



THE DIOCESAN SYNOD OF FREDERICTON

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Adopted June 20, 2015

MINUTES OF THE MEETING OF DIOCESAN COUNCIL

22 April 2015

St. Andrews Church, Parish of Nelson, Miramichi NB

Pre-Meeting Circulation:

- Agenda 22 April 2015
- Draft Minutes (21 February 2015)
- Key Messages
- Attendance Chart
- Team and Standing Committee Reports
- Comparative Income Statement January 1 – March 31 2015/2014

Attending: Donald Adams, Irene Adams, Stuart Allan, David Barrett, Rachel Barrett, David Bell, Gilbert Carter, Sandra Craft, Patricia Drummond, Bishop David Edwards (Chair), Rick Haddad, Brent Ham, Jim Knight (Vice-chair), Cathy Laskey, James McKenna, Christopher McMullen, Edward Quann, Richard Steeves, Allen Tapley, Walter Williams, Cheryl Young.

Guests: Cheryl Jacobs, Colin McDonald, Gisele McKnight, Brian Spence, Tom Fetter (by Tele-conference)

Regrets: Geoffrey Hall, Rosemarie Kingston, John Matheson, Douglas Painter, Anne Walling and Guests: Leo Martin, Jim Morell.

Absent: Eileen Irish

1. Holy Eucharist:

The Bishop opened the meeting with the celebration of Holy Eucharist (*BAS*), using the Collect, Epistle and Gospel for the forthcoming Sunday, the Fourth Sunday in Easter (Year "B"). He preached on its theme of the "Good Shepherd," highlighting our Lord's observation in Matthew 9:36 that the people seeking His help were "harassed and helpless, like sheep without a shepherd". Peter Cotterell in *Mission and Meaninglessness* points out that Christ's response to this was to (1) ask the disciples to pray for workers for the harvest (Matthew 9: 38); and (2) select and send the disciples out in mission, on answer to their own prayers (Matthew 10: 1-8). He challenged all present to take up this vocation to, in the words of the *BCP Ordinal*, "care for the careless".

Call to Order

The Bishop thanked the Parish of Newcastle-Nelson-Hardwicke for their hospitality, and called the meeting to order. He asked for a motion to appoint a Minutes Secretary *pro-tem* in the absence of Leo Martin.

MOTION 1: D. Bell / E. Quann

That Christopher McMullen be appointed Minutes Secretary *pro-tem* for this meeting.

MOTION 1: Carried.

3.b. Meeting Agenda

MOTION 2: J. McKenna / G. Carter

That the Agenda be approved with corrections noted.

MOTION 2: Carried.

4. Membership

It was pointed out that according to The Constitution of the Diocesan Synod of Fredericton, all lay members of Diocesan Council must be either a delegate or alternate to synod. A review of the information from annual meetings identified two individuals who were not a synod delegate or alternate and thus were no longer eligible to be a member of council.

5.i. Adoption of Minutes of the Last Meeting – 21 February 2015

MOTION 3: S. Craft / D. Adams

That the Minutes of the December 03, 2014 Meeting of Diocesan Council be approved as corrected and circulated.

MOTION 3: Carried.

5.ii. Tabled Motions

MOTION 4: G. Carter / A. Tapley

That Motions 7.D and 7.E of the February 21, 2015 Meeting (*Minutes, Item 6.f., page 8 of 49*) be lifted from the table.

MOTION 4: Carried.

Tom Fetter joined the conversation by teleconference. He identified on behalf of Bishop and Chapter its understanding of Council's concerns as expressed during the February meeting, related to the total cost of the proposed renovations. He informed council that the Cathedral community is prepared to proceed with the required work on the roof and other priority repairs. He indicated that the offer of a grant of \$ 250,000 from the Diocese toward this work (*February 21, 2015 Minutes, Motion 7.E*), proposed during the February meeting would be appreciated.

In the meantime the Cathedral- Synod Joint Committee may continue to take the required time to carefully explore various options and opportunities.

