

**APPROVED MINUTES OF THE MEETING OF THE 148th SESSION OF THE SYNOD
OF THE DIOCESE OF NOVA SCOTIA AND PRINCE EDWARD ISLAND
MEETING IN HALIFAX, NOVA SCOTIA, MAY 23, 24 AND 25, 2019
IN THE McINNES ROOM, DALHOUSIE UNIVERSITY STUDENT UNION BUILDING**

PREFACE

These minutes contain a record of the official Acts of Synod, including elections and appointments and all motions and resolutions considered by Synod and their disposition.

Background information and commentary published with the motions or resolutions in the Convening Circular are not a part of the motions or resolutions and have not been passed or approved by Synod but are included in these Minutes to supply the context for understanding the motions and resolutions. They are enclosed in brackets.

Presentations, meditations, talks and other events are noted in the minutes but are not normally summarized. In many cases detailed information about these are appended to these minutes. When more information is supplied in an appendix, this is noted in the minutes. An enormous amount of material is also posted to the Diocesan website at: <https://www.nspeidiocese.ca/synod2019/page/synod%202019.aspx>

A Convening Circular was published for members of Synod which is appended to these minutes.

THURSDAY, MAY 23, 2019 THEME OF SYNOD: There's MORE to the Story

Check-in:

Registration took place online from April 12th to May 6th and via the Synod office thereafter. Check-in commenced at 10:00 a.m. on Thursday, May 23rd, 2019, 2nd Floor of the Dalhousie Student Union Building, with a name badge pick-up and late registration.

Orientations:

Orientation for all first-time Delegates commenced at 10:30 a.m. in Room 307 of the Dalhousie Student Union Building led by The Rev. Debra Bursleson. Following the Orientation, all Youth Delegates gathered with Allie Colp, Youth and Family Ministry Coordinator in Room 307; then they had lunch together.

Displays:

Several displays were set up in the Boardroom on the second floor of the Dalhousie Student Union Building with various groups promoting their great work throughout the Diocese.

Opening Session of the 148th Session of Diocesan Synod

The Most Rev. Ron Cutler, Archbishop of the Diocese and Metropolitan of the Province of Canada, called the 148th Session of Synod to order at 1:01 p.m. by welcoming everyone and acknowledging our presence in Mi'kmaqia, the ancestral territory of the Mi'kmaq people which covered the treaties of peace and friendship the Mi'kmaq and Maliseet people first signed with the British Crown in 1725. He offered a prayer for this Synod.

Report of the Credentials Committee

Edith Marshall, Executive Secretary of Synod, reported that at 12:55 p.m. on May 23, 2018, the number of eligible clergy as per the Certificates of Election were 123. 102 had registered of which 90 had checked-in. The number of eligible lay and youth delegates was 211. 183 had registered of which 175 had checked-in. The Executive Secretary reported that a quorum (one-third of clergy and one-third of lay) had been met.

Archbishop Ron Cutler then declared that Synod was in session.

Moved by Don Brushett Seconded by The Rev. Chad McCharles

That this 2019 Diocesan Synod ratify Edith Marshall as Executive Secretary of Synod.

Carried.

Moved by Don Brushett Seconded by The Rev. Chad McCharles

That this 2019 Diocesan Synod ratify The Rev. Tom Henderson as Assistant Executive Secretary of Synod.

Carried.

Sessional Committees:

Edith Marshall announced the names of those on Sessional Committees.

Synod Agenda Committee: The Most Rev. Ron Cutler; Don Brushett, Co-Chair of Synod Arrangements; Tanya Moxley, Synod Arrangements; and Edith Marshall, Executive Secretary of Synod.

Resolutions Committee: The Most Rev. Ron Cutler; James Travers, Chancellor; Anthony Chapman, former Chancellor; John Cooper, Solicitor; The Rev. Kees Zwanenburg, Holy Trinity, Emmanuel, Dartmouth; Archdeacon Sue Channen, Three Harbours; and Edith Marshall, Executive Secretary of Synod.

Canons & Constitution Committee: The Most Rev. Ron Cutler; James Travers, Chancellor; John Cooper, Solicitor; Anthony Chapman, former Chancellor; Canon Gordon Redden, Diocesan Executive Director; Daphne Beeler, St. Mark's, Halifax; and Edith Marshall, Executive Secretary of Synod.

Scrutineers: The Rev. Rachel Parker, Chief Scrutineer; Natasha Watson, Jamie Haviland, Daphne Beeler, Eva Evans, The Rev. Margie Fagan, Dawn Skene, The Rev. Will Ferrey and Michelle Green.

Committee to Approve the Minutes of Synod 2019: Minutes will be prepared by Jan Connors, Diocesan Administrative Assistant, and reviewed by Edith Marshall, Executive Secretary of Synod, Archdeacon Tom Henderson, Assistant Executive Secretary of Synod, and Judi Ray, Lay Member of Synod and Member of Diocesan Council.

Synod Arrangements Team: Co-Chairs: Don Brushett and The Rev. Chad McCharles; Edith Marshall, Executive Secretary of Synod; Archdeacon Tom Henderson, Assistant Executive Secretary of Synod, Jan Connors, Delegate and Registration Matters; The Rev. Lorraine Otto and Jana O'Neil, Check-in; Don Brushett, Meals; The Rev. Carl Fraser and Tanya Moxley, Tech Support; The Rev. Laura Marie Piotrowicz, Social Media; The Rev. Rachael Parker, Elections; the Most Rev. Ron Cutler, The Rev. Sandra Fyfe and Team; Program and Worship; Tanya Moxley, Presentations; Allie Colp, Youth; Victor Henrikson, Displays; The Rev. Debra Burluson, Orientation.

Archbishop Ron concluded noting that these are the people entrusted with these duties. A resolution is not required.

Archbishop Ron extended the courtesies of the house to Ecumenical Visitors and members of the Military Ordinate and introduced Ecumenical Guests: Father Brian MacMillan from the Archdiocese of Halifax & Yarmouth; The Rev. Dr. Kimberlynn McNabb who is the Dean of the Atlantic Area for the Eastern Synod of the Evangelical Lutheran Church in Canada; and Rev. Michael Koslowski, the Moderator of the Presbyterian Synod of the Atlantic Provinces. We received regrets from The Rev. Catherine MacDonald from the United Church who were having their Regional Gathering at the same time as our Synod.

Commander, The Rev. Jennifer Gosse who is the Senior Military Chaplain for Canadian Forces Atlantic, Captain The Rev. Kent Greer and Captain The Rev. Jim McCorriston.

Courtesies of the house were also extended to presenters, Jenny Salisbury, Theme Speaker; Elaine Young, Alpha Ministries; Paul Sherwood, Diocesan Times; Will Postma, PWRDF; Mary Stone, Mothers' Union; Melanie Delva, Reconciliation Animator for the Anglican Church of Canada; and The Rev. Dr. +Davena Davis representing the Community of Deacons.

Comfort Notices were conveyed by Don Brushett and Chad McCharles.

Archbishop Ron ensured that everyone knew the Twitter hashtag for Synod: #NSPEISYNOD2019

Opening Eucharist was led by the Synod Worship Team including Blane Finnie, Nancy MacDonald, The Rev. Canon Lynn Uzans. The Rev. Heather MacEachern was the Deacon and Archbishop Ron Cutler the Celebrant. The Rev. Mel Malton and The Rev. Canon David Fletcher provided music for the service. The Rev. Sandra Fyfe spoke about the quilts that formed a backdrop, each of which tells a story which will hopefully inspire members' story-telling.

The Bishop's Charge followed at 2:30pm, the text of which is appended to these minutes.

There was a brief time to stretch.

1. Resolution of Loyalty to the Queen

Mover: Rev. David Garrett

Seconder: Rev. Ralph Moore

Resolved that Synod of the Diocese of Nova Scotia and Prince Edward Island, the oldest Diocese in the Anglican Church of Canada, assembled in Halifax on 25 to 27 May, 2017, extend to Her Majesty, Queen Elizabeth II, Queen of Canada and head of the Commonwealth, our warmest expressions of affection, loyalty and devotion. We wish Her Majesty God's blessing and pray that God will guide and protect her in all her endeavors. We wish to assure Her Majesty of our sincere goodwill and affection and wish her continued good health and every blessing for the future.

Commentary:

This resolution pledges loyalty to the Queen.

Moved by Rev. David Fletcher
Seconded by Rev. Lori Ramsey

That the Resolution be amended to include the declaration as stated by the Archbishop acknowledging our present on the land of the Mi'kmaq People. This was accepted as a friendly amendment by the mover and seconder of the Resolution.

Amended Resolution:

Resolved that Synod of the Diocese of Nova Scotia and Prince Edward Island, the oldest Diocese in the Anglican Church of Canada, assembled in Halifax on 25 to 27 May, 2017, extend to Her Majesty, Queen Elizabeth II, Queen of Canada and head of the Commonwealth, our warmest expressions of affection, loyalty and devotion. We wish Her Majesty God's blessing and pray that God will guide and protect her in all her endeavors. We wish to assure Her Majesty of our sincere goodwill and affection and wish her continued good health and every blessing for the future. Let us begin by acknowledging our presence today in Mi'kmaqia the ancestral territory of the Mi'kmaq People. This territory is covered by the treaties of peace and friendship which Mi'kmaq and Maliseet People first signed with the British Crown in 1725. The treaties did not deal with the surrender of lands and resources but, in fact, recognized the Mi'kmaq and Maliseet title and established the rules for what was to be an ongoing relationship between nations.

**Resolution #1 Amended:
Carried**

2. Resolution of Greetings to the Anglican Communion

Mover: Rev. Laura Marie Piotrowicz

Seconder: Jan Connors

Resolved that Synod send to the Archbishop of Canterbury the following memorial: Greetings in the name of our Saviour, Jesus Christ. The Synod of the Diocese of Nova Scotia and Prince Edward Island meeting in its 148th Session affirm our continued love and support to you and the Anglican Communion.

Commentary:

This resolution requests that we send to the Archbishop of Canterbury greetings to the Anglican Communion.

**Resolution #2:
Carried**

3. Resolution that Ecumenical Visitors be granted courtesies of the House

Mover: Rev. Tom Henderson

Seconder: Don Brushett

Resolved that ecumenical visitors be granted courtesies of the House.

Commentary:

This resolution acknowledges ecumenical visitors and grants them courtesies of the House which includes a voice but no vote.

**Resolution #3:
Carried**

4. Resolution to Receive Committee Reports

Mover: Don Brushett

Seconded: Rev. Chad McCharles

Resolved that the Committee Reports published in the Convening Circular be received.

**Resolution #4:
Carried**

Archbishop Ron noted that there is a box at the back of the room for questions regarding any of the reports, which will be addressed at the conclusion of Synod by the appropriate person.

Resolution of Consent

Mover: Rev. Marian Lucas Jefferies

Seconded: Rev. Canon Charles Bull

That this 148th Session of Diocesan Synod consent to consider a Resolution to recognize and respond to the current global ecological crisis.

Commentary: Marian Lucas Jefferies explained the reason for this late Resolution.

**Resolution of Consent:
Carried**

There were no other Motions of Consent.

The Rev. Rachael Parker, Chief Scrutineer was invited to speak. The Call for Nominations for Provincial Synod and for Youth Members on Diocesan Council was made, the deadline being 4:45 pm that day. Voting would take place on Friday. Nomination forms were available at the Help Desk and needed the signature of another member of Synod.

Logistics, should Scrutineers be required for any vote on a Resolution, were conveyed.

Sing break.

PRESENTATIONS:

Alpha Ministries

Archbishop Ron welcomed Elaine Young, Atlantic Regional Representative for Alpha Ministries to make a presentation. She provided some statistical information and elaborated on their new LIFE.SHARED initiative.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

Archbishop Ron explained speaker and presenter etiquette and the green, yellow and red lights to signal the timing.

RESOLUTIONS:

5. Resolution to amend Canon 27, Lay Readers

Mover: Archdeacon Tom Henderson
Warden of Diocesan Lay Readers

Seconder: Anne Williams

Be it resolved that the wording of Canon 27 be amended by removing the sections with lines running through them and adding the sections that are underlined as set out below and, further, that the reporting structure be updated to reflect current practice.

CANON 27 ~~LAY READERS~~ LICENSED LAY MINISTERS

1. The Bishop may appoint and license qualified persons as ~~lay readers~~ Licensed Lay Ministers.
2. A license granted by the Bishop may be removed by the Bishop at anytime with or without cause or at the request of the incumbent.
3. The ministry of the ~~Lay Reader~~ Licensed Lay Minister is exercised under the direction and supervision of the incumbent or the priest in charge. Subsequent to the appointment of a new incumbent, the license becomes renewable upon the application of the succeeding incumbent.
4. The qualifications for the licensing of, the duties of, and other policies and procedures relating to ~~lay readers~~ Licensed Lay Ministers and their office shall be as established from time to time by the Bishop with the advice of the ~~Ministries Committee~~ Licensed Lay Ministers' Board of Standards and set forth in a ~~Lay readers'~~ Licensed Lay Ministers' Handbook of Standards and Regulations.
5. All references to Lay Readers in any other Canon shall be deemed to be changed to Licensed Lay Ministers.

Commentary:

The Diocesan Lay Reader's Executive and Board of Standards introduced, with episcopal support, a resolution and discussion to change the name of 'Lay Reader' to 'Licensed Lay Minister' to the wider membership at its 2017 Annual Meeting, Christ Church, Dartmouth. This was in keeping with the current trend in the Church of England to refer to its body of lay readers as lay ministers and the recent adoption of a name change in the Diocese of Kootenay. Other places that have adopted this change are the Anglican Church of Australia, the Episcopal Diocese of Rhode Island, and the

Episcopal Diocese of Iowa. Particularly, the name change reflects the widening role of lay readers to do much more than read in church, to take on leadership in administration, mission, homiletics, teaching, and other gifts of ministry. The future role is likely to expand further as the church seeks ways to uphold parish life and reach beyond our doors to the world. These are ministries that already engage the laity, but the office of licensed lay minister would consolidate a set range of activities into a recognizable position, one defined by a standardized syllabus of training, a code of conduct and duties, all under the licensed authority of the rector and bishop. A change of name to 'Licensed Lay Minister' would be a more accurate description of the role played by the current title of lay reader which, in regards to the work being carried out, is confusing and misleading. The resolution was passed at the 2017 Annual General Meeting and was adopted officially, under the Association's Constitution and By-laws, after a second vote at the 2018 Annual Meeting in Kentville.

Canon 27 on Lay Readers is a short canon consisting of four paragraphs. The following resolution calls for the title "Licensed Lay Minister" to replace "Lay Reader" where it appears in the canon. This is to conform the canon to the name change voted on by members of the Lay Readers Association.

One further update and modification to the Canon: to replace in article 4 the reference to the now defunct Ministries Committee to make the Canon reflect changes to the reporting structure.

Archdeacon Tom Henderson gave the commentary with is essentially a name change.

Speakers to the resolution expressed the following points:

- Following the similar trend in the Church of England and the Scottish Episcopal Church, comparable extensive training is important for the Diocese to meet the same standards
- Concern was expressed about multiple use of the word "license"
- The name change will not alter what a Lay Reader can do now but the name change may exclude others from stepping forward
- Lay Ministers was a suggested alternative without the reference to the license
- Concern was expressed that this might lead to two classes of lay ministry and risk clericalism within the laity
- The terms "licenses" and "minister" raise red flags
- The change would acknowledge the breadth of what they currently do, and the licensing is not new

In his closing argument, Tom Henderson noted that the license is to the Rector and to the Bishop, and the title is more representative of what they do.

**Resolution #5:
Carried, with some abstentions.**

6. Resolution to amend the Constitution of the Synod of NS and PEI with regard to Anglican Church Women Board Membership

By a Motion of the Anglican Church Women Board

Mover: Anne Williams

Second: Janice Jackson

Resolved that Section 3(j) of the Constitution be amended by removing the sections with lines running through them and adding the sections that are underlined as set out below.

3. Membership

Synod consists of

~~(j) the President of the Nova Scotia Diocesan Board of the Anglican Church Women in the Diocese of Nova Scotia and Prince Edward Island and the President of the Board of the Anglican Church Women in Prince Edward Island;~~

(j) one representative from the Diocesan Anglican Church Women Board who shall be selected by the Board and the name of which shall be communicated to the Synod Office no later than 60 days prior to the commencement of Synod.

Commentary:

There is now one Anglican Church Women Board for the Diocese of Nova Scotia & Prince Edward Island. The Board is changing its organizational structure to reflect a more collaborative leadership function. In place of the traditional President and Vice President designations, the Board is proposing Co-Coordinator. The Anglican Church Women Board wishes to have the capacity and flexibility to choose which Board person would represent the Board at the Diocesan Synod.

Anne Williams explained the need for this resolution.

**Resolution #6:
Carried**

9. Resolution to amend Canon 1, Election, Appointment, Consecration and Resignation of Bishops

Mover: Jim Travers

Seconded: John Cooper

Resolved that Canon 1, Section 6, subsection (4) be amended by adding sections underlined as set out below.

(4) The Diocesan Council may by resolution adopted by a two-thirds majority of those present and voting declare the incapacity of the Bishop by reason of physical or mental infirmity, and where so declared, the Bishop may resume the duties and functions of the office when

(a) the Bishop has given the Executive Secretary of Synod written notice of intention to do so; and

(b) the Diocesan Council by resolution adopted by a two-thirds majority of those present and voting has rescinded its resolution declaring the incapacity.

(4.1) The Diocesan Council shall not adopt a resolution provided for in subsection (4) unless notice of intention to propose the resolution has been given in the notice of the meeting at which it is to be considered, and such notice is accompanied by written material setting forth the grounds upon which such resolution is being proposed.

(4.2) (a) Notwithstanding any other provision in these Canons, and subject to subsection (4.4), where the Diocesan Council has declared the Bishop incapacitated under subsection (4), the Diocesan Council may by resolution adopted by a two-thirds majority of those present and voting declare the office of the Bishop to be vacant.

(b) No resolution may be made pursuant to subsection (4.2)(a) unless:

(i) at least three months have elapsed since a declaration of incapacity under subsection (4), and the Diocesan Council has been provided with opinions from two qualified medical practitioners, having examined the Bishop subsequent to the declaration of incapacity under subsection (4), that the Bishop continues to be incapacitated by reason of physical or mental infirmity, and that recovery from such incapacity is unlikely, or

(ii) the Bishop has been declared incapacitated by the Nova Scotia Supreme Court pursuant to applicable legislation in proceedings in which neither the Diocesan Council nor Synod participated.

(4.3) The Diocesan Council shall not adopt the resolution provided for in subsection (4.2) unless notice of intention to propose the resolution has been given in the notice of the meeting at which it is to be considered, and such notice is accompanied by written material setting forth the grounds upon which such resolution is being proposed.

(4.4) Immediately following the adoption of the declaration referred to in subsection (4.2)(a), the Executive Secretary of Synod shall transmit it to the members of the Provincial House of Bishops. The declaration shall take effect thirty (30) days after such transmittal unless, in the meantime, a majority of members of the Provincial House of Bishops (excluding the Bishop) have notified the Executive Secretary of Synod in writing of their disapproval of the declaration.

(4.5) Diocesan Council resolutions referred to in this section are valid without the assent of the Bishop.

(4.6) In the event there is no Coadjutor or Suffragan Bishop, upon the determination by Diocesan Council of the incapacity of the Bishop or declaration by Diocesan Council that the office of the Bishop is vacant, the Diocesan Council shall appoint a clerical administration pursuant to Canon 3.

(4.7) Where the Diocesan Council determines that the Diocesan Bishop is unable to attend to the duties of a diocesan bishop by reason of mental or physical incapacity, the Council shall decide whether the electoral synod should elect a coadjutor bishop or a suffragan bishop.

(4.8)(a) Medical records pertaining to the Bishop provided to members of the Diocesan Council in connection with resolutions pursuant to subsections (4) and (4.2)(a) shall be held in confidence and not disclosed to any person outside Diocesan Council and the Provincial House of Bishops.

(b) Anyone breaching subsection (4.8)(a) has committed an ecclesiastical offence, and is subject to the penalties prescribed by Canon 30 and by Canon XVIII of the General Synod of the Church for ecclesiastical offences.

Commentary:

This is a proposed amendment which was tabled at the 2017 meeting of Synod. The purpose of the proposed amendment is to address the flaw in the existing Canon respecting the incapacity of the Bishop. As presently worded, Subsection 6(4) of Canon 1 allows the Diocesan Council, by a simple majority vote, made without notice and without proper evidence, to declare the Bishop incapacitated, with the only recourse available to the Bishop being an appeal to the Provincial House of Bishops. This is clearly unfair to the Bishop, and could create a crisis in the administration of the Diocese. The proposed amendment creates an obligation on anyone proposing to make the motion of incapacity to give notice of the intention to make the motion in any notice given of the meeting of the Diocesan Council. To reflect concerns raised in the debate in 2017, there has been an additional requirement that written material setting forth the grounds upon which any incapacity resolution is being proposed must be provided.

The proposed amendment also deals with declaring the office of Bishop vacant due to permanent incapacity of the Bishop. The current Canon does not provide for any declaration of vacancy with respect to the office of Bishop due to incapacity. To address a scenario where a Bishop may be permanently incapacitated, to the point where he or she cannot even provide a letter of resignation from the office, it is proposed that Council be given that authority provided certain technical requirements are met. The proposed amendment permits a declaration that the office be vacant only if Council has previously passed a resolution declaring the Bishop to be incapacitated, at least three months have elapsed since that declaration, and during that time the Bishop has been examined by two qualified medical practitioners who have provided an opinion that the Bishop continues to be incapacitated by reason of physical or mental infirmity and that recovery from such incapacity is unlikely. As with the previous declaration of incapacity, any motion to declare the office of the Bishop vacant must be given in writing in any notice of the meeting at which the resolution be considered, accompanied with written material setting forth the grounds upon which the resolution is being proposed.

