



THE DIOCESAN SYNOD OF FREDERICTON

115 CHURCH STREET, FREDERICTON NB E3B 4C8

(506) 459 1801 [o] (506) 460 0520 [f]

Adopted 22 January 2011

MINUTES OF THE MEETING OF DIOCESAN COUNCIL

10 November 2010

Cathedral Memorial Hall, Fredericton

Pre-meeting circulation:

- Agenda 10 November 2010
- Attendance (20 September 2010)
- Unfinished Business Summary (02 November 2010)
- Draft Minutes (18 September 2010)
- Team and Standing Committee Reports

Meeting circulation

- Stewardship and Financial Development Team Report
- Presentation handouts: Budget 2011; Development Staff Position; Travel Reimbursement System

Attending: David Barrett, William Chilton, Florence Joy Clement, Patricia Drummond, David Edwards, Ann Fairweather, Joanne Fitzpatrick, Rick Haddad, Geoffrey Hall, Martha Jo Hoyt, Keith Joyce, Robert LeBlanc, William MacMullin, Gerald McConaghy, Richard McConnell, Gregory McMullin, Claude Miller, Ted Quann, Fred Scott, Clyde Spinney, Richard Steeves, Gordon Thompson.

Guests: Victoria Hachey (pm), Jim Morell, Jack Walsworth (pm), Ana Watts, Ted Curry - HR 2009 Travel Task Force (pm).

Regrets: Anna Caines, Vicars Hodge, Brian Hudson, Emily Jacobs, John Matheson, Leo Martin, Walter Williams.

Guest Regrets: George Porter, Elizabeth Harding

The Council sang a video recorded "Silent Night" just before lunch (Silent Night Project) with prayer for military chaplains. Just over \$50 was collected. Lunch was served by Doreen Smith at 12:15 p.m. Hospitality of the Cathedral and staff was much appreciated.

OPEN

1. Call to Order
The meeting was called to order by Archbishop Claude Miller at about 10:12 a.m. with prayer, members and guests were welcomed and regrets noted.
2. The Agenda
The Agenda as circulated was reviewed briefly with two noted changes.

MOTION 1: D. Barrett / R. LeBlanc

That the Agenda be modified to include a report from the Stewardship and Financial Development Team regarding the unfinished business of a diocesan staff position for Congregational Development and Stewardship as part of the discussion on the 2011 Diocesan Budget and that the issues of the Travel Reimbursement System and 2011 Clergy Stipend Scale be included in the afternoon working session with the Human Resources Committee.

MOTION 1 was carried when voted upon.

3. Study

"Creating Breadlike Boards" (Charles W. Olsen) was discussed in small groups: "What are we doing well?" and "What might we do better?" Comments were shared in the plenary.

General

- Difficulty imagining how a meeting would be structured as worship
- Definite need in meetings for spiritual vs admin time

Doing well

- Focused sessions on particular team or committee work
- Circulation of motions and meeting package in advance
- Not all decisions are immediate
- Broad membership and participation
- Less stone-like for several years
- More civility and more listening in recent years / have moved forward
- Reflections on the meeting at the end

Might do better

- Not always address reports unless there is specific need
- More uplifting information shared ie good news (2) one per meeting?
- Special reports from specific groups or individuals re a specific role
- "Service" is our spirituality but not always our exercise - modeling
- Housekeeping decisions made outside the meeting?
- Recognition of the work of the Holy Spirit and spontaneous prayer
- More two-day meetings
- More direction to teams and committees (priority setting?) needed (2)
- Look ahead (decisions) vs backward (reports)
- Get to the important issues in the meeting time
- Focus on "a" team or committee's work at each meeting (4)
- Attitudinal changes at the team level

4. Minutes of Last Meeting

MOTION 2: D. Edwards / G. McMullin

That minutes of 18 September 2010 be adopted as circulated.

MOTION 2 was carried unanimously.