The Bishop called the vote on tabled Motions 7.D and 7.E:

MOTION 5.A (February 22 7.D.): G. Carter / S. Craft

That the Cathedral/Synod joint project not be approved at its present estimated cost.

Motion 5.A (7.D): Carried.

MOTION 5. B (February 22 7.E): D. Barrett / R. Haddad

That the Council approve a financial grant in the amount of \$ 250,000 to Christ Church Cathedral for the renovation of Memorial Hall.

Motion 5.A (7.E): Carried.

The Chancellor asked that the Minutes reflect that (1) this grant is a unique, one-off grant that is not meant to set any precedent; (2) it is for the immediate required repair roof work on the cathedral hall; and yet (3) it is not meant to preclude any further financial partnership with or assistance to the Cathedral, in light of the possibility of joint sharing of space with the Synod offices in the future. The Bishop, Gil Carter and Stuart Allan were among the Council members affirming these three points. Tom Fetter indicated that the Cathedral Chapter would be in agreement with all three of these discussed points.

On behalf of the Cathedral Congregation, Tom Fetter thanked Council for the grant, and also expressed his personal appreciation for being allowed to participate in the meeting by teleconference. The Bishop thanked Tom for taking the time to participate even while he was heavily occupied with other business.

6. Reports from Team and/or Committee Chairs

MOTION 6: W. Williams / D. Adams

That Council receive the reports from Team and Committee Chairs.

MOTION 6: Carried.

6.a. Administration Team

Attention was drawn to the *“Tracking Our Major Issues and Challenges Report,” (Pre-Meeting Circulation Package pages 13-19 of 49).*

Council engaged in small group discussion to work through the questions of: Are our structures adequate for the task we have to do? Is it the right model for what we are doing? Is there a need to change? Groups reported back and a summary document is included with these minutes.

6.b. Archives Committee.

David Barrett reported that after many years, there is now a formal agreement for the Bishop Medley Library to be transferred to the care of the University of New Brunswick. A proper catalogue will make all of its contents known and accessible, and the proper facilities will ensure their preservation.

MOTION 7.A: D. Barrett / W. Williams

That Council approve transfer of ownership of the Cathedral/Medley Library to the University of New Brunswick.

MOTION 7.A: Carried.

Greetings and Lunch

The Bishop reported greetings from Michael O'Hara, Rector of the Parish of Newcastle-Nelson and Hardwicke, our hosts for the day. He led the Council in grace, and a delicious lunch was enjoyed by the members along with birthday cake in celebration of Bishop Edwards' recent birthday.

After lunch, the meeting resumed with the Bishop ceding his Chair to the Vice -Chair, Jim Knight.

6. c. i. Finance Committee

Gil Carter reported on parish support of the Shared Ministry Budget to the end of 2014. Parishes are also regularly meeting their payroll obligations.

In response to queries from the Finance Committee, two parishes who had not met their 2014 targets did not even respond. Two indicated errors in the records of their support, and these were corrected. Six paid their remaining assessments. Six more indicated they had plans to do so, including one where its vestry members all pledged a 10% increase in their church offerings, with the express purpose of inspiring their givers to give more so that the parish could meet their Shared Ministry Assessment!

6.c.ii. Treasurer's Report

Diocesan Treasurer Irene Adams indicated that all parishes are in compliance with the requirement to submit their 2014 parish statistical and financial returns by March 15th. In compliance with Policy A-6: Outstanding Parish Support, Parishes are encouraged to develop long-term stewardship and financial plans, to enable them to meet their support of the Diocesan shared ministry budget. Archdeacons are to work with the parishes who are outstanding in this regard, along with the Diocesan Treasurer and if necessary, a support team will be convened to work with the parishes in developing an action plan.

Irene presented a Report on comparative Income and Expenditures for January 1 – March 31, 2015/2014 (*Pre-Meeting Circulation Package pages 25-32 of 49*). The Diocese's revenue for the first quarter of 2015 is above even its higher expenditures. She is encouraged by the financial results to date.