As it is possible that a Bishop may be declared incapacitated by the Nova Scotia Supreme Court on an application by the Bishop's family, the proposed amendment permits the motion to have the office of the Bishop declared vacant to be made after the determination by the Nova Scotia Supreme Court, in lieu of Diocesan Council being provided by the report of the two qualified medical practitioners.

Recognizing that medical records of a person are highly confidential, Subsection 4.8 is proposed to emphasize to members of Diocesan Council of the strict obligation to maintain such information in confidence, and to expose any persons disclosing the information to the discipline Canons of the Diocese and of General Synod.

Jim Travers explained that this came to Diocesan Council from the 2015 Synod and elaborated on the commentary. It is a motion to improve what is in the Canon now.

Resolution #9:
Carried

11. Resolution to amend Section 4 of the Constitution of Synod of NS and PEI with regard to Clergy Membership at Synod

Mover: Jim Travers

Seconded: John Cooper

Section 4 of the Constitution is amended by the addition of the words underlined below as subsection (3) and the renumbering of existing subsections (3) and (4) to (4) and (5) respectively:

(2) Members of the clergy ordinarily resident in the Diocese who hold a license from the Bishop and are not under any charge or inhibited, suspended or deprived and

(i) who are employed in or appointed to a non-parish ministry in the Diocese (for example: Synod staff; faculty or staff of Atlantic School of Theology; hospital, prison, or institutional chaplains); or

(ii) who are appointed to a parish as rector or incumbent; ~~and~~

(iii) not more than one (1) member of the clergy elected or appointed by the Parish from amidst the number appointed to a Parish in a capacity other than as rector or incumbent; and

(iv) are entitled to be members of Synod.

(3) For the purposes of subsection (2), if a rector of a parish is on sabbatical or study leave during the meeting dates of Synod, and a priest in charge has been appointed to the parish for the term of such sabbatical or study leave, the priest in charge shall be entitled to be a member of Synod in substitution for the rector.

~~(3 4)~~ At an electoral Synod, all clergy holding a license, and who are not under any charge or inhibited, suspended or deprived are eligible for membership.

~~(4 5)~~ The Executive Secretary under the direction of the Bishop and in consultation with the Registrar shall compile a list of all members of the clergy entitled, pursuant to this Constitution, to be members of Synod.

Commentary:

As study leaves and sabbaticals become more frequent for rectors of parishes, a priest in charge may be appointed to a parish for the term of the sabbatical or study leave. In the event the sabbatical or study leave overlaps the meeting dates for Synod, the rector may be faced with a choice of either interrupting the sabbatical or study leave to attend Synod, or leave the parish without clerical representation at Synod. This amendment clarifies that, in such circumstances, the priest in charge shall be entitled to be a member of Synod in substitution for the rector.

Jim Travers explained the purpose of this Resolution as noted above. To questions he conveyed that the sabbatical situation is a grey area compared to appointments made by the Bishop for sick leave or maternity leave and this makes it clear. There were further arguments to clarify other priest-in-charge scenarios.

**Resolution #11:
Carried**

At 4:45 pm. Archbishop Ron declared that nominations are closed and any nomination forms should be taken to the Help Desk immediately.

12. Resolution to amend Section 11 of the Constitution of Synod of NS and PEI with

regard to Quorum

Mover: Jim Travers

Seconded: Edith Marshall

Subsection 11(1) is amended by the addition of the words underlined below:

11. Quorum

(1) To constitute a quorum of Synod for the transaction of business at least one third of the clerical members in the Diocese determined in accordance with section 4 and one-third of the lay representatives determined in accordance with sections 5 and 6 whose election is certified by the Executive Secretary shall be present, but any lesser number shall have power to adjourn, from time to time, until a quorum can be obtained.

Commentary:

The change is proposed for the purpose of clarifying how a quorum for a meeting of Synod is to be calculated.

Jim Travers introduced the Resolution as a housekeeping item to clarify that the quorum is based on the total of eligible clergy, not necessarily all the clergy.

**Resolution #12:
Carried**

PRESENTATION

DIOCESAN TIMES: Paul Sherwood showed a Power Point presentation of 200 out of a possible 50,000 pictures over his 18 years as Editor of the Diocesan Times. He first spoke about the need for everyone to re-subscribe to the Anglican Journal and Diocesan Times or they will stop receiving it.

[A pdf file of the Power Point presentation is available on the Diocesan website.]

SUPPER – Bill Travers offered a table blessing. Directions for line up for food were provided by Chad McCharles.

Archbishop Ron reconvened members at 6:05 pm. He acknowledged the death the day before of The Rev. Bruce Murray who was Rector of St. John's Westphal and who was diagnosed with cancer just four weeks ago, and offered prayers for his ministry, his family, and the Parish.

THEME SPEAKER

Archbishop Ron welcomed Jenny Salisbury whom he had introduced more fully earlier in the day. Jenny greeted Synod Members and explained *There Is More To The Story*.

[A pdf file of Notes and Resources from Jenny Salisbury are appended to these minutes.]

Two minute break

RESOLUTIONS:

15. Resolution to amend Canon 16, Budget, Section 6 (1) and Section 8 (1) with regard to the Allotment Rate

Mover: Eric Thomson

Secunder: Dr. Garth Watt

Be it resolved that Section 6 (1) be amended by adding the following:

....." The allotment rate for the annual Diocese Budget for any year following the operational year 2018 shall not change from the rate as established for the year 2018 until the actual rates including the current calculation of assessable income and permitted exemptions as outlined in the Canon have been reviewed and reflected in a three year and five year business and operational plan for the Diocese, approved by the Bishop, Diocesan Council and Synod. "

Commentary

The Diocese has been undergoing many noticeable changes over the last number of years and decades. Perhaps the two most noticeable have been the downsizing of parish membership and the shifting to part time ministry of over thirty percent of the parishes. In many cases the shifting away from fulltime ministry impacts the growth potential in our Parishes and the growth of our Ministry especially for younger priests, recent university graduates. An extremely high percentage of our parishes are meeting their financial obligations to the Diocese but not without serious pressures and struggles. As any organization, especially where over eighty-five percent of the operational income of the Diocese comes from the Parishes, it is necessary and should be mandatory for a three and five year operational and business plan to be approved so all parties can look to the necessary changes which we must make in the Diocese. Change happens so rapidly today a five-year plan is really a direction finder. A well organized planning process incorporating a focus on a plan that incorporates specific changes, measurable initiatives, realistic goals, timely review and attainable goals (SMART) is an absolute must for the Diocese.

Parishes should follow this lead and look to a three-year plan ~~resecting~~ respecting programming operations and financing.

By ~~m~~ Maintaining the allotment rate and procedures ~~of~~ for the determination of amounts ~~this~~ will highlight the urgency of the issue and move the Diocese into a planning process which will recognize the issues facing the Parishes and the overall Diocese.

A proper three year and five-year plan will assist the Diocese in handling its affairs dealing with changes in a positive and proactive method. A proper planning process will create stability and accountability throughout the process.

In addition, deficits and surplus financing are prohibited in the Canon. A proper three-year strategy could reflect deficits and surplus which could be rolled from year to year in the three-year and five-year plan.

Be it resolved that Section 8 (1) be amended by adding the following:

...."The actual approved allotment rate shall be applied equally to each Parish to the effect that each Parish's assessable income shall be multiplied by the allotment rate to determine the amount to be paid to the Diocese.

Commentary

Currently, the Diocese has a practice of billing some Parishes more than the current allotment rate and some less than the current rate. The explanation is that some parishes can afford to pay slightly more and the formula that Diocesan Council adopted encourages this practice. The issue is that each Parish has a different set of finances. Some Parishes have expenses which are beyond their control i.e. heating. With the rise in oil costs the Parishes expenses increase and, likewise, the revenue needed to cover same can result increase in assessable income. The current practice does not recognize that parishes who increase their assessable income may be draining on investments or other resources to meet their obligations.

The proper practice should be to treat all parishes the same which will assist in the proper planning and budgeting for each individual Parish and the Diocese.

Following this resolution is a document prepared by the Diocesan Controller which provides some history and an explanation of how the allotment is calculated.



The Diocese of Nova Scotia and Prince Edward Island

MEMORANDUM

To: Diocesan Council and 2019 SYNOD Delegates
From: Glen Greencorn, Controller
Date: April 8, 2019
Subject: Current Practice of calculating Allotment

There has been much conversation, discussion, and (dare I say it) confusion with respect to the way the Diocese determines the annual allotment request from each parish. The purpose of this memo is to provide some history and explain the current methodology the Diocese uses in calculating its allotment request from each parish.

It must be clearly stated that each parish pays the same allotment rate as defined by Canon 16.

SOME HISTORY:

Until 1990, the overall allotment percentage of the diocese was the percentage applied to each individual Parochial Unit based solely on the income reported on the Parochial Return. This approach did not take into account some of the basic costs associated with operating a parish regardless of if the parish took in \$300,000 of income or \$30,000 of income.

Recognizing this drawback, a committee chaired by Dr. Anthony Bidwell recommended the introduction of a Basic Exemption. This was approved by Synod in on June 17, 1990 and went into effect for the 1991 year. At that time, the sum of \$5,000 would be exempted from the assessable income reported by each Parochial Unit on their parochial returns and that the individual allotments would be proportional to these **reduced assessable incomes**. In 2004, this basic exemption was increased to \$8,000.

CURRENT CALCULATION EXAMPLE:

To illustrate the current calculation, we will use a simple example of a Diocese consisting of two parishes.

In our simple diocese, we have two parishes with significantly different financial results (Exhibit 1). Parish 1 has reported Income on its Parochial Return for 2017 (Gross Receipts less Allowable Exemptions included on the Parochial Return) of \$20,000. Parish 2 has reported Income on its Parochial Return of \$188,500. Our total of Income Reported on Parochial Returns for the Diocese is \$208,500.

The Budget Task Group then applies the Budget Calculation Rate to this total reported income to determine the total Allotment that will be asked of parishes. For the 2019 year, the Budget Calculation Rate applied was 19.25%. This yields a Total Allotment Request, or Net Budget of \$40,136.25.

The next step in the calculation is to allow each Parish its Basic Exemption to determine its Assessable Income. The Basic Exemption for the 2019 budget year is \$8,000 per parish. For Parish 1, its assessable income is \$12,000 (\$20,000 – 8,000) and for Parish 2 it is \$180,500. The total assessable income of the diocese is \$192,500. It is worth noting that the basic exemption of \$8,000

is 40% of Parish 1's reported income (\$8,000/\$20,000) and is 4.2% of Parish 2's reported income (\$8,000/\$188,500). This application of a flat basic exemption has a more significant impact (benefit) on the smaller parish than on the larger parish.

We then calculate each parish's share of this assessable income. Parish 1 is 6.23% (\$12,000/\$192,500) and Parish 2 is 93.77% (\$180,500/\$192,500). This relative weighting is then applied to the Total Allotment Request to determine the allotment request for each parish. For Parish 1 this is a request of \$2,502 (6.23% X \$40,136.25) and for Parish 2 this is a request of \$37,634.25 (93.77% X \$40,136.25).

All of these calculations lead to an allotment rate for each parish of 20.85%. For Parish 1, \$2,502 is 20.85% of its assessable income of \$12,000. For Parish 2, \$37,634 is 20.85% of its assessable income of \$180,500.

APPLICATION OF CANON 16

I think it is important to explain this with respect to Canon 16. Canon 16 defines a number of terms in its section one. Key for this discussion are:

(2) *"Allotment" is that proportion of parish income which each parish is required to share for the wider work of the Church, as determined under the provisions of this Canon.*

....

(4) *"Gross Receipts" is the receipts of a parish from all of the following sources:*

- (a) *the amounts received by all congregations of the parishes from all sources, including amounts earned on all investments and principal sums expended.*
- (b) *all amounts received by all parish organizations, after deducting the cost of raising such amounts.*

(5) *"Assessable Income" is gross receipts less allowable exemptions.*

Section 4 of Canon 16 identifies the allowable exemptions, which include those exemptions listed on the parochial return **and the Basic Exemption** in section 4(1)(a). The Canon goes on to state that this basic exemption "...will be determined each year by the Budget Task Group in conference with the Parish Relations Task Group applied automatically by the Diocesan Office." As noted above, the current Basic Exemption is \$8,000 per Parish.

Section 6(1) of Canon 16 then goes on to describe the method by which the allotment rate is calculated as follows:

"The allotment rate for the Budget for the next year shall be computed as the percentage that the amount to be raised (the net budget) is of the Assessable Income of all parishes for the previous year."

Section 8(1) of Canon 16 the states that:

"The allotment rate for the next year shall become effective and binding on all parishes on the adoption of the Budget for the next year by Diocesan Council."

Revisiting the simple Diocese (Exhibit 2), the net budget of \$40,136.25 is 20.85% of the total assessable income of all parishes (\$40,136 / \$192,500). Applying this allotment rate to Parish 1's assessable income of \$12,000 yields an allotment request of \$2,502 and for Parish 2 it yields an allotment request of \$37,634.

In summary, **the current calculation generates the same allotment rate (as defined in Canon 16) for all parishes.**

| EXHIBIT 1 | | | | | | |
|-------------------------|-------------------------------------|-----------------|-------------------|------------------------------|-------------------|----------------|
| Simple Diocese Example | | | | | | |
| | A | B | C | D | E | F |
| | | | (A - B) | | (D X Net Budget) | (E / C) |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Parish % of Total Assessable | Allotment Request | Allotment Rate |
| 1 | \$ 20,000.00 | \$ 8,000.00 | \$ 12,000.00 | 6.23% | \$ 2,502.00 | 20.85% |
| 2 | \$ 188,500.00 | \$ 8,000.00 | \$ 180,500.00 | 93.77% | \$ 37,634.25 | 20.85% |
| | \$ 208,500.00 | | \$ 192,500.00 | | \$ 40,136.25 | 20.85% |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| EXHIBIT 2 | | | | | | |
|--|-------------------------------------|-----------------|--|----------------|-------------------|--|
| Simple Diocese Example - Allotment Calculation | | | | | | |
| | A | B | C | D | E | |
| | | | (A - B) | | (D X C) | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Allotment Rate | Allotment Request | |
| 1 | \$ 20,000.00 | \$ 8,000.00 | \$ 12,000.00 | 20.85% | \$ 2,502.00 | |
| 2 | \$ 188,500.00 | \$ 8,000.00 | \$ 180,500.00 | 20.85% | \$ 37,634.25 | |
| | \$ 208,500.00 | | \$ 192,500.00 | | \$ 40,136.25 | |
| | | Net Budget | \$ 40,136.25 | | | |
| | | | Allotment Rate (\$40,136.25 / \$192,500) | | 20.85% | |

Mover Eric Thomson noted that this was intended to be two different motions but since they appear as one, he addressed both, calling for no action until a business plan has been presented.

Moved by Garth Watt

Seconded by Eric Thomson

That the resolution be divided into two.

Resolution to divide #15:

Carried

#15a

Mover: Eric Thomson

Secunder: Dr. Garth Watt

Be it resolved that Section 6 (1) be amended by adding the following:

....."The allotment rate for the annual Diocese Budget for any year following the operational year 2018 shall not change from the rate as established for the year 2018 until the actual rates including the current calculation of assessable income and permitted exemptions as outlined in the Canon have been reviewed and reflected in a three year and five year business and operational plan for the Diocese, approved by the Bishop, Diocesan Council and Synod.

Speakers for or against the motion noted the following:

- The rate is reviewed annually by FMD and presented to Diocesan Council on a three-year plan and FMD is working on a five-year plan
- The Controller explained the rational between a 19.25 allotment calculation rate and the effective 20.85 % of accessible income for every parish
- The reference to "permitted exemptions" could affect other motions
- This resolution highlights the need for better communication and transparency with the parishes
- Synod should not deal with the nitty-gritty but set a framework for Diocesan Council and the VSST
- We are like a business but beyond a business, not wanting to put the mission model on hold for a pure business plan

A show of hands showed overwhelming support to see a PowerPoint presentation the Controller had prepared.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

Eric Thomson closed the debate saying that when the diocesan budget increases everyone's allotment payable will go up; what happens with the basic exemption when parishes amalgamate? There needs to be a plan.

Resolution #15A:

Defeated

Archbishop Ron noted that 15B will be debated on Friday.

PRESENTATION:

The Connectors: Rev. Lisa Vaughn presented this new chapter in our Diocesan Story, referring members to her report in Section 4, page 41 of the Convening Circular.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

Compline: At approximately 8:05 pm, Compline was let by the Compline Choir from King's College Chapel and St. George's Church Choir including plainsong chant.

Diocesan Synod adjourned for the day at approximately 8:40pm

DAY TWO
Friday, May 24th, 2019

Diocesan Synod reconvened at 8:55 am.

We gathered for prayers and a litany intercession was led by Archbishop Ron.

Administrative announcements were made.

PRESENTATION:

PWRDF: Will Postma, Executive Director of the Primates World Relief and Development Fund, addressed Synod with a Kenyan greeting; with you, this morning together. He has learned just how important greetings and relationships are. In summary, he said that it isn't PWRDF and partners helping others, but it is **HELPING ONE ANOTHER!**

[A pdf file of the PowerPoint presentation is appended to these minutes and a video is available on the Diocesan website.]

THEME SPEAKER

Jenny Salisbury introduced herself to those not present yesterday, and gave her second theme address.

[A pdf file of Notes and Resources from Jenny Salisbury are appended to these minutes.]

Sing break. David Fletcher announced his resignation as Synod piano player. He would like to sing at the next Synod.

RESOLUTION:

15B. Resolution to amend Canon 16, Budget, Section 6 (1) and Section 8 (1) with regard to the Allotment Rate

Mover: Eric Thomson

Seconder: Dr. Garth Watt

Be it resolved that Section 8 (1) be amended by adding the following:

...."The actual approved allotment rate shall be applied equally to each Parish to the effect that each Parish's assessable income shall be multiplied by the allotment rate to determine the amount to be paid to the Diocese.

Commentary

Currently, the Diocese has a practice of billing some Parishes more than the current allotment rate and some less than the current rate. The explanation is that some parishes can afford to pay slightly more and the formula that Diocesan Council adopted encourages this practice. The issue is that each Parish has a different set of finances. Some Parishes have expenses which are beyond their control i.e. heating. With the rise in oil costs the Parishes expenses increase and, likewise, the revenue needed to cover same can result in an increase in assessable income. The current practice does not recognize that parishes who increase their assessable income may be draining on investments or other resources to meet their obligations. The proper practice should be to treat all parishes the same which will assist in the proper planning and budgeting for each individual Parish and the Diocese.

Eric Thomson, the mover, noted that this Resolution was prepared when they understood that some parishes were paying more than 19.25%. With Glen Greencorn's clarification, it became clear that every parish is paying the same rate of 20.85%. The Resolution was no longer necessary and was withdrawn.

**Resolution #15B:
Withdrawn**

7 Resolution to amend Canon 16, Budget regarding the Proposed Missional Allotment

By a Motion of Diocesan Council on 9 February 2019.

Mover: Rev. Carl Fraser

Seconder: Ted Johnson

Resolved that Canon 16 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

Section 4 Exemptions, Subsection 1

Resolved that Canon 16 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

Section 4 Exemptions, Subsection 1

(H) All Other Exemptions as outlined in the Parochial Return as approved by Diocesan Council (eg. ministry and missional activity exemptions, Building Repairs & Maintenance Exemption, Capital Expenditures Exemption) ~~All building maintenance and Capital Expenditures that are described in the Parochial Return;~~ except that regular janitorial services and associated materials or outside maintenance such as plowing, grass cutting and related activities are not exempt;

Commentary:

This change to Canon 16 would make it possible to implement the Missional Allotment Proposal – adding two new exemptions – one for a portion of Stipendiary Ministry Costs and the other for Missional Activity. These would reduce, and eventually eliminate, the exemption for Building Repairs and Maintenance, over the course of a four (4) year phase-in period and, potentially, all other exemptions outlined in the parochial return.

This motion seeks to embed Missional focus and priority at the heart of our discussion of finances in parishes and shifts the exemption to Ministry Costs and Missional Activities, away from bricks and mortar. While we understand that parishes have buildings to maintain, these figures can vary quite widely yearly. The missional allotment proposal provides parishes with an exemption based on a percentage of their stipendiary clergy salary that increases over the course of the phase-in period and provides a more consistent level of exemption, with greater impact possible when adding the additional exemption on Missional Activity.

As well, this motion builds in flexibility for Diocesan Council to make adjustment to the implementation of the proposal or of the allotment exemptions, in general, in the future if, for any reason, it has unexpected negative consequence or unintended damaging results to parishes or the Diocese. We would not want to enshrine details that, if not helpful, would have to wait till the next Synod to be addressed. This wording provides a way forward with careful oversight from Diocesan Council.

Further, if this motion passes, there would be no need to address a motion to amend Canon 16 to deal with changes to the Sunday School Exemption from Synod 2004, is listed on the Parochial Return but not included in Section 4 in the list of exemptions.

The proposal, which follows this resolution, is attached , and includes essential details of the phase-in of the Ministry and Missional Exemptions and the corresponding reduction of the Building Repairs and Maintenance Exemption.

PROPOSAL FOR 'MISSIONAL ALLOTMENT'



Draft - April 6, 2018

FOR CONSIDERATION

WHAT WOULD IT MEAN?

Simply, it means prioritizing ministry and missional activity in our allotment system and exemptions.

It proposes to replace the current exemption for "Building Maintenance & Expenses" with an exemption based in part on Ministry Costs and Missional Activity. This would encourage parishes to invest in ministry and missional programming and activity.

WHAT IT DOES NOT MEAN?

"Everything would change" – NO!
ALL OTHER CURRENT EXEMPTIONS WOULD REMAIN IN PLACE – ie. Exemptions for Capital Expenditure, Sunday School, Clergy Travel, and Basic Exemption (\$8K) would remain in place.

"Come into effect immediately" – NO!
There would be a **4 YEAR Phase In process** that mitigate any immediate negative impact on Parishes and allow them time to adjust. Assuming it passes at Synod 2019, the process would begin in 2020 and be fully in place by 2023.

WHY ARE WE PROPOSING IT?

