

REPORT OF DIOCESAN COUNCIL

Membership: 26 April 2007

Stuart Allan	Murry Arnott	Elizabeth Belyea	John Cathcart	George Connor	Patricia Drummond
Keith Dow	David Edwards	John Edwards	Charles Ferris	Peter Gillies	Geoffrey Hall
Don Hamilton	Vicars Hodge	Keith Joyce	Hazel MacKenzie	Mary MacDonald	Betty Macnamara
Richard McConnell	Claude Miller	Keith Osborne	Douglas Painter	Elizabeth Reid	Robert Salloum
Fred Scott	John Sharpe	Donald Thompson	Cecil VanBuskirk	Walter Williams	

The Council received resignations of Captain Bonnie Hunt, the Rev'd Robyn Cuming, Dr. Mo Iype and Mrs. Caryn Gunter during the term.

Diocesan Council met 12 times following the 128th session of Synod: 22 June 2005, 30 September 2005, 01 October 2005 (Planning), 09 November 2005, 14 January 2006, 11 February 2006 (Planning), 15 March 2006, 10 June 2006, 04 October 2006, 04 November 2006, 24 November 2006 (Planning), 17 January 2007, 11 April 2007. A meeting is scheduled for 16 May 2007.

Three meetings (01 October 2005, 11 February 2006 and 24 November 2006) were for the purpose of work on the Shared Ministry Plan, the second of which was facilitated by Mrs. Suzanne Lawson at the expense of the Letting Down the Nets ACC initiative. The Shared Ministry Plan was presented at meetings of Archdeaconry Greater Chapter during April 2007.

Resolutions of Diocesan Council:

18 May 2005

- That the Diocesan Council support the motion which is coming before Synod regarding the proposed changes to Parish Registers.
- That this Council send an appropriate individual to the Stewardship Conference (TENS) in North Carolina 23-25 June 2005 at a cost of approximately \$1500.
- That this Diocesan Council clarify the title "the Committee" named in the Sexual Harassment and Assault Policy as the "Sexual Harassment and Assault Committee."
- That Diocesan Council meet for one half day for the purpose of post-Synod business, 22 June 2005 in Fredericton at 1 p.m.

22 June 2005

- That the Mission Outreach Team Report be given at the Council's September 2005 gathering with respect to any progress on any Companion Diocese.
- That a nominating committee for Diocesan Council be created and that the task be assigned to the Administrative Team.
- Elections and Appointments (continued)



As a member of Diocesan Council, I need to prayerfully:

- Prepare, attend, listen and contribute to the work of the Council, at meetings and between meetings
- Communicate with other members, with parishes, archdeaconries and other groups and insist on having information; actively work to be well informed
- Commit time to Council matters, take time to reflect on proposals, and work actively on at least one Council Team
- Be accountable for my decisions, Council's decisions, and promote the understanding of those decisions in the Diocese
- Act always in the best interest of the whole Diocese

Diocesan Council:

Mohan Iype, Hazel McKenzie, Keith Dow

Diocesan Council (Youth)

Caryn Crowe - acclaimed

Finance Committee:

Murry Arnott, Kelley Hall, Norman MacLeod, David Keirstead, Sharon Connors, Jean Hamilton

Offences Committee - acclaimed

Fred Nicholson, Walter Williams, Bonnie LeBlanc, Barbara Cooper

Court Pool - Lay - acclaimed

Shara Golden, Terry Hutchinson, Peter Irish, Kimberley Monteith, Judith Moore, Rick Peacock, Deirdre Wade, Lynn Walsworth, David Watts, Kelly VanBuskirk

Court Pool - clergy - acclaimed

Howard Anningson, Barry Craig, Robyn Cuming, Patricia Drummond, Peter Gillies, Elaine Hamilton, Ross Hebb, William Morton, Eric Phinney, Robert Salloum

Kings College Board - acclaimed

Judith Campbell, Alvin Westgate

Archives Committee - appointed

Marion Beyea, Twila Buttimer, Charles Ferris, Gregg Finley, Geoffrey Hall, Ross Hebb, Harvey Malmberg, Frank Morehouse, Heather Vail, Lorna Williams, Arnold Godsoe, Christopher VanBuskirk, Keith Joyce, David Barrett

Constitution and Cannons Committee

Charles Ferris, Chair (ex-officio), Clyde Spinney, Vice chair (ex-officio), Ray Dixon, Fred Nicholson, Eugene Westhaver, Ron Stevenson, Lynn Walsworth, Kimberley Monteith, Kelly VanBuskirk, Deirdre Wade, Beverley Smith, Patricia Drummond, Robyn Cuming, Ross Hebb, Barry Craig, Terry Hutchinson, Barbara Cooper, Robert Salloum

Vice Chair - Diocesan Council

Mohan Iype

Diocesan Executive - lay

Charles Ferris, Fred Scott, Mohan Iype, Cecil VanBuskirk, Murry Arnott, Heather Carr

Diocesan Executive - clergy

Keith Joyce, Geoffrey Hall, Keith Osborne, Robyn Cuming, Stuart Allan, Vicars Hodge

30 September 2005

- That the Kingston/Kennebecasis Archdeaconry election of the Rev'd Peter Gillies as clerical representative to Council be ratified.
- That the Rev'd Douglas Painter, nominated by the Woodstock Archdeaconry, be appointed to Diocesan Council filling the vacancy created on the departure of the Rev'd David Perks.
- That the current Sexual Harassment and Assault Policy (B-12) be revised to reflect a title change to "Sexual Misconduct Policy" and minor revisions including: a. "the Committee" b. "Investigative Panel" replacing "fact finders" c. "sexual abuse" added to definition of misconduct, as per the revision draft.
- That the following appointments be made in support of the Policy on Sexual Misconduct: Mr. Ken Fitch (Panel of Investigators); Mr. Wayne Nightingale (Panel of Investigators and Panel of Mediators); Professor John McEvoy (Panel of Mediators).
- That this Council, on behalf of the Diocese, express our clear opposition to reopening the issue of whether the Anglican Church can move to accepting, as the government and the other churches have done, a partial, rather than a full release.
- That the current Privacy Policy (B-14) adopted January 2005 be revised by adding "Appendix C" Access to Archival Records" as in the draft revision.
- That Council accept the recommendations 1-5 RE: 2006 Minimum Stipend Scale (1) travel allowances (2, 3 and 4) and housing allowance (5) as outlined in the 30 September 2005 Report of the Finance Committee.

- That the letter of request from the Parish of Hardwicke be referred to the Diocesan Finance Committee for consideration.
[Regarding a request to Diocesan Council to approve an application for mission grant.]

09 November 2005

- That this Diocesan Council approve the 2006 Diocesan Budget as proposed by the Finance Committee. Because of the strong likelihood the Budget will not be funded, the Committee makes the following recommendations:
 - a) that the Mission Outreach and Parish Assessment be increased by 10%.
 - b) that Council authorize withdrawal of up to \$50,000 from endowment funds to help finance the 2006 operating budget subject to the availability and the use of capital.
- That the 30 September 2005 adopted Sexual Misconduct Policy (B-12) be amended by:
 - a) changing section 9.0 to read "Updating and Reporting Process"
 - b) changing paragraph 9.1 to paragraph 9.2
 - c) Inserting a new paragraph 9.1 as follows:
 - 9.1 The Secretary of the Synod shall report on the use of this policy at each regular meeting of the Synod. The report shall include statistics on the number of complaints made pursuant to this policy since the last report, the number of complaints resolved and in what manner they were resolved. The report may include recommendations from the officers of the Synod regarding any proposals to modify this policy.
- That this Council adopt the proposed Policy A-18 "Part-time Remuneration and Allowances."
- That this Diocesan Council accept the statement resulting from the Council development session 01 October 2005 and begin implementation of the same:

Vision: Sharing the responsibility of communicating the Gospel

Archdeaconry Greater Chapters encouraged to take a major role in the work of proclamation;

- Nurturing the process of equipping the saints and making disciples at the local (regional / archdeaconry) level
- Making episcopal / diocesan leadership present in every parish through members of Synod and members of Diocesan Council

Medium-term goal: The development of congregations and ministry in the parish (the engine of mission and evangelism) by way of a shared regional ministry

- That Mr. Keith Dow be appointed to the Finance Committee.
- That Insurance Minimum Standards (Finance Committee Appendix 2) be approved (subject to further amendment) as the basis for mandatory standards of property and liability insurance coverage for parishes.
- That the Diocese respond favourably to the proposed partnership plan recommended by representatives of the General Synod Letting Down the Nets initiative as outlined and refer the issue to the Parish Support and Development and Stewardship Teams for further work including: development of a plan, consultation and implementation.
- That the Human Resource Committee be asked to conduct a consultative process with our retired clergy regarding the retired clergy extended health care plan and develop a revised proposal on this issue prior to the March 15, 2006 Council meeting.
- That we extend our concerns to the Bishop and Diocese of the Arctic and that the Episcopal and Mission Teams communicate our concerns to our own diocese and suggest ways to support.
[Following the news of the destruction by fire of the Iqualuit Cathedral]

14 January 2006

- That the Diocesan Council authorize the Bishop and the Diocesan Chancellor to do all things necessary to give effect to the Agreement in Principle entered into on November 20, 2005 between Canada, as represented by the Hon. Frank Iacobucci, Plaintiffs, as represented by the National Consortium, Merchant Law Group and other legal counsel, The Assembly of First Nations, The General Synod of The Anglican Church of Canada, The Presbyterian Church in Canada, The United Church of Canada and Roman Catholic Entities, and without restricting the generality of the foregoing, authorizes the Bishop and the Diocesan Chancellor to
 - (a) execute all documents necessary to amend the Settlement Agreement entered into on March 11, 2003 between the Government of Canada, The General Synod of The Anglican Church of Canada, The Missionary Society of The Anglican Church of Canada, and The Anglican Church of Canada Resolution Corporation, in accordance with section 8.1 of that Settlement Agreement, so as to incorporate provisions no less favourable than those in any settlement agreement concluded by the Government of Canada with any denomination or church entity other than the Anglican Entities with respect to IRS Abuse Claims arising from Indian Residential Schools, and
 - (b) instruct legal counsel for the purpose of giving the consent of the Diocesan Synod of Fredericton to the certification of any class actions and to the making of any settlement orders required to give effect to any final settlement agreement between the parties to the Agreement in Principle of November 20, 2005.
- That Diocesan Council approve work completed thus far on a (Strategic) Ministry Plan for the Diocese, including the four broad strategic initiatives and that Council support further work and completion of the plan over the next few months.
- That Council meet on 11 February 2006 for the purpose of the further development of the ministry plan, specifically action items for strategic initiatives.

15 March 2006

- That Diocesan Council accept the report of the consultation with retired clergy and widows and concur with the recommendation of the Human Resources Committee that further consideration and consultation be done before a change in the current plan be undertaken, facilitating the following:
 1. A need for consistency between the "active" and "retired" plans.
 2. A policy on eligibility for participation and enrolment .
 3. A cost sharing methodology that ensures the plan can be sustained and which addresses the needs of those already in the plan as well as those who will retire in the future.
 4. Ensure that the coverages are designed to meet the basic needs of the group as a whole
- That the Diocesan Council accept recommendations of the Finance Committee:
 1. That authority be given to affixing the necessary signatures of the Diocese on a contract with Chapelstone Design Inc. for conceptual designs and architects and engineering drawings for the construction of a kitchen, dining, and washroom building at Camp Medley.
 2. That the Medley Project Committee and the Finance Committee continue to work towards the establishment of an appropriate contract for the construction of said building.
 3. That the appropriate Committees work towards negotiation of the most favourable banking terms available for the debt related to the construction project.
 4. That work on this construction project be slated to begin, immediately following the 2006 camping season, beginning with site work, obtaining approval for a septic system, and the construction of foundation walls, with a view to completing the project in time for the 2007 camping season.

