



# THE DIOCESAN SYNOD OF FREDERICTON

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Adopted 13 March 2013

## MINUTES OF THE MEETING OF DIOCESAN COUNCIL

23 January 2013

St John's Church Hall, Oromocto

### Pre-meeting circulation:

- Agenda 23 January 2013
- Draft Minutes (26 September 2012)
- Attendance
- Diocese of Fredericton - Mission and Vision
- Study: Incentives to Decline (John Flowers and Karen Vannoy)
- Team and Standing Committee Reports

Attending: Donald Adams, Irene Adams, Stuart Allan, David Barrett, Gilbert Carter, David Edwards, Glenna Geer, Rick Haddad, Geoffrey Hall, Chris Hayes, Keith Joyce, Jim Knight, Bonnie LeBlanc, Robert LeBlanc, Christopher McMullen, Claude Miller, Paul Ranson, Clyde Spinney, Ashley Sobey, Richard Steeves, Anne Walling, Walter Williams.

Regrets: Patricia Drummond, Richard McConnell, Allen Tapley, Cheryl Young.

Absent: James McKenna, Joshua Marsh.

Guests: Victoria Hachey, Leo Martin, Jim Morell, Eleanor Morrison, George Porter, Ana Watts.

### Call to Order

The Most Reverend Claude Miller opened this session of Diocesan Council at 10:05 a.m. with prayer, followed by the singing of "Be Still." He offered words of welcome to members and guests.

### Membership

The Archbishop asked for the following motion to be dealt with at this time:

MOTION 1: R. Steeves / R. LeBlanc

**That Diocesan Council appoint Eleanor Morrison to fill the Archdeaconry of Chatham lay member vacancy created by the ordination of Rose Steeves.**

MOTION 1: Carried.

### Archbishop's Opening Remarks

The Archbishop began by drawing Council's attention to diocesan mission and vision statements, goals of the Nicodemus Project and the Five Marks of Mission. He reminded everyone that as instruments of God's mission, we are constantly in transformation and while the challenges may be great, we are not alone in facing them. Changes are also taking place at the provincial level looking at how dioceses can work together to help understand God's mission.

The Archbishop invited members to visit the General Synod website for a summary of the recent consultation in Toronto. Some points of discussion were re-examining governance, updating technologies, establishing covenants with dioceses, and others. General Synod is meeting this year and by 2016 hopes to review the size and frequency of meetings.

On the Diocesan front, the Archbishop noted:

- two deconsecrations had taken place in the Parish of the Tobique
- a further deconsecration is scheduled for the Parish of Grand Falls
- The shared ministry project with the upper St. John River parishes will come to an end in February.
- The amalgamation in West Saint John took place.
- We are breaking new ground and Council needs to be aware of these fragile yet exciting beginnings.
- Teams were asked to take the time to think carefully on the work they are doing - whether it is making a difference and touching the lives of God's people.
- To proclaim the Gospel means to share the good news of our Diocese. These need to be added to the reports. Some examples are the delegations which are leaving for Ho and Belize.
- Leadership is key! If the leaders are equipped with the proper tools, they are to be supported in their work in order to be fully effective.

### Meeting Agenda

The following item was added to the agenda:

- A request for application to the Anglican Foundation for the 12-12-12 programme initiative.

MOTION 2: W. Williams / G. Carter

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

MOTION 2: Carried.

### Minutes of Last Meeting - 30 May 2012

MOTION 3: D. Adams / C. Spinney

**That the minutes of the 26 September 2012 meeting of Diocesan Council be adopted as circulated.**

MOTION 3: Carried.

### Next Meetings

March/May 2013:

- Wednesday, 13 March 2013 - St Paul's, Bushville (Miramichi)
- Wednesday, 22 May 2013 - St James, Lakewood (Saint John)

MOTION 4: C. Hayes / B. LeBlanc

**That we set locations for the March and May meetings of Diocesan Council.**

MOTION 4: Carried

September 2013:

- Saturday, 14 September 2013 - Camp Brookwood (Bristol)

MOTION 5: C. McMullen / A. Walling

**That this date and location be approved for the September meeting of Diocesan Council.**

MOTION 5: Carried

Council joined in singing the hymn "Ten Thousand Reasons" and C. Spinney offered prayer.

**Study: Incentives to Decline (Ministry Matters)**

The Archbishop asked if there were things within the article that are striking. A discussion followed which recognized there are many tendencies outlined and they are not always easy to break. One solution offered is that rebirth may need to take place since reversal is often too difficult or impossible.

