

68th Session of the Synod of the Diocese of Saskatoon

"God did not give us a spirit of fear; rather God gave us a spirit of empowerment, of love, and of discernment"
2 Timothy 1:7

COMMITTEE ON COMPENSATION AND BENEFITS

At a meeting of the Diocesan Council of the Diocese of Saskatoon in October 2007, it was decided to establish a Committee on Compensation and Benefits to review stipends/salaries and benefits of clergy and all other employees within the Diocese of Saskatoon. The last comprehensive review of the diocesan compensation structure, level, and benefits was undertaken in 1998.

Following the Diocesan Council meeting in October, the Bishop asked the Reverends Ann Marie Nicklin and Peter Norman, Kathy Lucko, Tim Sandell, Arne Paus-Jenssen, and Scott Verity to serve on that committee. He also asked Arne Paus-Jenssen to chair the committee. Kathy and Tim are familiar with human resources and compensation issues, Scott is familiar with taxation and compensation issues and Arne is familiar with current trends in employer/employee relations in Saskatchewan. The Committee was asked to submit an interim report to the Synod at its session in April of 2008.

The Committee has met on several occasions since November to determine and review the issues before it and how to address them. The Committee has decided it should address its review and recommendations in terms of "recruitment and retention" of clergy and non-clerical employees in the Diocese of Saskatoon.

We have also decided that we need to meet with and consult with the principal parties affected by compensation issues; the clergy, the other employees, the wardens and parish treasurers. The consultations will also cover retired clergy who are entitled to coverage of some benefits upon retirement. We believe it is important to consult with all stakeholders and listen to their concerns about current levels and structures of stipends/salaries and benefits and learn what, if any, changes the Committee should consider. These meetings will take place during 2008 and are scheduled to begin in March.

The Committee is reviewing the report of the 1998 diocesan compensation committee and is currently collecting compensation and benefits information from many dioceses across Canada with particular emphasis on information from the dioceses in the provinces of Manitoba, Saskatchewan, and Alberta. Once sufficient information has been collected it will be analyzed and we will begin to review possible recommendations based on the analysis and our consultations with the principal parties.

Our recommendations will be submitted to the Diocesan Council for its review and approval.

Saskatoon, February 27, 2008

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THE ST. LUKE'S MINISTRY TRUST FUND

March 2008

The St. Luke's Ministry Trust Fund was established in 2005 with funds available after the closure of the church in Saskatoon.

The fund is available to assist Diocesan churches with developing new or continuing parish-based programs, to help pay for accessibility renovations, or for interest-free loans to help pay for emergency repairs to parishes.

Since its inception, we have been pleased to provide funds in support of the Saskatoon Native Ministry, the St. George's, Saskatoon "Dragon Tales Den" parent and tot program, the Saskatoon Diocesan Outreach Network, St. John's, Saskatoon "Finding the Way" youth ministry program, Christ Church, Saskatoon Ministry and Mission coordinator, the Humboldt Music Ministry and an interest-free loan to St. Timothy's, Saskatoon.

The administrators of the fund would like to encourage parishes to apply for a program grant, or an interest-free loan to help with emergencies, since funds are still available. The next deadline for submissions is June 2008. The criteria for submissions can be obtained from the Synod Office.

Respectfully submitted by
Win Parker and Carole Michaels
St. Luke's Ministry Fund

THE CATHEDRAL PARISH OF ST. JOHN THE EVANGELIST

Report for the 68th Synod of the Diocese of Saskatoon

The Cathedral is the mother church of the diocese and holds the seat of the Bishop. The Cathedral provides a rich liturgical tradition as we host events that bring us all together as Anglicans. We strive to fulfill the mission of the parish, to be the heart, hands, mouth, ears, and feet of Jesus Christ in our parish, community, and diocese through worship, education, and service.

Since the 67th Synod, there have been a number of changes. From a building perspective, the parish hall had major renovations done with the addition of a new roof, a lift, ceiling tile

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and new sinks. The sale of the land nears completion. Our Columbarium is doing exceptionally well under the leadership of Mrs. Kate Gibbings.

The Cathedral celebrated the arrival of their new Dean, The Very Rev. Terry Wiebe in September of 2006. In a leap of faith, the cathedral hired The Rev. Debbie Ramage as Associate Priest. Mary Tyler continues to work diligently as our parish nurse.

A number of new initiatives have begun since the last Synod. We have established a visioning team who will bring forth new ideas that will enhance the ministry at St. John's. Under the leadership of Rev. Dr. Dave Tyler and Rev. Debbie Ramage, a pastoral care team is being trained to augment the pastoral care that is given at the cathedral and the surrounding community. We have appointed a major gifts officer, Verity Moore-Wright, who will work to bring about a better understanding of stewardship.

We struggle as a church with the realization that we live in a world that is predominately secular. The world that many of us were raised in, that is Christendom, has long since passed us by and we now live within the structures of post-Christendom. It means that we are in great need of restructuring ourselves and need to learn how to deal with this new reality. Obviously, what worked previously in Christendom, no longer works in our society. It is indeed a challenge and opportunity.

Yours in Christ,
The Very Reverend Terry Wiebe

THE OKEMA SOCIETY FOR CHRISTIAN DEVELOPMENT

The Okema Society for Christian Development, a non-profit organization, operates Camp Okema for the benefit of children, youth, adults, and families in the Dioceses of Saskatoon, Saskatchewan, and beyond. The camp, located on Emma Lake, provides camping programs during July and August, and rents the camp in late May, June, and late August when camps are not in session. The camp depends primarily on volunteers to staff the various camps, with many coming from within the Diocese of Saskatoon.

The 2007 camp season proved to be successful, although there was difficulty along the way that provided some uncertainty about the future of Camp Okema. The primary difficulty was a financial deficit that the camp had accumulated over a number of years, due mainly to rising taxes and insurance. Through an appeal to our supporters, improved management, and an increase in campers the deficit was eliminated and we ended the year with a surplus. We appreciated the support of the Diocese of Saskatoon in providing a grant of \$1000 to assist us in our operations.

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In 2007 Camp Okema served 222 campers through 7 different camps with the support of approximately 100 volunteers. As evidenced through camp evaluation forms, the response of campers to the programs of Camp Okema was very positive. The opportunity to have a positive impact at Camp Okema is tremendous as we encounter God through nature, through Christian community, through teaching and worship, and through the work of the Holy Spirit. When campers leave camp saying, "When can we come back?" we know that they've had a meaningful time.

One of the highlights of Camp Okema this past year was to see the water treatment plant begin operation. This improved water quality has meant that safe drinking water is available on site (no more hauling bottled water), cooking duties are easier, and cleaning is reduced as there is no rust build up. We have appreciated the active support of Bishop Andrews, and supporters of the Bishop's Tractor Trek in bringing this project to completion.

As we anticipate and work towards the 2008 camp season, we seek members of the Diocese of Saskatoon to partner with us in ministering at Camp Okema. Your support in financial donations, in serving as volunteer staff, and in sending campers to Okema is crucial for the success of Camp Okema this year. Thank you for your past support and we look forward to your help so we can thrive in 2008.