04 October 2006

- That the September 2006 Compliance Form be appended to the B-12 Sexual Misconduct Policy as Appendix "G."
- That the draft motion, as included in the Administration Team Report, be put to Diocesan Synod 2007. [Signing Authority Canon Change]
- That Mrs. Myrna Richards be appointed to the Panel of Mediators and the Panel of Investigators AND Ms. Elizabeth Chisholm to the Panel of Investigators under the Sexual Misconduct Policy.
- That Diocesan Council appoint/elect a vice-chair before the end of this October 04 meeting. [Due to resignation of the Vice-Chair, his position on the Diocesan Executive will be filled by Cecil VanBuskirk]
- That these three lay people be accepted as members of the Executive Committee and that another clergy member be elected to reach a balance as per Canon. [Elizabeth Reid, Keith Dow and Mary MacDonald]
- That the recommended 2007 Clergy Stipend Scale (+2%) and Allowances (static) be adopted.
- That Diocesan Council make a donation of \$5,000 to the Letting Down the Nets General Synod Stewardship Initiative.
- That the Draft Budget for 2007 be approved as presented.
- That the institutional grant to Atlantic School of Theology be raised from \$5,000 to \$10,000. [As reflected in the 2007 Budget.]
- That an appropriate narrative budget be published to represent the 2007 budget.
- That the letter from the Parish of Rothesay be received with appreciation and with the acknowledgment that this is a direction which Council intends to pursue. [Regarding concerns raised as to the annual budget requests made of parishes.]

04 November 2006

- That Diocesan Council encourage the Companion Diocese Committee to pursue a companioned Diocese Relationship with the Anglican Diocese of Ho (Eastern Ghana) and the covenant resulting from that consultation.
- That Diocesan Council request the Bishop appoint a task group to investigate and recommend a vision and template for programme and facilitate management of diocesan camp ministries and report to Diocesan Council at the January meeting.
- That Diocesan Council immediately establish a task force charged with the mandate of developing a new process for calculating parish funding requirements in support of the diocesan budget, and that this task force report to Council, through the Finance Committee, with its recommendations, no later than March 31, 2007, with a view to placing this item on the agenda of the 2007 Synod.
- That Council establish a committee of no more than 6 members from the list provided at this council meeting and that the committee be given the authority to substitute membership when needed. [Result was the Task Force on Parish Budget Support.]
- That parish allocations of mission outreach and assessment in support of the diocesan budget for 2007 be frozen at their current (2006) levels.
- That we immediately undertake a special mediation process involving an outside, professional facilitator to address known fractured relationships within the Diocese.

24 November 2006

- That the resulting Diocesan Shared Ministry Plan be accepted.

17 January 2007

- That the Camp Vision Task Force be dismissed with thanks for the work they produced.
- That Diocesan Council appoint an Implementation Team for the purpose of recommending a change management process, presentation of the Plan, and monitoring its progress,

reporting regularly at each future meeting of the Council. Membership to include: the Bishop and Vice-chair of Diocesan Council with power to add membership.

- Be it resolved that Diocesan Council approve the following in response to the Camps Visioning Group report:
 1. That the mission statement of the Diocesan camping program be: to proclaim the Gospel of Jesus Christ for the making of disciples among children and youth.
 2. That Diocesan Council assign responsibility for the Camp Medley maintenance and management to a new Camp Medley Facilities Committee, which shall operate under the Diocesan Property Committee.
 3. That Diocesan Council assign responsibility for the Camp Medley summer camps program to a new 6-8 member Camp Medley Program Committee, which shall operate under the Youth Team of Diocesan Council.
 4. That the Bishop appoint a new part-time (but working year round) staff person (Camp Director), who will report to the Bishop and work closely with the new Facilities and Program Committees and oversee the annual programming, staffing and operation of the camp.
 5. That the Diocesan Council ensure the annual diocesan budget includes sufficient funds to cover all property-related costs including annual maintenance, repairs and upkeep, major equipment and insurance; and that these funds be managed by the Camp Medley Facilities Committee in cooperation with the Diocesan Property Committee.
 6. That Camp Medley's annual program/operations budget be administered separately, and that fees be set by the new Program Committee so as to ensure campers' fees and other revenue covers staff salaries and operating costs, recognizing that the surplus funds each year belong to the Diocese which has primary responsibility for maintaining the facilities.
 7. That no action be taken or changes made to normal operation of Camp Brookwood until there has been a thorough review of its current situation and future needs by a separate committee.
- That Mr. David Bell be appointed to the Panel of Mediators, the Panel of Investigators and the Committee on Constitution and Canons.
- That the Diocese take advantage of the offer of General Synod to subsidize cost of attendance of two individuals (1 cleric and 1 lay) at the Symposium AND that the lay person be Hazel Mackenzie with the cleric being named at a later date by the Bishop.
- That the Sexual Misconduct Policy (B-12-3(b)) be amended using the revised definition of sexual assault to be arranged alphabetically.
- That the proposed draft of the Rothesay Netherwood School Act of the Legislature be tabled until the next meeting of Diocesan Council for consideration of its referral for acceptance by Diocesan Synod in June 2007.
- That the following change be made in the terms of membership of the Nominating Committee: "The Bishop or representative; No less than two members of Diocesan Council; Members-at-large; Total of five."
- That Diocesan Council formally express its support of and with assurance of our prayers for Joint Task Force Afghanistan including the Rev'd Canon Malcolm Berry and the Rev'd Steele Lazerte in their strategic roles as Chaplains with the Canadian forces going to Afghanistan this year, and that we, as Council and as a Diocese, determine to do our best to uphold and support their families in their absence in this time of great apprehension for them and for all the men and women serving in Afghanistan.

Committees, Groups and Organizations

<http://anglican.nb.ca/synod/council/terms/>

	Terms
Diocesan Council	08 Mar 07
ADMINISTRATION	
Council Administration Team	05 Jan 06
Finance Committee	
Camp Medley Project Team	21 Nov 05
Diocesan Properties	
Stipend and Human Resources	
Property	
Mission Grants	
Historic Properties	09 Feb 06
Insurance	
Investment	04 Jan 06
Ecclesiastical Court	
Constitution and Canons	
Code of Professional Conduct Working Group	
Red Book Working Group	
Sexual Misconduct Committee	
Diocesan Registrar	
Archives	
Diocesan Communications	
Synod Office	
Communications Review Task Force	06 Mar 06
Nominating Committee	17 Jan 07
EPISCOPAL MINISTRIES	
Council Episcopal Ministries Team	15 Jul 04
Vocational Chaplains	02 Feb 07
AST / Wycliffe / Kings	
Commission on the Diaconate	
Matrimonial Commission	
DARD (Dean, Archdeacons and Regional Deans)	
Faith and Worship	

Church Army
Active Clergy
Retired Clergy
Clergy Conference
External Chaplaincies
Bishop's Dinner
Hospital Chaplains
University Chaplaincies
RNS Chaplaincy

MISSION AND OUTREACH

Council Mission and Outreach Team	21 Jul 04
PWRDF	
Hospital Chaplaincy Support Committees	07 Dec 05
Companion Diocese	
Diocesan Missionary Society	
Coverdale	
Refugees	
Volunteers in Mission (VIM)	
Anglican Church Women	
Rothesay Netherwood School	
Anglican Church Homes	

PARISH DEVELOPMENT AND SUPPORT

Council Parish Development and Support Team	03 Aug 04
Warden's Day	
Archdeaconry Commissions	
Capital Works Committee	
Anglican House	

SPIRITUAL DEVELOPMENT

Council Spiritual Development Team	16 Jun 06
Christian Spiritual Formation (CSF)	
Resource Centre	
NB Anglican Cursillo	
Clergy Spouses	

Clergy College
School of Church Music
 Choir School
Guild of St. Joseph
Anglican Fellowship of Prayer
Layreaders
Men's Conference
Definitely Not Synod (DNS)
Mothers' Union
Marriage Encounter
Christian Education Director
Anglican Renewal Ministries

STEWARDSHIP AND FINANCIAL

Council Stewardship and Financial Development 01 Sep 04
Stewardship Education and Action
Budget Committee – Budget Consultations

YOUTH MINISTRIES

Council Youth Ministries Team
Youth Action Director
Teens Encounter Christ (TEC)
Camp Medley: Director/Property/Facilities
Camp Brookwood
SJ Inner City Youth Ministry

As at 26 April 2007

ADMINISTRATION

Membership: Shara Golden, Fred Scott, Keith Dow, Murry Arnott, Charles Ferris, Geoffrey Hall

The Administration Team is appointed by Council and will enable and support diocesan administration by providing a framework for reporting and coordinating administrative functions within the Diocese in a manner which reflects and promotes Diocesan Council's emphasis on transparency and accountability.

As per Canon FOUR (18.1) and (19.1), respectively, the Finance Committee and the Constitution and Canons Committee are established by Diocesan Council and will normally report through the Administration Team. The Administration Team will provide Council oversight, co-ordination and reporting on such issues as records management, communication, risk management, policy, directive, regulation and guideline revision, and human resources issues. In April 2007 Diocesan Council reestablished committees on Diocesan Nominations and Human Resources as committees of Council as opposed to sub-committees of other bodies.

The following are specific agenda items completed or on-going:

Team Roles and Responsibilities	accepted by Council	complete
Team chair	G. Hall agreed to pro tem role	on-going
Dio. Info. Man. System (DIMS)	database operational for 05/06 stats	complete
DIMS	further development needed in next release	on-going
Registers project	Implemented 01 Jan 2006	complete
Nominating Committee	committee established by Diocesan Council	complete
Diocesan organizational chart	suggestions but no decision on final	on-going
Red Book review	work in progress	on-going
Volunteer screening procedure	to do	on-going
Privacy Policy	implemented by Council with training	complete
Sexual misconduct training	trainers trained; workshops encouraged	on-going
Insurance for parishes	minimum standards set; diocesan program	on-going
Remuneration part-time clergy	implemented	complete
Communications Review	task force established and reported	complete
Synod Planning	co-ordinate 2007 planning team	complete
Diocesan strategic planning	Council work sessions; approved	complete
Diocesan signing officers	Motion drafted for 2007 Synod	complete
Synod staff performance	Annual review process implemented	complete
Administrative Officer	Position profile and hiring process	complete
Diocesan budget process	facilitation of establishment of process	on-going
Church Street parking	negotiation with municipality	on-going

Respectfully submitted,
Geoffrey Hall (The Ven.), Team Chair pro tem

CONSTITUTION AND CANONS COMMITTEE

During the reporting period, the Constitution and Canons Committee carried out the functions conferred on it by Canon Four, s. 19(6), namely, to:

a) advise the Synod, the Bishop and the Diocesan Council with respect to legal matters related to the Church and the Diocese; and

- b) make recommendations to the Synod and the Diocesan Council with respect to the adoption of Canons, or the amendment of the Act, the Constitution and the Canons.

Pursuant to the exercise of these functions, the Chancellor, the Vice-Chancellor and members of the Committee provided advice to the Bishop, the Diocesan Council and its committees on an ongoing basis on a wide range of human resources, real property, trust, financial and other matters.

Specifically, the following major initiatives were completed during the reporting period:

- a) The adoption of Rules of Procedure of the Ecclesiastical Court of the Diocese of Fredericton under Canon Eight, s. 9
- b) The adoption and implementation of a training program under the Diocesan Sexual Misconduct Policy & Procedure and the Diocesan Privacy Policy
- c) The adoption of updated regulations on Access to Parish Registers (i.e. Baptisms & Marriages restricted after 1955 and Confirmations & Burials restricted after 1985.)