If a Christian is one who is committed to the mission of Jesus Christ, it is crucial that we be "missional". As a Diocese, we have been working to become "more missional", especially as it applies to Mark 1 and 2 of the Marks of Mission. Our parishes generally do well with Mark 3 – responding to Human Need by Loving Service (most of our parishes do tremendous outreach to those in need). We are also engaged with Marks 4 and 5 through our advocacy for justice and our care for the environment. However, Marks 1 and 2 – proclaiming the Gospel, Teaching & Nurturing New Believers (making disciples) – requires more attention and greater priority in our life and work in our parishes.

This proposal brings our work and activities that apply to Marks 1 and 2 into greater focus, seeking to strengthen and encouraging parishes to explore and invest in missional activity beyond outreach and advocacy – specifically INTENTIONAL EFFORTS in making new disciples & sharing the good news of Jesus Christ.

The Five Marks of Mission

1. To Proclaim the Good News of the Kingdom
2. To teach, baptize and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

4 YEAR 'PHASE IN' PROCESS & IMPACT

| | Exemption - Building Main & Repairs | Exemption – Stip Ministry & Missional Activity | Special Note | |
|------------------------------|--|---|-----------------------------------|---|
| YEAR 1 | Claim 67% | Claim 8% Stip Ministry Cost Claim 100% Missional Activity (\$1500) | Allotment Cap @ 3 year average | Year 1 – all parishes will be granted \$1500 Missional Exemption Net Effect to most parishes is that their calculated allotment will be slightly reduced or remain unchanged |
| YEAR 2 | Claim 33% | Claim 17% Stip Ministry Cost Claim 100% Missional Activity (\$2500 max) | Allotment Cap @ 3 year average | |
| YEAR 3 | Claim 10% | Claim 23% Stip Ministry Cost Claim 100% Missional Activity (\$3000 max) | Allotment Cap @ Max +10% | |
| YEAR 4 (on going) | No Exemption | Claim 26% Stip Ministry Cost Claim 100% Missional Activity (\$3000 max) | No Cap | |

IMPACT ON PARISH ALLOTMENT

(BASED ON ACTUAL PARISH DATA)

| PARISH | YEAR 1 | | YEAR 2 | | YEAR 3 | |
|------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|----------------------|--------------------------------|
| | CURRENT ALLOTMENT | PROPOSED ALLOTMENT | CURRENT ALLOTMENT | PROPOSED ALLOTMENT | CURRENT ALLOTMENT | PROPOSED ALLOTMENT |
| SP/FTM (\$1500 missional) | 35,200 | 36,300 ** (capped \$35,200) | 35,200 | 37,500 ** (capped \$35,200) | 35,200 | 38,700 ** (capped \$35,600) |
| SP/FTM (\$3000 Missional) | 28,500 | 28,300 | 28,500 | 28,400 | 28,500 | 28,700 ** |
| MP/FTM (\$1500 missional) | 24,300 | 23,500 | 24,300 | 22,800 | 24,300 | 22,100 |
| MP/PTM (\$1500 missional) | 10,300 | 10,100 | 10,300 | 10,100 | 10,300 | 10,100 |
| MP/FTM (\$0 Missional) | 17,500 | 17,200 | 17,500 | 16,800 | 17,500 | 16,400 |

** CAPPED ALLOTMENT – BASED ON THREE YEAR AVERAGE OF ALLOTMENT

SP = SINGLE POINT MP= MULTI-POINT FTM = FULL TIME MINISTRY PTM = PART-TIME MINISTRY

BENEFITS FOR PARISHES

- MISSIONAL FOCUS
- ASSIST PARISHES TO MAINTAIN STIP CLERGY LEADERSHIP
-

FEEDBACK & FOR MORE INFO:

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** Also CRUCIAL moving forward is understanding the difference between Capital Expenditure vs Maintenance & Repairs - AS THE EXEMPTION ON APPROVED CAPITAL EXP WILL REMAIN IN PLACE.

CAPITAL EXPENDITURE EXEMPTION

***** As the Exemption for Capital Expenditures(CE) will remain in place under the proposal, it is key for Parishes and Churches to understand that many larger building projects will still qualify for exemption as CE.***

Capital Expenditure-Classic Definition: An expenditure which:

- **Significantly** adds to the useful life of an existing asset e.g.-(New roof decking +shingles)
- “ “ “ “utility of an existing asset –e.g. - (adding a new room to the Hall.)
- Is the purchase of a major new fixed asset—e.g. - (new stained glass window, furnace, heat pump, new pews, new organ.)

Maintenance and Repair-Expenditure which assists in maintaining the present condition of an existing asset. e.g.-painting the interior/exterior of the building, minor electrical and or plumbing repairs, minor roof or inside carpentry repairs, repairing steps to the building, snow plowing/grass cutting .

Examples for use in defining expenditures:

| <u>Type of Expenditure</u> | <u>Capital</u> | <u>Maintenance</u> |
|---|----------------|--------------------|
| New Shingles and Roof Decking (in excess of \$1000) | X | |
| Steeple rebuild or repair “ | X | |
| Remove, repair, reinstall stained glass window/sill | X | |
| Paint interior/exterior of building | | X |
| New Electrical panel | X | |
| Minor electrical repair | | X |
| Sand/stain pews | | X |
| Replace carpet/floor | X | |
| Mend/alter carpet/floor | | X |
| Repair steps | | X |
| Install new steps/lift/elevator | X | |
| Apply asphalt topping to gravel parking lot | X | |
| Repairs/painting lines on existing parking lot | | X |
| Purchase, install new furnace, heat pump | X | |
| Annual cleaning, reset of furnace, heat pump | | X |
| Purchase new musical instrument | X | |
| Tuning of musical instrument | | X |
| Install new shelves, cabinets (in excess of \$250) | X | |
| Purchase new computers, printers | X | |
| Purchase new Altar items (in excess of \$250) | X | |

As mover, Rev. Carl Fraser opened the debate first telling a story illustrating why missional allotment is a building block for the life and vitality of the parishes in the diocese. This, along with the Mission Schools, the Connectors, Vital Church Maritimes, and the recent New Missional Activities monies will clearly speak to our focus and commitment to ministry and mission. The proposal is not anti-building but it is pro mission and ministry. It replaces the building repairs and maintenance exemption with a combined exemption of stipendiary ministry costs and missional activity. He elaborated on the four-year phase-in and the importance of not narrowly defining missional activity to allow parishes to discern and discover. The resolution leaves room for adjustment which would be overseen by Diocesan Council. Other exemptions remain the same.

Ted Johnson seconded the resolution. Speakers to the resolution expressed concern, in particular, about the exterior painting of our maritime wooden buildings.

Moved by Falen McNulty

Seconded by Monica George Punke

That Resolution #7 be amended as follows:

Section 4 Exemptions, Subsection 1

(H) All other exemptions outlined in the parochial return or described in the proposal attached hereto, including missional exemptions, building repair and maintenance exemption and capital expenditures exemption, as approved after the 2019 Synod by Diocesan Council prior to and with effect only until the next regular meeting of Synod, it being agree that any changes to exemptions approved by Diocesan Council hereunder must be approved by resolution of the next regular meeting of Synod in order for such changes to remain in effect, except that the regular janitorial services and associated materials are outside maintenance such as plowing, grass cutting and related activities are not exempt. “Missional exemptions” means the portion of clergy stipends specified in the parochial return and any other expenses incurred for the purpose of caring out any of the Five Marks of Mission as described in the proposal.

Speakers to the amendment spoke of this as being adaptive management, changes not written in stone; expressed appreciation for the missional clause including all of the Five Marks of Mission; expressed concern that this adds another layer of exemptions which will result in a shortfall and not maintaining buildings could contravene SafeR Church, increase insurance claims, and eventually increase capital expenses; called for a simpler, transparent system

The Chancellor highlight that the wording of the amendment precludes any change until the next meeting of Synod.

The mover and seconder accepted the wording as a friendly amendment. There is reservation that many will do what always have, but it is a way forward.

Archbishop Ron noted that the amended wording is now part of the Resolution, which debate will be continued later.

PRESENTATIONS:

Mothers' Union and the Anglican Church Women's Board: Mary Stone introduced a Ted Talk video by a researcher at Dalhousie University, Emily Pelly, based on her research on human trafficking. This is background information for Resolution #14. The video is available at: https://www.youtube.com/watch?v=-_7yvJfjRs4&feature=youtu.be

Environment Network: Rev. Marian Lucas-Jefferies spoke of the story of creation through photography, summarizing that, "you and your actions are never too small to make a difference" and invited everyone to a formal recommitment of their Baptismal promise to aid the environment. She presented Archbishop Ron with a T-shirt.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

ELECTIONS:

Rev. Rachael Parker explained the voting process. Nominees were asked to stand. Ballots were distributed, Rachael Parker offered a prayer, voting took place and the ballots were collected.

Announcements and Lunch, with Scrutineers counting ballots over the lunch break.

Reconvening at 1:12 pm, Archbishop Ron opened the afternoon session with prayer.

PRESENTATION OF LONG SERVICE AWARDS:

Clergy Anniversary Certificates (25 years) were presented for: Lori Ramsay, Bonnie Baird, the late Bruce Murray, Mark Marshall, Lynn Uzans, Dianne Parker, Marian Conrad, and Val Rhymes.

Clergy Anniversary Certificates (50 years) were presented for: Ted Morgan, John Wright, Dennis Walsh, Oliver Osmond, and Fev Arnold.

Clergy Anniversary Certificate (60 years) for Everett Hill was recognized.

IN MEMORIAM:

Edith Marshall read the names of deceased members of Synod:

Lay Members: June Dauphinee, Jarvis Kent deCondé, Fred Oland Haley, Jamie Edward Cochran, Harry Joseph Churchill, Flo Hare, Llewellyn (Wendy) Alden, and Wilma Gibson.

Clergy Members: Dennis Arthur Andrews, Al Meloche, Michael Henry Mitchell, Donald Clare Ruggles, Alan Sagar, Bruce Tilton Ward, Duanne Tanswell, Caldwell "Cal" Alison Roe McMillan, Don Sharp, and Bruce Murray.

ELECTION RESULTS:

Edith Marshall reported on the election results as submitted by Rachael Parker.

Election results for Youth Members to Diocesan Council: Magdalena (Maggie) Wieggers and Haley Bruhm

Election results for Provincial Synod Youth Delegate: Haley Bruhm

Election results for Provincial Synod Lay Delegates: Jan Connors and Stephen Hamlin

Election results for Provincial Synod Clergy Delegates: Sandra Fyfe and Trevor Lightfoot

Total ballots: Youth = 14, Laity = 170 + 1 spoiled, Clergy = 89

Moved by Rev. Rachael Parker

Seconded by Natasha Watson

That the ballots of the election be destroyed.

Destruction of Ballots:

Carried

PRESENTATIONS:

Youth and Family Ministry VSST :

Archbishop Ron introduced the video presentation by congratulating Allie Colp, Diocesan Youth and Family Ministry Coordinator and The Rev. Will Ferrey as they await the birth of their first child.

The video narrated by Debbie Fice, Team Leader of the VSST, focused on: Encounter (TEC); Community Roots Camp; Making Breastfeeding Your Business; Connect Workshops for Youth Ministry; Emerge Young Adult Retreat; Diocesan Youth Conference; and CLAY. The YouTube video is available at: <https://www.youtube.com/watch?v=Quf9MNS3aek> or on the Diocesan website.

Anglican Church Women (ACW) Board:

Cynthia Pilichos presented on behalf of the Board speaking about the various projects the Board has undertaken to support such organizations and programs as *A Home with a Heart*, *Ability to Live with Spirit (ALS)*, *Bonny Lee Farms A Home Forever*, to name a few.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

Vital Church Maritimes:

Rev. Lisa Vaughn, Parish Vitality Coordinator, promoted books for sale, and encouraged members to read the VCM report on page 39 of Part 4 of the Convening Circular. She spoke of the three VCM conferences hosted since the last Synod which was accompanied by a slide presentation and followed by a video from Duke Vidderman, Guest Speaker for VCM 2019 available at: <https://www.youtube.com/watch?v=DTq00Am00MA&feature=youtu.be>

[A pdf file of the PowerPoint presentation is appended to these minutes.]

RESOLUTIONS:

14. Resolution regarding the Anglican Consultative Council

By Mothers' Union and the Diocesan Anglican Church Women

Mover: Rev Marilyn Murphy

Seconder: Bernice Campbell

Be it resolved that the Diocese of NS and PEI supports the intent of the Anglican Consultative Council resolution 15.10 to work against human trafficking, specifically that the Diocese:

- i) laments and condemns the growing trafficking of boys and girls, men and women, for sexual purposes or exploitative labour in Canada;
- ii) welcomes the work being done by the Anglican Church of Canada Working group, facilitated by Dr. Ryan Weston;
- iii) commends the use of the resource material of the Anglican Church of Canada by parishes and regions found at <http://www.anglican.ca/issues/human-trafficking/>; and
- iv) commends the use of the Canadian Council of Churches resource *Human Trafficking in Canada: A Leadership and Learning Kit for Churches* by parishes and regions.

Commentary:

On February 22, 2019 the Anglican Communion's Permanent Representative to the UN, Jack Palmer-White, spoke to the UN Committee on the Elimination of Discrimination Against Women (CEDAW) saying that faith organisations have a key role to play in preventing trafficking in women and girls in the context of global migration.

<https://www.anglicannews.org/news/2019/02/ohchr-committee-to-hear-of-anglican-efforts-to-combat-human-trafficking-around-the-world.aspx>

In 2015, the International Anglican Family Network (IAFN) and the International Anglican Women's Network (IAWN) produced a joint newsletter on the issue of human trafficking. The subject of human trafficking has been a key issue for both Networks for many years, encouraging Anglican churches and other faith groups rise to the challenge of responding to the reality that every year, thousands of men, women and children fall into the hands of traffickers, in their own countries and abroad.

This jointly produced resource looks at how churches can partner with each other and with other agencies to prevent human trafficking; how churches are supporting survivors in very different contexts, and how they are raising awareness in their communities.

<https://www.anglicannews.org/news/2015/02/church-responses-to-human-trafficking.aspx>

The Clewer Sisters are an Anglican order of Augustinian nuns founded in 1852 to help marginalised, mainly young women, who found themselves homeless and drawn into the sex trade, by providing them shelter and teaching them a trade. More than 200 years after the abolition of the slave trade there are still an estimated 40.3 million men, women and children trapped in modern slavery, and up to 136,000 potential victims in the UK alone. The Clewer Initiative is enabling Church of England dioceses and wider Church networks to develop strategies to detect modern slavery in their communities and help provide victim support and care. It involves working with the Church locally,

identifying resources that can be utilised, developing partnerships with others, and creating a wider network of advocates seeking to end modern slavery together. <https://www.theclewerinitiative.org/>

Police departments and other agencies show that Canada is a source country, a transit country, and a destination country for human trafficking. Children, women and men from Canadian communities and from other countries are being exploited across the country, particularly in large urban centres. Most trafficked persons in Canada live with extremely limited freedom of movement and often are denied access to identity documents, private communication with friends and family, and money, and many are regularly moved from one location to another. Traffickers maintain domination and control over the people they exploit through physical violence, threats, and coercion. <https://www.anglican.ca/issues/human-trafficking/human-trafficking-canada/>

Much work is being done at the local level in Nova Scotia and PEI. The Halifax Regional Police and the RCMP have promoted an awareness campaign directed at identifying signs of human trafficking and suggesting what community members can do. Organizations such as the YWCA and the Open Door Centre address the issues of education and victim support. There is a role for the Anglican Church in NS and PEI to be part of the solution.

<https://www.halifax.ca/fire-police/police/programs-services/preventing-human-trafficking>

Oftentimes, breakdown in families due to violence can lead to much more serious consequences as vulnerable women and men, girls and boys fall prey to criminal elements which seek to use them as property for sexual purposes or exploitive labour in Canada. Those who are likely to be at-risk include persons who are socially or economically disadvantaged, such as some Aboriginal women, youth and children, migrants and new immigrants, teen-aged runaways, children who are in protection, as well as girls and women, who may be lured to large urban centres or who move or migrate there voluntarily.

<https://www.bing.com/search?q=value%20of%20human%20trafficking%20in%20canada&pc=osp&ptag=G6C999AAFF9D802FC&form=CONMHP&conlogo=CT3210127>

The theme of the joint Mothers' Union/Anglican Church Women gathering in Halifax on May 4, 2019, is "Hidden in Plain Sight - Modern Slavery." This is one way in which Anglicans can become better informed about this issue, raise its profile within the community, and support organizations that work to eliminate this criminal activity. Raising general awareness of this pervasive societal problem will help our communities to engage in activities which will prevent human trafficking and protect many of our most vulnerable citizens.

By making this resolution, we will be true to the Anglican Communion fourth Mark of Mission: to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation.

Rev. Marilyn Murphy introduced the resolution referencing the video shown that morning, and commenting that people are stunned at the depth of the problem. "What will we do about it?" There is resource material in the display area.

One speaker, male, advocated that everyone should be paying attention; it is not just a female issue.

Archbishop Ron noted that a National Church Task Group is generated material now. On our Diocese's behalf, Chris Pharo attended a Regional Consultation they held.

**Resolution #14:
Carried Unanimously**

Return to Resolution #7.

Archbishop Ron reminded Members that this Resolution was amended earlier in the morning. Speakers for and against the amended Resolution made comments as summarized:

- A financial incentive is inappropriate for discerning the voice of the Spirit
- Repeated calls for painting of the church to be included in capital costs
- Much of mission costs nothing but painting a church can be in the tens of thousands of dollars
- No need to tie the mission of the church to the finance of the Diocese
- Maintenance done by volunteers doesn't show up on the financial statements so an exemption for clergy stipend is better
- Lots of questions at the last Synod led to good information; confident that any parish having trouble won't be abandoned
- Having a rector makes for a healthier parish than buildings without a rector, as examples have proved.
- Call for trial volunteer participation to allow FMD to learn the impact of the changes including unnegotiable aspects like SafeR Church
- This isn't a lot of money involved and maybe money isn't the right way to encourage ourselves to be missional, but it allows mission to stay in the story when we talk about money

Carl Fraser gave his three-minute summation. This does represent a paradigm shift. It isn't an incentive but a statement of priorities. Addressing questions raised by speakers, Carl continued. Surpluses in recent years provide a buffer if a net savings results for most parishes, as FMD expects, thereby reducing the income to the Diocese. Capital expense is still included and it is clear that Members feel that painting should be included. The ministry exemption is for any stipendiary ministry. There will be full report to Synod 2021.

**Resolution #7:
Carried as Amended, with eight abstentions**

Sing Break

PRESENTATION

Melanie Delva, Reconciliation Animator for the Anglican Church of Canada was introduced by Archbishop Ron, who spoke about the synchronicity of this opportunity to have Melanie speak to Synod. Melanie expressed that introducing oneself is as important as the story one tell, because it is part of the story, and she continued by introducing herself, her previous position as Archivist for the Anglican Church of Canada and going through all the records to turn over to the Truth and Reconciliation Commission, how that “broke” her, yet eventually led to her adoption into indigenous families, in particular the Grizzly Family. She concluded that there is a moral wound in all of us that needs to be reconciled, and thanking God for His presence with us today, the witness of residential school survivors, the indigenous people on the land and the prophetic voice that they have been to us as a Church. Melanie encourages people to sign-up for her newsletter. [<https://www.anglican.ca/tr/reconciliation-toolkit/>]

Archbishop Ron thanked Melanie, commenting that this was indeed a God moment, and that we must find a way to have Melanie return as we have lots of questions.

Synod is grateful for Melanie’s consent to make her audio presentation available which will be posted to the Diocesan website once extracted from the recordings of Synod.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

ECUMENICAL VISITORS

Opportunity was extended to the ecumenical visitors with us at this Synod.

Fr. Brian MacMillan, priest-in-residence (their code for “retired”) at Saint Mary’s Basilica brought greetings from the Most Rev. Anthony Mancini, Archbishop and Metropolitan of the Dioceses of Antigonish and Charlottetown (in other words, all of Nova Scotia and Prince Edward Island), and the Most Rev. Brian Dunn, Coadjutor Archbishop of Halifax-Yarmouth. Fr. MacMillan commented that their Roman Catholic diocese, too, is shifting diocesan and church structures to become a more missional church. They are moving from 65 parishes and 30 missions to 20 canonical parishes. At this Synod he learned about our Mission Schools. Their equivalent is the diploma in New Evangelization, a three-year program offered at the Atlantic School of Theology. He concluded that, as we in our separate ways, in our silos, work to transform our Catholic and Anglican diocesan and local structures to move from maintenance to mission, may we always keep in mind Jesus’ prayer: “That they may be one ... as the father and I are one.”

The Rev. Kimber McNabb brought greetings from Bishop Michael Pryse and our siblings in the Eastern Synod of the Evangelical Lutheran Church in Canada. There is more to the story than money, which has been a lot of the conversation this day. She noted the ways that we minister and share resources together. Canada Lutheran World Relief is on the ground in Western Africa with PWRDF and our monies work together in Eastern Africa. Our Synods function similarly and we face the same types of challenges. She spoke of the bold commitment to covenant and commit to one another through the closing and deconsecrations of church buildings and disbursement of assets. Our converging stories, our ‘less money’, makes it easier, and more important for us work together.

As the Church is transforming through death to life, may we all be committed to hold each other in prayer, to be courageous in sharing our diverse stories with one another, and to be reconciled for the healing of the whole world.

The Rev. Michael Koslowski, Minister at Calvin Presbyterian Church in Halifax and currently the Moderator of the Presbyterian Church in Canada's Synod of the Atlantic Provinces, brought greetings on behalf of the National Church and the Churches in the Atlantic Provinces. Earlier we were asked three things we know to be true. A fourth thing that is true is that we are not alone in the challenges the Diocese is facing in conversations about buildings, money and change. As observers it is easy to listen and feel spared but the conversations are strangely familiar. Words are often spoken in tones of fear and anxiety, frustration and uncertainty, but and to our credit, in words of hope and great expectancy. We are to be commended for the respectful and Spirit-filled way, the prayerful way in which we address the issues and speak of the life of the Church we are all called to serve. He prays that the Lord richly bless us through the remainder of this Synod, and always.

