



# THE DIOCESAN SYNOD OF FREDERICTON

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Adopted 26 September 2012

## MINUTES OF THE MEETING OF DIOCESAN COUNCIL

30 May 2012

St. Mark's Church, Sussex Corner

### Pre-meeting circulation:

- Agenda 30 May 2012
- Draft Minutes (17 March 2012)
- Attendance Chart
- Diocesan Council's Major Issues and Challenges
- Team and Standing Committee Reports
- "Is Conflict a Good Thing?" (article Dan Hotchkiss)

### Meeting circulation

- Diocesan Council Membership List
- PWRDF Poster
- Summary of Parish Support 2011
- Parish Support to April 2012
- Shared Ministry Budget

Attending: Donald Adams, Stuart Allan, David Barrett, Dick Black, Gilbert Carter, Patricia Drummond, Ann Fairweather, Glenna Geer, Geoffrey Hall, Keith Joyce, Jim Knight, Bonnie LeBlanc, Robert LeBlanc, Joshua Marsh, Richard McConnell, James McKenna, Christopher McMullen, Claude Miller, Paul Ranson, Richard Robinson, Clyde Spinney, Ashley Sobey, Richard Steeves, Rose Steeves, Anne Walling, Walter Williams, Cheryl Young.

Guests: David Edwards, Amanda Longmore, Leo Martin, George Porter, Ana Watts

Regrets: Vicars Hodge, Rick Haddad, Chris Hayes, Christopher McMullen.

Guest Regrets: Victoria Hachey, Elizabeth Harding, Jack Walsworth.

### Call to Order

The Vice-Chair, A. Fairweather, called the meeting to order at 10:00 a.m. She offered words of welcome to everyone, especially to those members who were attending their first Diocesan Council meeting: the Rev'd Bonnie LeBlanc as the newly appointed Archdeacon of Woodstock, J. Marsh as Youth Representative, G. Geer as the new Diocesan ACW President, the A. Longmore as Chair of the Youth Team. She offered congratulations to the P. Ranson and his wife Kimberly on the birth of their son, Isaac. And she extended condolences to R. Haddad (in absentia) on the death of his sister-in-law, Betty Harris.

Regrets were received and noted as above.

Bishop Miller welcomed all those present and led Council in opening prayers. He shared a meditation from Henri Nouwen called Jesus is Peacemaker. This was followed with the hymn, 'Holy, Holy, Holy.'

### **Bishop's Opening Remarks**

The Bishop began by welcoming back to G. Hall and by thanking God for his return. He recognized the new faces around the table and hoped Council would be a good experience for them. The Bishop recently returned from a rest in Portugal with Mrs. Miller and while he took the time to rest, his return was met with a busy schedule of visits to different deaneries. He is always thankful for all the prayerful support he receives.

The Bishop shared his experience of worship on Sunday as he preached at the Cathedral. He gave the Dean credit and thanks for a most positive celebration of Pentecost which included anointing, renewal and being sent into the world with the covenant of Christ. This service of worship was built on creativity and inclusiveness as it brought in the participation of all ages in many roles and ministries. This could be a model for the Diocese.

The Bishop feels encouraged as he sees the work of the Holy Spirit being allowed to germinate in the Archdeaconry Commissions. He, along with Archdeacon Edwards, continue to visit all the Archdeaconries. He asks the Archdeaconry Commissions to remember to look beyond the people that are here now and to focus on future generations and what their needs might be. The status quo is not working anymore!

Lastly, he commented on the position of treasurer within the Diocese, stating the interviews were completed and that hopefully an announcement would be made in approximately 10 days. He concluded his remarks with thanks to those who work diligently in facing the challenges and opportunities of the Church.

### **Study**

The members of Council broke in five groups in order to discuss Dan Hotchkiss' article "Is Conflict a Good Thing?" Members were asked to bring back one idea back to the larger group after looking at the questions:

- What is the impact of personality styles on Conflict?
- What are the challenges of leadership?

Group 1: We need to make the meeting area a safe place, to stick to the issue at hand and leave the personal outside.

Group 2: We need to amalgamate leadership and conflict. Don't rush to the solution but rather go to the root of the challenge/problem; do an analysis and find common ground.

Group 3: We need both "feelers" and "thinkers" and agree that leaders need to show both compassion and courage.

Group 4: We need a common goal, a sense of going somewhere and that we are working together. Conflict is ok as long as we are moving forward.

Group 5: Conflict is a charged word - reminds us of war. We should take the opportunity to pay attention to process in addition to outcomes.

### **Meeting Agenda**

The following item was added to the agenda:

- George Porter to speak on Youth Action.