In addition, the Committee has completed a significant portion of its research on the following initiatives:

- a) The Revised Diocesan Regulations and Policies and Episcopal Directives
- b) The Register of Parish Memorials Names and Boundaries; and
- c) The Code of Pastoral Conduct

In closing the Committee gives thanks to God for the life and work of Lynn Walsworth, who served the Diocese with distinction, and who passed away on May 6, 2007. The Committee also gratefully acknowledges the work of the Rev. Robyn Cuming, who resigned from the Committee following her transfer to the Diocese of Ottawa.

Respectfully submitted

Charles Ferris, Chancellor and Chair

Clyde Spinney, Vice-Chancellor and Vice-Chair

FINANCE COMMITTEE

COMMITTEE LEADERSHIP AND ORGANIZATION

Mr. Murry Arnott (Parish of Woodstock) was elected as Chair of the Finance Committee and Canon David Kierstead was appointed Vice-chair. Other members of the Committee include: Bishop Claude Miller, Archdeacon Stuart Allan (Parish of Saint John), Norman McLeod, (Parish of Renforth), Archdeacon Walter William (Parish of Woodstock), Kelley Hall (Cathedral), Keith Dow (Parish of Kingston), Charles Ferris (Diocesan Chancellor), Archdeacon Geoffrey Hall (Secretary of Synod), Fred Scott (Diocesan Treasurer), and the Very Rev'd Keith Joyce (Dean of Fredericton).

In addition, the Committee appointed membership in the following sub-committees:

Human Resources	Chaired by Ted Curry (Parish of Newcastle)
Property	Chaired by Canon David Kierstead (Parish of Victoria)
Investment	Chaired by Norman McLeod (Parish of Renforth)

The Committee has met 13 times since last reporting to Synod. In addition there were 19 meetings of the various sub-committees of Finance.

SHARED MINISTRY BUDGET

The Finance Committee has the overall responsibility for preparing the operating budget for the Diocesan Council's consideration. Care is taken to ensure the budget reflects the ministry priorities established by Synod and the Bishop and Council and that the financial estimates are realistic. Funding considerations play a major role as it is the parishes that provide the bulk of the financial resources needed for the Shared Ministry to move forward.

The operating budget for 2006 was drafted and recommended to Diocesan Council. In making this recommendation the Finance Committee identified certain funding issues which would help ensure the budget could be fully funded.

In conjunction with preparation of the 2007 Shared Ministry Budget the Finance Committee stated its concerns over flaws in the current process of allocating budget funding among the parishes.

Arising out of that concern was a desire on the part of the Committee to see work begin immediately on the development of a new system for funding. To that end the Finance Committee recommended that Diocesan Council:

... immediately establish a task force charged with the mandate of developing a new process for calculating parish funding requirements in support of the diocesan budget, and that this task force report to Council, through the Finance Committee, with its recommendations no later than March 31, 2007, with a view to placing this item on the agenda of the 2007 Synod.

In partnership with this recommendation the requests from parishes for budget support were frozen at the 2006 level.

Council agreed and acted accordingly. As a result a new process for determining parish fair share support for the Diocesan Shared Ministry Budget has been developed and approved by Diocesan Council. Synod will be asked to establish the financial parameters that will determine each parish's fair share allocation of funding for the Shared Ministry Budget.

THE HUMAN RESOURCES COMMITTEE

Stipend, Allowances and Benefits: The Human Resources Committee of Finance has responsibility for studying these matters and making recommendations to Finance which, if approved, are then moved on to Diocesan Council for final approval and implementation.

In each of the years 2006 and 2007, the Committee recommended a 2% increase in the minimum clergy stipend scale.

Travel and car replacement allowances were increased to \$4,200 each in 2006 and held at that level in 2007.

The Human Resources Committee worked with our benefits consultant, Morneau Sobeco, to develop renewal rates for the clergy health and dental plan. In both renewal terms the rate of increase was in the range of 4.5 - 5%, which was seen as a positive and manageable result.

The Human Resources Committee has been studying the manner and process by which the Diocese maintains and provides health coverage for clergy (and families) after retirement. The goals of the work are to ensure we have clear policies and that the program is sustainable. Consultation with the group and with Diocesan Council has been ongoing.

In recognition of the key role that human resources plays in the ministry of the diocese, a decision was made to move the Human Resources Committee from Finance and to make it a standing committee of Council.

DIOCESAN FINANCIAL STATEMENTS

The statements for 2006 (along with comparative data for 2005) were approved by Finance and are included in the Synod Convening Circular.

In 2005 the Operating Fund incurred a deficit of \$24,000, due mainly to shortfalls in the level of funding the parishes were able to provide in support. In 2006 there was a remarkable turnaround as parish support for the Shared Ministry Budget grew substantially, resulting in an operating surplus of \$42,000.

The issue of the Audit of the financial statements came to the fore in 2006, when the Finance Committee was apprised of changes to audit standards and the impact those changes would have on the nature and scope of the audit of the diocesan financial statements.

The Committee studied and discussed the issue in great detail and assigned a Task Force to meet with our Auditors and to develop recommendations. After a thorough analysis of the issues involved and after consultation with our Auditors and other stakeholders, and with a clear sense of the impact of such a change, the Finance Committee recommended to Council that beginning with the 2005 fiscal year the Diocese move to a review engagement in respect of the examination of our annual financial statements.

The Council agreed with the recommendation, and the statements for the years 2005 and 2006 were both subject to a review engagement as opposed to an audit.

MONITORING ASSESSMENT RESULTS

During the year the Finance Committee spends a great deal of time monitoring the results in respect of parish support for the diocesan budget as well as their ability to stay current in meeting those assessments related to the employment of their clergy.

Out of a concern over an apparent increase in payroll assessment shortfall the Committee instituted a specific monitoring and follow-up policy and process to ensure this item does not get out of control. That policy has worked well and has served to raise the awareness of the importance of keeping employment assessments up to date.

The Committee continued the practice of publishing assessment results in the New Brunswick Anglican on a periodic basis in order to raise awareness.

PARISH FINANCIAL SUPPORT

At times the Finance Committee can become directly involved in parish finances, especially in times of difficulty. Often action is needed and those actions are noted as follows:

- Provided a demand loan to the Parish of St. George to help them deal with significant cash flow problems arising out of debt payments relative to the construction of their new church. To date the loan has not be drawn upon.
- Provided Mission Grant funding to the parishes of Hardwicke, Upper Kennebecasis, Gagetown and Restigouche.

- For the Parish of the Nerepis and St. John, the Finance Committee agreed to provide support and assistance with their planned construction of the Church of the Resurrection, which will begin in 2007. Specifically, and in response to their request, the Committee agreed that the Diocese will act as guarantor of the Parish's bank debt, both short term and long term. In addition, the Diocese will lend from its resources, up to \$350,000, with payments of interest only, for up to five years. The loan funds will be provided by shifting a portion of Diocesan holdings in the Diocesan Consolidated Investment Fund.
- The Committee gave permission to the Parish of St. James, SJ to use a portion of its capital funds for the purpose of paying operating costs related to its building. This was necessary in light of the winding down of the Parish Corporation.
- Authority was given for the affixing of signatures in respect of a mortgage agreement for the Parish of St. Andrews (no diocesan guarantee involved)

CAMP MEDLEY CONSTRUCTION

A Committee was appointed to manage and oversee all aspects of the construction of a new multi-purpose facility which would house kitchen, dining/gathering area, washrooms and showers. They reported to the Finance Committee on a regular basis. Based on those reports and with Diocesan Council approval:

- Authority was given to signing design and construction contracts with Chapelstone Developments
- Authority was given for expenditure of up to \$750,000 and for negotiation of debt arrangements as necessary
- The plan is to have the facility available in time for the 2007 camping season

The construction has progressed well beginning in late 2006 and it is expected to be completed by early May.

CAMP CAPITAL CAMPAIGN

The second phase of "Building Faith for a Lifetime" was launched in 2005 with a goal of raising one million dollars for the project and for work at Camp Brookwood. The campaign coordinator, Mr. Peter Irish, reports to all Finance meetings. While the progress has been slower than we would prefer, we are encouraged that we are more than half way to our campaign goal.

The Finance Committee recognized that there is a cash flow challenge in respect of construction costs and campaign donations, and noted that at this point that shortfall is being funded internally, but there will soon be a need for bank financing, the terms of which will depend entirely on the results of the campaign.

The following summarizes the actual cash flow of this phase of the construction and campaign for 2005 and 2006: (It does not take pledges into account)

CONTRIBUTIONS:	
From Diocesan Budget(s)	\$ 50,000
Donations from individuals, corporations, ACW and parishes	<u>331,055</u>
TOTAL CASH RECEIVED	\$381,055

DISBURSEMENTS:

Architectural Costs	\$ 46,176
Construction	151,632
Septic System Costs	82,579
Campaign Costs (05/06)	52,201
Other Expenses	<u>10,305</u>
TOTAL EXPENDED	\$342,893

Expenditures in 2007 will be substantial as construction is completed. It is anticipated we will be able to stay within the established construction budget.

FUNDING CAPITAL PROJECTS

At the 2005 Synod, Finance reported on work done by a team which studied possibilities as to how the Diocese can be more involved in funding of construction projects at the parish level. Bank financing is difficult to arrange without security and/or guarantees and interest rates can be high.

Further to this issue, the Finance Committee considered a possible source of funding for parish capital projects. The concept would see individual parishes approached with a request that they consider investing some of their capital funds in loans to parishes. While issues of legalities, guarantees, terms and policies need to be carefully studied, the Committee felt that this is an idea worthy of further consideration especially in the context of the Shared Ministry Plan

PROPERTY AND LIABILITY INSURANCE

A motion of the 2005 Synod called for the establishment of minimum standards for property and liability insurance to be carried by parish corporations. A second part of the motion called for a study of the feasibility of developing a diocesan insurance program in which participation would be mandatory.

The minimum standards were developed and approved, and were based on coverages under the Diocesan Group Property and Liability Insurance program. Currently 63 of 84 parishes are in the group plan. Steps are now being taken to determine whether those parishes outside the group plan are in compliance with the minimum requirements.

There have been other key developments in respect of insurance. First is the presence of Ecclesiastical Insurance as the underwriter of the group plan. That company has tremendous experience in church insurance and is partnering with the Diocese on a number of initiatives in the areas of risk management, training, and appraisals. With their help we have set up a premium financing program that has been a benefit in terms of cash flow for parish and diocese.

In another the Finance Committee authorized a contractual arrangement whereby Mr. Jarvis de Condé was appointed as our insurance advisor. The original term of April to December 2006 was extended to the end of 2007. The cost related to the appointment is \$600 per month. The bulk of that cost is funded through a service agreement with our brokers and the is covered by premium financing fees.

We have been very well served by this arrangement and by Mr. de Condé's skills in the area of insurance and related administration. He has unearthed inconsistencies in our coverages and has taken action to correct them. This has resulted in premium savings and reduction of risk. With Jarvis' input our 2006 renewal included a reduction in property premiums and a zero increase in the liability portion.

Mr. de Condé is now in the process of reviewing the insurance policies for those parishes who are not participating in the Group Plan. The purpose of that review is to ensure those parishes are in compliance with the approved minimum standards.

This has brought the Finance Committee to the matter of whether or not participation in the group plan should be mandatory. The Committee was not ready to make that specific recommendation, but does feel that we must address those cases where parishes are not in compliance with the minimum standards.

In that regard the following motion is being referred to this 128th Synod:

That this Synod direct Diocesan Council to continue to develop the Diocesan Group Property & Liability Insurance Program and that specific steps be taken to ensure parishes not in compliance with the established minimum standards for coverage be required to comply by participating in that group program.

INVESTMENT COMMITTEE

Based on recommendations from the Investment Committee, Finance approved the following rates of return on funds invested in the Diocesan Consolidated Investment Fund:

Year	Regular Rate of Return	Bonus Rate for Year-end Credit
2005	4.50% (paid semi-annually)	2.00% (credited at year end)
2006	4.50% (paid semi-annually)	2.00% (credited at year end)
2007	4.50% (paid semi-annually)	to be determined

The Investment Committee also reported that they met with our investment advisors and have begun a process to update our Investment Policy Statement for the Diocesan Consolidated Investment Fund.