There is resonance in the suggestion of 'one office per person.' Yet some will not accept a leadership role because they feel it is a life long commitment.

Other comments centered on the Anglican tradition of being broad in its styles of worship and there may be a need to be even broader.

Parishes may need to figure out who it is they want to target and spend their energy on that target group - be it youth, young adults, seniors, a mixture, etc.

**Reception of Diocesan Standing Committee and Team Reports**

Submitted: Standing Committee - Finance, Human Resources  
Team - Administration, Episcopal, Parish Support and Development, Spiritual Development, Youth Ministries.

MOTION 6: W. Williams / C. Spinney

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

MOTION 6: Carried

**Items requiring decision**

*2013 Stipends and Travel Reimbursement Rates:*

Victoria Hachey, Chair of the Human Resources Committee, explained the reasoning for the motion on 2013 stipend and travel includes diocesan budgetary realities and current cost increases of the items in question. The Council has mandated the Committee to review stipends following the changes made to travel reimbursement which has caused concern for some. Parishes are encouraged to discuss stipends with clergy annually. The review is a work in progress.

MOTION 7: W. Williams / R. Steeves

**That there be no change to the diocesan scale of minimum stipends (Regulation 7-2 Schedule A) or to the rates for travel reimbursement (Regulation 7-2 Schedule B) for the year 2013.**

MOTION 7: Carried

A comment was made that clergy need to be reassured this review will move forward since the Committee was asked to review stipend when the travel reimbursement system was changed. A change in stipends causes a ripple effect within the benefits package (ie pension). It is a complex issue: a whole remuneration package; is the review a comparative study of stipends across the country; across other employment sectors?

*Inter-parish loans:*

MOTION 8: G. Carter / D. Edwards

**That Diocesan Council approve that inter-parish loans, Sussex to Quispamsis, and Sussex to St. George, continue to be guaranteed to the lender by the Diocese.**

MOTION 8: Carried

*Policy A-6 Outstanding Parish Assessments*

MOTION 9: G. Carter / C. Spinney

**That the Diocesan Policy A-6 Outstanding Parish Assessments revised and updated as appended be adopted.**

MOTION 9: Carried

*Christian Education Director:*

The background for this motion is offered in the Youth Ministries Team Report. It is also noted this motion was brought forward before the Youth Action Director's resignation announcement.

MOTION 10: R. Steeves / C. Hayes

**That this Diocesan Council call upon the Archbishop, and other such persons as appropriate, to establish a process whereby the position of Christian Education Director in the diocese is filled as soon as possible.**

MOTION 10a: C. Spinney / R. Steeves

**That the word 'is' be removed and replaced with 'be reviewed and'**

MOTION 10a: Carried.

Motion 10 now reads:

**That this Diocesan Council call upon the Archbishop, and other such persons as appropriate, to establish a process whereby the position of Christian Education Director in the diocese be reviewed and filled as soon as possible.**

MOTION 10: Carried

*Support for the 12-12-12 Initiative:*

This initiative is based on a peer support model of education as used by the Wallace McCain Institute. It involves 12 clergy looking at 12 topics over a period of 12 months. Archdeacon Edwards is the primary facilitator assisted by Nancy Mathis of St. Mary's (York). The initiative is funded by individual sponsors with \$32,000 pledged. The General Synod is looking closely at what is happening with this initiative. The tangible outcome is clergy being able to name what skills they are missing for task changing ministry. The Nicodemus Project's second point focuses us on equipping our leaders. The Archbishop encourages members to go to the Wallace McCain Institute website in order to read testimonials about the entrepreneurial leader programs.

MOTION 11: D. Edwards / B. LeBlanc

**That Diocesan Council approve a request for application to the Anglican Foundation for a grant of \$10,000 in support of the 12-12-12 initiative.**

MOTION 11: Carried

Following the acceptance of this motion, G. Hall reminded Council members of Policy A-1 which outlines the process for making request for application to the Anglican Foundation.

Council broke for lunch with D. Barrett offering the blessing.

## **Afternoon Session**

The Council continued at 1:00 pm with A. Walling offering words of thanks to the ladies of the Parish for the lunch. Council agreed with applause.

As the Council musical leader, Robert LeBlanc offered a song he recently wrote called 'The Gift.'

### **Youth Action Director**

The Archbishop recognized the recent resignation of the Reverend Canon George Porter as Youth Action Director and offered him the opportunity to say a few words.

Canon Porter indicated he appreciated his 10 years in the Diocese. During that time, he was very touched by the amount of support he received by the Archbishop and diocesan staff. His parting words were that when it comes to youth, worship styles are secondary. The primary thing with our younger members is developing a relationship with them.