Two-minute break

RESOLUTIONS

17. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Unfulfilled Duties

Mover: Archdeacon Marilyn Newport **Seconder:** Canon Paul Smith

Resolved that Canon 25 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

10 Resignation of Elected Parochial Committee Member

(1) Where a member of the Parochial Committee is unwilling or unable to continue to serve on the Parochial Committee, the member will submit a letter to the Bishop stating the rationale for the resignation and date of effectiveness, and

(2) The Bishop, in consultation with the Archdeacon, Parochial Committee and Parish Council(s) will determine the future of the Parochial Committee.

27 Dissolution of Parochial Committee

(1) When an announcement is made pursuant to Section 26

(a) the Parochial Committee is dissolved; and

(b) the records of the Committee shall be disposed of in the manner directed by the Bishop.

- (1) When a Parochial Committee advises the Bishop that it is unable to fulfill its mandate, or the Bishop determines that the Parochial Committee is unable to fulfil its mandate, the Parochial Committee may be dissolved by the Bishop.

Commentary:

This motion provides a process when those elected are unable to serve, regardless of reason, health, disagreements etc. It also provides a process when the parochial committee fails to meet its mandate.

Archdeacon Marilyn Newport communicated the commentary as mover of the Resolution explaining that this is in response to problems when a committee member cannot complete their work; sometimes it has been health issues sometimes other. There is no mechanism in place, and this causes delays in the process.

Archdeacon Katherine Bourbonniere, the seconder, concurred adding that this Resolution comes from the Archdeacons. It is they who work with this Canon.

**Resolution #17:
Carried**

#18. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Parochial Committee Make Up

Mover: Archdeacon Katherine Bourbonniere

Secunder: Archdeacon Ian Wissler

9 Purpose and Composition of Parochial Committee

- (1) The purpose of the Parochial Committee is to advise the Bishop in the appointment of a rector of ~~the a~~ a parish or a shared ministry arrangement where a member of the clergy has resigned or otherwise vacated office.

a) a shared ministry arrangement occurs where more than one parish has been in the charge of a member of the clergy who has resigned or otherwise vacated office and, at the time of vacancy, it is considered desirable to the parishes and the Bishop that the parishes continue with the shared ministry arrangement.

(b) at the time of vacancy, with the Bishop's agreement, the parishes of the shared ministry arrangement may decide if they wish to continue with the shared ministry arrangement.

- (2) The Parochial Committee shall ~~consist of~~ be comprised of six (6) individuals consisting of the following persons:

~~a. the wardens of the parish in office at the time that the parish meeting is called;~~

(a) Parish Wardens

- (i) in a Parish, two (2) parish wardens who are in office at the time of the meeting convened pursuant to Section 7; or;
- (ii) in a shared ministry arrangement, two (2) parish wardens from each parish who are in office at the time of the meeting convened pursuant to Section 7, provided however that where a parish contributes less than 35% to the aggregate annual budget of the shared ministry arrangement, that parish shall only be entitled to elect one (1) parish warden to the Parochial Committee;
- (iii) where a parish has to select among wardens to make up their allotted representation on a parochial committee, that decision will be made and ratified by the parish using a method agreed upon by the Parish Council prior to the meeting called for the purpose of selecting the committee.
- ~~b. four persons chosen by the parishioners from their number, while taking into consideration the intent of Section 7(5) and 7(6).~~

(b) Other Parishioners:

- (i) in a parish, four (4) persons elected by the parishioners assembled at a meeting for the purpose of selecting the committee; or
- (ii) in a shared ministry arrangement, a number of persons determined by a formula being six (6) minus the wardens elected pursuant to clause (a). In shared ministry arrangements, if any persons are to be elected pursuant to this clause (b), the combined membership of the parishes in the shared ministry arrangement assembled at the meeting for the purpose of selecting the committee shall elect the number of the committee members determined by the above formula.
- (3) When choosing persons pursuant to clause 2(b), the parishioners shall make provision for effective representation of for the whole of the parish or shared ministry arrangement. Factors for consideration include:
- a. skills required to fulfil the duties of the Parochial Committee;
- b. the genders and age groups of the parishioners; and
- c. each church in the parish, where the parish is a multi-church parish; and
- d. each parish where the Parochial Committee is for a shared ministry arrangement.

12 Composition of Parochial Committee in Pastoral Unit

- ~~(1) Where more than one parish has been in the charge of a member of the clergy who has~~

~~resigned or otherwise vacated office, and it is considered desirable to the parishes and the Bishop that the parishes continue to be in the charge of one member of the clergy, then~~

~~(a) the meeting convened pursuant to Section 7 shall be a joint meeting of the parishes;~~

~~(b) subject to subsection 9(2), the Parochial Committee shall consist of~~

~~(i) the wardens of the parishes in office at the time that the meeting is called, and~~

~~(ii) such person or number of persons as are elected to the Committee by the parishioners of the parishes from their number that would result in the Committee consisting of six members, including the wardens, where there are fewer than six wardens of the parishes.~~

~~(2) Where a parish contributes less than twenty-five percent to the aggregate annual budget for the pastoral unit, not more than one person from that parish shall be a member of the Parochial Committee.~~

~~(3) The majority of the parishioners from a parish present at the meeting shall elect the members of the Parochial Committee from that parish.~~

Commentary:

This change addresses a number of issues:

- When parishes came together under a Shared Ministry of one Rector the composition of the parochial committee was added to the canon in a new section. So one parish was in one section and shared ministry in another. This caused confusion as some parishes were not aware of the two sections and often were using the wrong section for their situation. This change combines the two sections into one.
- It addresses the maximum number on a parochial committee as 6. Some Shared Ministry situations had up to 8 members, which became very difficult to combine work schedules and have all 8 members present. It also made for too large a group for interview purposes.
- This motion increases the percentage of contributions of less than 25%, now 35% to the aggregate the annual budget of the shared ministry. This new number ensures there is not a situation where the parochial committee will be made up of more than 6 members.
- This change introduces skill sets desirable for the work of the parochial committee, which may not have been present when the only criteria was interest groups within the parish.

Archdeacon Katherine Bourbonniere highlighted the changes proposed in the Resolution adding one thing that is not in the commentary is that some people suitable for election might not be able to attend the meeting. The Resolution makes it possible for such individuals to be elected. The bottom line is that there will not be more than six persons on a parochial committee.

Resolution #18:

Carried

19. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Clean Up Motion

Mover: Archdeacon Sue Channen

Seconded: Archdeacon Katherine Bourbonniere

1 Interpretation

In this Canon,

- a. "Bishop" means the Bishop of the Diocese of Nova Scotia, or in the Bishop's absence, illness or other incapacity, or during a vacancy in the See, means the person or persons administering the affairs of the Diocese; (b) "parish" means the pastoral unit and includes the congregation worshipping at the Cathedral Church of All Saints, Halifax;
 - (c) "parish council" means the parish council of the parish or the coordinating committee of a pastoral unit, and includes the Committee of Consultation and advice of the Cathedral Church of All Saints, Halifax;
 - (d) "rector" means a person with the rights, powers, privileges and duties of the rector of a parish as conferred by any statute, constitution of Synod or the Canons of Synod and who is a full member of the parochial corporation;
 - (e) ~~For~~ for the purpose of this Canon, an "exit interview" is a process through which an archdeacon or a member of the clergy designated by the Bishop may minister to a person who has resigned as the rector or priest-in-charge of a parish with respect to that person's transition to a new parish or a new situation or with respect to that person's retirement and is also a formal time in which issues arising from the transition may be discussed.

2 Authority of Bishop to Appoint and Transfer

Subject to this Canon, the Bishop shall make all appointments of clergy to parishes within the Diocese and the Bishop may, without request, transfer a member of the clergy from one parish to another within the Diocese after consultation with the member of the clergy and the parish of which that member of the clergy is rector or priest-in-charge.

3 Resignation

- (1) A rector or priest-in-charge of a parish or parishes may resign from office by notice, in writing, to the Bishop.
- (2) A resignation is not effective unless accepted, in writing, by the Bishop.
- (3) A resignation, when accepted by the Bishop, in writing, is irrevocable.

- (4) Unless the Bishop otherwise agrees, no resignation is effective until a date which is at least three months after the date upon which the notice of resignation has been given.
- (5) The Bishop, on receipt and acceptance of a resignation, shall, within fourteen days after the acceptance, so advise the wardens of the parish or parishes of which the person was rector or priest in charge.
- (6) The resignation shall be announced to the parish or parishes at Divine Service on the first Sunday following the date upon which the resignation has been first communicated to the wardens.
- (7) Until the resignation has been announced, it shall be held in confidence by the wardens and the person resigning.

4 Exit Interview

As soon as possible after a person resigns as the rector or priest-in-charge of a parish, that person shall engage in an exit interview with the archdeacon for the archdeaconry in which the parish is located or a member of the clergy designated by the Bishop.

5 Signing Out Process

- (1) Where a person resigns as the rector or priest-in-charge of a parish, that person shall, before leaving the parish, carry out a signing out process administered, in accordance with guidelines and directives issued by the Bishop from time to time, by the Regional Dean for the region in which the parish is located or a member of the clergy designated by the Bishop.
- (2) For the purpose of this Canon, the signing out process with respect to a parish is a process whereby the person who resigned as the rector or priest-in-charge of the parish completes all duties that remain to be carried out by that person as rector or priest-in-charge of the parish, and, without restricting the generality of the foregoing, includes
 - (a) the securing and accounting for all paperwork, files, correspondence and documents under that person's control as rector or priest-in-charge;
 - (b) the completion of all records and reports for which that person is responsible as rector or priest-in-charge including provision of a Parish List;
 - (c) the accounting for all money under that person's control and the closing of all accounts and the transfer of funds to appropriate accounts;
 - (d) the completion of a written record of all scheduled services, including weddings and baptisms;
 - (e) the making of all appropriate pastoral referrals

6 Authority of Bishop to Appoint Interim Priest

Where the office of rector of a parish is vacant, the Bishop may, upon conferring with the parish authorities, appoint to the parish an interim priest for a period not to exceed twenty-four months to provide a time of adjustment between ministries.

7 Appointment of Parochial Committee

- (2) Where the office of rector of a parish is vacant or has become or is about to become vacant for any reason, including resignation, the Bishop shall, in such manner as the Bishop prescribes, give to the wardens of the parish a notice of vacancy which shall be in writing and which shall
 - (a) advise of the vacancy;
 - (b) direct the wardens to convene a meeting of the parishioners for the purpose of appointing a Parochial Search Committee, herein referred to as the "Parochial Committee", to advise the Bishop in the selection of a rector for the parish.
- (3) The wardens, in consultation with the archdeacon for the archdeaconry in which the parish is located, shall convene a meeting to take place within thirty days after the notice of vacancy is given to them.
- (4) The provisions of Canon 35 respecting the manner in which a meeting of parishioners is called and the procedure at meetings of parishioners apply to a meeting convened pursuant to this Section, except where otherwise provided by this Canon.
- (5) The meeting shall be chaired by the archdeacon for the archdeaconry in which the parish is located or a member of the clergy appointed for that purpose by the Bishop.
- (6) Any Postulant, ~~any Non-Stipendiary Ordained Minister Associate Parish Priest, Deacon,~~ any ~~Paid~~ Staff person of the Parish as well as the member of the clergy who is rector or in charge of the parish at the time of the meeting convened pursuant to this section, shall not attend the meeting and shall not be nominated to the Parochial Committee.
- (7) Any priest or deacon holding the Bishop's license who is a member of the parish shall not attend the meeting and shall not be nominated to the Parochial Committee.
- (8) Where a meeting is convened pursuant to this Section the wardens shall read the notice of vacancy to the meeting and the chair of the meeting shall advise the meeting of the procedure provided in this Canon for the appointment of a rector.
- (9) The majority of the parishioners present at the meeting shall elect the Parochial Committee.

8 Authority of Bishop to Fill Vacancy

Where the meeting is not convened within thirty days after the notice of vacancy is given to the wardens, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

9 New as per Resolution # 18

10 New as per Resolution # 17

~~10~~ 11 Chair and Recorder of Parochial Committee

Before commencing to carry out their duties, the members of the Parochial Committee shall elect from their number a chair and a recorder.

~~11~~ 12 Duties of Recorder

The recorder of the Parochial Committee shall keep a written record of the deliberations of the Committee as directed by the Bishop.

13 Authority of Bishop where Parochial Committee not elected

Where a Parochial Committee is not elected pursuant to Section 7 or ~~12~~ 9, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

14 Parish Profile

The Parochial Committee shall, within sixty days after it is elected, on consultation with the parish council and together with either the Bishop or a member of the clergy appointed by the Bishop as a resource person shall construct and complete a parish profile.

15 Duty to Communicate Parish Profile to Bishop

Where a parish profile has been constructed, completed and approved and accepted by the parish council within sixty days after the Parochial Committee has been elected, the chair of the Parochial Committee or the wardens shall immediately communicate the parish profile to the Bishop.

16 Authority of Bishop where Parish Profile not Constructed

Where a parish profile has not been constructed, completed and approved within ~~thirty~~ sixty days after the Parochial Committee has been elected, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

17 Duty of Bishop to Invite Applications

Where the parish profile has been constructed, completed and approved within ~~thirty~~ sixty days after the Parochial Committee has been elected and has been communicated to the Bishop, and the Bishop is satisfied by the parish profile that the parish is willing to support a rector and sufficient funds are available to support the rector the Bishop shall, in such manner as the Bishop prescribes,

- a. notify all clergy in the Diocese that the parish is seeking a rector; and,
- b. invite any member of the Anglican clergy who wishes to do so to apply for appointment as rector of the parish on or before such date as is prescribed by the Bishop and as is set out in the notification.

19 Authority of Bishop where no Applications are filed

Where no applications are filed in accordance with this Section, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

20 Authority of Bishop Regarding Appointment of Postulants

- (1) The Bishop may appoint a postulant who has been accepted by the Bishop for ordination to the postulant's first parish.
- (2) The Parochial Committee may refuse to approve an appointment pursuant to subsection (1), and, where the Committee does so, the postulant may apply for the position pursuant to this Canon.

22 Authority of Bishop where Parochial Committee does not recommend an applicant

Where the Parochial Committee does not recommend any of the persons interviewed ~~For~~ for appointment, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

23 Duty to Inform Applicants not Recommended

The Bishop shall inform each person who is interviewed but not recommended for appointment that he or she is not recommended for appointment.

24 Authority of Bishop on Acceptance of Appointment and Settlement of Terms

Where an appointment is accepted by a person and the contractual terms of the appointment, including the Covenant in Ministry, have been settled within fourteen days after the acceptance or such longer period of time as is determined by the Bishop, the Bishop, if satisfied with the terms, shall appoint that person as rector of the parish.

25 Authority of Bishop where Appointment not Accepted by Person Recommended

Where none of the persons recommended for appointment are willing to accept the appointment, or where one or more are willing to accept the appointment but the prospective appointee and the parish are unable to settle the contractual terms of appointment, including the Covenant in Ministry, within the time provided in Section 24 the Bishop, after consultation with the Parochial Committee, shall either seek new applications pursuant to Section 17 or appoint any member of the clergy whom the Bishop considers to be suitable as rector or priest-in-charge of the parish.

26 Announcement of Appointment

- (1) Where a rector is appointed, the appointment shall be announced within fourteen days after the appointment is made.
- (2) The announcement of the appointment shall be made, on the direction of the Bishop, by either the wardens or the chair of the Parochial Committee or both, in the church or churches of the parish during Divine Service on a Sunday.
- (3) The announcement of the resignation of the rector from the parish shall be made on the same Sunday as the announcement referred to in Section 26(2) in all churches of the former parish.

27 See part 2 of Resolution #17.

28 Institution and Induction

Where a person is appointed rector or priest in charge of a parish pursuant to this Canon, the Bishop shall,

- a. institute that person in the office of rector or priest in charge; and
- b. cause that person to be inducted (celebrate a new ministry) as the new rector or priest-in-charge of the parish within six months after the appointment becomes effective.

29 Curate or Assistant

The appointment of a priest or a deacon to act as an assistant in a parish may be made either

- a. through the curacy program, the appointment to be made by the Bishop in consultation with the rector and with the concurrence of the parish council, the cost of employment of the curate to be met in such manner as the parish and the Diocese may agree; or
- b. at the request of the parish, the appointment to be made by the Bishop of a person acceptable to the Bishop and selected by a Parochial Committee constituted in the manner provided by this Canon with the addition as a member of the Parochial Committee of the rector of the parish, the cost of employment of the assistant to be borne by the parish unless the Diocese on application for assistance agrees to contribute

30 Where the appointment of an assistant is for a fixed term, the appointment will expire at the end of the term unless otherwise agreed by the Bishop, the assistant and the parish, at a time on or before the expiration of the term.

31 Where the appointment of an assistant is not for a fixed term, the appointment may be terminated at any time by either the parish or the assistant giving three months notice of

termination, in writing, to the other, with a copy to the Bishop.

- 32 Where a rector or priest in charge of a parish is appointed, every person who is an assistant in the parish shall tender to the bishop and rector or priest in charge notice of that person's resignation as an assistant, to become effective on the date of the arrival of the new rector or priest- in- charge.

33 Authority of Bishop to Exercise Alternative Procedure for Appointment

Notwithstanding anything contained in this Canon to the contrary, with the consent of the Bishop, the parishioners of a parish at the meeting called pursuant to Section 7 and ~~12 9~~ or at any other meeting of parishioners may where a parish profile and covenant in ministry is completed authorize the Parochial Corporation Committee to ~~enter into an agreement for the employment of~~ request the Bishop

- (a) to appoint a member of the clergy to have charge of the parish ~~on such terms and conditions as the Parochial Corporation, the Bishop and the member of the clergy may agree in writing. ; and~~
- (b) to authorize the Parish Wardens to settle the contractual terms of appointment, including the Covenant in Ministry, subject to the approval of the Bishop.

Commentary:

This motion addresses:

- Name changes from Non Stipendiary Ordained Ministry to Associate Parish Priest and Deacon.
- Capitalization, punctuation, and numbering
- Paragraph 16 changes the thirty days to complete the work of the parochial committee to 60 days at which time the Bishop may close the process by appointing a rector or priest in charge.

Rev. Sue Channen spoke noting that the changes are throughout Canon 25. It is a clue-up motion.

Resolution #19: Carried

8. Resolution to amend Canon 16, Budget regarding Sunday School Exemption (from Synod 2004)

By a motion of Diocesan Council on 9 February 2019.

Mover: Rev Carl Fraser

Secunder: Ted Johnson

Resolved that Canon 16, Section 4, be amended by adding a section (j) as underlined and set out below."

Section 4 Exemptions

- (j) That the first \$1,000.00 of expenditures relating to all funds spent on Christian Education – Children’s Programs (eg Sunday School, Vacation Bible School, Messy

Church), Youth Programs, Servers Guilds and Adult Programs, including funds spent for curriculum materials, social events and supplies, incurred by any parish shall be exempt from allotment.

Commentary

This motion is offered to address two issues:

1. When Synod passed this motion in 2004, it was not included in the list of exemptions in Canon 16, but has been listed in the Parochial Return – Line 214 – listed as additional exemption.
2. The lived reality is the Diocese has been allowing this exemption on all forms of Christian Education programming, not limited to children and youth, as outlined in the specific motion of 2004. It seems that some parishes have NOT been aware of this and therefore have not availed themselves of the exemption. This change makes it clear that this exemption is all forms and opportunities for Christian Education, being keenly aware that all people are called to grow in the knowledge of our faith.

Rev. Carl Fraser introduced the Resolution which Ted Johnson seconded.

Moved by Archdeacon Katherine Bourbonniere Seconded by Rev. Kate Ratcliffe

That the first \$750 of the expenditures relating to all funds spent on Youth-Children's Programs (e.g. Messy Church, Youth Programs, and Servers Guilds including funds spent social events and supplies) and the first \$250 of expenditures on Christian Education (e.g. Sunday School, Vacation Bible School, and Adult Programs) incurred by any parish shall be exempt from allotment.

It was accepted as a friendly amendment by Carl Fraser and Ted Johnson.

Speakers to the amend Resolution:

- Repeated expressions of preferring the original Resolution to the amended version
- Confusing on how to divide programs that involve youth and adults, servers guild for example
- The Chancellor explained that the suggestion to increase the amount of \$1,000 would be out of order as it amounts to more than a housekeeping change
- The amendment is micro-managing a small amount of money and limits the parish
- The exemption specifically for the youth is very important, allowing funding to keep youth involved
- Such funds uphold our youth and encourage new ideas

Moved by Rev. Paul Jennings

Seconded by Rev. Carolyn Sharp

That the Resolution be amended by removing the reference to Adult Programs., i.e.

that the first \$1,000 of expenditures relating to all funds spent on Youth-Children's Programs incurred by any parish shall be exempt from allotment.

Speakers to the amendment:

- Asked to define youth, the Chancellor indicated age 25 as per the Constitution
- Archbishop Ron clarified the exemption is for a parish, not each church in a multi-point parish
- Teaching Sunday School requires learning on the part of the adult
- This is still micro-managing
- The amendment hold true to what was passed in 2004
- Calls to go back to the original motion

**Resolutions #8, as Amended
Defeated**

Moved by Bishop Sue Moxley

Seconded by Rev. Margie Fagan

That Resolution 8, as currently amended, be sent to the Resolutions Committee to return with a revision that is in order for a vote on Saturday.

This is non-debatable.

**Refer to Resolutions Committee
Carried**

Announcements were made regarding the Eucharist, Youth and Family Ministry surveys, and tea and coffee available on Saturday morning as of 8am.

Adjournment of the day's business portion of Synod at 5:02 pm.

Synod Service: The Synod Service took place at the Cathedral Church of All Saints at 7:30pm. Archbishop Ron Cutler celebrated and the Dean, the Very Reverend Paul Smith, preached.