The following correction was made:

- the words 'the less' were removed from the Canons and Constitution Committee motion, regarding Saint John Safe Harbour Youth House.

MOTION 1: D. Black / R. LeBlanc

**That the agenda be approved as modified.**

MOTION 1: Carried.

### **Minutes of Last Meeting - 17 March 2012**

MOTION 2: W. Williams / P. Drummond

**That the minutes of the 17 March 2012 meeting of Diocesan Council be accepted as circulated.**

MOTION 2: Carried.

### **Business Arising**

*Prayerful Diocesan Meetings:* Time was set aside for silent prayer today. The Vice-Chair recognizes there is need for spontaneity also. The work is ongoing.

*Archdeaconry Commissions:* There is the issue of the time frame - seems ambitious; however, if there are concrete changes, these will have to be ready for Synod 2013. So the date of Synod could have an impact on implementing results.

*10-10-10 Update:* Most of the responsibilities fall to the Finance Committee; however, Stewardship has taken some and are working on those. The model of 10-10-10 is long term; yet there is a sense of urgency around it. The Bishop did ask if any thought had been given regarding the implementation of the model. October 27 will bring the leadership of the Diocese together for a Financial Presentation Day. Prior to that, October 14 will be declared Financial Stewardship Sunday - a day to explain the 10-10-10 model in greater details. A brochure will be made available. Other thoughts given are having a "stewardship officer" in every parish, encouraging parishes to create a chart of where the funds are spent (how much do we do for ourselves versus how much we do for others); explaining the biblical and theological rationale of the blessings of giving. People in the pew need to take this at a personal level and ask themselves what can they do as individuals - perhaps raising their offering by 1%. A question was raised asking whether we had reached the point where we start pledging as Bishop Salmon suggested a few years ago.

*Social Media:* The group did not meet yet but this topic is still on the agenda for discussion. Information is being gathered. The group also needs to find out what are the requirements of Council and how can they be met.

*Support of the Shared Ministry Budget:* This has come up at the Administration Team. The issue is that these have been viewed as voluntary. Support is not voluntary - it is the expected share of each parish for the shared ministry of the Diocese. There was some discussion regarding language: "payment," "contribution," "requirement."

## Standing Committee and Team Reports

Motion 3: R. McConnell / P. Drummond

**That the reports of the Diocesan Standing Committees and Council Teams be received.**

MOTION 3: Carried.

## Items requiring decision

### *Diocesan Guarantee of Inter Parish Loan*

G. Carter explained the Parish of St. George was experiencing difficulty in making payments since their original plan requested an amortization of ten years. The request to extend the amortization is acceptable to the Parish of Sussex as long as the Diocese continues to act as guarantor. The balance is approximately \$197,000.

MOTION 4: C Spinney / R. LeBlanc

**That Diocesan Council continue to guarantee the inter parish loan between the Parish of St. George and the Parish of Sussex with the new amortization period of twenty-five years.**

MOTION 4: Carried

### *Transfer of Former St. James, SJ Property*

C. Spinney explained that Diocesan Council had previously expressed its support for this transfer. The property, vested in Synod, requires legal transfer.

MOTION 5: C. Spinney / W. Williams

**That Diocesan Council authorize the transfer of the former St. James property located at 50 Broad Street, Saint John, New Brunswick to Youth Safe Harbour Transitional Services Inc. for nominal consideration, to be used for the Saint John Safe Harbour Youth House project, subject to the salvage and removal of stained glass windows and other memorials on terms acceptable to the Archdeacon of Saint John. (Expression of support given by Diocesan Council on 23 March 2011)**

MOTION 5: Carried.

### *Conversations re Cathedral and Diocesan Properties*

Council was assured this motion is for discussion only. If the discussion moves to some proposals, Council members would certainly be informed and asked for opinion and decision.

MOTION 6: S. Allan / D. Barrett

**That Diocesan Council express its approval in principle to the continuation of the conversations between the Archbishop and:**

**i) the Parish of St. Margaret's with respect to the possible relocation of the Synod Office to the St. Margaret's Church property; and**

**ii) the members of the Joint Property Committee between the Cathedral and Diocese regarding the possible development or joint development of the Cathedral and Diocesan Synod Church Street properties.**

MOTION 6: Carried

Council broke for lunch. R. Robinson offered the blessing.

P. Ranson excused himself from the meeting and C. McMullen joined the Council.

Diocesan Council reconvened at 12:55 p.m. with a word of thanks to the ACW of the parish and to the Rector for hospitality and excellent food. Members were called back to order with a hymn and silent prayer. The prayers were concluded by K. Joyce.