The Council expressed appreciation with standing applause.

## **Change of Chair**

The Archbishop called on the Vice-Chair to lead the rest of the meeting.

## **Items for Information and/or Discussion**

### **Financial Report: 2011 Financial Statements**

The Treasurer reported the completion of the 2011 financials review engagement. She reviewed the statements with brief explanation.

MOTION 12: G. Carter / I. Adams

**That Diocesan Council receive 2011 Financial Statements reviewed and dated December 31, 2011.**

MOTION 12: Carried

### **Financial Update to November 2012**

Income for 2012 (up to November) was \$1,524,000 with expenses amounting to \$1,712,000. This causes a shortfall of \$114,000; however, the caution is raised that these numbers do not include December figures for the year 2012. One concern is that parish support of the shared ministry budget continues to show a decline of 1% yearly. Follow-up on parishes which fail to provide their annual parish returns continues to be a priority.

The Treasurer listed a number of priority items over the next few months including: review of the 2012 payroll process; work schedules and fine tuning roles; support to parishes to ensure accuracy and timely reporting; working with the Council teams; stipend review and; retired clergy benefits. 2012 financials should be ready for review by April. 2013 budget preparations should be ready for the March meeting.

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

As Chair of the Administration Team, Jim Morrell called attention to page 15 of the circulation package. He noted many items on the list of 'issues and challenges' are now complete and that the rest prove to be works in progress at this time. He underlined the need to complete the team and committee self-assessment and called on all to complete this by June. As for the Archdeaconry Commissions, some comments are made in the report and D. Edwards speaks on this topic below.

### **Update on the Archdeaconry Commissions**

The Parish Development officer reported the seven reports are in. He offered thanks to all the territorial archdeacons for their leadership in this. Greater Chapter meetings are being held across the Diocese in order to look at the debatable plans and final reports should be in to the Archbishop by April 3<sup>rd</sup>. Following that, it is hoped these reports will be collated to recognize common themes always remembering some issues will be local to a particular archdeaconry.

It is important to include diocesan governance and structures in this review in order to get a complete picture. A main theme being seen is the 'tiredness of many people.' The Archbishop included the comment that mission is always local - since that is where people feel the enthusiasm and are willing to get involved.

The Chancellor added the Canons and Constitution Committee has been meeting with Archdeacon Edwards in order to get an indication of changes that may be needed. A draft has been prepared and is in the hands of some key people for comment. He reiterated the Bishop has authority to regulate in some areas to facilitate implementation of some potential recommendations. However, changes in structure would require action by Synod.

### **Diocesan staff vacancies**

The position of Camp Medley Director and the position of Youth Action Director are now vacant. The process for Camp Medley Director is now underway recognizing it is time sensitive. The hope is to have someone in place in March. As for the other vacancy, the Archbishop is consulting with the outgoing incumbent obtaining feedback to develop an appropriate job description.

### **Synod 2013**

The plans are to have a one day Synod early November. Location will be determined and recommendation made for the date.

### **Other items from committee or team reports**

*Episcopal Ministries Team:* The Archbishop drew attention to the guidelines for church closures. The pastoral aspect for closures has not been fully developed and needs to be done.

*Parish Support and Development:* The Parish of Salisbury and Havelock should be added to the list of applicants for assistance from the Foundation for Life.

*Spiritual Development:* Cheryl Jacobs stressed the upcoming Diocesan Prayer Retreat (April 18-20) with its three preparatory sessions. She invited everyone to join in this time of prayer for guidance.

An in-camera session was requested by the Archbishop.

### **IN CAMERA SESSION**

MOTION 13: W. Williams / C. Spinney

#### **That the Council enter an In-Camera Session**

MOTION 13: Carried

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MOTION 14: B. LeBlanc / W. Williams

#### **That Council conclude its In-Camera Session**

MOTION 14: Carried

### **Announcements**

W. Williams shared the good news that the host parish saved a large amount on heating by simply insulating the hall. The savings are so great that the project will pay for itself sooner than anticipated.

### **Prayer and music**

The Council ended with 'When I survey the wondrous Cross' and the Archbishop closed with prayer.

### **Adjournment**

Motion 15: C. Hayes

**The meeting be adjourned.**

Time: 2:55 p.m.

Respectfully submitted,

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

The Ven. Geoffrey Hall  
Secretary of Synod

The Rev'd Canon Leo Martin  
Recording Secretary

13 March 2013