PROPERTY COMMITTEE

The Property Committee is advisory to the Bishop and to the Finance Committee. Their role is to review property-related issues for parish and diocese, and to make recommendations as appropriate. All items dealt with by this subcommittee are reported to the Finance Committee. Property sales approved by the Bishop and Diocese are documented in the Report of the Affixing of the Seal of Synod and included in this Convening Circular. The Chair of the Property Committee provides the following insight into the work of the group.

The property committee has dealt with a large variety of items as a result of its mandate. These run from advising about bathrooms to building new churches, halls and the new cabins and lodge at Camp Medley. The consultations have occurred all across the diocese from the parishes of McAdam to Westmorland and from Grand Manan to Dalhousie.

The committee is appreciative of the many parishes who consulted the property committee early in their projects and the co-operative way they developed into plans and successful construction and renovations. The committee acknowledges the intensive and extensive hard work by parishioners in those parishes where changes have been made. It is certain, that little would be improved in our parish properties without their dedication to Christian service.

Sadly, the committee has also had to consider applications by parishes for the closure and sale or demolition of parish buildings. God's grace has been evident in several of these instances such as St. James, Saint John, where the demolition of their hall has been followed by the construction of housing for low-income earners by Saint John Non-profit Housing and

the Parish of Nerepis and St. John, where seven aging, and by any contemporary standards, inadequate structures are in the process of being consolidated into a new facility, the Church of the Resurrection. Regrettably, there is not always such visible positive outcomes.

The property committee is grateful to the members of its historic properties sub-committee for their labours. As a consequence, the diocese has partnered with the Heritage Branch of the Province of New Brunswick in a pilot project to participate in the Historic Places Initiative whereby certain historical information is collated in a standardized format known as a Statement of Significance and we are especially appreciative to Mr Gregg Finley, for his toils in compiling the information. We thank the members of those parishes involved in the pilot project who helped Mr. Finley with the work.

OTHER BUSINESS

The Committee received and responded to issues addressed during a Workplace Health and Safety Compensation Commission review of payroll records. A plan to assess WHSCC premiums on salaries processed through the central payroll system was subsequently dropped, but the Committee was advised to consider the issue very carefully, especially from a risk perspective.

The Committee recommended to Council payment of a \$5,000 grant from the 2006 budget in support of the "Letting Down the Nets" stewardship initiative in which our Diocese is a pilot project participant.

The Committee authorized and allocated costs in respect of upgrades to the Bishop's Residence.

The Committee continued in its major role of providing direction, oversight and support for the work of the Diocesan Treasurer

In closing, I will express my appreciation to all members of the Finance Committee for their hard work and for their valued input. It has been an honour to work with them and to be part of this important ministry.

Respectfully submitted,
Murry Arnott, Chair

SYNOD OFFICE

In 2006 the Synod Office Staff marked the retirement of Doreen Smith as Administrative Assistant after almost 20 years of service. We welcomed Maureen Vail as Administrative Officer in November 2006.

The Staff meet weekly on Wednesday mornings for prayer, study, planning and training. Responsibility for leading prayer and study is a rotating one.

In December 2006, several staff members and the Bishop changed offices at 115 Church Street. The Bishop, Bishop's Secretary and Christian Education Director are now on the main floor; the Administrative Officer, Assistant to the Bishop, Treasurer and Youth Action Director are located on the second floor. The new arrangement seems to be working well.

During late 2006 the staff turned its attention to a session of intentional visioning and planning resulting in the current vision statement. Over the past few months a Staff Handbook has been completed containing office policies and practices, diocesan organization information, position profiles and other items used by office personnel.

To support and encourage the ministry of the Bishop, parishes and people in our shared mission and vision.

Respectfully submitted,
Geoffrey Hall (The Ven.), Executive Assistant to the Bishop

EPISCOPAL MINISTRIES

These past two years the CET (Council Episcopal Team) was comprised of the Rt. Rev'd Claude Miller, the Very Rev'd Keith Joyce, the Ven. Geoffrey Hall, the Ven. John Sharpe, the Rev'd Douglas Painter (August 07), Mr. David Watts and Mrs. Elizabeth Reid. Mr. Watts began as Chair, followed by the Dean and then myself in September 2006. Mr. Watts resigned from the committee in the Fall of '06 for personal reasons.

The mandate of the Team is "...to relieve the pressure on the bishop in the daily implementation of the responsibilities of that office..." and "...to include the enabling and facilitation of effective communication between the ministry areas that fall directly under his concern...." Some of our areas of concern are "Vocational Chaplains; AST / Wycliffe / Kings; Matrimonial Commission; DARD; Layreaders; Faith and Worship; Church Army; Active Clergy; Retired Clergy; Clergy Conference; External Chaplaincies; Bishop's Dinner; Hospital Chaplains; University Chaplains; RNS Chaplaincy."

These past two years we focused on a few important initiatives while continuing to improve the communication within the diocese through the many areas of concern listed above.

In April 2004 the Bishop received "an appeal for support of a scholarship in memory of Deaconess Mary Nameira Jacob," by Ms. Gillian Liebenberg. Our committee received information on this woman's historic ministry and spent much time putting flesh on the process by which this could actually become a "trust agreement." This past spring the Team felt that we had done all we could do on this issue and referred it to the Stewardship and Financial Development Team.

The CET continued to work on bringing awareness to our Council on our responsibilities to AST as we are a joint partner. The committee asked Council this year for a financial contribution of \$10,000 toward their Annual Fund. So far we have confirmation that \$5000 has been sent to this fund in 2007.

The Training Curacy Program is now ready for a reevaluation, but the CET believed that better communication of the funds available to theological students was not well understood nor advertized and was a priority for the time being. Since Council has a role in the stewardship of our resources, the Team is recommending that a Task Force be set up consisting of two Vocational Chaplains, the Treasurer, the Executive Archdeacon and possible others to be charged with evaluating current resources and developing a protocol and guidelines for funding of theological education support. In the same vein our committee believed that a Task Force consisting of a vocational chaplain, Fred Scott, the Bishop, a new

cleric and a lay person from the Finance and Development Team should be facilitated by the Team to look at the entire process of ordination support.

Clergy Day was a response to the overwhelming requests to spend more time with each other as clerics to discuss issues facing the Church today. Twice a year, in the Spring and Fall a central location will be found for this purpose. After two Clergy Days, one at St. Peter's Parish and the other in St. Mary's Parish, all reports seem to indicate that the days have been received quite well and are now looked forward to as being informative and collegial.

The CET was requested to convene those clerics interested in assisting with planning the annual Clergy Conference. In the Spring of 2007 plans were made concerning the agenda of the conference as well as an assessment of the location, time of year and possible options. The initial committee agreed that RNS remains the best location at the most convenient time for the majority of clerics (last week in August).

The Shared Ministry Plan has identified two areas, aspects of which fall under our oversight, 1) "Equip Leaders with Tools, Training and Support;" 2) "Be One: Heal Our Fractured Relationships;" Immediately undertake a special mediation process involving an outside professional facilitator to address known fractured relationships within the Diocese. In both cases the CET asked Diocesan Council for further direction. At present #1 is in the hands of the Bishop's Counsel and #2 is waiting on Archdeacons Williams and Hodge to report their experience at a conference led by Speed Lees of the Alban Institute, an expert in the area of conflict resolution within the Church.

Respectfully submitted,
Douglas Painter (The Rev'd), Team Chair

COMMISSION ON THE DIACONATE

Current membership of the Commission was appointed in April 2007 including: Neville Cheeseman, Francene Bedell and Thomas Nisbett. Geoffrey Hall is a member ex-officio. Terms of reference are being considered as well as an appropriate number of members for the work before the Commission.

It is the mandate of the Commission to facilitate the implementation of a programme for the ministry of (vocational) deacons in the Diocese of Fredericton. This includes advising the Bishop regarding the development of diaconal ministry, development and oversight of the process of discernment leading to ordination including training standards and continuing education, and increasing the common understanding of the ministry of deacons by education and awareness-raising.

Three deacons are now serving in parishes of the Diocese: The Rev'd Joyce Perry, Deacon (Parish of Fredericton); the Rev'd Francene Bedell, Deacon (Parish of Madawaska); and the Rev'd Constance Whittaker-Soulikias, Deacon (Parish of Saint John).

Respectfully submitted,
Geoffrey Hall (The Ven.), on behalf of the Bishop and Commission

SAINT JOHN SEAFARERS' MISSION

BACKGROUND

On June 6, 1980 the Saint John Seafarers' Mission received its charter. One important aspect, of having the charter, was that the Mission would now be responsible for its own well-being. The Mission was housed in three small rooms off shed #8, and then in two ATCO trailers, donated by Brunterm with the land, paint, and services donated by National Harbours Board. In 1992 the International Transportation Federation Seafarers' Trust (ITF), a world wide organization with an interest in protecting the plight of seafarers, donated \$100,000.00 to fund construction of our current building at 92 Tilley Lane. The ITF has granted money for the Mission to purchase vehicles, in the past. In 2005 they donated \$29,000.00 for the purchase of a van to transport the seafarers to and from various points in Saint John. As a result of a focused and successful fund-raising initiative in 2006, the Mission renovated the building and added a room to be used as a small Chapel. This, along with the hiring of a Chaplain, enhances the spiritual services the Mission provides for the seafarers.

IN ASSOCIATION WITH SEVERAL WORLD WIDE ORGANIZATIONS:
North American Maritime Ministry Association (NAMMA)
International Sailors' Society Canada (ISS)
Mission to Seafarers – Flying Angel
Apostolatus Maris
International Transportation Federation (ITF) Seafarers' Trust

MAJOR SPONSORS:

Saint John Port Authority
City of Saint John
Diocese of Fredericton
Diocese of Saint John
Atlantic Towing Ltd.
Kent Line Ltd.
St. John's (Stone Church)
Church of the Good Shepherd
International Sailors' Society Canada (ISS)
International Transportation Federation
(ITF) Seafarers' Trust

CHAPEL SPONSORS:

The Christofor Foundation
Greater Saint John Community Foundation
Irving Oil Limited
Fundy Engineering & Consulting Ltd.
The Diocese of Saint John
The Parish of Nerepis & St. John
Knights of Columbus Council 6595
Supporters of 2006 Golf Tournament
Bud Aves

BOARD OF DIRECTORS:

The Rev'd Howard Anningson
Larry Bell
Mike Griffin (Vice-chair)
Heather Hansen (Treasurer)
Neil McKelvey
Captain Al Soppitt

Murray Beesley
Lorne DeGaust (Chair)
Allison Homer
Fr. Paul LeBlanc
Etty MacMillan
Tom Laderoute

MISSION MANAGER:

Beverley Sullivan (Secretary to Board)

PORT CHAPLAIN:

The Rev'd Theodore Efthimiadis

FACTS 2006

Operating Budget	\$86,000
Seafarers visiting Port (from Cargo Ships)	12,000
Seafarers visiting Port (from Cruise Ships)	36,000
(12,000 with 'free time' while in Port)	

Seafarers visiting Mission	2,581
Total Volunteer Hours	1,500
Ships in Port (Includes 34 Cruise ships)	709
Ship Visits (Oct. – Dec)	76 (to 38 ships)
2006 Major Project – Chapel	\$18,000

Respectfully submitted,
Howard Anningson (The Rev'd), Anglican Chaplain

VOCATIONAL CHAPLAINS

The Vocational Chaplains are appointed by the Bishop and responsible for the coordination and support of applicants at various stages of preparation and development in ordered ministry:

- inquirers - those exploring the possibility of ordination
- aspirants - those with the permission of the Bishop to enter the diocesan process of discernment
- postulants - those receiving the Bishop's official support with the intention to ordain and
- ordinands - those scheduled to be ordained
- newly ordained clergy - continuing education and training

The primary emphasis of this work is to be a source of support and advice to both the potential candidate and the Bishop throughout the ordination journey.

