date of our Development Officer’s current contract (June 30, 2004) was missed. I have evaluated Derek McLean annually during the six year span of this contract and his performance has always been good. We have made great advancements in our alumni development during that time. For example, the Friends of St John’s College group has been revived and has annual meetings, as well as other events. We have hosted a number of very successful reunions and receptions and have made a great many alumni visits. We have received exceptionally good media coverage of our events and activities. Response to our capital campaign has been good and continues to be strong. These are all strong indicators of Derek’s success as our Development Officer.

At its October 22, 2002 meeting, Assembly agreed to “maintain its Development Office, with extensive reviews every five years” and on January 21, 2003, the Development Officer was elected as a member of Assembly. At the January 28, 2004 meeting of Council, the decision was made that “the fundraising campaign for the lecture theatre be extended, as necessary, to December 2005”.

In light of the preceding, I respectfully request that College Council offer Mr. Derek McLean a continuing position as our Development Officer. In consulting the Human Resources Department of the University of Manitoba about similar university positions, the Bursar and I feel that the Asst Director & Mgr, Annual Giving Program position at the U of M is similar to our Development Officer position. It is designated a PC level 10, with a salary range (Oct 2003) of [redacted] and the 3% cost of living increase that U of M employees received. Salary increases would track those given to the U of M PC 10 employees. The benefits would remain those paid to or on behalf of college paid staff. Derek’s performance would continue to be reviewed formally each year. In the event of a decision to discontinue the position, six months written notice would be given.

I would very much appreciate your bringing this matter to the attention of College Council. Please feel free to contact me if you require any further information or have any questions.

Thank you for your cooperation.

Best wishes,

Janet A. Hoskins, PhD  
Warden & Vice- Chancellor

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