Jim McKenna pointed out an error on page 25 of 49: "Benefit Premium Recovery" (third line under revenue) was not included in the Total Revenue (fourth line). This will be corrected.

6.d. Human Resources Committee

Walter Williams reported on behalf of this Committee, which is continuing to review and amend the draft Diocesan Safe Church Regulations. He introduced the following four motions. Member biographies were provided of those proposed for the Diocesan Misconduct Committee (see document included with these minutes).

MOTION 7.B: W. Williams / B. Hamm

That, to support the implementation and administration of Policy B.3: Diocesan

Misconduct Policy, Barbara Richards be appointed as Diocesan Misconduct Officer, and Victoria (Vicki) Hachey be appointed Assistant Diocesan Misconduct Officer as of June 1, 2015; and Greg McMullin, David Turner, Susan Jack and Shara Golden be appointed members of the Diocesan Misconduct Committee effective immediately.

MOTION 7.B: Carried.

MOTION 7.C: W. Williams / J. McKenna

That Council thanks Fred Nicholson for his service as interim Diocesan Misconduct Officer and terminates his appointment effective June 1, 2015

MOTION 7.C: Carried.

MOTION 7.D: W. Williams / S. Craft

That Cathy Laskey be appointed as Diocesan Privacy Officer to support the implementation and administration of Policy B.4: Diocesan Privacy Policy, effective immediately.

MOTION 7.D: Carried.

MOTION 7.E: D. Adams / E. Quann

That Council approve the dissolution of the Diocesan Sexual Misconduct Committee and formally express its appreciation to members: Fred Nicholson, Bonita LeBlanc, Barbara Richards and Walter Williams.

MOTION 7.: Carried.

6.e. Parish Support and Development

Brian Spence reported that the Wardens and Treasurer's Day was a good success, and highlighted the approaching deadline for applications for Foundation for Life grants.

6.f., g. and h. Other Reports

Nothing more was added verbally to the PWRDF Diocesan's Representatives', Spiritual Development Team's or Stewardship Team's reports (*Pre-Meeting Circulation* pages 37-44).

6.i.i. and ii. Youth and Intergenerational Ministries:

The Bishop invited Colin McDonald, Director of Youth and Intergenerational Ministries, to speak to his report. He highlighted Anglican participation in the "Coldest Night of the Year" fund-raiser for the homeless. Camp Medley will sponsor a fundraising dinner on May 2, with all proceeds going to send kids to Camp Medley this summer. Donations are being solicited of items for the Silent Auction.

Colin is looking for chaplains to serve for the week-long camps at both Medley and Brookwood.

Maren MacLean and Christian Persaud have been hired as the Director and Assistant Director for Camp Medley. A married couple who are graduating from Knox College in Toronto, they will commence their ministries on April 27.

The "Youth Matters" training program was a good success.

The Bishop was present for the opening of the Safe Harbour shelter and program facility for homeless youth at the former St. James (Broad) Church property in Saint John. Rob Salloum and Jasmine Chandra are the new Anglican representatives on its Board of Directors, replacing the Bishop and Paul Ranson.

(Agenda Item 7. Motions:

The first five pre-circulated Motions were dealt with by Council as minuted above.)

8. Other items:

8. a. Atlantic School of Theology Board:

MOTION 7.F: D. Edwards / J. McKenna

That Claude Miller be appointed to the ministry of Diocesan Representative to the Atlantic School of Theology Board.

MOTION 7.C: Carried.

8. b. Moratorium on Rectories

The question is being raised as to whether it is time for the Diocese to lift its moratorium on the disposal of rectories. The Finance Committee is reviewing this.

9. Key Messages:

Vice-Chair Jim Knight will prepare his "Key Messages" for media circulation. It was agreed that the Key Messages be sent to the Council members who could then communicate them verbally rather than a broader circulation as point form may not provide enough background information. They are to be used as a resource by Council members to share about the work of Council.