The Chaplains have met 9 times since the last report to Synod including several interviews as directed by the Bishop's Directive on Discernment. There are currently four postulants and several students in various stages of training awaiting the outcome of the processes of discernment leading to ordained ministry.

Our Bishop recently appointed two new Vocational Chaplains: Mrs. Jean Collicott (Woodstock) and the Rev'd Eileen Irish. In recent months the Bishop has approved revised terms of reference for the work of the group.

On behalf of our Bishop, sincere thanks to the Chaplains for their contribution towards the challenging task of guiding the Church's formation of individuals for service in ordered ministry.

Respectfully submitted,
Geoffrey Hall (The Ven.), Chair of the Vocational Chaplains

MISSION AND OUTREACH

The Mission Outreach Team reports that good progress is being made within all the ministries under our oversight.

Items of note include the following:

Anglican chaplaincy at the Moncton Hospital will be experiencing a vacancy as the Rev'd Wendy Amos-Binks leaves the Diocese to pursue ministry elsewhere. A good foundation has been laid for continued ministry in this area.

The ministry of the Rev'd Canon Paul Jeffries continues with great blessing with a large enrollment of students and a high level of support, both financial and otherwise. Their facilities are at present the best they have ever been, with a newly completed chapel, study hall, girls dormitory and a large impressive computer lab. Our thanks goes out to the Rev'd John Tremblay and the Parish of Quispamsis for their hard work in making possible a great deal of the physical plant and the student sponsorships. All funds directed towards Paul's stipend go through our Synod Office.

The work of the Coverdale Foundation in Saint John is growing as they expand ministry in a gender-specific direction for the women to whom they minister. A new plan for emergency shelter has been established and the general atmosphere of the centre is very positive as their operation continues with God's blessing.

The Mission Outreach Team continues to search for a Refugee Co-ordinator for our Diocese and calls upon the members of Synod to pray and offer possible leads as to who might take on this important ministry.

Captain Rob Marsh of the Church Army is our representative on the National Partners in Mission Committee, which has now been joined with the Eco-Justice Group of the National Church. The Mission Outreach Chair gives Rob updates on our progress for each meeting he attends in Toronto.

Since our last Synod, Mary McDonald has taken over as President of our Diocesan A.C.W. and that continues to be a busy and productive ministry. Mary is also a member of our Mission Outreach Team.

Also under our umbrella are the ministries of Rothesay Netherwood School, the Seafarer's Mission and Anglican Church Homes. These ministries are progressing well.

Your Mission Outreach Team conveyed, on behalf of Diocesan Council, prayers and regards to our chaplains, forces in Afghanistan and their families. The Chair communicates regularly with the chaplain at C.F.B. Gaagetown.

Respectfully submitted,
Keith Osborne (The Rev'd), Team Chair

ANGLICAN CHURCH HOMES

The Anglican Church Homes are situated at 857 Main Street in Sussex, New Brunswick. There are four buildings containing four apartments each and a hall with an apartment attached. This hall was erected in 1966 in memory of Dr. A.S. Kirkland and is called Kirkland Hall. This building is used by the residents for entertaining, suppers, quilting and meetings.

The Homes are situated in nicely groomed lawns with shade trees. The residents are free to plant flowers and bulbs along the front and back of their apartments. The units are on one level with a front and back door. There is adequate parking.

We are right next to Trinity Anglican Church. It is lovely on Sunday mornings to hear the church bells calling the faithful to worship at 8:00 a.m. and 11:00 a.m.. There is a service of Morning Prayer every weekday at 9:00 a.m.

There is a caretaker who looks after the lawns in summer and keeps the walks free of snow and ice in winter and other maintenance.

The Homes have a Board of Directors who oversee the operation of the Homes. The present Board Members are: Bishop of Fredericton; Chairman – John Wanamaker; Vice-chair – Jean Main; Treasurer – John Buckley; Secretary – Elsie Gray. Members: The Rev. David Barrett, Lucy Creighton, Etha Watson, Faye Freeze, Elizabeth Walton, Gerald Randall, Clarence McFarland.

Jean Main maintains a list of prospective tenants for the apartments and application forms may be obtained from her. Currently there are 46 names on the waiting list.

It is a safe, friendly, peaceful place to live.

Respectfully submitted,
Elsie Gray, Recording Secretary

COMPANION DIOCESE COMMITTEE

The Companion Diocese Committee met on March 18, 2007 to discuss extending an invitation to Bishop Matthias K. Medadues-Badohu to Canada to attend the 2007 Synod. We are planning to have a covenant in place at this time to sign between the Diocese of Fredericton and the Diocese of Ho in Ghana. Bishop Matthias is very enthusiastic to join with us in this relationship and there has been positive communication between him and the Bishop's office. The committee is in the process of reviewing the past covenants, consulting with Bishop Matthias on the new covenant and making tentative arrangements for his visit. We have notified the Director for Mission and Evangelism, Mr. Kafwanka, of the Anglican Communion Office of our intent. We are also creating a web page for the Diocesan web site so information is readily available.

Respectfully submitted,
Heather Miller, Chair

DORCHESTER PRISON MINISTRY

We are a team of two chaplains who work closely together in Dorchester Penitentiary, a medium security Prison, and a multi-level security psychiatric facility called Shepody Healing Centre. Each year my colleague and I prayerfully reflect upon our ministry and write a pastoral plan that guides our thinking and our mission together.

Our Mission

Responding to the unconditional love of God in Jesus Christ for all persons, we make ourselves available to all who look to the chaplaincy team for pastoral leadership, and caring support. The following Biblical passages help inform our mission:

Luke 10:25-37, 1 Peter 5:2-3, Galatians 6:1, Psalm 1

Guiding Principles

- We believe that all people are made in the image of God and have the potential to reflect that image.
- We believe that all persons have potential for spiritual growth in the course of life's journey.
- We believe that we are called to offer a compassionate and restorative ministry to all persons.
- We believe that people heal and grow in relationship with others, and so we affirm the value of community.

As Chaplains, we offer a safe place for inmates to experience loving community and growth in their spiritual lives through individual counseling and group programs. Volunteers are an important part of programs sharing the life and love of Christ, and providing a vital link between the community and the institution, as the outside reaches in and the inside reaches out.

On offer over this past year we have continued with my Bible study and a study on Rick Warren's book, *The Purpose Driven Life*, Sunday worship, Wednesday evening fellowship, Shepody Healing Centre fellowships, Mass, Alternative's to Violence program led by volunteers, a one day Christmas celebration and Easter Fast, 2 all day events sponsored by Bridge's Canada, and an Alpha program which St. Martin's in Shediac and a number of Roman Catholic volunteers helped us with.

Our prayer is to provide pastoral leadership that encourages restorative principles and growth. As individuals are encouraged to engage their spiritual journey, we contribute to creation of safer communities by allowing individuals to heal and become better.

We share the Love of God to offenders & staff no matter who they may be. When we encounter people who get stuck in a cycle of pain, we have a voice and a compassionate presence that offers a better way. Offenders often come to hate and be fearful of those in authority, and struggle with the denial of pain they have caused: they may feel victimized. Some staff can sometimes demonstrate disgust towards offenders and a deep rooted cynicism towards a large bureaucracy. Each person struggles with their own pain. In this circle of suffering and brokenness, chaplaincy has a listening ear and a compassionate and prophetic voice.

We participate in the transformation of people, who by acknowledging their own sacredness, are able to break free from the vicious cycles of the past, and take steps toward God's will for all of life.

Respectfully submitted,
Greg Fraser (The Rev'd), Chaplain

PARISH NURSING

New Brunswick Parish Nursing Ministries (NBPNM) has formed a Provincial Board and a Regional Education Committee to advise and inform our ministry. The Ven. Stuart Allan is the Anglican representative on the Board. We hosted the national CAPNM conference in Bathurst in May, 2006. The parish nurse candidates expect to complete the basic parish nursing education program in November, 2007. InterChurch Health Ministries (ICHM) is offering affiliate training at the end of May, 2007 in Toronto. This will prepare Sr. Ernestine LaPlante and Nancy Wiggins to deliver the education program more autonomously. Information sessions have been held and there are indications of interest from several

parishes. When demand is sufficient, a second parish nurse education program will commence.

Respectfully submitted,
Nancy Wiggins

SAINT JOHN HOSPITAL CHAPLAINCIES

The Rev'd Bill LeGrand was diagnosed in May shortly before Synod 2005; his illness and death on Nov. 27th, 2005 brought great sadness to the patients and the staff at both the Saint John Regional and St. Joseph's Hospital. His loss continues to be felt by those who knew his ministry.

During Bill's illness, ministry was provided by Mrs. Elizabeth Kennett and Mr. Andrew Robertson. On Dec. 1st, 2005, the day of Bill's funeral, the Rev. Patricia Craig began as Interim Chaplain. The funeral was a testament to Bill's faith and love for Christ. In June 2006, Patricia Craig was appointed to the position for a 3 year term.

To summarize the work of the chaplain at these two hospital facilities is difficult. There are 6 Intensive Care units: Cardiac, Neurology, Surgical, Medical, Palliative and Emergency, as well as Pediatric ICU and Neonatal ICU. The Heart ICU and the Neurology ICU bring people from across the province. Approximately one-third of patients are from outside the greater Saint John area. One third of patients listed are nominally Anglicans with no parish affiliation, providing an opportunity for mission, reconciliation, re-connection with a parish, and healing. The turn-over of patients at the Regional hospital is generally rapid and the chaplain does not have notice of admission until the second day at best and may be unaware of an admission.

There is an average of 300 patients visited each month, as well as 1-200 cards per month distributed (with a personal note as well as chaplain information for those sleeping or having tests and procedures) at the Regional Hospital. Most weeks a half-day is spent visiting an average of 8-10 patients at St. Joseph's Hospital. There are usually 65-80 patients on the Anglican list at SJRH and 20 patients at St. Joseph's Hospital on a daily basis.

Answering codes, ongoing grief work, etc. with each day bringing 1-5 new surgical patients, attending committee meetings for the pastoral team at both the Regional and St. Joseph's, Deanery, as well as the chaplain's support committee are part of each month's work. Fourteen weekends per year each chaplain is "on call" for 48 hours, a Sunday 2pm service being part of the duties. Rounds are held weekly for the Palliative Care Unit, where I have been appointed chaplain. CAPPE 2006 in Winnipeg, MB was made available by the province for a continuing educational experience.

A record of persons Anointed, all services of Holy Communion, Baptisms, and Funerals has been initiated. Out-of-town clergy are alerted when their parishioners are in Saint John for care.

Hospital chaplaincy is crisis intervention work, and these illnesses and emergencies are "soul" experiences, opportunities for re-evaluation of one's purpose and direction. Many thanks for this gift of ministry!

Respectfully submitted,
Patricia Craig (The Rev'd), Anglican Chaplain

PARISH SUPPORT AND DEVELOPMENT

This report serves to update Synod on the activities of the Parish Development and Support Team between the 2005 Diocesan Synod and the Diocesan Synod of 2007.

The Parish Development and Support Team is comprised of the following members: Archdeacon Stuart Allan, the Rev. David Barrett, the Rev'd Dr. Ranall Ingalls, the Rev'd John Pearce, Mr. George Connors, Mrs. Hazel MacKenzie, Mr. Jim Morell, and Mr. Cecil VanBuskirk.

During the past two years the team focused on three main areas of ministry: 1. the organization of "Wardens' Day 2006", 2. assisting with the rejuvenation of "Anglican House", 3. addressing the Diocesan Synod motion regarding "the re-affirmation of historic support to rural communities and parishes."