DAY THREE
Saturday, May 25th, 2019

Comfort notices included reminders to complete the Youth and Family Ministry surveys, the Diocesan Times subscription sheets, and Synod evaluation forms. Many presentations and Synod resources are already available on the Diocesan website.

Archbishop Ron opened the morning session with Thomas Merton's prayer that was previously circulated in the form of a bookmark, and all joined together in the Prayer for Pilgrims, also circulated.

THEME SPEAKER

Jenny Salisbury gave her third address, concluding with words of thanks for the invitation to be part of this Diocesan Synod, and reciting a poem by Mary Oliver.

[A pdf file of Notes and Resources from Jenny Salisbury are appended to these minutes.]

Archbishop Ron conveyed his and Synod's appreciation for Jenny's presence at Synod, commenting that she came highly recommended.

Archbishop Ron said a few words about the 'Jesus Rocks' at each table which are intended to be taken and placed somewhere to spark consideration of Jesus. He offered prayers to uphold a member of this Synod, Dave Keeping, St. Alban's, Whitney Pier, whose daughter passed away this week and who heads home to bury his daughter. Archbishop Ron expects that there are likely other stories of members who came to Synod in the midst of difficult circumstances.

Financial Management and Development (FMD) - Priorities

Rev. Carl Fraser was invited to the podium. He also thanked Jenny and spoke of our need for stories and the importance of sharing our stories of God's Love. He updated on what has been happening behind the scenes in the FMD VSST. They acknowledge the need for a five-year plan. They have developed a three-year projection, which is the beginnings of a plan. They are at the beginning of reviewing every line of the Diocesan budget and asking important questions. At this Synod they we have taken new steps related to the allotment system, which has been the work of the VSST in preparing for Synod. The first consultation around setting priorities for a five-year plan took place in March.

Here at Synod, members were asked to contribute to the process by discussing at the table and responding with the fruit of the conversation on the sheet provided, either as a table or individually to the question: "*What priorities does the Diocese need to focus on for the next five years that would*

have a positive impact on your local parish as we move to become more missional.” Twenty minutes was provided for this purpose.

Brunch, with a table blessing offered by Rev. Shirley Carras, a few housekeeping items and table numbers called by Chad McCharles.

Archbishop Ron called Members together at 12 noon beginning with a prayer litany.

RESOLUTIONS:

Return to Resolution #8

The Chancellor communicated the position of the Resolutions Committee. The Constitution of Synod stipulates in Section 29 (18) “No more than one amendment to a proposed amendment to a motion shall be in order; yet a substitute for the whole matter may be proposed and received, provided it deals with the subject at hand.”

Therefore, they propose to substitute the original wording as printed in the Convening Circular prior to it being amended.

Moved by James Travers

Seconded by Archdeacon Sue Channen

Resolved that Canon 16, Section 4, be amended by adding a section (j) as underlined and set out below.”

Section 4 Exemptions

- (j) That the first \$1,000.00 of expenditures relating to all funds spent on Christian Education – Children’s Programs (eg. Sunday School, Vacation Bible School, Messy Church), Youth Programs, Servers Guilds and Adult Programs, including funds spent for curriculum materials, social events and supplies, incurred by any parish shall be exempt from allotment.

One speaker spoke against the Resolution on principal of acknowledging the Youth Ministry as other exemptions have particular focus, and expresses concern of the sense of entitlement to exemptions in order to do God’s work. Others spoke in favour of the Resolution to both retain the exemption which can still support youth ministry, but also to support geriatric folks, education being ageless, with no distinction of ages but rather coming together as a family.

**Substituted Resolution #8:
Carried**

10. Resolutions to amend Canon 16, Budget; Canon 37, Parochial Finances; and Canon 35, Parish Government

By a Motion of the Diocesan Council Meeting of 1 December 2018

Mover: Jim Travers

Secunder: Rev. Carolyn Sharp

Subsection 7(1) of Canon 16 is amended by removing the words struck out below and adding the words underlined below:

7. Annual Parochial Returns

(1) On or before the 31st of March of each year, unless required earlier by some regulation of Synod or a Committee of Synod, every parish of the Diocese shall furnish ~~an audited~~ a financial report reviewed in accordance with Canon 37(10) for the previous year, ending the 31st of December, reporting Gross Receipts and Assessable Income as defined in Section 1, sub-section 4 and 5.

2. Section 10 of Canon 37 is amended by removing the words struck out below and adding the words underlined below:

(10) All accounts of the parochial corporation shall be ~~audited~~ reviewed in a form and following procedures as determined by the Financial Management and Development VSST at least once during each year by one or more ~~competent~~ with bookkeeping experience persons who shall not be members of the parochial corporation, and shall certify in writing as to the production to them of the bank books, vouchers and securities representing or comprising said funds.

3. Section 20 of Canon 35 be amended as follows:

20 (1) (k) the presentation of ~~audited~~ financial statements of all receipts and expenditures since the previous annual meeting of the parish, each church and each organization of the parish;

20 (1) (u) ~~the election of one or more auditors;~~

Subsections v, w, x, y of 20 (1) to be renumbered respectively.

20 (2) (j) the presentation of ~~audited~~ financial statements of all receipts and expenditures since the previous annual meeting for the church and each church organization;

Commentary:

The term “audit” has a technical meaning in the accounting profession. By law in both Nova Scotia and Prince Edward Island, only chartered public accountants are entitled to conduct audits. Based upon the financial reports provided by parishes to the Synod office, it is quite apparent that very few, if any, parishes actually have audits carried out by CPAs, and many parishes do not even have

their financial statements reviewed by a CPA. The purpose of the amendments to the two Canons is to reflect what is currently being done in most parishes in the Diocese. The phrase “with bookkeeping experience” is intended to clarify that the person conducting the review need not be a CPA, so long as that person has bookkeeping experience. Any parishes who currently have audits carried out, or have their financial statements reviewed by an external CPA, are free to do so, but that will not be a canonical requirement.

Chancellor Jim Travers provided the commentary regarding the technical use of the term “audit”. Rev. Carolyn Sharp voiced her seconding of the Resolution.

**Resolution #10:
Carried**

13. Resolution to amend Section 21 of the Constitution of Synod of NS and PEI with regards to the Appointments Committee

Mover: Jim Travers

Seconded: Edith Marshall

- (1) Subsection (7) of Section 21 of the Constitution of the Synod of the Diocesan of Nova Scotia and Prince Edward Island is repealed.

~~(7) An Appointments Committee shall be appointed by the Diocesan Council with such terms of reference, roles and responsibilities as may be established by the Diocesan Council from time to time.~~

Commentary:

As the Appointments Committee has not been established by the Diocesan Council for a number of years, it is proposed that the mandatory requirement set forth in Subsection 21(7) of the Constitution be removed. As Council has the discretionary power to create such committees with such terms of reference, roles and responsibilities as may be established by the Diocesan Council, if an Appointments Committee is felt to be necessary in the future, Diocesan Council may appoint such a committee.

Jim Travers, as mover, introduced the Resolution which Edith Marshall seconded.

**Resolution #13:
Carried**

16. Resolution regarding Canon 16, Budget with regard to simplifying the Allotment Rate

Mover: The Rev. Mellanie Cohoon

Seconded: Chris Bryant

Moved that this Diocesan Synod direct Diocesan Council to prepare and present for consideration at Diocesan Synod 2021 a radically simplified allotment system that is scaled as directly as possible to the ability of each parish to contribute.

As a minimum, this must include:

- (a) The rewriting of Canon 16, section 4 so as to reduce the number of exemption categories to as few as possible,
- (b) The rewriting of Canon 16, section 6 so that allotment amounts reflect current income rather than a combination of the income and expenditures of two years previous,
- (c) A simplified (and shortened) annual returns package to reflect the simpler approach.

This should be accompanied by supporting documentation that:

- (a) justifies (with reference to legal or other realities outside the church's control) any exemptions or other complications to a simple, "flat rate" calculation; and
- (b) includes a simplified annual return form to reflect the new system.

It is desirable that this motion would include provision for each parish to discern ~~their~~ its own capacity to contribute.

Commentary:

This change is proposed with mission in mind. It would require that the Diocesan Budget be responsive to the realities of parish finances on a shorter time frame than under the current model. Contributions to the Diocesan Budget would reflect current realities in the parish rather than those of two years previous. This in turn would allow parishes to be more responsive to current realities in their own local contexts. The simplified system and forms should free up time and energy for local mission.

Rev. Mellanie Cohoon explained the purpose of this Resolution as a way of decision making at the next Synod. It is not a moot point given the missional allotment just passed. It would be a mandate to Diocesan Council for a simpler away. The whole process is heavy, not light, and not quickly adaptable for a church that is rapidly changing. There are examples out there. Chris Bryant seconded, adding that what we passed is better than what we had, but it still needs improvement. It is still too complex. This Resolution allows a couple of years to investigate alternatives.

Speakers to the motion commented on the three ways each parish finances are categorised for CRA, the Diocese, and for Parish reporting which do not align which adds to the complication; concern that the Resolution uses "must" which ties the hands of the volunteers on the VSST who will deal with this in an unrealistic two-year time; we should be talking about family finances rather than business finance which are very different; flat tax rates are regressive while exemptions for sharing the load are progressive and loving; it would be nice to simplify but wish not to 'must' and 'should'

Diocesan Council; in principle, the motion is good but respects the leadership of the Bishop that mission is more important than buildings; selecting three key points from the Resolution, even as a member of the FMD VSST, not seeing a way that this could be accomplished; would have supported the first paragraph of the Resolution but the rest, which would have been better in the commentary, is unworkable.

Archbishop Ron clarified statements that neither he and or the Diocese have power to tax the parishes. The power rests in the governing Canons which are the decisions of the voting members of Synod.

Friendly amendment proposed and accepted; the Resolution now reads:

Moved that this Diocesan Synod direct Diocesan Council to prepare and present for consideration at Diocesan Synod 2021 a radically simplified allotment system that is scaled as directly as possible to the ability of each parish to contribute.

Speakers to the Amended Resolution: hearing two things, the complexity of the Parochial Return form and a call to simplify the allotment system, which stands to penalize small parishes; this is not a tax, rather money that contributes towards our common mission.

Mellanie closed the debate and stated she is pleased with the change to the Resolution and feels it is worth consideration. She respects the comments against a flat rate system which is no longer in the motion. As for the time, how much time is spent on dealing with an overly complicated system and how much time stands to be saved.

**Resolution #16 as Amended:
Carried**

PRESENTATION

Community of Deacons: Rev. Ray Carter, in place of Rev. Dr. Davena Davis addressed Synod noting that questions are welcome after the presentation to any of the Deacons present: Rev. Heather MacEachern, Rev. Cheryl Rafuse, Rev. Bill MacDonald. He referred to the Iona Report which is available online or from the Diocesan Office which deals with competencies. The Community of Deacons wishes to communicate with parishes.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

RESOLUTION:

Motion of Consent was passed at the beginning of Synod. The Resolution becomes #20.

#20. Regarding recognizing and responding to the current global ecological crisis.

Mover: Rev. Mellanie Cohoon;

Second: Rev. Canon Charles Bull

Resolved that this Synod of the Diocese of NS and PEI:

1. recognises that there is a global climate and ecological emergency,
2. encourages churches and parishes of the diocese to make the Fifth Mark of Mission (“To strive to safeguard the integrity of creation, and sustain and renew the life of the earth”) a living testament to our faith, and calls upon churches and parishes of the diocese to:
 - a. observe the Season of Creation (Sept. 1st to Oct. 4th), setting aside a day in that season as a day of public repentance,
 - b. plan and gather resources that would promote ecological action, including minimizing water-use, setting aside available land for natural growth of plants and trees, transition to renewable energy sources and incorporating creation care into liturgical practice,
 - c. prepare or use an existing Lenten practice focused on Creation
 - d. form small groups to take leadership on environmental issues within each parish and to connect with the Diocesan Environment Network,
 - e. identify environmental and climate-related threats in their context and to develop or adapt existing tools on disaster preparedness and mitigation.
3. encourages the organisers of both Diocesan and General Synod to make each session of synod as environmentally sustainable as possible.

Commentary:

A climate emergency has been declared by many cities, including Charlottetown and Halifax. The church needs "the courage and love of Jesus" (Eucharistic Prayer 5) in order to make significant, life-giving changes in how we relate to all God's creation. This Resolution is adapted from the Anglican Consultative Council's environmental Resolution, passed in early May 2019. It can be seen as a response to that Resolution. This Resolution goes a small step further than the Anglican Consultative Council Resolution by including the extinction of species as a crisis of urgency equal to the climate crisis (this in light of the May 6th UN report).

Mellanie Cohoon, as mover, read some specific wording in the Resolution and commentary noting that this Resolution is very close that that passed by the Anglican Consultative Council adapted for our context and goes a bit further. Charles Bull seconded, comparing the need for public mobilization to that of the ‘war effort’.

Speakers all spoke in favour of the Resolution. The benefit of passing this Resolution is to acknowledge formally, as a body, the environmental crisis, and identifying an action place that is in line with the ACC Resolution by which to move the diocese forward in our commitment to care for creation.

Mellanie closed the debate thanking those speakers whose words call for action beyond words, and encouraged people to take these words and allow them to spark the imagination, and be ready and willing to do things differently, for God’s sake.

**Resolution #20:
Carried Unanimously**

ELECTION RESULTS

Moved by Don Brushett,

Seconded by Rev. Chad McCharles

That the election results voted on by house, be ratified by Synod.

Ratification of Elections
Carried

PRESENTATIONS:

Growth for Ministry Fund: Rev. Will Ferrey spoke about the Growth for Ministry Fund being available to help with free money for parishes with ideas. Brochures were available. He outlined some of the projects supported.

MORE Mission Schools: Archbishop Ron noted that 850 individuals have attended the Mission Schools with over 1300 participants. A video presentation was shown. The Archbishop noted that this is not a “program”. Almost every member of Synod indicated they have attended one or more modules. There is material enough for two more modules and material from the first three sessions are available on the diocesan website.

[A pdf file of the PowerPoint presentation is appended to these minutes.]

CONCLUSION

Archbishop Ron explained that the Agenda makes provision for questions regarding the reports to be answered. There were no questions:

Mover: Edith Marshall

Seconder: Archdeacon Tom Henderson

That the reports circulated in Part 4 of the Convening Circular, which were received at the opening of Synod, be adopted.

Adoption of Reports
Carried

Mover: Edith Marshall

Seconder: Archdeacon Tom Henderson

That the Committee to Approve the Minutes of Synod 2019 which will be prepared by Jan Connors, Diocesan Administrative Assistant, be reviewed and approved by Edith Marshall, Executive Secretary of Synod, Archdeacon Tom Henderson, Assistant Executive Secretary of Synod, and Judi Ray, Lay Member of Synod and Member of Diocesan Council.

Committee to Approve the Minutes
Carried

Archbishop Ron concluded the business saying that Synod is over, but the story isn't. He expressed having a wonderful opportunity to thank people, specifically Jenny Salisbury, Melanie Delva, Will Postma and the PWRDF and Chris Pharo's work in the Diocese. Special thanks was extended to Edith Marshall for her work these past five years. To the Co-chairs of Synod Arrangements, Don Brushett and Rev. Chad McCharles; to those at the head table the Rev. Canon Gordon Redden, Diocesan Executive Director; Archdeacon Tom Henderson, Assistant Executive Secretary of Synod; James Travers, Chancellor; John Cooper, Solicitor; to Glen Greencorn, Diocesan Controller whom he co-opted; to office staff Jan Connors and Jana O'Neil, tech table geeks Tanya Moxley and Rev. Carl Fraser, musicians Revs. David Fletcher and Mel Malton he offered thanks. To Rev. Sandra Fyfe and her worship team he offered thanks and asked Sandra to convey thanks to those whose quilts conveyed their stories. To Dean Paul Smith he offered thanks for the wonderful sermon preached at the Synod Service and to the Cathedral Church congregation for hosting us. The last thank you was conveyed to all the Members of Synod for their time and commitment and all that we do together as Church, and as the Diocese.

Archbishop Ron adjourned Synod the 148th Session of Diocesan Synod at approximately 2:00 pm.

The Canon David Fletcher spoke on behalf of all Members of Synod expressing thanks for Archbishop Ron's gracious leadership from the chair, his patience with us as our Diocesan, his frustrations with us, no doubt, as our Metropolitan, and our faith and trust that we believe in a God who exercises divine power through the Holy Spirit and providence, and that no matter what happens this summer, to know that our faith, our prayers, our loyalty, and our best good thoughts go with Ron.

Closing announcements.

Closing worship, a Commissioning Service.

Appendices to the Minutes of the 148th Session of the Synod of the Diocese of Nova Scotia and Prince Edward Island will be collected.

List the Appendices (in order of presentation at Synod):

1. Convening Circular
2. Bishop's Charge
3. Alpha Ministries
4. Jenny Salisbury – three Theme Speaker blocks
5. Allotment
6. The Connectors
7. Primate's World Relief & Development Fund (PWRDF)
8. Environmental Network
9. Anglican Church Women (ACW)
10. Vital Church Maritimes
11. Melanie Delva – Reconciliation Animator for the Anglican Church of Canada
12. Community of Deacons
13. MORE Mission Schools

LIST OF MEMBERS of the 148th Session of Diocesan Synod

Ex-Officio:

| | | |
|-------------|----------|--------------------------------|
| Don | Brushett | Co-Chair of Synod Arrangements |
| John | Cooper | Solicitor |
| Ron | Cutler | Diocesan Bishop |
| Edith | Marshall | Executive Secretary of Synod |
| James (Jim) | Travers | Chancellor |
| Anne | Williams | ACW |

Co-Opted:

| | |
|--------------|-----------------|
| Daphne | Beeler |
| Trudy | Cole |
| Allie | Colp |
| Debbie | Fice |
| Glen | Greencorn |
| Victor | Henrikson |
| Rev. Marian | Lucas Jefferies |
| Rev. Dorothy | Miller |
| Rev. John | Morrell |
| Tanya | Moxley |

Clergy:

| | | |
|------------------|--------------|------------------------------|
| Brianna | Andrews | 76 French Village |
| Gary | Barr | 129 Port Dufferin |
| Juanita | Barteaux | 136 Annapolis |
| Walter | Beazley | 118A St. Andrew's, Cole |
| Rev. Canon Neale | Bennet | President, AST |
| Maya | Bevan | 29 Cornwallis |
| Katherine | Bourbonniere | 118A St. Andrew's, Cole |
| Michelle | Bull | 73 Emmanuel, Spryfield |
| Charles | Bull | 55 St. Margaret of Scotland |
| Debra | Burleson | 58 St. Paul's, Halifax |
| Shirley | Carras | 61 All Saints, Bedford |
| Ruby | Carter | 149 Collieries |
| Susan | Channen | 144 Three Harbours |
| Douglas | Chard | 138 Lockeport-Barrington |
| John | Clarke | 90 St. Paul's, Charlottetown |
| Mellanie | Cohon | 86 New Germany |
| Margaret | Collins | 92 Crapaud |
| Andrew | Cooke | 78 Hackett's Cove |

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|----------------|-----------------|--|
| Cathy Lee | Cunningham | 64B Beaver Bank |
| Simon | Davies | 147 |
| David | Dellapinna | 60 Trinity, Halifax |
| Catherine | Desloges | 32 Kentville |
| Frances | Drolet-Smith | 120 St.Alban's, Dartmouth |
| Glenn | Eason | 13 Stewiacke |
| Edwin | Ebsary | 118 Holy Spirit, Dartmouth |
| Darroch | Fagan | 89 Alberton |
| Margaret | Fagan | 142 New London |
| William | Ferrey | 1 Amherst |
| Nichola | Fish-Cumine | 76 French Village |
| David | Fletcher | 9 Lantz |
| Mike | Foley | 122 St. John's, Westphal |
| Carl | Fraser | 65 Fall River |
| Sandra | Fyfe | 31 Horton |
| David | Garrett | 91 St.Peter's |
| Fred | Grainger | 130 Seaforth |
| Vivien | Hannon | 56 St.Mark's, Halifax |
| Nicholas | Hatt | 54 St.George's, Halifax |
| Tom | Henderson | 34 Avon Valley |
| Tammy | Hodge | 64C Westwood Hills |
| Paul | Jennings | 26 Wilmot |
| Darlene | Jewers | 137 Anglican Churches of Pictou County |
| Evelyn | Knorr | 130 Seaforth |
| Trevor | Lightfoot | 61 All Saints, Bedford |
| Deborah | Lonergan-Freake | 20 Bridgetown |
| William (Bill) | MacDonald | 77 Hubbards |
| Heather | MacEachern | 53 All Saints Cathedral |
| Myrna | MacMullin | 149 Collieries |
| Helena (Mel) | Malton | 27/28 Aylesford/Berwick |
| Mark | Marshall | 146 Apostles, Halifax |
| Julio | Martin | 44 North Sydney |
| Chad | McCharles | 83 Mahone Bay |
| Falen | McNulty | 10 New Glasgow |
| Ralph | Moore | 95/95A Milton/Rustico |
| Andrew | Mortimer | 128/131 |
| Sue | Moxley | 64 St. John's, Sackville |
| Marilyn | Murphy | 128/131 |
| Arthur | Nash | 60 Trinity, Halifax |
| Marilyn | Newport | Diocesan CAPP Vocations |
| Colin | Nicolle | 143 |
| Laurie | Omstead | 77 Hubbards |
| Oliver R. | Osmond | 84/87 New Dublin/Petite |
| Lorraine | Otto | 132 Tangier |
| Robert | Parker | 72 St. James, Halifax |