10. Next Meeting of Council:

Diocesan Council is called to next meet on Saturday June 20, 2015 at Camp Brookwood.

11. Adjournment:

MOTION 6: A. Tapley

That Council adjourn.

MOTION 6: Carried.

The Bishop closed the meeting in prayer and the saying of the Grace together. Donald Adams led in prayers for the Bishop and Heather Miller's upcoming trip to our companion Diocese of Ho in Ghana.

Respectfully Submitted,

The Rev. Christopher McMullen,
Recording Secretary *Pro-Tem*.

The Rt. Rev. David Edwards,
Bishop and Chair

The Ven. Cathy Laskey,
Secretary of Synod.

Diocesan Structures Discussion (Diocesan Council – April 22, 2015)

*Are our structures adequate for the task we have to do? (Structures and teams)
Right model for what we are doing? Or is there a need to change?*

Working:

- Current Structure – 4 incarnations and it seems to be working the best
- Some committees recruit themselves - normally good except where already busy people are recruited, sometimes off other committees
- Committees are doing a good job overall

Need for change:

- Standing committee – nominating committee needs to be engaged in ongoing actions and a continuing part of the diocesan structure (not just at time of synod)
- Evaluation fallen by the wayside (strength and opportunities identification, weaknesses, what not doing)
- Between and among committees there is an overlap (x2); we need to find a better way of communicating so that we can take advantage of overlaps / opportunities for collaboration
- Standing committees need to know what the teams are doing
- Encouragement of weak/lapsed teams/committees. Council needs to be aware. Admin Team not tracking. We have a lack of leadership on these lapsed/inactive groups
- Questioned duplication
- Careful about cutting committees down too far and getting sub-committees (not good)
- Age of committee members; time to recruit younger members / do succession planning
- Mandates of committees and teams all need to be reviewed: start planning long term, focus on areas that can be developed; some things “falling off the map”
- Do not have population base to maintain the structure
- Wondered about if there was a disconnect between diocesan level and parish level
- 2 years (membership) is not long enough
- Better ways to communicate such as electronic conferencing should be investigated
- Focus on a couple of things (little is not less)
- Maybe organize some teams by archdeaconry
- Project teams with time limits – visioning team to select projects (Who: bishop’s counsel; Council?)
- Committees don’t know what they are to be aware of

- Dates for Council and Team/Committee meetings should be set in advance to address absences, and Teams/Committees need to know when Council will be meeting so they can plan their meeting schedule around getting important items to Council for decisions

PROPOSED DIOCESAN MISCONDUCT COMMITTEE MEMBER BIOGRAPHIES

Barbara Richards (Diocesan Misconduct Officer)

Barbara has extensive experience dealing with human resources issues from both the union and management perspectives. After completing a clerkship with the New Brunswick Court of Appeal she practiced union side labour law for several years before joining management at the University of New Brunswick from where she retired in 2014. She currently is part of a national team providing strategic negotiations advice to universities. Barbara has led workshops on various topics relevant to the Misconduct Officer portfolio including conflict management and conducting investigations. She has served as a Vestry member, Warden and member of the Canons and Constitution Committee for several years. She is married to Bill Richards and together they have 7 children and 4 grand-children. Barb and Bill attend church at Oak Point in the Parish of the Nerepis and Saint John.

Victoria (Vicki) Hachey (Assistant Diocesan Misconduct Officer)

Vicki has been married to her husband Marc for almost five years and together they are parents to their little joy, Michael. They currently attend Christ Church Cathedral in Fredericton. Vicki earned a Bachelor of Business Administration with an Honours in Human Resources from University of New Brunswick and a Diploma in Disability Management from Dalhousie University. She has been working in the human resources field, for the past nine years with NB Power. Her diocesan experience includes eight years on the Diocesan Human Resources committee, with six years served as Chair. During that time, she was involved with the evolution of the current Diocesan Misconduct Policy, from the old Sexual Misconduct Policy; retiree and active clergy benefits plans, as well as the clergy travel and stipend scales.