FINISHED AND UNFINISHED BUSINESS

As reported:

Finished 1. Letter to the Parish of Fredericton re application to the Anglican Foundation

- Unfinished
1. Embryonic Stem Cell Research
 2. Evaluation of Diocesan "Structures"
 3. Stewardship Education and Programming
 4. Support of the Diocesan Budget
 5. Church Planting
 6. Rural and/or Struggling Parishes
 7. Parish Every-member Visitations
 8. Review of Retiree Benefits
 9. Congregational Development / Stewardship staff resource

REPORTS

Reports to the meeting were received:

Committees: Finance, Nominating, Human Resources and Constitution and Canons.

Teams: Administration, Episcopal Ministries, Mission / Outreach, Stewardship and Financial Development

2011 Diocesan Budget (Finance Committee)

G. McConaghy introduced the presentation noting that the draft budget for 2011 currently shows a significant deficit. F. Scott lead the overview presentation on the budget process and result. The draft outlines a plan for \$1,705,801 expenditures, income of \$1,592,533 and a deficit of \$113,248.

Comment and discussion:

- "Nervousness" expressed due to a lack of evidence that the first "10" of a 10-10-10 system is being addressed at all
- In addition to ambitious plans by teams overall, one significant item creating deficit is the proposed congregational development / stewardship resource person (0.5 year)

Development Staff Resource

M.J. Hoyt lead a slide presentation outlining detail and vision. Discussion and comment followed:

- The "right" person is imperative
 - Further to the right person, the right objectives are critical
 - Congregational development or stewardship – is both in one individual realistic?
 - Congregational development needs to come first?
-
- Need to trust parishes to support (fund) the plan as contained in the budget
 - A "bishop's appeal" got support in the early part of the decade to serve to move the diocese forward on several initiatives ... we now need to "move forward"
 - To what extent are we progressing toward the "first 10" (individual tithe) of 10-10-10? Data?
 - Need to fund the budget – options include remove the new staff position for 2011, lower the deficit gap via past surpluses, bonus on DCIF, appeal to parishes, combination of all
 - Could the development position not be funded "outside of" the budget? Complicates the accounting? Parishes eventually requested "bishop's appeal" be included in the funding request.
 - A new development position will be perceived as simply adding staff; need to decide on what's being proposed and communicate well prior to putting it in place
 - To what extent can the General Synod support the development position initiative?
 - Ultimately there is a need to close the deficit gap

MOTION 3: R. McConnell / W. Chilton

That this Diocesan Council thank the Finance Committee for its work on the budget for 2011 and requests it come to the next meeting of the Council with a proposed budget for 2011:

- 1) removing the item of a resource person for parish development with recommendations as to alternatives for funding the position as a pilot project;**
- 2) identify possible savings and adjustments that would bring the budget closer to a balanced position;**
- 3) with suggestions for an appeal to parishes now contributing less than 10% of their annual budget in support of the diocesan shared ministry budget to fund the shortfall.**

When the question was called, MOTION 3 was carried unanimously.

Appointments to the Sexual Misconduct Committee

Motion 4: R. Leblanc / C. Spinney

That Ms. Barbara Richards and Mr. Fred Nicholson be appointed to the Sexual Misconduct Committee, and Mr. Nicholson appointed as Chair, for another two-year term.

Motion 4 was carried unanimously.

Synod in 2011

MOTION 5: C. Spinney / G. Thompson

That Diocesan Council approve the holding of a 1½ day synod on October 28 and 29, 2011 in Fredericton, the main purpose of which will be for synod to (a) receive progress reports related to the 'transformational change' resolutions of Synod 2009 and (b) give direction to Diocesan Council and its teams /committees /task forces regarding priorities and next steps.

Discussion: F. Scott indicated that a potential suitable Fredericton venue has been found. C. Spinney noted that exploring the provision of billets is a possibility.

When the question was called, MOTION 5 was carried unanimously.