WARDENS' DAY 2006

Wardens' Day 2006 was held in Sussex on April 22, 2006. The day was attended by 88 wardens from around the diocese. Wardens had been invited to offer their suggestions for workshops which were of interest to them. From their suggestions the following workshops were developed: Duties of a Warden, The Diocesan Budget, Property Management and Parish Leadership and Communication. Workshop leaders were Mr. Fred Nicholson, Archdeacon Geoffrey Hall, Canon David Kierstead and Mr. Keith Dow. Following lunch our Bishop led a very frank and open question and answer period. This proved to be the highlight of the day.

This day could not have been held without the tremendous effort of team members Mrs. Hazel MacKenzie and the Rev. David Barrett. We also must express our gratitude to the congregation of Trinity Church, Sussex for hosting the event.

RESTRUCTURING OF "ANGLICAN HOUSE"

Our team has enjoyed a rewarding experience working with the board and employees of Anglican House in their effort to re-structure their business operations. The Rev. David Barrett, president of the board of Anglican House, has spearheaded this effort with the assistance of Mr. Cecil VanBuskirk. The focus of this effort included a review of inventory carried, recruiting of volunteers to work in the store, restructuring of the retail space and developing a partnership with the Mennonite Church which operates "Ten Thousand Villages." Ten Thousand Villages is a non profit retail operation that supports crafts people in developing countries.

SYNOD 2005 MOTION PLEDGING "SUPPORT FOR RURAL PARISHES"

Motion - "That this Diocesan Synod re-affirm its historic commitment to rural communities and respectfully petition the Bishop to consult widely with rural people and parishes, in order (in preparation for another) to draw up proposals with respect to the practical forms this commitment might take."

This motion has proven to be the most challenging, and yet arguably the single most important item that is being addressed by our team and Diocesan Council at the current time.

Under Bishop William Hockin's leadership a direction was developed to address the changing demographics within the Diocese. The direction was the rationalization and consolidation of parishes and the requirement of parishes to be financially self-supporting. In other words if a parish could not meet its financial obligations then it might not continue with its ministry in

its historic manner. Such a direction appeared to be contrary to the motion passed at the 2005 Synod pledging support for rural parishes. Many people appeared to view "support" to mean financial support.

As a team we began exploring various forms of rural ministry that exist in other parts of Canada and the United States. The Rev'd Dr. Ranall Ingalls and Mr. Cecil VanBuskirk attended a seminar in July 2006 that looked at various forms of rural ministry and a process known as "appreciative inquiry". They will be pleased to share some of the positive ideas from this experience. In late winter of this year Archdeacon Patricia Drummond and Mrs. Hazel MacKenzie attended "The Nurturing Healthy Parishes Symposium." This symposium has generated much enthusiasm and could prove to be a very positive factor with regard to ministry in our diocese.

The energy and focus of the team was redirected when Diocesan Council entered into an agreement with the national church with "Letting Down the Nets" stewardship plan. The discussion and dialogue initiated as a result of the recommendation of "Letting Down the Nets" has suggested that new models of ministry require serious contemplation.

"Letting Down the Nets" has been the impetus of the birth of the "Shared Ministry Plan." The development of the "Shared Ministry Plan" involved and consumed an inordinate amount of time. This direction inhibited us from dealing with the motion. It is clear to this committee that the concerns raised by this motion are vital, urgent and must be addressed as soon as possible.

In conclusion we would like to express our thanks for the support that we have received over the past two years. We do celebrate the success of Wardens' Day 2006 and the re-structuring of Anglican House with the new opportunities this has opened. This committee recommends that the concerns raised by the motion be taken up as soon as possible, and that the financial implications of proposals intended to address these concerns be explored and made part of motions for Synod in 2009.

Respectfully submitted,
Cecil VanBuskirk, Team Chair

ANGLICAN HOUSE

There has been a good deal of change at Anglican House since our report to Synod in 2005. Last summer our long-time manager, Gwen McKnight, went from full-time to part-time hours as she entered into well deserved semi-retirement. Gwen and Cathy Ramey now each work a half week, and the savings have improved our financial situation. We continue to be very thankful to the diocese for their annual operating grant without which we could not operate. In return we house the Diocesan Resource Centre which is well managed by Archdeacon Patricia Drummond and it is well used; and we provide meeting space for any group which would like to make use of our facilities. There are some clergy and parishes who never shop at Anglican House and I would encourage all in the diocese to support this important ministry - many thanks to all of our faithful supporters.

Anglican House has a small but very dedicated Board of Directors. This past year we lost two members of our board - Archdeacon Vicars Hodge resigned due to his many other commitments and the Rev. Robyn Cuming resigned as she moved to the Diocese of Ottawa. We are grateful for their contribution. Archdeacon Stuart Allen continues as Vice President

and Canon David Kierstead serves as chair of all committees - we are most appreciative for all that he does!

The Board is very aware that we are living in a time of fiscal restraint and would like to be able to reduce our diocesan grant. In an effort to do this, with the impetus and assistance of Mr. Cecil VanBuskirk, for over a year we have been negotiating with the Ten Thousand Villages organization to have one of their stores in Anglican House. Ten Thousand Villages are retail stores featuring items made by crafts people from the Third World. Artists are paid for their work and then it is sold in Ten Thousand Villages stores. As I write this report, renovations are underway and one of these stores is scheduled to open in Anglican House in early June. We are very excited about this store and would encourage you to drop by and check us out!

Respectfully submitted,
David J. Barrett (The Rev'd), President

SPIRITUAL DEVELOPMENT

The Diocesan Council Spiritual Development (DCSD) Team's mandate is to "oversee, encourage, inspire and enable communication by and with the groups within our cluster and report to Diocesan Council." The various groups that offer spiritual development and formation programmes and who gather under the DCSD umbrella are listed below. We would like to thank the leaders of these groups for their commitment, hard work and dedication to the spiritual development and formation of the people of the Diocese of Fredericton.

- | | |
|-------------------------------------|--------------------------|
| (1) The Anglican Renewal Ministries | (9) Mothers' Union |
| (2) Anglican Fellowship of Prayer | (10) Cursillo |
| (3) Clergy College | (11) Clergy Spouses |
| (4) Resource Center | (12) Prayer Book Society |
| (5) Definitely Not the Synod | (13) Guild of St. Joseph |
| (6) School of Church Music | (14) Barnabas Ministries |
| (7) Companion Spiritual Formation | (15) Layreaders |
| (8) Order of Saint Luke | |

The DCSD Team had found itself in a time of transition. One of the challenges of such a group is that we come from different parts of the Diocese. Regular Meetings are difficult to schedule because of demands on time and distance. The DCSD Team has experimented with corresponding via e-mail in regards to the Team's business and this seems to be working. The loss of gathering for fellowship and prayer time continues to be a concern for a group whose mandate is to oversee and encourage others in their spiritual development.

Another transitional challenge occurred as Archdeacons Hodge and McConnell exchanged portfolios. Along with this we had several resignations due to changes on Council and clergy moving to another Diocese. The Rev. Peter Gillies and Mrs. Betty MacNamara have agreed to be a part of the DCSD Team.

- An ongoing challenge for the DCSD Team is the gathering and communicating of relevant information regarding spiritual development and formation events around the Diocese of Fredericton.
- Also keeping track of the various group's leadership as it changes from year to year has proved just about impossible. It would be a helpful tool if web-sites were kept updated

with the relevant information concerning membership of these groups. Communication continues to be a challenge.

- Another ongoing challenge is the over-scheduling of events between April and June. This Year alone the CSF Team held an event in early March. In April the Clergy Spouses gathered. During the month of May the Mothers' Union and the Layreaders gathered at separate events. During the month of June - the 7th Annual Clergy College and the Prayer Book Society will hold their conferences. As you can see there is a flurry of activity over a very short period. Certainly travelling and weather are both huge factors as the CSF Team discovered in March when a storm and flu caused folks to cancel.
- There is still a need for the Budget process to be tightened up as most program groups continue to do end runs directly to the Treasurer asking for that which they perceive to be a historically funded programme. Such Budget requests ought to come through the DCSD Team - but somehow this message hasn't got through. Again signs of yet another communication difficulty.

On a more encouraging note, the amount of work that these various groups undertake and so provide high quality spiritual development and formation is greatly appreciated by the DCSD Team and we offer our thanks for their commitment and hard work and continue to uplift them in prayer as they plan future events to be held in the Diocese of Fredericton.

It should be noted that the fifteen groups which fall under the DCSD umbrella is not a complete list as it doesn't include the ACW, the youth camps or smaller parish events, such as Confirmation. All of these groups illustrate the diversity of our Diocese as they all seek to help people in their spiritual development and formation journey. There is a lot of good work that goes on through-out our Diocese thanks to the efforts of a great many dedicated and gifted people. May all our work always be to the glory of our Lord Jesus Christ.

NOTEWORTHY EVENTS

- Clergy Spouses

On April 25-26 the Clergy Spouses Conference was held at Villa Madonna, Rothesay.

- Choir School

During the months of May and June - 2007 a Deanery Evensong at St. Luke's Church, Woodstock and at St. James' Lakewood, Saint John in celebration of the 50th anniversary of the Choir School

- Mothers' Union

On May 12, 2007 the Mothers' Union Spring Rally was held at Trinity Church, Sussex.

- Atlantic Theological Conference

The end of May brought us the 2007 Atlantic Theological Conference where "Justification and Sanctification" was the theme of the conference held at Christ Church Cathedral and Cathedral Memorial Hall, Fredericton. Speakers included Robert Crouse, Anthony Esolen, Paul Epstein, Roger Beckwith and Peter Toon

- Clergy College

7th Annual Clergy College will be held at the end of June (25-29) at the Hugh John Fleming Center with guests: the Rev. Dr. Anthony Pappas, who brings his passion for small churches and rural ministry; the Rev'd Dr. Stanley Walters, a specialist in the Old Testament, especially the Psalms; and the Rev'd Dr. Peter Davids, who spins gold out of straw with preaching and counselling from the Epistle of James.

Members of the DCSD Team are: the Ven. Richard McConnell, the Rev'd John Cathcart, the Rev'd Peter Gillies, the Rev'd Don Hamilton and Mrs Betty MacNamara.

Respectfully submitted,
John Cathcart (The Rev'd), Team Chair

CHRISTIAN EDUCATION DIRECTOR

Christian Formation in Churches

I have visited many churches, providing customized training to meet the needs of each individual church. This has included teaching sessions on such diverse topics as choosing curriculum, prayer in the classroom and at home, discipline, writing your own resources materials, visioning for the future, incorporating our Anglican heritage into our programs for young people and encouraging parents in Christian Formation at home. It is important to address the particular needs of the church that has extended an invitation to me. Whenever I schedule a visit to a Church, I request that other churches in that area be invited to attend the session as a way of being a careful steward of my time and the Diocesan resources. I have also been asked to preach or speak about Christian formation on a number of occasions, including both the ACW and Mothers Union groups. These have been welcome opportunities to forward Christian Formation in the Diocese.

Christian Education Conference

The Christian Education Conference is a full day event held in the fall. It consists of Worship, workshops from experts in their field from within the diocese and plenary sessions led by both the Youth Action Director and the Christian Education Director. The workshop topics are varied and speak to areas of concern for Sunday School teachers and youth leaders.

Spiritual Spa

This is a retreat day, open to anyone involved in ministry. It combines nurture for the spirit and the body. The morning is spent relaxing and encountering God through various meditations. Last year, at our first such event, the focus was "Called as a unique person". This year the focus was "Experiencing the breath of God through prayer". The afternoon time is spent in spa activities along with opportunities for canoeing, hiking, bird watching and jewelry making.