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|----------------|------------|-----------------------------|
| Rachael | Parker | 72 St. James, Halifax |
| Laura Marie | Piotrowicz | 82 Lunenburg |
| Mark | Pretty | 71 Timberlea/Lakeside |
| Louis | Quennelle | 74 Blandford |
| Cheryl | Rafuse | 140 Hatchet Lake/Terence |
| Reverend Peter | Rafuse | 133 Parish of Resurrection, |
| Lori | Ramsey | 16 Truro |
| Cate | Ratcliffe | 124 Eastern Passage |
| Gordon | Redden | Diocesan Executive Director |
| Robert | Richmond | 119A St.Andrew's (Locks |
| Jack | Risk | 33 Mt. Uniacke |
| Charlotte | Ross | 1 Amherst |
| Carolyn | Sharp | 43 Neil's Harbour |
| G. Wayne | Short | 96 Cherry Valley |
| Gary | Sinclair | 126 Liscomb Port Bickerton |
| Elliott | Siteman | 62 St. Peter's Birch Cove |
| Bonnie | Skerritt | 64 St. John's, Sackville |
| Susan | Slater | 104 Strait Chedabucto & 135 |
| Paul | Smith | 53 All Saints Cathedral |
| Brian | Spence | 179/181 |
| Matthew | Sponagle | 123 St.Luke's, Dartmouth |
| Lorraine | Street | 38 Rawdon |
| Randy | Townsend | 63 St. John's Halifax |
| Ed | Trevors | 113 Shelburne |
| Lynn | Uzans | 26 Wilmot |
| Lisa | Vaughn | Diocesan Parish Vitality |
| Kyle | Wagner | 116 Christ Church, |
| Keirsten | Wells | Diocesan Hospital Chaplain |
| Ian | Wissler | 75 Chester |
| Cherry | Workman | 139 South Queens |
| John | Wright | 81B Blue Rocks |
| Gary | Yetman | 16 Truro |
| Kees | Zwanenburg | 119 Holy Trinity Emmanuel, |

Postulants:

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|---------|---------|
| Douglas | Beck |
| Phillip | Cooper |
| Blane | Finnie |
| Rob | Paddock |

Lay:

| | | |
|---------|--------|---|
| Deborah | Beck | 137 Anglican Churches of Pictou County (ACPC) |
| Steven | Beeler | 56 St.Mark's, Halifax |
| Graham | Bell | 26 Wilmot |

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| Imelda | Beyjar Godinez | 44 North Sydney |
| Laura K | Bird | 90 St.Paul's, Charlottetown |
| Bonnie | Boutilier | 132 Tangier |
| Carol | Bowser | 64C Westwood Hills |
| Juanita | Brauer | 120 St.Alban's, Dartmouth |
| John | Brooks | 33 Mt. Uniacke |
| Chris | Bryant | 58 St.Paul's, Halifax |
| Jane | Bureau | 78 Hackett's Cove |
| Roger | Bureau | 78 Hackett's Cove |
| Bruce | Caldwell | 65 Fall River |
| Dave | Cameron | 32 Kentville |
| Bernice | Campbell | 63 St. John's Halifax |
| Beryl | Carr | 142 New London |
| Judy | Carter | 116 Christ Church, Dartmouth |
| Haigh | Carthew | 82 Lunenburg |
| Jerry | Cavanaugh | 77 Hubbards |
| Catherin | Chandler | 77 Hubbards |
| Reth | Church | 67 St. Augustine, Jollimore |
| Jacqueline | Cleveland | 74 Blandford |
| Jan | Connors | 54 St.George's, Halifax |
| Jeffrey | Crane | 96 Cherry Valley |
| Dora | Crawford | 130 Seaforth |
| Ann M. | Cyr | 21 Clements |
| Marjorie | Davis | 123 St.Luke's, Dartmouth |
| Danny | Davison | 34 Avon Valley |
| Susan | Deal Porter | 34 Avon Valley |
| John | DeCoste | 27/28 Aylesford/Berwick |
| Eleanor J. | DeYoung | 118A St. Andrew's, Cole Harbour |
| Laurie | Dove | 92 Crapaud |
| Michael | Edward | 91 St.Peter's Cathedral/Georgetown |
| Dennis | Eisan | 122 St. John's, Westphal |
| Murray | Elliott | 86 New Germany |
| Jim | Evans | 142 New London |
| Eva | Evans | 37 Brooklyn |
| Jason | Ferguson | 137 Anglican Churches of Pictou County (ACPC) |
| Ray | Foley | 51 St.Alban's |
| Evangeline | Francis | 141 Digby-Weymouth |
| Linda | Fraser | 75 Chester |
| Jean | Gale | 88 Western Shore |
| Molly | Gammon | 129 Port Dufferin |
| Monica | George Punke | 10 New Glasgow |
| Philip | George | 144 Three Harbours |
| Virginia | Giza | 71 Timberlea/Lakeside |

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|-----------|-----------------|--------------------------------------|
| Catherine | Gordon | 128/131 Musquodoboit/Ship Harbour |
| Michelle | Green | 33 Mt. Uniacke |
| Stephen | Hamlin | 16 Truro |
| Hazel | Harding | 120 St.Alban's, Dartmouth |
| Chastity | Hartley | 113 Shelburne |
| Judith | Hartling | 126 Liscomb Port Bickerton |
| Eva | Harvie | 38 Rawdon |
| James | Haviland | 72 St. James, Halifax |
| Sharon | Henley | 132 Tangier |
| Ginny | Hennigar | 88 Western Shore |
| Sandra | Himmelman | 84/87 New Dublin/Petite Riviere |
| Charlotte | Horwich | 62 St. Peter's Birch Cove |
| Ruth | Hubbard | 58 St.Paul's, Halifax |
| Kelvin | Hussey | 43 Neil's Harbour |
| Harold | Irving | 64A St.Francis by the Lakes |
| Cheryl | Isenor | 9 Lantz |
| Janice | Jackson | 76 French Village |
| Ted | Johnson | 62 St. Peter's Birch Cove |
| David | Johnston | 104 Strait Chedabucto |
| Mary | Johnston | 104 Strait Chedabucto |
| Dianne | Keddy | 139 South Queens |
| Eleanor | Keeping | 128/131 Musquodoboit/Ship Harbour |
| David | Keeping | 124 Eastern Passage |
| David | Keeping, Sr. | 51 St.Alban's |
| Sandra | King | 60 Trinity, Halifax |
| Graham | Lavers | 61 All Saints, Bedford |
| Faye | Levy | 125 Ecum Secum |
| Evelyn | Lewis | 60 Trinity, Halifax |
| Shirley | Little | 140 Hatchet Lake/Terence Bay |
| Sylvia | Lonergan | 147 Bridgewater/Conquerall |
| Ralph | Lyon | 37 Brooklyn |
| Nancy | MacDonald | 144 Three Harbours |
| Carol | MacDonnell | 73 Emmanuel, Spryfield |
| Clair | MacInnis | 86 New Germany |
| Robert | MacMillan | 82 Lunenburg |
| Jeff | Marshall | 1 Amherst |
| Ann | Martin | 125 Ecum Secum |
| MacDonald | Mary | 149 Collieries Parish of Cape Breton |
| Liz | Maynard | 98 Port Hill |
| Nancy | McFarlane-Smith | 126 Liscomb Port Bickerton |
| Alice | Mclean | 64A St.Francis by the Lakes |
| Cathy | Meekins | 179/181 Springhill/Parrsboro Shore |
| Barry | Mercer | 81B Blue Rocks |

| | | |
|-------------|-------------|--------------------------------------|
| GeorgaDawn | Moase | 92 Crapaud |
| Kathy | Morrell | 145 Northumberland |
| Elinor | Murray | 29 Cornwallis |
| Gerald | Nelson | 118 Holy Spirit, Dartmouth |
| Cheryl | Newcombe | 64B Beaver Bank |
| Mark | Nicolle | 90 St.Paul's, Charlottetown |
| Mary | Oldford | 20 Bridgetown |
| Pamela | Oliver | 139 South Queens |
| Erica | Orlando | 71 Timberlea/Lakeside |
| John | Patterson | 31 Horton |
| Barbara | Patterson | 73 Emmanuel, Spryfield |
| June | Poole | 118 Holy Spirit, Dartmouth |
| Helen | Powell | 38 Rawdon |
| Amoretta | Price | 141 Digby-Weymouth |
| Gerald | Punke | 10 New Glasgow |
| Mary | Rafuse | 133 Parish of Resurrection, Sydney |
| Christopher | Randell | 114 Yarmouth |
| Judi | Ray | 140 Hatchet Lake/Terence Bay |
| John | Richardson | 66 Falkland, Halifax |
| Carol | Richardson | 66 Falkland, Halifax |
| Frank | Riggs | 55 St. Margaret of Scotland, Halifax |
| Shirley | Ross | 13 Stewiacke |
| Reta | Roy | 147 Bridgewater/Conquerall |
| Jerry | Ryan | 64B Beaver Bank |
| Jennifer | Sandison | 83 Mahone Bay |
| Lilo | Sawh | 55 St. Margaret of Scotland, Halifax |
| Carol | Scott | 64 St. John's, Sackville |
| Megan | Sheen | 64 St. John's, Sackville |
| Wanda | Shepherd | 148 Sydney Mines/Baddeck |
| Robert | Sheppard | 149 Collieries Parish of Cape Breton |
| Charles | Shewfelt | 1 Amherst |
| Arlyle | Siscoe | 145 Northumberland |
| Marilyn | Skidmore | 179/181 Springhill/Parrsboro Shore |
| Elaine | Slauenwhite | 31 Horton |
| Heather | Smith | 9 Lantz |
| Darryl | Spidell | 64C Westwood Hills |
| Dawn | Spidle | 26 Wilmot |
| John | Stone | 76 French Village |
| Anne | Stott | 74 Blandford |
| Melinda | Tattrie | 16 Truro |
| Eric | Thomson | 146 Apostles, Halifax |
| Peter | Townsend | 136 Annapolis |
| Bill | Travis | 32 Kentville |

| | | |
|-----------|----------|--------------------------------------|
| Ken | Turner | 64A St.Francis by the Lakes |
| Jonni | Turner | 84/87 New Dublin/Petite Riviere |
| Mike | Upham | 143 Summerside/St.Eleanors |
| Dawn | Upham | 143 Summerside/St.Eleanors |
| Ken | Warren | 119 Holy Trinity Emmanuel, Dartmouth |
| Natasha | Watson | 72 St. James, Halifax |
| Dr. Garth | Watt | 146 Apostles, Halifax |
| Charles | Webster | 114 Yarmouth |
| Stephen | Webster | 96 Cherry Valley |
| Judy | Whalen | 148 Sydney Mines/Baddeck |
| Michele | Whynot | 113 Shelburne |
| Mary | Williams | 79 New Ross |
| Peggy | Wilson | 123 St.Luke's, Dartmouth |
| Sue | Zinck | 54 St.George's, Halifax |

Youth:

| | | |
|-----------|------------|------------------------------------|
| Brent | Boutilier | 132 Tangier |
| Haley | Bruhm | 83 Mahone Bay |
| Cassandra | Bruhm | 75 Chester |
| Teddy | Chisholm | 72 St. James, Halifax |
| Matthew | Hartling | 123 St.Luke's, Dartmouth |
| Rob | Horne | 64C Westwood Hills |
| Hannah | Hughes | 76 French Village |
| Eilidh | MacLean | 118A St. Andrew's, Cole Harbour |
| Megan | McLeod | 133 Parish of Resurrection, Sydney |
| Hilary | Richardson | 66 Falkland, Halifax |
| Thomas | Smith | 116 Christ Church, Dartmouth |
| J T | Urquhart | 113 Shelburne |
| Jordan | Waterbury | 31 Horton |
| Maggie | Wiegers | 64A St.Francis by the Lakes |

List of Regrets:

| | | |
|--------------|-----------|--------------------------------------|
| Rev. Ann | Bush | Port Hill |
| Taunya | Dawson | Postulant for Ordination |
| Rev. Brenda | Drake | 51 St.Alban's |
| Rev. Marilyn | Hamlin | 71 Timberlea/Lakeside |
| David | Harrison | President, Lay Ministers Association |
| Rev. Mark | Kingsbury | 64A St.Francis by the Lakes |
| Rev. Jay | Macdonald | 90 St.Paul's, Charlottetown |

RECOGNITION of OTHER PARTICIPANTS

Official Observers:

Cdr. Rev. Canon Jennifer Gosse Senior Military Chaplain for Canadian Forces Atlantic

Capt. The Rev. Kent Greer

Rev. Michael Koslowski

Rev. Kimberlynn McNabb

Military Ordinariate

Moderator of the Presbyterian Church in the Atlantic
Provinces

Atlantic Region Evangelical Lutheran Church in Canada

CONVENING CIRCULAR

**DIOCESE OF NOVA SCOTIA
AND PRINCE EDWARD ISLAND**



148th SESSION OF SYNOD

There is MORE to the Story

THURSDAY TO SATURDAY, MAY 23th to 25th, 2019

**DALHOUSIE STUDENT UNION BUILDING
6136 UNIVERSITY AVENUE, HALIFAX**

Part 1: General Information, Draft Agenda, Forms

Part 2: Notice of Synod, Instructions and Memorials
(includes Rules of Order and Guide for Speaking to Resolutions)

Part 3: Resolutions

**Part 4: Reports of Synod 2017, Staff, VSSTs, Committees,
and Organizations**

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| Meals / Coffee and Snacks | 2 |
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PART 1 – General Information, Draft Agenda, Forms

WELCOME TO SYNOD 2019

✓You have been elected a Delegate.

✓Your Certificate of Election has been signed by your Rector or Priest-in-Charge and sent to the Synod Office.

✓First-time Delegates Be sure to attend Orientation. Bring Parts 1, 2 and 3 of this Circular.

ON-LINE REGISTRATION

Please go to www.nspeidiocese.ca and follow the link for Synod Registration. Those who do not have access to the Internet, please ask for help from within your parish first. If no help is available, contact the Synod Office, 420-0717. Registration opens 12 April and closes on 6 May.

CHECK-IN

When you arrive for Synod, please Check-In on the second floor of the Dalhousie Student Union Building (Dal SUB), between 10am – noon on Thursday 23 May. You will receive a Delegate badge which is essential for both voting and meals. Arrangements can be made for late pick-up of badges if, for some significant reason, you are unable to arrive during the scheduled pick-up time.

Regarding Alternate Delegates. If you are replacing a Registered Delegate who is unable to attend, you will have to register at the Synod Session. However, please note that the names of Alternate Delegates must be noted on the Parish Certificate of Election. Registration and Check-In for Alternate Delegates is also between 10am – noon on the Thursday.

ACCOMODATIONS

You are welcome to make reservations wherever you please. Delegates are reminded that you are responsible for negotiating the costs related to Synod attendance with your Parish Council. Both Dalhousie and St. Mary's have residences with reasonable rates, close to the Dal SUB. The Dalhousie Residence Reservation site is <http://stay.dal.ca/> St. Mary's, which we understand includes parking, can be contacted at: <https://www.booking.com/hotel/ca/saint-mary-s-university.html?aid=330843;lang=en> You will be required to provide a credit card authorization for either location.

A List of Accommodations (non-exhaustive) on Halifax Peninsula is available at:

[https://www.nspeidiocese.ca/synod2019/Documents/List%20of%20Accommodations%20on%20Halifax%20Peninsula%20\(12eb19%20update\).pdf](https://www.nspeidiocese.ca/synod2019/Documents/List%20of%20Accommodations%20on%20Halifax%20Peninsula%20(12eb19%20update).pdf)

PARKING

There are no designated parking areas for conferences. Those who have difficulty walking should make arrangements to be dropped off at the Dal SUB. There are several parkades nearby - the IWK, the VG Hospital, and Rehab Centre. All have daily parking rates. Dalhousie parking lots may be used with a parking pass available at the University Security Services office located in the Marion McCain Arts & Social Sciences Building (across the street from the Dal SUB). Parking enforcement is efficient.

Parking meters in the area have a time limit of two hours at \$1.00 per 40 minutes; after 6pm and on Saturday, you are not required to pay at meters.

Diocese of NS and PEI, 148th Synod (Synod 2019)

Metro Transit Buses serve Dalhousie well. A good (and “green”) option is to park your vehicle at a mall or public space if necessary, and take a bus to the Dal SUB – Routes #1 Spring Garden to Mumford, #10 Westphal, #41 Dartmouth, #42 Lacewood and #58 Woodlawn stop just minutes away. Buses #3, #7, #17, and #18 stop within a block or two. Metro Transit route, schedule and fare information is online at <https://www.halifax.ca/transportation/halifax-transit/routes-schedules>

MEALS

Three catered meals will be provided: Friday lunch (make your own sandwich station, drinks and fruit); Thursday supper (pasta and sauces, salad, bread, sweets), and Saturday brunch (hot buffet). On Friday evening, there will be sufficient time available to find a restaurant in the area for dinner.

All those who wish to partake in one or more of the catered meals are asked to pay a flat rate of \$25 toward food costs, payable during On-line Registration or at Check-In. It is not possible to order catered meals while you are at Synod – all catered meals must be pre-ordered on the Synod Registration Form.

The caterer prepares food off site and from a prescribed menu. Vegetarian choices, and gluten and lactose allergies can be addressed if they are reported when you register on-line. Our menus will be nut-free but the caterer cannot guarantee a nut-free or gluten-free kitchen environment.

If your food allergies are life-threatening or difficult to accommodate, please provide for your own needs and safety.

COFFEE AND SNACKS

The Dal SUB houses a Tim Horton’s franchise and a few quick food outlets just inside the main doors on the first floor. These outlets **ARE NOT OPEN** on Synod Saturday. Coffee and tea will be provided first thing Saturday morning.

COSTS of SYNOD

The Diocesan Budget, through allotment payments, covers all costs related to the meeting facilities and program for Synod as well as most of the cost of the catered meals. As indicated above, Delegates who request catered meals are asked to contribute \$25 towards food costs. Parishes are responsible for covering the cost of their Delegates' travel (in accordance with Diocesan Guideline 2.1.2.), meals incurred in transit, and reasonable accommodations. Delegates negotiate with their Parish Council the terms of payment of other costs related to Synod attendance.

PHYSICAL SPACE

The temperature in the McInnes Room, where Synod sessions occur, will vary. There is no control of the temperature without affecting the quality of the air – the room is equipped with an air exchange unit only and not air conditioning. Please be prepared for warm or cool conditions (i.e. wear layers). Tables directly beneath the ceiling air circulators are definitely cooler. Depending on outside sun conditions, window curtains may be closed so images on the screens are more visible. Some may find the light levels on the low side for reading printed text.

WIFI and INTERNET

Access to Dal WIFI and Internet **IS NOT** available to Delegates. If you wish to work from a laptop or other device, please download the Convening Circular and any other documents you might need.

CAMPUS MAP <http://campusmap.dal.ca>

Diocese of NS and PEI, 148th Synod (Synod 2019)

ORIENTATION for NEW DELEGATES

The Rev'd Debra Burleson will give a one-hour Orientation Session designed for first-time Delegates on Thursday, 23 May beginning at 10:30am sharp. All first-time Delegates should attend. Bring Parts 1, 2 and 3 of this Circular. Orientation will be in Room 307, Dal SUB.

YOUTH DELEGATES

After Checking-In and receiving your Delegate badge, all Youth Delegates should attend the Orientation Session on Thursday morning at 1030, 23 May in Room 307. Lunch will be available for youth delegates.

PRESENTATIONS

Part of Synod is learning about the Diocese and wider Church from groups or individuals who make presentations. The tentative schedule lists a number of presentations; the order may change as Synod evolves. The theme of this Synod is *There is MORE to the Story*. Archbishop Cutler will give his charge on Thursday afternoon. The theme speaker, Jenny Salisbury, will speak on three occasions. There may be a discussion period after each of her presentations.

RESOLUTIONS (Motions)

The business of Synod is the Resolutions. Resolutions are submitted in writing, in advance. Canonical and Constitutional resolutions may be considered only if submitted in the appropriate form by the deadline. After the deadline, any non-Canonical/Constitutional resolutions may be considered only through a motion of consent by the membership of Synod. Part 3 of this Circular contains the Resolutions for this Synod with instructions for speaking to a Resolution, as well as Synod Rules of Order.

ELECTIONS

The Members of this Synod will elect the Diocese's clergy and lay delegates to Provincial Synod. Nominations can be made by any member of this Session of Synod, or by any parish, congregation or regional council of the Diocese. Persons nominated must be members of this Session of Synod and must agree to be nominated and to serve. Nominations are made using the form at the end of this section of the Circular. Synod's volunteer organizers greatly appreciate receiving nominations in advance of Synod, up to Friday May 10th. Nomination forms can also be submitted at Synod on the first day only, up to 5pm. Listen for instructions.

DISPLAYS

A variety of displays will be found in the Boardroom of the Dal SUB, located on the Second Floor. Please note there is no security provided for displays or display material.

CATHEDRAL SERVICE

The Cathedral Service will take on the Friday evening at 7:30pm. All delegates and observers of Synod are invited to attend.

SOCIAL MEDIA

Updates will be available via the Diocese's Facebook and Twitter. The Twitter 'hashtag' will be @NSPEISynod2019

GOOD MANNERS

Let us be attentive to the prayer and business of Synod, and show respect to those around us.

Diocese of NS and PEI, 148th Synod (Synod 2019)

- a) **Cellphones and Texting:** Synod is about people together in God's presence. Please make sure that cellphones and pagers are turned off or made silent while you are in the Cathedral or McInnes Room. Instead of texting or emailing while someone is speaking, wait until breaks. If you must use your device, leave the room quietly. Please give your attention to the work at hand and enjoy the people around you.

- b) **Scent Aware:** Please do not wear or use any personal scented products while in the Cathedral or on the university campus.