### **Update on Diocesan Shared Ministry Budget and Finances**

G. Carter reported the workload has been significant on the interim treasurer but is pleased that a new treasurer may be appointed shortly. After handing out the Summary of Parish Support for 2011, he reported that after adjustments for 2010, the amount of support received was 85.9% of the total requested. This is lower than the 91% assumption built into the 2011 Budget.

The next handout, Parish Support of the Shared Ministry Budget to April 2012, showed only 68% of support requested had been paid. There is a need to communicate to the parishes the support to the Shared Ministry Budget is not optional and that payments should be remitted in a timely fashion. The Diocesan family cannot sustain a pattern where payments come at year's end. There is a moral obligation and canonical requirement for each parish to support this ministry. He asked for suggestions on how to deal with this situation. Some suggestions offered were:

- People may want to know what will happen if they don't pay?
- We can't threaten, parishes need to see this as an obligation.
- With deficiencies of dollars coming in, we are depleting our financial resources.
- For people to know where the money is spent borders on the "consumer" attitude of the world which is not biblical or faith based. It demonstrates a lack of trust and adopts a "if I can't control it, I won't give" way of thinking.
- Assessments are still based on 6 year old data. All parishes are struggling to meet their own obligations. The formula needs to change. (In the Diocese of NSPEI, parishes are assessed at a rate of +/- 24% of income)
- Archdeaconry Commissions and 10-10-10 Working Group are also looking at this indirectly.
- Situation is worse than we may think since positions are also being cut. (In Archdeaconry of Moncton, 2 3/4 priests were replaced by 2)
- When parishes are running an 18-25% yearly deficit themselves, it becomes a struggle to even keep the doors open.
- Archdeaconry Commissions are also there to look at the surplus of buildings. We are living in a new era - well beyond the horse and buggy days. We need new ways, new facilities.
- The bottom line is we need improvement in parishes making their payments.
- We need to communicate central finances are no better off than parish finances.
- In the Diocese of Montreal, parishes who did not pay their assessments lost their vote at Synod.

With the third handout, Shared Ministry Budget 2012, the chair of the Finance Committee indicated that with only one full-time employee and one part-time treasurer, the challenge has been great in trying to create a Budget. The Committee is still unable to close 2011 and produce a financial statement. The 2012 Budget continues to be offered for information purposes.

### **Update on Diocesan Council's Major Issues and Challenges**

- #1. Nicodemus Project: Work is ongoing.
- #2. Diocesan Finances and Stewardship: Financial Planning Day, October 27.
- #3. TF on Governance and AD Commissions: in conjunction with item 4.
- #4. Diocesan Self Assessment: Episcopal Team completed project, now available to all teams

- #5. Health Benefits (Retirees): On hold for new treasurer
- #6. Clergy Stipends: On hold for new treasurer
- #7. Church Plants: ongoing with Mission and Outreach, collated information from parishes
- #8. Church Closures: ongoing
- #9. Year-end Parish Data: ongoing
- #10. Greater Chapter Meetings: in process
- #11. Anglican Covenant: Bishop appointed Committee to look at this
- #12. Back to Church Sunday: Spiritual Development Team hopes to announce date soon.
- #13. Synod/Cathedral Properties: motion passed at this meeting.
- #14. Synod Office Review/New Treasurer: Announcement in a few weeks
- #15. Capital Campaign: Tied in with Archdeaconry Commissions
- #16. Bishop's Advisory Committees: Archdeacon Drummond working on this.

### **George Porter: Youth Initiatives**

In his time in the Diocese, the Youth Action Director has seen challenges and also sees that progress has been made. However, the perception at this time is that the progress has plateau-ed. And we can't stay there very long before we start falling back. Youth priorities seem to be only in words as our priorities have shifted. So how do we do Youth Ministry in a different way? In two parts:

1<sup>st</sup> The Archdeaconry Commissions should be consciously asking questions about youth and children in the life of the Church.

2<sup>nd</sup> A Diocesan Consultation in line with what happened 9 years ago specifically asking youth ministry people what we need to sustain growth. We need to know from the stakeholders what direction the Youth Action Director needs to take in order to be a support around the Diocese.

The way we approach youth is essential to our future. We can't isolate youth ministry as an add-on to 'regular' ministry. Our theology and ecclesiology is that we become full members of the Church at baptism. In discussions with youth, we find they want to be part of the Church and not relegated to the basement. They want to know God and be part of the Church. We need to remember that at their baptisms and confirmations, we made verbal promises to support them. In many cases, we don't even know their names. Young people are looking for a place where they can develop relationships. They want an adult to take them seriously. Yes we have a parish system but we can't expect the youth to come to it; instead, we need to meet them where they are, in their community.