The Christian Education committee sponsors both of these events

MIDDLE SCHOOL YOUTH

Manna

Manna is a day long event for young people from 11-15 years old. The past two years the theme for the day has been "Have you heard yet?" During the first year we looked at our uniqueness, while for this past year we considered our purpose. About 100 young people attend, spending the day in worship, building relationships through games and a power hour, looking at what the Bible says about the theme for the day. Each of the days has ended with us going swimming at a local pool. Each young person that attends receives a t-shirt with the theme of day printed on it. The activities and bible times are run by Youth Leaders and young adult leaders.

Ecumenical involvement

I have had the privilege to speak at Youth For Christ gatherings in the public schools, at both the middle and elementary school ages. As part of my involvement with the Ecumenical youth service that is held once a month in Fredericton I have been asked to preach twice.

Part of my mandate as Director of Christian Education is to dovetail the work of Christian Education with the 'Youth Action Director' where the two responsibilities overlap in the area of youth. This has been of benefit and enriching, both for me professionally and for the youth in the Diocese. The Youth Action Director and I have worked on multiple projects which are listed in his separate report.

Respectfully submitted,
Elizabeth Harding, Director of Christian Education

COMPANIONED SPIRITUAL FORMATION TEAM

The CSF team held its third annual weekend retreat at the Villa Madonna Retreat Center back in March. Over forty people registered to attend this weekend entitled 'The Practice of Prayer' Led by Sister Beryl Stone. Unfortunately because of a storm and the flu season, our numbers were reduced - however many people still braved the elements to attend.

The Members of the CSF Team are the Rev'd Neville Cheeseman (Chair), the Rev'd John Cathcart, the Rev'd Paul Donison, Bishop Claude Miller, Sharon Miller, Gregg Finley, Joan Teed, David Watts, Joan Gunter and Barbara Pepperdine.

Respectfully submitted,
John Cathcart (The Rev'd), Secretary

DIOCESAN RESOURCE CENTRE

During the last two years, the Diocesan Resource Centre has moved from its original location in the back room of Anglican House to an upstairs room. This was so that there would be more flexibility in attempts to rent out some of the Anglican House space and generate revenue to enable the operation to become self sustaining. Volunteers painted the upstairs room and built extra shelving and the Resource Centre computer was moved upstairs. The only serious problem with the new location is the stairs which limit accessibility for some.

The Resource Centre has received a grant of \$4000 from the Diocese for the last two years to allow for the purchase of new materials. There are now more than 700 items on the shelves, VHS tapes, DVDs, cassettes, books and kits. There is frequently a waiting list for the most popular items, especially during Advent and Lent.

Each summer since the Resource Centre was established, a Federal Grant has been received to enable the employment of a summer student to catalogue and process the new materials ready for borrowing under the able guidance of Ms Cathy Ramey, a trained librarian. We were very blessed in being able to employ Ms Dawn Masson each year. In addition to becoming highly familiar with the ResourceMate programme used to catalogue the collection, Dawn also became invaluable as extra summer help in the bookstore. This year Dawn will graduate and become ineligible for employment. Should a grant be received, we will need to look for someone new. Many thanks are due to Dawn for her great work on our behalf and congratulations on her graduation with her education degree.

Thanks are also due to the Rev'd David Kierstead who has given many hours to the upkeep of the computer and phone systems at Anglican House, and to Mr. David Wilson who has managed the web site for us.

The Resource Centre Committee consists of the Ven. Patricia Drummond (chair), the Rev'd Gordon Thompson and Mrs. Betty Kennett.

Respectfully submitted,
Patricia Drummond (The Ven.), Chair

LAYREADERS

Warden of Layreaders - The Rev'd John Cathcart

Archdeaconry Wardens:

CHATHAM:	The Rev'd Rod Black
MONCTON:	The Rev'd Rob Salloum
ST. ANDREWS:	The Rev'd Howard Anningson
KINGSTON and the KENNEBECASIS:	The Rev'd Alan Tapley and the Rev'd Peter Gillis
WOODSTOCK:	The Rev'd Chris Hayes
FREDERICTON:	The Rev'd John Cathcart and the Rev'd Ranall Ingalls
SAINT JOHN:	The Rev'd Captain David Edwards

ARCHDEACONRY OF WOODSTOCK - The Rev'd Chris Hayes and Mr. Wendall Parkinson

A workshop was held in Nov. 06 entitled, "Slow Down! I'm trying to worship," at which we talked about the pace of our services, the function/use/importance of silence during a service, and the role of the leader in establishing and communicating the intentions of our gatherings, and the atmosphere in which we worship. It was a great day together, and we all left the better for it.

ARCHDEACONRY OF ST. ANDREWS - The Rev'd Howard Anningson and Mr. Bob Brittain

A Layreaders' workshop was held Saturday, Nov. 25, 06 at the Seniors' Centre in Maces Bay for the archdeaconry of Saint Andrews. The topic was Prayer and the guest presenter was The Rev. Chris McMullen. Fifteen layreaders attended from six parishes. The workshop seemed to be well received.

A spring workshop is being planned for either May 5th or 12th at the same location. The topic: Pastoral Care Ministry to shut-ins, people in hospital, people in seniors' centers.

Its sad to report that Rev'd Bonnie Baird has resigned as Archdeaconry Warden as she moves to another Diocese. We are pleased to report that the Rev'd Howard Anningson has agreed to step into the breach and assume the Archdeaconry Warden's responsibility.

ARCHDEACONRY OF KINGSTON and THE KENNEBECASIS - The Rev'd Alan Tapley, the Rev'd Peter Gillies and Mrs. Patti Hoyt

Saturday Workshop - 17 February 2007 in Quispamsis - "Funerals, who does what and how can I help."

We met at Kennebecasis Select Community Funeral Home, Bring your lunch (drinks provided). The Afternoon session moved to Holy Trinity Anglican, where we looked at the liturgies as well as how layreaders can assist their priest with all aspects of funerals. The day ended at 3:15.

ARCHDEACONRY OF SAINT JOHN - The Rev'd Capt David Edwards and Mr. James McKenna

A Fall event was held and a course "The Gospel of St. Mark" ran for four weeks led by Jim McCloghlan. An event was also held January 22/07, running for 4 weeks on the Book of Romans led by Reed Fleming. On the 1st & 2nd Mondays of March 07, Archdeacon Stuart Allen led a workshop on Liturgy. Tentative plans are under way for a History workshop in May/June to be led by the Rev'd Greg McMullan.

THE ARCHDEACONRY OF FREDERICTON - The Rev'd John Cathcart, the Rev. Ranall Ingalls and Mr. Paul Kaye

An pre-Advent event on "Liturgy - Getting to the Heart of Worship" was held at St. John's Church, Nashwaaksis on the day before Advent and was attended by over 30 Layreaders.

THE ARCHDEACONRY OF CHATHAM - The Rev'd Rod Black and Mr. Rory Kempster

An event was held in Newcastle with two sessions offered. The first "The Doctrine of the Trinity" was led by the Ven. Patricia Drummond and the second session "Pastoral Care was led by the Rev. Arnold Godsoe

THE ARCHDEACONRY OF MONCTON - The Rev'd Rob Salloum and Mr. Wayne Bannister
In the Archdeaconry of Moncton, Wayne Bannister is working with some of the Layreaders to organize an event for Late February. After last year's successful discussion on Intercessory prayer, we will be looking at another aspect of the liturgy. At the time of writing events beyond our control have conspired to forestall our plans but hopefully an event will be held in June or early September.

A Weekend Retreat "The Practice of Prayer"
led by Sister Beryl Stone was offered by the Companioned Spiritual Development Team and held at the Villa Madonna in March 07. It is the third year for this event and it is open to all people across the Diocese, but has been supported in large numbers by the Layreaders and so is included in this report.

Layreaders' Day with Bishop Claude Miller
By the time you read this report a Layreaders' Day with Bishop Claude Miller will have been held at Christ Church Cathedral in Fredericton. In the past well over a hundred Layreaders have attended this day and enjoy the time spent with our Bishop. We appreciate Bishop Claude taking the time from his busy schedule to spend this day with the Layreaders from all parts of the Diocese.

I would also like to point out that even though we have official Archdeaconry Wardens, the events held in each Archdeaconry are led and supported by a great many other clergy. Their time and efforts are also greatly appreciated. Also to the folks who prepare the coffee and lunch and help facilitate fellowship among the Layreaders. All these people make my work easier and together we can glorify our Lord Jesus Christ.

Respectfully submitted,
John Cathcart (The Rev'd), Warden of Layreaders

THE ORDER OF ST. LUKE

The Fredericton Chapter of the OSL hosted a regional conference held May 4 -6. This included bringing Linda Miller from Tennessee to share her vision of a revitalized Order and Healing Ministry. The Fredericton Chapter continues to grow slowly and to support work locally and through the region. We are distributing healing literature at the Dr. Everett Chalmers Hospital. We have also held services at Evelyn Grove Manor monthly during this past year

The St. Andrews Chapter are hoping to bring the North American Warden, the Ven. Larry Mitchell of the Diocese of Saskatoon, to speak at a Mission to be held in mid-October. It may be of interest to report the chapter in St. Andrew's, NB, is growing and a group are also studying in St. Andrew's. Two Anglican Clergy are going to be inducted as Chaplains, the Rev'd Canon John Matheson and the Rev'd Dr. Peter Davids.

In addition, there is interest in Woodstock with five members there at present.

Respectfully submitted,
Jon Lownds (The Rev'd Canon), Regional Warden for Region 9 of the Order of St. Luke

STEWARDSHIP AND FINANCIAL DEVELOPMENT

The mandate of the Stewardship and Financial Development Team is to promote a spirit of generosity and the practice of good management and accountability/responsibility on both diocesan and parish level. Since our last Synod in 2005, the Team attempted to do this by focusing on Stewardship education on a regional basis.

A series of stewardship workshops, called Rejuvenating the Parish, were developed on the premise that Stewardship is a Christian way of life based on the spiritual principles of the Old Testament and the teachings of Jesus in the Gospels. The sessions developed by Jim Morell, a volunteer stewardship consultant, were designed to be challenging and thought provoking, pointing out the essential relationship between ministry and stewardship.

Like any other important job, stimulating stewardship is a team effort. Although individuals were welcome, parishes were encouraged to send teams to rejuvenating the parish workshops. It was suggested that the rector, wardens, stewardship chair and treasurer be on the team with other parish leaders also welcome.

The workshops were interactive with some teaching, small group discussions and practical planning. There was time for each parish to ask and answer questions about various approaches to stewardship. Parishes received lots of information on new approaches that might be tried in the future. An emphasis was placed on "Stewardship being about ministry and vision," not just about money.

Participants went away with plenty of food-for-thought on several topics including: trends affecting stewardship and giving; the relationship between stewardship and ministry; ways in which to approach congregations concerning stewardship; what motivates people to give; what motivates people to hesitate to give; how to develop a parish plan for ministry and stewardship; and the value of a parish-wide visitation program.

Workshops were offered in mainly rural areas as previous workshops had been offered in the larger urban centers. While five workshops were offered, only four took place due to weather and booking conflicts. The first workshop was held in Bathurst with approximately 25 in attendance. Others were held in Centreville, Riverview and New Maryland with approximately 30 in attendance at each session.

The Team would like to thank Jim Morell for an outstanding job of providing thought provoking and challenging workshops. As well, we would like to thank the rectors of the host parishes (Douglas Painter in Centreville, Albert Snelgrove in Riverview and Bruce McKenna in New Maryland). We also owe a special thank you to those parish members who worked to provide all the amenities needed to host such groups.

The workshops would not have been successful if it weren't for those who took part. A special thank you to all who participated. It is our prayer that the workshop helped you to develop a Stewardship program in your parish.

Once the workshops ended, the work of the Stewardship and Financial Development Team was 'on hold' pending the completion of work as part of a pilot project with General Synod's 'Letting Down the Nets.' Preparation for this initiative included Letting Down the Nets providing consultant support for diocesan planning resulting in the Diocesan Shared Ministry Plan. The Plan impacts the work of this Team.