Assessment of Diocesan Ministries

MOTION 6a: W. MacMullin / G. McMullin

That Diocesan Council take action on one of the recommendations of the 2009 report from the Task Force on Rural and Struggling Parishes: "that a high-level diocesan self-assessment be done, one which evaluates current ministries, programs and budgets in relation to their contribution to our stated mission and vision, our long-term health and stability as parishes and as a diocese, and our current financial situation."

Discussion: The motion does not direct specifically the process for such evaluation or who will initiate or coordinate. A further motion is needed.

MOTION 6a was carried unanimously.

MOTION 6b: C. Spinney / T. Quann

That the Diocesan Council request the Administration Team recommend a process for and coordinate the assessment of ministries by the teams of the Council for those under their purviews.

MOTION 6b was carried unanimously.

Embryonic Stem Cell Research

MOTION 7: G. Hall / D. Barrett

Recognizing that: (1) minimal effect can be expected (or real difference made) by further study of the issue of embryonic stem cell research at the diocesan level, and (2) resources for such study are limited and, (3) our Bishop having reminded us that the Anglican Church and this diocese have a stated position on the issue of the abortion of a human fetus, this Diocesan Council recommends a motion be put to the next Diocesan Synod similar to the following:

“With thanks to the Synod for bringing the important ethical issues surrounding the topic of embryonic stem cell research to the attention of the Church in the Diocese of Fredericton, and at the same time mindful of the depth of complexity of the topic, that this Synod be reminded of our existing position (echoing that of the Anglican Communion) on the sacred nature of all life.”

MOTION 7 was carried unanimously.

Human Resources Committee Working Session

Committee Chair Victoria Hachey introduced the planned content of the working session as requested by the Human Resources Committee at the last meeting of the Council. The first item is a detailed presentation on the new proposed per km system for travel reimbursement. The Committee would also like to have direction from the Diocesan Council on the several other items currently on their committee agenda with some indication of the priorities of the Council.

Travel Reimbursement System

Jack Walsworth lead a slide presentation on the proposed system referring to the summary report as circulated. The Report includes 5 recommendations including implementation of the new system on 01 January 2011. Small groups were asked to address specific questions relating to how those clergy who will experience a discrepancy between reimbursement under the current system and that of the new.

Groups Comments

- Significant discomfort due to the prediction that some under the new system will experience less income (2)
- Difficulties experienced by the Bishop in parish appointments due to large range of travel requirements and the adequacy of reimbursement
- Suggest exploring implementation in 2011 for those who choose and a delay to 2012 for others (2)

Lack of data has made calculation of the actual result of the proposal difficult but the Committee is thankful for those who have made an effort to report kilometres driven. D. Barrett noted the perception on the part of at least one archdeaconry that the proposal of a new system was dead.

Travel Reimbursement Rates

MOTION 8a: C. Spinney / W. Chilton

That changes be made to recommendations as presented to reflect combining Categories A and C of Regulation 7-2 Schedule B (Travel Reimbursement Chart.)

MOTION 8a was carried with all votes in favour.

Recommendation 5

MOTION 8b: C. Spinney / W. Chilton

That revisions be made to "Recommendation 5" on implementation making the system for travel reimbursement an option for individual clergy who will benefit and that a January 1st, 2012 implementation be scheduled for all other clergy.

On the discussion, the issue of the negotiation of stipend for those who will receive less reimbursement was questioned. The Committee confirmed that the issue of annual review of stipend is under consideration and that a current draft of "guidelines" is still under discussion.

When the question was called, MOTION 8b was carried with two votes opposed.

Adoption of Travel Reimbursement System Recommendations

MOTION 8c: C. Spinney / R. Steeves

That this Diocesan Council adopt the revised recommendations for the (per km) reimbursement of clergy travel costs to be implemented on January 1, 2011 for those clergy choosing to do so, new appointments, and on January 1, 2012 for all as described by the revised recommendations:

- 1) Convert the current Travel Allowance to one based on actual parish related kilometres traveled each month and assign administrative responsibility for travel reimbursement to the Parish Corporations, which would PROMPTLY reimburse the clergy, monthly.
- 2) Establish a new threshold of 17,500 kilometres per year to reflect the current average annual parish travel requirements of clergy and increase the travel rates given in Regulation 7-2 Schedule B (Travel Reimbursement Chart) as follows:
 - i Category A (Clergy in receipt of Car Replacement Allowance) to \$ 0.23 per kilometre;
 - ii Category B (Lay volunteers and others who are not established in a stipendiary ministry) to \$0.43 per kilometre;
- 3) Change the terms of the established Travel Pool for use as a fund from which parishes can recover the cost of reimbursing clergy for their parish related km's in excess of the established threshold and establish an annual assessment of \$475.00 per parish to ensure the fund is sustainable, with the requirement that the assessment amount be reviewed annually by the Human Resources Committee.
- 4) Require that ALL clergy record their kilometres driven for parish ministry and submit their record monthly to the Synod Office.
- 5) Begin implementation of the new system on January 1st of 2011 for all new parish ministry appointments and for those who choose to begin participation on that date, with the new system to apply to all parishes and clergy on January 1, 2012. The appropriate changes are to be made to Regulation 7-2 Clergy Remuneration, Travel and Housing and its Schedules to reflect this implementation.

MOTION 8c was carried.

2011 Minimum Stipend Scale

MOTION 9: C. Spinney / W. Chilton

That the Minimum Stipend Scale for Clergy in 2011 be increased by 2% (Regulation 7-2 Schedule A) in keeping with the current Consumer Price Index.

MOTION 9 was carried unanimously.

Time being limited, the Human Resources Committee was unable to lead the Council in a consideration of other Committee agenda items and priorities. A. Fairweather thanked the Committee for their presentation and their work.

ADJOURNMENT

MOTION 15: K. Joyce

That the meeting be adjourned at 4:07 p.m..

The Bishop closed the meeting with prayer.

Respectfully submitted,

The Most Rev'd Claude W. Miller
Chair

Mrs. Ann Fairweather
Vice-Chair

The Ven. Geoffrey Hall
Secretary of Synod

17 November 2010

See Appendix 1 for Key Messages and Announcements

Diocesan Council 10 November 2010

Appendix 1

KEY MESSAGES

- Upon reading and discussing the article, "Creating Breadlike Boards," it was felt that Diocesan Council has made progress on how it conducts its business and of particular note was the level of support and respect shown for one another.

Diocesan Council:

- Was appreciative of the work done by the Finance Committee in preparing the Diocesan Shared Ministry draft budget for 2011 and for engaging Council on how to narrow the gap between funding support and expenses.
- Was truly thankful for the presence of the Holy Spirit as open discussion took place and realistic suggestions were made to address the budget shortfall.
- Was encouraged to hear from the Finance Committee of the increased level of cooperation and involvement by standing committees and teams in providing input to the 2011 budget.
- Was pleased to have finalized a date for Synod 2011 (October 28 and 29), which will allow for the establishment of a Synod Planning Team in preparation for next year's Synod.
- Restates its support of the need to conduct self-assessments, not only by parishes, but also by Diocesan standing committees and teams. With this endorsement, Council looks forward to updates by the Administration Team as they coordinate this important work with committees and teams.
- Was appreciative of the extensive effort by the Human Resources Team and the Travel Task Force in recommending changes to the Diocesan regulations concerning Clergy travel reimbursement. The recommendations, with a few amendments by Council, were approved in concurrence with the Team's requirement to have an equitable, efficient and effective system.
- Was pleased to have approved the motion by Human Resources to increase the minimum stipend scale for Clergy by 2%, effective January 1, 2011, in line with the Consumer Price Index scale.
- Will look forward to its January meeting to finalize the 2011 Diocesan budget and to work with the Human Resources Team in the prioritization of their many initiatives."

Ann Fairweather

ANNOUNCEMENTS

Diocesan Council Meetings

Saturday, 22 January 2011 (Fredericton, location TBA)

Wednesday, 23 March 2011 (TBA)

Saturday, 14 May 2011 (TBA)

GMH

17 November 2010