George closed with an Indian saying: "Every thing turns out right in the end. If it hasn't turned out right, it's not the end."

A question was asked regarding the position of Christian Education Director. The line is still in the budget and will remain there. The challenge is not filling the position but finding support for it.

The Bishop thanked Canon Porter for his comments.

### **Rothsay Netherwood School Act**

This item can be found on page 19 (Constitution and Canons Committee Report). Bill 21 has been presented to the Legislature and was passed on April 24<sup>th</sup>.

It was noted the relationship between the School and the Diocese in regards to the Chaplain and religious education is outlined in the lease document - which also holds legal status. The required position of Chaplain is vacant. This does not involve any funding from the Diocese and it easily comes out of the RNS budget if the chaplain also teaches full-time. The School has 276 students, and offers education at the International Baccalaureate level.

## **Points of Interest from Committee and Team Reports**

*Finance Committee:* no further comments

*HR Committee:* no further comments

*Canons and Constitution Committee:* no further comments

*Episcopal Team:* Item #5 should read "the Parish of St Mary's (York)" not "the Parish of Ludlow and Blissfield."

*Mission and Outreach:* A report on the PWRDF Sponsorship Agreement will be given at the next Council Meeting.

MOTION 7: D. Adams / J. McKenna

**That at the request of the Companion Diocese Committee, the Diocese extend our companion diocese relationship with the Diocese of Ho for another five years.**

MOTION 7: Carried.

It was also reported that as of last week, relief to Perth Andover had reached \$20,000. Bonnie and the Bishop offered thanks not only for the funds but for the prayerful support also.

*Parish Support:* no further comments

*Spiritual Development:* the Bishop will be leading a Layreaders day on Saturday.

*Stewardship:* The date for "Stewardship Sunday" should read October 14

*Youth:* Reported earlier

## **Bishop's Announcements**

ACPO (Advisory Committee on Postulants for Ordination) will be held in the Diocese of Fredericton for the next three years. The Rev'd Leo Martin is appointed Secretary of ACPO for that period and the Right Rev'd David Torraville of Central Newfoundland is the ACPO Bishop. The Diocese of Fredericton is sending 3 potential candidates and there will be 16 in total.

The Rev'd Bonnie LeBlanc will be collated and installed as Archdeacon of Woodstock at the same time as Kent Greer and Jonathan Springthorpe are ordained to the transitional Diaconate on Saturday, June 16<sup>th</sup>.

The Clergy College begins on June 18<sup>th</sup>.

The Bishop will be visiting the Archdeaconry of Moncton the week of June 24th.

## **Key Messages**

As circulated by A. Fairweather following the meeting.

Members of Diocesan Council:

- Considered constructive ways to approach conflict in church organizations.
- Celebrated the ongoing support of the Saint John Youth House Project by way of the transfer of property of the former Parish of St. James, Saint John.
- Expressed concern regarding the level of parish support of the Diocesan Shared Ministry Budget as reported for 2011 and to April 2012.
- Expressed great expectations in Archdeaconry Commissions and realizes the magnitude of the task and the importance of the outcome of that work currently underway.
- Gained a greater understanding of the challenges facing the church in the diocesan context while recognizing the need to continue to gain appreciation for the circumstances experienced in parishes.

- Expressed great anticipation regarding the search for a new Diocesan Treasurer and gave thanks for progress made in the search process.
- Were concerned to hear from the Diocesan Youth Action Director of the possible plateau in the growth of Youth Ministry.
- Were reminded by the Youth Action Director of the significance of adults building relationships with young people in our church.
- Unanimously supported the renewal of our Companion Diocese relationship with the Diocese of Ho for another five years.
- Gave thanks for the announcement of the appointment of the Rev'd Bonnie LeBlanc as Archdeacon of Woodstock.
- Were pleased to hear two individuals, Jonathan Springthorpe and Kent Greer, will be ordained to the (transitional) diaconate on June 16.

### **Future Meetings**

Wednesday, 26 September 2012 - Camp Medley.

Wednesday, 14 November 2012 - Oromocto.

### **Expression of thanks**

The Vice-Chair offered thanks to members for attending the meeting and for their willingness to make it a priority among other commitments.

### **Closing Prayer**

The Bishop brought the meeting to a close with prayers and a blessing. Members joined in singing a closing hymn.

Time: 3:45 pm

Respectfully submitted,

The Most Rev'd Claude W. Miller  
Archbishop and Chair

The Ven. Geoffrey Hall  
Secretary of Synod

The Rev. Leo Martin  
Recording Secretary

01 June 2012