The Ven. Patricia Drummond became the chair of the Team in the interim period, replacing Mr. Don Thompson, to whom we owe many thanks for his hard work on the above mentioned regional workshops.

As part of the 'Resource our Plan; Steward our Resources' pillar of the Plan, the Stewardship Team has been given the role of enhancing the current model of regional parish stewardship education and workshops. To this end each archdeacon was asked to seek a volunteer or two from his/her Greater Chapter meeting in April 07 to be on the Team. These volunteers will be trained to give workshops in their own archdeaconries, so that the need to travel long distances to attend a workshop will be greatly reduced. It is hoped that such training might take place in the fall.

In April 07, the task of funding the Mary Nameria Jacobs Fund was passed to the Team by the Episcopal Team. This is a proposed fund to support a scholarship in memory of Mary Jacobs, one of the earliest Canadian deaconesses, ordained by Bishop Medley in 1889. Once names for the re-constituted team have determined by Greater Chapter meetings this item will also be part of our agenda.

Respectfully submitted,
Don Thompson, Team Chair [first section]
Patricia Drummond (The Ven.), Team Chair [second section]

YOUTH MINISTRIES

The Diocesan Council Youth Team of Diocesan Council functions with the goal of assisting the Youth Action Director the Rev'd Dr. George Porter, Canon for Youth, in his work with youth throughout the Diocese. The Team, through the Chair, attempts to aid in the communication between Council, the Youth Action Director, and those working with youth. This is a daunting task at times and the Team has had a difficult time getting up and running. Finding members who can travel and attend events and meetings is no easy task. Those who are members of the Team are, for the most part, involved in youth ministry. However, like so many of those involved they are part-time and, in most cases, volunteers whose limited free time is given over to actually working with youth! Current members of the Diocesan Youth Team are: Mrs. Patt Warner (Saint John); Mr. Zach Till (Upper Knoxville) Captain Jen Hoddinott, C.A. (Quispamsis); the Rev'd Robert Salloum; the Rev'd J. Peter Gillies, Chair.

The Team Chair has attempted to attend regular and annual meetings of Camp Brookwood, Camp Medley and the Choir School in order to assist from a Diocesan Council point of view and to take the concerns of those groups back to Council. The reality is that any success of Youth ministry in the Diocese of Fredericton is due mostly to the efforts of George Porter and to some extent the Christian Education Director (Liz Harding, whose area of interest often overlaps with Youth). George Porter needs to be thanked for his efforts. A thank you for the efforts and counsel of Liz Harding are also a must. This diocese is well blessed in having these two professionals with us.

Growing out of various gatherings and mandated by several meetings of Diocesan Synod, youth ministry has been recognized as a priority for several years now. It continues to be a primary focus. An unfortunate reality of parish and diocesan initiatives is that what is begun with vision and great enthusiasm, often pales or disappears with the passing of time, expenditure of energy and emergence of new initiatives. In this diocese we have worked very hard to ensure that this does not happen with our youth ministries.

Both George and Liz try to attend as many Confirmations as schedules allow, meeting and talking with the candidates alongside the Bishop. In 2006 the Bishop, Liz and George collaborated on a first diocesan gathering of people confirmed under Bishop Miller's ministry. The reGathering (theme of gifting and service) was held at CFB Gagetown, and the universal consensus was that it could not be a one-time event. CFB Gagetown was also the site of The reGathering 2K7 (theme of our spiritual pilgrimage) in April 2007, with 100% increase in participation. Both these events were intergenerational (ages from 10 years old through those in their 70s – and a couple of people in their 80s expressed regret at not being able to attend).

Young people are not content to see their spiritual lives as a 'spectator sport.' The increase in interest and planning around youth missions is palatable. At the time of the last meeting of Synod, the C2C team was preparing to travel to the Diocese of Cuba. The C2C Tour was successful on many levels, and even though much of our work with the herbal gardening project was destroyed by Hurricane Dennis, we were able to leave Fr Carlos with enough money to help finish the new Iglesia Christo Rey and begin the recovery of the herbal garden – both of which are now flourishing. Youth trips to various other international locations (e.g. New York, Belize, Africa) are on the increase, as are Canadian and local mission service opportunities (food banks, senior citizen residences, etc). Young people in Confirmation classes, youth groups and individuals took enthusiastically to supporting the Bishop's Walk in support of AIDS relief. Victoria Garrett was part of the Canadian delegation to the PWRDF Mexico exposure this year.

Communication continues to be a major issue in youth ministry, as well as other aspects of diocesan work. The internet web sites continue to develop, with more and more young people relying on www.nbay.ca and the new national Generations site for information and opportunities to express themselves. The Emergent page of the NB Anglican continues to draw attention and generate interactions, and we hope it expands even further to facilitate sharing of ideas and encouragement.

The Youth Action Team (YAT – formerly Youth Action Committee – YAC) served faithfully through the initial phases of bringing youth ministries to the fore. We realised that the specific mandate of this group was fulfilled and it has been disbanded. The new structure of Diocesan Council has a youth committee component that we are working hard with to pick up some of the ongoing tasks of the YAT and other initiatives. Part of the concern is to ensure continuity when membership of Council changes. As well, initial conversations have begun concerning a new support group to come around the YAD, as we continue to dream about other possible events, opportunities and pilgrimages.

As exciting as these things may be, developments at the parish level are even more important. In addition to continuing many fine efforts in the area, new developments can be seen. Requests for individual parish consultations and training events have increased dramatically. More parishes are beginning or revitalizing youth ministry and Christian Education programs, and affirming leaders (both volunteer and paid) for them. As George Porter has said; "I see in many places a new seriousness among young people about their Confirmation promises and ministry opportunities, giving hope of reversing the increasing trend of young people to see themselves as aliens in the church." More and more we are seeing parishes making an effort to develop a relationship with their youth and sense participation by them. They are beginning to see themselves as part of the whole, part of the parish, the church, the body of Christ.

DIOCESAN CAMPS

The ministries of Camp Brookwood, Camp Medley and the Choir School highlight this emphasis, providing opportunities for young people both to receive and do ministry. We are seeing more and more young people looking for opportunities to develop leadership skills and to find ministry opportunities, and we anticipate that this will only continue to expand. New visions for facility and program development have emerged at Camp Medley with construction of new buildings and the establishment of a new governance model and the hiring of Liz Harding as year-round, part-time Camp Director. Camp Brookwood has also seen upgrading of facilities.

MANNA

Manna has become an established tradition for diocesan junior youth. This program is now under the direction of the CE Director, and some of the young people who have been part of Manna in the past have now joined the planning team.

SAINT JOHN INNER CITY YOUTH MINISTRY

Saint John Inner City Youth Ministry under the direction of Donnie Snook has continued to flourish and grow, reaching many hundreds of inner city young people. With the closing of St. James Church, the headquarters and locations have changed, but the enthusiasm and effectiveness have continued. The recent 2007 Chicken noodle Club Gala Event at the Delta Hotel in Saint John brought together many of these young people with those who help sponsor the program in a very powerful and important evening.

TEENS ENCOUNTER CHRIST

Teens Encounter Christ is continuing to grow. The numbers at the last TEC Weekend were above average, and the event had to be held at another site to accommodate numbers. Similar numbers have been anticipated for the 2007 Victoria Weekend. Between TEC Weekends, The Steering Committee continues to consider how to further develop discipleship among the young people impacted by this ministry. Having experimented successfully with a 'local TEC' (held in St George), a second weekend event (Rhema 1) for those who have already been on TEC weekends or are beyond the TEC age limit was held in January 2007. The development of local support networks and mentoring programs is an ongoing concern.

YOUTH ACTION DIRECTOR

The Youth Action Director (George Porter) and Christian Education Director (Liz Harding) very often work as a team. Training opportunities, including the annual Christian Education Conference and DNS, continue to be well attended. They also initiated the Growing Youth Ministries (GYM) Classes – a series of monthly training events for youth workers, leaders and educators. For 2 seasons the format was to cover a diversity of topics in locations primarily in the centre of the diocese. In fall of 2006 they opted to try doing only one topic but offering it in various places around the diocese.

George has been involved with the planning of Momentum – an interdenominational, Atlantic Canada youth leaders training event – for some time now. A smaller invitational, consultative event was planned for April 2007, but an ice storm prevented representatives from our diocese attending.

George is also part of the planning team for a national gathering of Anglican youth workers and leaders scheduled for June 2008. In fact, he will leave from this meeting of Synod for the first gathering of this team in London, ON.

We have had one youth attend Ask & Imagine, the national Anglican youth program, and we're hoping to have more in the future. George serves as a Council of General Synod appointee to the Advisory Board for this program.

The ministry of the Cathedral Puppeteers has not only blessed many congregations and gatherings, but it has also spawned and encouraged a number of other similar ministries around the diocese, as well as in the Diocese of Belize.

George has had a concern to find a way to reach out to the Saint John skater community since moving to the diocese. In fall of 2006 he worked together with a partnership effort between Taylor College, Stone Church and West 49 put together an outreach event for those in Saint John's skater community. Stone Wave drew about 160 people to the parking lot for this Sunday afternoon competition. Some Saint John parishes are now in a visioning process to determine if/how they can reach out to these young people.

Anglican young people continue to participate in interdenominational worship experiences, such as Sunday Night Live in Fredericton and (until this year) Xposed in Saint John, as well as other events on a more local basis. The monthly Cathedral Youth Service at Christ Church Cathedral in Fredericton has been important for youth from both the cathedral and many other parts of the Diocese for several years. As worship events in other parishes have emerged and the Cathedral youth population declined, this service has been discontinued for the time being.

In the Archdeaconry of Kingston and the Kennebecasis three parishes (along with youth from other denominations in the area began a joint youth service on the third Sunday evening of the month. The evening starts out as a pot luck followed by a worship service. The youth lead their own music, drama, prayer time, and leaders take turns preaching the Word. This evening of fellowship runs about three and a half hours.

Another long-time program that has been discontinued as leaders have moved on to other places and ministries is Christmas in Cowtown – an annual Christmas break event held in Sussex. Experiments have been made with similar events -- Christmas in Lobstertown (Shediac Cape – 2005) and Christmas in Uptown (Saint John – 2006).

2007 also saw the first Soulrush event in Mirimachi with young people from several northern parishes participating as we thought about 'Sabbath' – how do we slow down and hear the voice of the Spirit?

UNB / STU CHAPLAINCIES

Weekly worship for students at UNB Fredericton and STU continues on Tuesdays in the Chapel. The numbers have been small, but those who attend are faithful and report that they are encouraging to them in their spiritual lives. We are always exploring how to expand

this ministry and make contact with the many Anglican students who are on campus each year. A Taylor grad serves at UNBSJ.

Respectfully submitted,

J. Peter Gillies (The Rev'd), Team Chair

George Porter (The Rev'd Canon) D.Phil, Youth Action Director and UNB Chaplain

CAMP MEDLEY DIRECTOR

The new facilities at Camp Medley will be completed in time for this summer's camping activities and will benefit both staff and campers alike. They include

- A talented and professional staff has been hired for the summer program. Campers have started registering and the Leadership-in-Training program is expanding, so if you know anyone who is planning on going to camp this summer, tell them to book early.
- Two committees of gifted and committed people have been formed to assist in implementing the vision of Camp. One committee will oversee the camp program while the other is responsible for the facilities and the property.
- Our aim is to be accredited with the New Brunswick Camping Association in the near future. This will require the implementation of new health and safety policies and procedures and will go into effect this summer.
- A small group ministry will be implemented amongst the camp staff this summer. The aim is for the leaders of these groups to provide bible study and prayer, as well as facilitating problem solving and pastoral care. This will enable the staff to disciple one another and hold each other accountable, resulting in growth in their relationships together and with God.

Respectfully submitted,

Elizabeth Harding, Director of Camp Medley