David Turner (Diocesan Misconduct Committee Member)

Born in Northern Sask. in 1980 David then lived in Sussex, N.B. between the ages of 7 and 18, moving to Halifax, N.S. to completed a B.A. in 2002. David then spent the next 5 years traveling, studying and working between Halifax, Guatemala, Camp Medley (Director), Montreal, Mexico, and Panama, after which he began theological training at Wycliffe College in Toronto. David graduated from Wycliffe in 2010, the same year he was ordained a transitional deacon in the diocese of Toronto where he served as an assistant curate for two years at St. Christopher's

Chinese Anglican Church and as an associate priest at St. Cuthbert's Anglican Church. Since November 10th, 2014 David has been serving as the Rector of St. Paul's, Hampton. David and his wife Kate Turner have been married since 2002 and are the proud parents of Silas (5) and Molly (3) and are eagerly expecting the birth of their 3rd child, name TBD.

Susan Jack

Susan is 55 and recently retired from a 30+ year career with NBTel/Bell Aliant. Prior to retirement she managed teams responsible for the quality of Internet and TV services as well as providing support for the Engineering department.

A life-long Anglican she has worshiped in the West Side of Saint John for close to fifty years. She has served on several Vestries and held various leadership positions including several years as Warden.

She has been involved with the Saint John Chapter of Cystic Fibrosis Canada for over 30 years and is currently serving as president.

Presently, Susan's most rewarding role is a faithful volunteer at a local nursing home where she reads the newspaper to the residents every Monday and serves as an unofficial photographer at their events. She also serves as an ambassador for the nursing home promoting awareness of elder abuse.

Gregory McMullin

Greg was ordained Deacon in September 1987 and Priest in June 1987 in the Diocese of Nova Scotia and Prince Edward Island. He has served as Rector of three parishes during his tenure of full time ministry:

The Diocese of NS & PEI: The Parishes of Liscomb & Port Bickerton (5 churches) 1987-1990, Trinity Church, Halifax (1990-2003)

The Diocese of Fredericton: The Parish of Coldbrook-St. Mary: 2003-present.

He also served as Chaplain in the Navy Reserve at HMCS BRUNSWICKER, Saint John (2005-present), on the board of SAMS Canada (1992-2003), Regional Dean of Saint John (2006-2012) and as a member of Diocesan Council.

Greg is married to Vanessa, and they are now entering their 28th year. They have three grow children: Samantha currently studying Speech Language Pathology at McGill University, Benjamin who has completed his third year of his Bachelor of Science Degree at Dalhousie University and, Madeline who is about to graduate from High School this June.

Shara Golden

Shara Golden is a retired civil servant. She worked for the Province of New Brunswick for 39 years. Throughout her career, her field of service to the people of New Brunswick involved labour relations, conciliation and mediation and human rights. Her last position was with the New Brunswick Human Rights Commission where she provided educational training and services for thirteen years.

Shara has been involved with the Anglican Church of Canada in various capacities and currently worships in the parish of Fredericton Junction. Initially, she was a member of her parish corporation. She commenced as Secretary of the Anglican Parish of Fredericton Junction and went on to hold office as Corporation Member, Chapel Warden and Church Warden. She taught Sunday school for many years and is now a leader of the parish youth group. She is currently a Lay Reader for the Parish and a representative for the cluster group meetings.

When Mother's Union (MU) opened the Gladstone-Blissville branch, she held various executive positions in the parish branch for over twenty years until it went into abeyance in 2013. She was Vice-President for the Canadian Mothers Union for the 2004-2008 term. Presently, she is Vice-President of the Diocesan Mothers Union and is the MU Link to the Diocesan Executive of the Anglican Church Women (ACW).

She has been a member of several committees in the diocese and at this time she holds a membership position on the Human Resources Committee. Shara attended Diocesan, Provincial and General Synods on several occasions on behalf of her parish and diocese.

Shara is married to Gregory and they have two grown sons, Gerad and Joel.