OBSERVERS / NON-DELEGATES

Members of parishes and other persons who are not Delegates to Synod, Synod Session Staff, or Official Guests are welcome to attend and observe Synod proceedings. There will be specific seating off the voting floor for observers. Meals are not provided. However, meals may be ordered and paid for by credit card, in advance (by Thursday, May 9th), at full price per meal [here](#):

THE 2019 SYNOD ARRANGEMENTS TEAM

| | |
|----------------------------------|--|
| Co-Chairs: | Don Brushett and Rev Chad McCharles |
| Executive Secretary: | Edith Marshall |
| Assistant Executive Secretary: | Archdeacon Tom Henderson |
| Registration & Delegate Matters: | Jan Connors |
| Check-in: | Rev. Lorraine Otto and Jana O'Neil |
| Meals: | Don Brushett |
| Tech: | Rev. Carl Fraser and Tanya Moxley |
| Social Media: | To be confirmed |
| Elections: | Rev. Rachael Parker |
| Program & Worship: | The Most. Rev. Ron Cutler and Rev. Sandra Fyte and Team from the Parish of Horton, Wolfville |
| Presentations: | Tanya Moxley |
| Youth: | Allie Colp |
| Displays: | Victor Henrikson |
| Orientation: | Rev. Debra Burleson |

HELP DESK

Someone from Synod Arrangements will be available at the table at the back of the McInnes Room throughout Synod sessions. You can leave notes for others there as well.

SYNOD 2019: *There is MORE to the Story*
DRAFT AGENDA
Thursday to Saturday, 23 to 25 May 2019

Thursday, 23 May

Location

| | | |
|---------|---|-------------------------------|
| 9:00am | Display Set-up Begins | Board Room, 2 Floor, Dal SUB |
| 10:00am | Delegate Check-In Opens | Outside McInnis Room, 2 Floor |
| 10:30am | Delegate Orientation (Rev Debra Burleson) | Room 307 |
| 11:45am | Youth Gathering (Allie Colp) | Room 302 |

Thursday after Lunch (*Lunch provided for Youth; all others are on their own*)

| | | |
|--------|--|-------------------------------|
| 1:00pm | Call to Order / Prayer for Synod Report of Credentials / Quorum Ratification of Executive Secretary Appointment Ratification of Assistant Executive Secretary to Synod Appointment of Sessional Committees Courtesies of the House Comfort Notices | McInnes Room, Music available |
| 1:30pm | Opening Eucharist Bishop's Charge | |
| 3pm | Resolutions 1 - 4: - Loyalty to the Queen - Greetings to the Anglican Communion - Ecumenical Visitors - Courtesies of the House - Motion to Receive the Reports | |
| 3:15pm | Process for questions etc. Any Motions of Consent? | |
| 3:30pm | Call for Nominations and Explanation of Nominations (Rev Rachael Parker) | |
| 3:45pm | Sing Break | |
| 3:50pm | Alpha Ministries Canada (Elaine Young) | |
| 4:05pm | Resolutions | |
| 4:45pm | Nominations Close (<i>delegates to submit nomination forms at the Help Desk</i>) | |

Diocese of NS and PEI, 148th Synod (Synod 2019)

4:50pm Diocesan Times (Paul Sherwood)

5:00pm Grace / Supper (provided; must have appropriate badge or ticket)

Thursday after Supper

6:00pm Prayers

6:10pm Theme Speaker, Jenny Salisbury (1st Block)

7:00pm Resolutions

7:40pm The Connectors

8:00pm Compline

Friday, 24 May Nomination Profiles available

8:50am Gather/Prayers McInnes Room, Musician available

9:00am PWRDF Presentation (Chris Pharo/Will Postma)

9:30am Jenny Salisbury (2nd Block)

10:30am Sing Break

10:35am Resolutions

11:30am Mothers' Union and Anglican Church Women Board (Mary Stone)

11:45am Environment Network (Rev Marian Lucas-Jefferies)

12:00pm Election Instructions, Distribution of Ballots (Rev Rachael Parker)

Voting, followed by Collection of Ballots

12:10pm Grace / Lunch / (provided; must have appropriate badge or ticket) / Ballots counted

Friday after Lunch

1:00pm Prayers

1:15pm Presentation of Clergy Anniversary Certificates (25 years and 50 years)
Names of Memorials Read

1:30pm Youth and Family Ministry VSST (Allie Colp)

Diocese of NS and PEI, 148th Synod (Synod 2019)

- 1:45pm Anglican Church Women Board (Cynthia Pilichos)
- 1:50pm Vital Church Maritimes 2019 Task Group (Rev Lisa Vaughn)
- 2:05pm Resolutions
- 2:55pm Sing Break
- 3:00pm Melanie Delva, Reconciliation Animator for Anglican Church of Canada
- 3:30pm MORE Mission School (Rev Lisa Vaughn)
- 3:40pm Ecumenical Visitors invited to speak
- 4:00pm Resolutions
- 4:50pm Announcements (Don Bruchett / Rev Chad McCharles)
- 5:00pm Supper (individual responsibility)

Friday after Supper

- 7:00pm Gather for Procession Cathedral Sacristy and Great Hall
- 7:30pm Clergy and Lay Readers Vest and Process
- Renewal of Vows, Holy Eucharist Cathedral Church
(Liturgical Colour: White)

Saturday, 25 May Coffee/Tea available upon arrival

- 8:50am Gather/Prayers McInnes Room, Musician available
- 9:00am Jenny Salisbury (3rd Block)
- Discussion Period
- 10:45am Wrap Up of Discussion Period
- 11:00am Grace / Brunch (provided; must have appropriate badge or ticket).

Saturday after Brunch

- 12:00pm Prayers
- 12:10pm Resolutions
- 1:00pm Community of Deacons (Rev Davena Davis)

Diocese of NS and PEI, 148th Synod (Synod 2019)

1:10pm Time for Catchup on Resolutions or Other Business

1:30pm Report on Election Results - Executive Secretary

1:35pm Ratify Elections for Provincial Synods

1:30pm Motion to adopt Reports

Gathering of Questions and Response

Appointment of Committee to Approve the Minutes - Executive Secretary

Words of Thanks - Archbishop Ron

2:00pm Closing / Commissioning Service

3:00pm Adjourn

Diocese of NS and PEI, 148th Synod (Synod 2019)

NOMINATION FORM FOR POSITIONS TO BE ELECTED AT SYNOD:

Lay, Clergy and Youth Delegates to Provincial Synod and Youth to Diocesan Council

(1) Nominees must be members of the 148th Session of Synod (this session) and must agree to be nominated for the position indicated.

(2) Nominations can be made by any member of the 148th Session of Synod, or by any parish, congregation or regional council of the Diocese.

(3) Nomination forms are welcome in advance, up to Friday May 10th. Send or deliver completed forms to: Executive Secretary of Synod, Diocese of Nova Scotia and Prince Edward Island, 1340 Cathedral Lane, B3H2Z1. FAX: 902-425-0717. An attachment to an email recognizable as that of the Synod Member, Parish or Regional Council making the nomination is also acceptable; send to execsecsynod@nspeidiocese.ca

(4) Forms will also be available at Synod and can be submitted as instructed on the first day of Synod, not later than 5:00 PM, Thursday, May 25th.

(5) Please use a separate form if nominating the same person for a second role.

PERSON NOMINATED: (names only; no titles will appear on the ballot)

Name _____

Phone _____ Email _____

Parish _____ Region _____

NOMINATED FOR: Check One

- Lay Delegate to Provincial Synod (2 to be elected)
- Youth Delegate to Provincial Synod (1 to be elected)
- Clergy Delegate to Provincial Synod (2 to be elected)
- Youth Representative on Diocesan Council from June 2019 to April 2021 (2 to be elected)
(meets 5 times per year - Feb, Apr, Jun, Oct & Dec on a Friday evening and Saturday)

THIS PERSON HAS AGREED to be nominated and to serve if elected (please circle) Yes

WHO IS MAKING THIS NOMINATION? (Individual Synod member, or Parish, or Regional Council)

Name _____ Signature _____

Parish _____ or Region _____

If an individual: “I am a member of the 148th Session (this session) of Synod” (circle) Yes

All nominees please complete the reverse of this form.

To improve the information available about candidates, information is being collected from those willing to stand in nomination for one of the elected positions.

TO BE COMPLETED BY THE NOMINEE:

Your name: _____
please print

I completed this information with my Diocesan Synod 2019 online Registration;

Or:

I completed this information on a Nomination Form for another position.

Or;

In one paragraph, please outline why the position(s) interest you. Please indicate if you have been elected to this position at previous Synods, and if so, when.

In one paragraph, please identify the gifts that you would bring to these councils of the Church.

INTEREST IN HELPING AT THE DIOCESAN LEVEL

The work of God’s people happens in congregations and parishes but also in a wider way. You may be called to bring your gifts or energy to one of the teams and task groups which work on behalf of all parishes, to help us into a faithful future. If you are interested, or just want more info, fill out this form and leave it at the Help Desk at the back of the McInnes Room.

Below are the Vision Strategy and Support Teams (VSSTs) and examples of their working groups. Please indicate your interests. Longer descriptions of the VSSTs are on the next page.

YOUTH AND FAMILY MINISTRY

Faith Formation in the Home; Children’s Ministries; Campus Ministries; Young Adults; Diocesan Youth Conference, Encounter (formerly Teens Encounter Christ).

FINANCIAL MANAGEMENT AND DEVELOPMENT

Budget Task Group; Mortgage, Loans, and Property Task Group; Planned Giving; Insurance

CREATING MISSIONAL COMMUNITIES

This VSST will combine the work of the former Healthy Parishes and Healthy Leadership VSSTs. Terms of Reference for this new VSST are being developed.

MISSION OUTREACH AND SOCIAL JUSTICE

Primate’s World Relief and Development Fund, Environment, Refugees, First Nations Relationships, Fairness in Basic Needs.

HUMAN RESOURCES human resources policies and procedures, health plans, job descriptions, hiring processes, pensions.

What draws you to this? Any education or experience in your chosen areas?

Signature _____

Name: _____ **Parish:** _____

Region: _____ **Tele No.:** _____

E-Mail: _____ Clergy Lay Youth

The Vision, Strategy and Support Teams

Youth and Family Ministry

Responsible for initiatives that will make possible the healthy integration of children, youth, and families, into the life and work of each Parish, Region and the wider Diocese. This VSST interprets the Diocesan Vision of being a “Christ-centred, mission-minded, ministering community of faith” in light of the children, youth, and families who are currently within the Anglican community and with those of the wider community.

Creating Missional Communities

This VSST will combine the work of the former Healthy Parishes and Healthy Leadership VSSTs. A recent meeting was held to consider the mandate and membership for this new VSST.

Mission Outreach and Social Justice

Responsible for assuring that the Parishes and corporate Diocesan activities are seriously addressing the social needs in God’s world and contributing to the national and worldwide work of the Church. Members should be familiar with the work of the National Church, be aware of social, political, health, economic, environment and value issues in Canadian society, and be willing to work cooperatively.

Financial Management and Development

Assists Diocesan Council and staff by providing visioning, oversight and recommendations on the financial management and development of the Diocese. The VSST’s initial efforts will be to stabilize the Diocesan finances and then to promote the growth of the finances through investments, allotment revenue, special appeals and bequests. The VSST will be guided by current policies and practices and will review and recommend changes to promote efficiency and effectiveness. The VSST will develop strategies to address short term and long term needs of the Diocese. Members should collectively be expert in matters of finance, budget, and investment practices.

Human Resources

The goal is healthy relationships and good working conditions for Diocesan employees (clergy and lay). The VSST’s strategy is to develop and maintain human resources policies and procedures which help build healthy working relationships in the Diocese; to monitor and measure outcomes to ensure good working environments and positive relationships; to plan for and encourage recruitment, training and continuing development of clergy; to respond to specific difficulties in the area of Human Resources as they emerge.

Delegate Evaluation for the 148th Session of Synod (Synod 2019)

Please check the appropriate boxes, one in each column:

- | | |
|---|---|
| <input type="checkbox"/> Lay Delegate | <input type="checkbox"/> My first time at Synod |
| <input type="checkbox"/> Youth Delegate | <input type="checkbox"/> I have been to Synod once before |
| <input type="checkbox"/> Clergy Delegate | <input type="checkbox"/> I have been to Synod twice or more |
| <input type="checkbox"/> Co-opted / Ex-officio Delegate | |
| <input type="checkbox"/> Official Observer | |

**Please offer comments or suggestions you believe might help improve Synod
(Note: temperature control in the McInnes Room is limited by technology, not by human effort)**

Registering on-line, and checking-in at Synod:

The Convening Circular:

Orientation:

Archbishop's Charge:

Guest Speaker – Jenny Salisbury:

Other Presentations:

Synod Business – Motions and Discussion:

Worship:

Catered Meals:

Other comments. What did you like most? What did you find least helpful?

Thank you for the feedback

Diocese of NS and PEI, 148th Session of Synod (Synod 2019)

PART 2 – Notice of Synod, Instructions, and Memorials

NetNews

10 October 2018

Notice of Synod and Call for Resolutions

148th Session of Synod of the Diocese of Nova Scotia and Prince Edward Island

TO ALL PARISHES, CLERGY AND MEMBERS OF THE DIOCESAN SYNOD 2019

Notice is given that the 148th Session of Synod of the Diocese of Nova Scotia and Prince Edward Island will be held from Thursday, 23 May to Saturday, 25 May 2019 in the McInnes Room, Student Union Building, Dalhousie University, 6136 University Avenue, Halifax.

All motions and resolutions to come before SYNOD 2019 should be received by the Executive Secretary of Synod no later than **Friday, 22 February 2019 at 5:00 pm.** Resolutions can be delivered to the Reception Desk, Synod Office, 1340 Cathedral Lane, Halifax, Nova Scotia, B3H 2Z1, or emailed to: execsecsynod@nspeidiocese.ca

No resolutions will be accepted after the above deadline or from the floor of Synod.

For guidance, refer to "Instructions for Writing Diocesan Synod Resolutions" available at:

<http://www.nspeidiocese.ca/synod2019/page/synod%202019.aspx>

Further information about SYNOD 2019 will be communicated as it becomes available.

This notice is given by the Bishop of the Diocese of Nova Scotia and Prince Edward Island, The Most Reverend Ron Cutler.

Edith Marshall

Executive Secretary of Synod

The Mission and Vision of the Diocese

Mission: To participate in God's mission of reconciling the world to God through Jesus Christ.

Vision: To create and sustain Christ-centered, mission-minded, ministering communities of faith.

Important Notices for Synod 2019

Meeting Dates: Thursday, 23 May to Saturday, 25 May 2019

Synod Time Request

- The deadline for requests was Friday, March 1st, 2019. Please contact synod@nspeidiocese.ca for any questions about time you have already booked.

Synod Display Space Request

- The deadline for requests was Friday, March 1st, 2019. Please contact Victor Henrikson at vhenrikson@hfx.eastlink.ca or call 902-462-2575 for any questions about space you have already booked.

Being a Synod Delegate

Synod is a meeting of Anglicans from a diversity of backgrounds and from many different communities across the Diocese. Delegates bear the responsibility of representing the whole church in the Diocese at Synod. This means that the common good of the whole church takes precedence over personal, parish, or regional considerations.

Delegates become members of Synod once Synod is in session. It is essential that members see themselves as individuals united in one body. An understanding and appreciation of this by members of Synod leads to a stronger and more effective church.

Delegates should make every effort to understand the nature and functions of Synod. While there are a number of responsibilities related to attending Synod, there are other aspects to being a delegate. Delegates should be committed to the church at the parish level and active at the regional level. In addition, delegates should be aware of and accept the commitment of time and effort required prior to, during, and after Synod. They should be prepared, if called upon, to allow their gifts and talents to be used at the Diocesan level.

The decisions of Synod are based on discussion and debate and, once made, are the decisions of the whole Diocese. Each Synod delegate is an important part of that decision-making process and, of equal importance, is a vital link in the communication chain of carrying the decisions made at Synod back to individual parishes and regions. Decisions should be shared in their entirety by delegates when they return home.

Being a Synod delegate is a challenging responsibility that provides one with enormous opportunities to exercise faith in Christ and his teachings of hope, grace, wisdom, peace, compassion and love.

Preparation of the Synod Delegate Report

Synod delegates are members of the incorporated body of the Diocesan Synod of Nova Scotia and Prince Edward Island, not only for the three days of Synod meetings, but until new Synod delegates are elected by parishes. Decisions made by Synod have far-reaching implications for parishes and those ‘back home’ deserve to know the business of Synod.

One of the important duties of a Synod delegate is to report back to one’s parish and region on the events of Synod. This can be done at a Sunday service shortly after Synod and/or at a meeting of Regional or Parish Council. It is suggested that a written report can also be included in the parish annual report. Lay delegates of a particular parish may want to consider preparing their reports jointly. It must be noted that the Synod delegate report is often the only contact many parishioners have with the Diocese and/or Synod.

Lessons from the LAMBETH Conference of Bishops, 1988

Reference: The Truth Shall Make You Free, The Lambeth Conference 1988, The Reports, Resolutions & Pastoral Letters from the Bishops (1988, Anglican Consultative Council).

What do decisions of Synod mean for the Diocese? The Report on ‘Dogmatic and Pastoral Concerns’ of the 1988 Lambeth Conference of Bishops noted two emphases in Anglican Decision-Making: consensus and reception.

Consensus

“On the one hand the expression of ‘consensus’ will involve the achieving of certain thought out and stipulated majorities in synods at the appropriate level...A synodical majority on its own, however, cannot be deemed to constitute the mind of a [Diocese] Province or Communion of the whole Church. Consensus must involve; all arguments must be put to the community and heard by it; it is important that people not be swept forward without understanding the implications of what is being agreed, and that there is, indeed, maximum agreement.” (pp. 117, 118)

Reception

Decisions of Synods need to be ‘received’ by the wider church. Reception “entails embodying what is affirmed in the lived experience of the community...Reception is a gradual and dynamic process. It means the way by which the people of God as a whole actively respond to decisions made by synods and councils. This is a process which takes time and is always open to the guidance of the Holy Spirit within the community. Until such a process is complete there is necessarily a ‘provisionality’ about decisions taken by synods and councils of the Church. A matter cannot be deemed to be settled without reception. It is still possible for those decisions to be modified, or even reversed...” (p. 117)

“On the one hand it must be possible for a [Diocese] Province or a Communion to have confidence in its decisions, even though individuals or groups continue to express views contrary to those declared by synods. On the other hand, it is important to make room for dissent within the reception process.” (p. 118)

Constitution of Synod, Section 19

Enactments of Synod

- (1) Unless a vote by orders is required, a motion shall be duly passed if a majority of the members voting at one session of Synod vote in favor of it.
- (2) If a vote by orders is required, a motion shall be duly passed if a majority of the members of each order present and voting at one session of Synod vote in favor of it.
- (3)
 - (a) There shall be a vote by orders if a motion deals with: a matter of discipline; or if the Bishop or if ten (10) members of Synod request it;
 - (b) A request for a vote by orders may be made at any time before a motion has been voted on and must be accompanied by a commentary stating the reasons therefore.
- (4)
 - (a) A motion which has been duly passed by Synod comes into force immediately unless the Bishop dissents from or reserves the motion and where the Bishop does so before the close of the session of Synod at which the motion was moved, the motion ceases to be in force immediately after the Bishop dissents or reserves. The Bishop may not dissent from or reserve a motion for the election of a Bishop;
 - (b) If the Bishop dissents from a motion, the motion is lost;
 - (c) If the Bishop reserves a motion, he or she shall announce his or her decision not later than the next session of Synod.”

Instructions for Writing Diocesan Synod Resolutions

1. All resolutions must be submitted in advance, in writing, to the Executive Secretary of Synod, at least three months before the meeting of Synod. No resolutions will be accepted after the deadline or from the floor of Synod.
2. Each resolution shall begin with “RESOLVED, that”, or “MOVED, that”... and be followed by a clear and concise statement of what is proposed. The names of the mover and seconder are to be included in the notice of resolution/motion printed in the Convening Circular.
3. There shall be no preamble. There shall be no introductory statements or “WHEREAS”...statements. Start with the resolution.
4. Commentary on the resolution should follow, but not be part of the formal resolution. Commentary can explain the reasons for the resolution, its program impact, congruity with the Diocesan Vision, etc. Resolutions with budgetary impact must include a budget estimate.
5. Submissions must contain the name, email (if available), postal address, parish and phone number of the mover and/or the sponsor. If the name of the movers is not finalized when the

resolution is submitted, you must name a sponsor who can speak knowledgeably about the resolution with the Resolutions Committee.

6. The Resolutions Committee shall not decide on the merits of the proposed resolution/motion, but may return the resolution for further work if it is not within the guidelines, unclear, ambiguous, inaccurate or impossible to carry out.
7. The Resolutions Committee will advise the mover or sponsor if a resolution has been rejected or referred.

Constitution of Synod, Section 29, Rules of Order and Debate

- (1) When the Bishop, or other person presiding has taken the chair, no member shall continue standing.
- (2) The business on the agenda paper shall take precedence over all other business.
- (3) When any member is about to speak he or she shall rise and address the Chair.
- (4) An address from the Bishop shall be in order at any time.
- (5) No motion or amendment shall be considered as before Synod (except such as proposed by the Bishop or by a Committee) unless seconded and reduced to writing and in the hands of the Chair.
- (6) Any notice of motion may be taken up by any member present at such meeting in the same manner as if that member had given the notice.
- (7) No member save the mover of a motion who, as mover, shall have the right of reply shall speak more than once on the same question, without asking and receiving permission from the Chair.
- (8) Except with consent of the House, the mover of a report and the mover of a motion may not speak more than ten minutes and the seconder five minutes; and each speaker thereafter five minutes. The mover may speak for five minutes in closing the debate.
- (9) When a question is under consideration, no other motion shall be received except to adjourn Synod, to move the previous question, to lay it on the table, to postpone it to a certain time, to postpone it indefinitely, to adjourn the debate, to commit it, to consider it clause by clause, to amend it or to divide it; motions for any of these purposes shall have precedence in the order here named.
- (10) Motions to suspend a rule of order or to adjourn, to lay on the table, or to divide the motion or for the previous question shall be decided without debate.
- (11) No rule of order shall be suspended except upon the vote of two-thirds of the members present.
- (12) After a motion has been read to Synod by the Chair or the Executive Secretary, it shall be deemed to be in the possession of Synod, but it may be withdrawn by the mover at any time before being put to vote or before amendment with the permission of the Synod.

- (13) Any member may require at any period of the debate that the motion under discussion be read for the member's information.
- (14) When a member is speaking, no other member shall interrupt except to raise a point of order, nor pass between the member speaking and the Chair.
- (15) A member called to order while speaking shall sit down unless permitted to explain.
- (16) All questions of order shall be decided by the Chair without debate, and the decision of the Chair shall be final.
- (17) An amendment to an amendment shall be first put and if defeated, then other amendments to the original amendment may be made severally and each submitted in turn to the House until one is accepted or all defeated; then the amendment to the main motion in amended form, when, if defeated, the main motion shall be put.
- (18) No more than one amendment to a proposed amendment to a motion shall be in order; yet a substitute for the whole matter may be proposed and received, provided it deals with the subject at hand.
- (19) When any question is about to be put to vote, the members shall stay in their seats, and shall not hold any private discourse; and when a motion is about to be put, no member shall leave until such motion is disposed of.
- (20) The Chair shall have the right to vote on all questions but no casting vote, and in the event of an equality of votes on any proposition, it shall be declared lost.
- (21) A question once determined shall not again be drawn into discussion in the same session without the special sanction of the Chair.
- (22) When Synod is about to rise or adjourn, every member shall stand in the member's place until the Bishop or other person presiding has left the hall.
- (23) Members of the public may be present at the meetings of Synod on the understanding that they must be subject to the direction of the Chair; and must withdraw if required by the Chair, on the request of any three members of Synod.

Guide for Speaking to Motions / Resolutions or Amendments

Members may speak for *five minutes, once per motion*.

1. Move to the microphone and enter the line of speakers.
2. When it is your turn to speak and you are recognized by the Chair,
3. Address the Chair and members of Synod, thus,

Archbishop Cutler and Members of Synod

4. Give your name, your parish and region (or situation), thus

My name is _____

My parish is _____

My region is _____

5. Tell Synod whether you are speaking for or against the motion/resolution, for example,

I am speaking for the motion/resolution or amendment

I am speaking against the motion/resolution or amendment

6. Then give your reasons or make your points why you are for or against the motion/resolution or amendment.

Jot down notes on the points you wish to make:

1. _____

2. _____

3. _____

And, so forth, until you finish or your five minutes are up.

In Memory

From the Constitution of Synod, Section 25, (3), 'The Committee on Deceased Members shall be composed of the Regional Deans and such other members as Synod shall appoint and shall present to Synod at its annual meeting the names of all members and former members of Synod who have died since the last annual meeting of Synod with brief and appropriate notice.' Deceased spouses of clergy are normally included. This list includes names compiled by or sent to the Synod office. The information is normally taken from published obituaries. Please bring omissions or corrections to the attention of the Executive Secretary of Synod.

Lay

June Dauphinee of St. Timothy's; died 4 March 2018; a member of Synod from 1998-2004.

Jarvis Kent De Conde, died 7 August 2018. Jarvis served many years as the Diocesan Insurance Advisor.

Fred Orland Haley, 1932 – 2018, died 22 September 2018 at age 86. He served many years on parish and Diocesan Committees.

Jamie Edward Cochran, died 13 October 2018 at age 79. An active volunteer, Jamie served on many committees and organizations within the Diocese and the community.

Harry Joseph Churchill, 1937 – 2019; died 21 January 2019; long time member of Saint Peter's Church, Birch Cove, having served many years as treasurer and warden; he served on many Diocesan Committees over the years and was involved in many community organizations.

Clergy

Rev Dennis Arthur Andrews, died 5 January 2018 at the age of 92; he served parishes in New Brunswick, Ontario and 23 years at Trinity Church in Halifax.

Rev Al Meloche, died 11 January 2018 at the age of 79.

Rev Michael Henry Mitchell, died 12 January 2018; the early years of his ministry were spent in Ontario; he also served in St. Martin's, Western Shore; St. Thomas Fall River and St. John's, Lunenburg; he served on many Diocesan Committees.

Rev Donald Clare Ruggles, died 21 January 2018; he served as a priest in Quebec, Scotland and in the parishes of Bible Hill, Sydney Mines, Bridgetown, Liverpool and Halifax.

Rev Alan Sager, died 23 December 2018 at age 93. He served in several parishes within our Diocese as well as in Labrador and New Brunswick.

Rev. Bruce Tilton Ward, 1942 – 2018. Parishioner of Christ Church, Dartmouth; he served many years in the Diocese

Rev Canon Duanne Tanswell, age 76, passed away 28 January 2019. During his years as a parish priest, he served as rector in the parishes of Ship Harbour, Timberlea, Falmouth, St. Philips, and Western Shore; he also served on various committees for the Diocese.

PART 3 – Resolutions for Synod 2019

List of Resolutions

| | | | Decision |
|------------|---|---|----------|
| <u>1)</u> | Resolution of Loyalty to the Queen | <i>Mover: Rev David Garrett Seconder: Michael Edward</i> | |
| <u>2)</u> | Resolution of Greetings to the Anglican Communion | <i>Mover: Rev Laura Marie Piotrowicz Seconder: Jan Connors</i> | |
| <u>3)</u> | Resolution that Ecumenical Visitors be Granted Courtesies of the House | <i>Mover: Rev Tom Henderson Seconder: Don Brushett</i> | |
| <u>4)</u> | Resolution to Receive Committee Reports | <i>Mover: Don Brushett Seconder: Rev Chad McCharles</i> | |
| <u>5)</u> | Resolution to amend Canon 27, Lay Readers | <i>Mover: Archdeacon Tom Henderson Seconder: David Harrison</i> | |
| <u>6)</u> | Resolution to amend the Constitution with regard to ACW Board Membership | <i>Mover: Anne Williams Seconder: Janice Jackson</i> | |
| <u>7)</u> | Resolution to amend Canon 16, Budget, with regard to the Proposed Missional Allotment | <i>Mover: Rev Carl Fraser Seconder: Ted Johnson</i> | |
| <u>8)</u> | Resolution to amend Canon 16, Budget with regard to Sunday School Exemption | <i>Mover: Rev Carl Fraser Seconder: Ted Johnson</i> | |
| <u>9)</u> | Resolution to amend Canon 1, Election, Appointment, Consecration and Resignation of Bishops | <i>Mover: Jim Travers Seconder: John Cooper</i> | |
| <u>10)</u> | Resolution to amend Canon 16, Budget, and Canon 37, Parochial Finances | <i>Mover: Jim Travers Seconder: Rev Carolyn Sharp</i> | |
| <u>11)</u> | Resolution to amend Section 4 of the Constitution with regard to Clergy Membership at Synod | <i>Mover: Jim Travers Seconder: John Cooper</i> | |
| <u>12)</u> | Resolution to amend Section 11 of the Constitution with regard to Quorum | <i>Mover: Jim Travers Seconder: Edith Marshall</i> | |
| <u>13)</u> | Resolution to amend Section 21 of the Constitution with regard to the Appointments Committee | <i>Mover: Jim Travers Seconder: Edith Marshall</i> | |
| <u>14)</u> | Resolution regarding the Anglican Consultative Council | <i>Mover: Rev Marilyn Murphy Seconder: Bernice Campbell</i> | |
| <u>15)</u> | Resolution to amend Canon 16, Budget, Section 6(1) and Section 8(1) with regard to the Allotment Rate | <i>Mover: Eric Thomson Seconder: Dr Garth Watt</i> | |

| | | | |
|-------------------|---|--|--|
| <u>16)</u> | Resolution regarding Canon 16, Budget with regard to Simplifying the Allotment Rate | <i>Mover: Rev Mellanie Cohoon Seconder: Chris Bryant</i> | |
| <u>17)</u> | Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy – Unfulfilled Duties | <i>Mover: Archdeacon Marilyn Newport Seconder: Canon Paul Smith</i> | |
| <u>18)</u> | Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy – Parochial Committee | <i>Mover: Archdeacon Katherine Bourbonniere Seconder: Archdeacon Ian Wissler</i> | |
| <u>19)</u> | Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy – Clean Up Motion | <i>Mover: Archdeacon Sue Channen Seconder: Archdeacon Katherine Bourbonniere</i> | |

1. Resolution of Loyalty to the Queen

Mover: Rev David Garrett

Seconded: Michael Edward

Resolved that Synod of the Diocese of Nova Scotia and Prince Edward Island, the oldest Diocese in the Anglican Church of Canada, assembled in Halifax on 23 to 25 May 2019, extends to Her Majesty, Queen Elizabeth II, Queen of Canada and head of the Commonwealth, our warmest expressions of affection, loyalty and devotion. We wish Her Majesty God's blessing and pray that God will guide and protect her in all her endeavours. We wish to assure Her Majesty of our sincere goodwill and affection and wish her continued good health and every blessing for the future.

Commentary:

This resolution pledges loyalty to the Queen.

2. Resolution of Greetings to the Anglican Communion

Mover: Laura Marie Piotrowicz

Seconded: Jan Connors

Resolved that Synod send to the Archbishop of Canterbury the following memorial: Greetings in the name of our Saviour, Jesus Christ. The Synod of the Diocese of Nova Scotia and Prince Edward Island meeting in its 148th Session affirm our continued love and support to you and the Anglican Communion.

Commentary:

This resolution requests that we send to the Archbishop of Canterbury greetings to the Anglican Communion.

3. Resolution that Ecumenical Visitors be granted courtesies of the House

Mover: Rev Tom Henderson

Seconded: Don Brushett

Resolved that ecumenical visitors be granted courtesies of the House.

Commentary:

This resolution acknowledges ecumenical visitors and grants them courtesies of the House which includes a voice but no vote.

4. Resolution to Receive Committee Reports

Mover: Don Brushett

Seconded: Rev Chad McCharles

Resolved that the Committee Reports published in the Convening Circular be received.

5. Resolution to amend Canon 27, Lay Readers

Mover: Archdeacon Tom Henderson
Warden of Diocesan Lay Readers

Seconded: David Harrison
President of Diocesan Lay Readers

Be it resolved that the wording of Canon 27 be amended by removing the sections with lines running through them and adding the sections that are underlined as set out below and, further, that the reporting structure be updated to reflect current practice.

CANON 27
~~LAY READERS~~ LICENSED LAY MINISTERS

1. The Bishop may appoint and license qualified persons as ~~lay readers~~ Licensed Lay Ministers.
2. A license granted by the Bishop may be removed by the Bishop at anytime with or without cause or at the request of the incumbent.
3. The ministry of the ~~Lay Reader~~ Licensed Lay Minister is exercised under the direction and supervision of the incumbent or the priest in charge. Subsequent to the appointment of a new incumbent, the license becomes renewable upon the application of the succeeding incumbent.
4. The qualifications for the licensing of, the duties of, and other policies and procedures relating to ~~lay readers~~ Licensed Lay Ministers and their office shall be as established from time to time by the Bishop with the advice of the ~~Ministries Committee~~ Licensed Lay Ministers' Board of Standards and set forth in a ~~Lay readers'~~ Licensed Lay Ministers' Handbook of Standards and Regulations.
5. All references to Lay Readers in any other Canon shall be deemed to be changed to Licensed Lay Ministers.

Commentary:

The Diocesan Lay Reader's Executive and Board of Standards introduced, with episcopal support, a resolution and discussion to change the name of 'Lay Reader' to 'Licensed Lay Minister' to the wider membership at its 2017 Annual Meeting, Christ Church, Dartmouth. This was in keeping with the current trend in the Church of England to refer to its body of lay readers as lay ministers and the recent adoption of a name change in the Diocese of Kootenay. Other places that have adopted this change are the Anglican Church of Australia, the Episcopal Diocese of Rhode Island, and the Episcopal Diocese of Iowa. Particularly, the name change reflects the widening role of lay readers to do much more than read in church, to take on leadership in administration, mission, homiletics, teaching, and other gifts of ministry. The future role is likely to expand further as the church seeks ways to uphold parish life and reach beyond our doors to the world. These are ministries that already engage the laity, but the office of licensed lay minister would consolidate a set range of activities into a recognizable position, one defined by a standardized syllabus of training, a code of conduct and duties, all under the licensed authority of the rector and bishop. A change of name to 'Licensed Lay Minister' would be a more accurate description of the role played by the current title of lay reader which, in regards to the work being carried out, is confusing and misleading. The resolution was passed at the 2017 Annual General Meeting and was adopted officially, under the Association's Constitution and By-laws, after a second vote at the 2018 Annual Meeting in Kentville.

Canon 27 on Lay Readers is a short canon consisting of four paragraphs. The following resolution calls for the title "Licensed Lay Minister" to replace "Lay Reader" where it appears in the canon. This is to conform the canon to the name change voted on by members of the Lay Readers Association.

One further update and modification to the Canon: to replace in article 4 the reference to the now defunct Ministries Committee to make the Canon reflect changes to the reporting structure.

6. Resolution to amend the Constitution of the Synod of NS and PEI with regard to Anglican Church Women Board Membership

By a Motion of the Anglican Church Women Board

Mover: Anne Williams
Parish of Stewiacke
2200 Hwy 2
Milford, NS B0N 1Y0;
902-236-2208
s.sheck@eastlink.ca

Secunder: Janice Jackson
Parish of French Village
232 Boutilliers Point Road
Boutilliers Point, NS B3Z 1V1
902-826-7165
jjj3jr@eastlink.ca

Resolved that Section 3(j) of the Constitution be amended by removing the sections with lines running through them and adding the sections that are underlined as set out below.

3. Membership

Synod consists of

~~(j) the President of the Nova Scotia Diocesan Board of the Anglican Church Women in the Diocese of Nova Scotia and Prince Edward Island and the President of the Board of the Anglican Church Women in Prince Edward Island;~~

(j) one representative from the Diocesan Anglican Church Women Board who shall be selected by the Board and the name of which shall be communicated to the Synod Office no later than 60 days prior to the commencement of Synod.

Commentary:

There is now one Anglican Church Women Board for the Diocese of Nova Scotia & Prince Edward Island. The Board is changing its organizational structure to reflect a more collaborative leadership function. In place of the traditional President and Vice President designations, the Board is proposing Co-Coordiators. The Anglican Church Women Board wishes to have the capacity and flexibility to choose which Board person would represent the Board at the Diocesan Synod.

7 Resolution to amend Canon 16, Budget regarding the Proposed Missional Allotment

By a Motion of Diocesan Council on 9 February 2019.

Mover: Rev Carl Fraser

Secunder: Ted Johnson

Resolved that Canon 16 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

Section 4 Exemptions, Subsection 1

Resolved that Canon 16 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

Section 4 Exemptions, Subsection 1

(H) ~~All Other Exemptions as outlined in the Parochial Return as approved by Diocesan Council (eg. ministry and missional activity exemptions, Building Repairs & Maintenance Exemption, Capital Expenditures Exemption) All building maintenance and Capital Expenditures that are described in the Parochial Return;~~ except that regular janitorial services and associated materials or outside maintenance such as plowing, grass cutting and related activities are not exempt;

Commentary:

This change to Canon 16 would make it possible to implement the Missional Allotment Proposal – adding two new exemptions – one for a portion of Stipendiary Ministry Costs and the other for Missional Activity. These would reduce, and eventually eliminate, the exemption for Building Repairs and Maintenance, over the course of a four (4) year phase-in period and, potentially, all other exemptions outlined in the parochial return.

This motion seeks to embed Missional focus and priority at the heart of our discussion of finances in parishes and shifts the exemption to Ministry Costs and Missional Activities, away from bricks and mortar. While we understand that parishes have buildings to maintain, these figures can vary quite widely yearly. The missional allotment proposal provides parishes with an exemption based on a percentage of their stipendiary clergy salary that increases over the course of the phase-in period and provides a more consistent level of exemption, with greater impact possible when adding the additional exemption on Missional Activity.

As well, this motion builds in flexibility for Diocesan Council to make adjustment to the implementation of the proposal or of the allotment exemptions, in general, in the future if, for any reason, it has unexpected negative consequence or unintended damaging results to parishes or the Diocese. We would not want to enshrine details that, if not helpful, would have to wait till the next Synod to be addressed. This wording provides a way forward with careful oversight from Diocesan Council.

Further, if this motion passes, there would be no need to address a motion to amend Canon 16 to deal with changes to the Sunday School Exemption from Synod 2004, is listed on the Parochial Return but not included in Section 4 in the list of exemptions.

The proposal, which follows this resolution, is attached , and includes essential details of the phase-in of the Ministry and Missional Exemptions and the corresponding reduction of the Building Repairs and Maintenance Exemption.

PROPOSAL FOR 'MISSIONAL ALLOTMENT'



Draft – April 6, 2018

FOR CONSIDERATION

WHAT WOULD IT MEAN?

Simply, it means prioritizing ministry and missional activity in our allotment system and exemptions.

It proposes to replace the current exemption for “Building Maintenance & Expenses” with an exemption based in part on Ministry Costs and Missional Activity. This would encourage parishes to invest in ministry and missional programming and activity.

WHAT IT DOES NOT MEAN?

“Everything would change” – NO!
ALL OTHER CURRENT EXEMPTIONS WOULD REMAIN IN PLACE – ie. Exemptions for Capital Expenditure, Sunday School, Clergy Travel, and Basic Exemption (\$8K) would remain in place.

“Come into effect immediately” – NO!
There would be a **4 YEAR Phase In process** that mitigate any immediate negative impact on Parishes and allow them time to adjust. Assuming it passes at Synod 2019, the process would begin in 2020 and be fully in place by 2023.

WHY ARE WE PROPOSING IT?

If a Christian is one who is committed to the mission of Jesus Christ, it is crucial that we be “missional”. As a Diocese, we have been working to become “more missional”, especially as it applies to Mark 1 and 2 of the Marks of Mission. Our parishes generally do well with Mark 3 – responding to Human Need by Loving Service (most of our parishes do tremendous outreach to those in need). We are also engaged with Marks 4 and 5 through our advocacy for justice and our care for the environment. However, Marks 1 and 2 – proclaiming the Gospel, Teaching & Nurturing New Believers (making disciples) – requires more attention and greater priority in our life and work in our parishes.

This proposal brings our work and activities that apply to Marks 1 and 2 into greater focus, seeking to strengthen and encouraging parishes to explore and invest in missional activity beyond outreach and advocacy – specifically INTENTIONAL EFFORTS in making new disciples & sharing the good news of Jesus Christ.

The Five Marks of Mission

1. To Proclaim the Good News of the Kingdom
2. To teach, baptize and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

| 4 YEAR 'PHASE IN' PROCESS & IMPACT | | | | |
|---|--|--|---------------------------------------|---|
| | Exemption - Building Main & Repairs | Exemption – Stip Ministry & Missional Activity | Special Note | |
| YEAR 1 | Claim 67% | Claim 8% Stip Ministry Cost Claim 100% Missional Activity (\$1500) | Allotment Cap @ 3 year average | Year 1 – all parishes will be granted \$1500 Missional Exemption Net Effect to most parishes is that their calculated allotment will be slightly reduced or remain unchanged |
| YEAR 2 | Claim 33% | Claim 17% Stip Ministry Cost Claim 100% Missional Activity (\$2500 max) | Allotment Cap @ 3 year average | |
| YEAR 3 | Claim 10% | Claim 23% Stip Ministry Cost Claim 100% Missional Activity (\$3000 max) | Allotment Cap @ Max +10% | |
| YEAR 4 (on going) | No Exemption | Claim 26% Stip Ministry Cost Claim 100% Missional Activity (\$3000 max) | No Cap | |

| IMPACT ON PARISH ALLOTMENT <small>(BASED ON ACTUAL PARISH DATA)</small> | | | | | | |
|--|-------------------|---|-------------------|---|-------------------|---|
| PARISH | YEAR 1 | | YEAR 2 | | YEAR 3 | |
| | CURRENT ALLOTMENT | PROPOSED ALLOTMENT | CURRENT ALLOTMENT | PROPOSED ALLOTMENT | CURRENT ALLOTMENT | PROPOSED ALLOTMENT |
| SP/FTM <small>(\$1500 missional)</small> | 35,200 | 36,300 ** <small>(capped \$35,200)</small> | 35,200 | 37,500 ** <small>(capped \$35,200)</small> | 35,200 | 38,700 ** <small>(capped \$35,600)</small> |
| SP/FTM <small>(\$3000 Missional)</small> | 28,500 | 28,300 | 28,500 | 28,400 | 28,500 | 28,700 ** |
| MP/FTM <small>(\$1500 missional)</small> | 24,300 | 23,500 | 24,300 | 22,800 | 24,300 | 22,100 |
| MP/PTM <small>(\$1500 missional)</small> | 10,300 | 10,100 | 10,300 | 10,100 | 10,300 | 10,100 |
| MP/FTM <small>(\$0 Missional)</small> | 17,500 | 17,200 | 17,500 | 16,800 | 17,500 | 16,400 |

** CAPPED ALLOTMENT – BASED ON THREE YEAR AVERAGE OF ALLOTMENT
 SP = SINGLE POINT MP= MULTI-POINT FTM = FULL TIME MINISTRY PTM = PART-TIME MINISTRY

BENEFITS FOR PARISHES

- MISSIONAL FOCUS
- ASSIST PARISHES TO MAINTAIN STIP CLERGY LEADERSHIP
-

FEEDBACK & FOR MORE INFO:

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** Also CRUCIAL moving forward is understanding the difference between Capital Expenditure vs Maintenance & Repairs - AS THE EXEMPTION ON APPROVED CAPITAL EXP WILL REMAIN IN PLACE.

CAPITAL EXPENDITURE EXEMPTION

**** As the Exemption for Capital Expenditures(CE) will remain in place under the proposal, it is key for Parishes and Churches to understand that many larger building projects will still qualify for exemption as CE.**

Capital Expenditure-Classic Definition: An expenditure which:

- **Significantly** adds to the useful life of an existing asset e.g.-(New roof decking +shingles)
- “ “ “ “utility of an existing asset –e.g. - (adding a new room to the Hall.)
- Is the purchase of a major new fixed asset—e.g. - (new stained glass window, furnace, heat pump, new pews, new organ.)

Maintenance and Repair-Expenditure which assists in maintaining the present condition of an existing asset. e.g.-painting the interior/exterior of the building, minor electrical and or plumbing repairs, minor roof or inside carpentry repairs, repairing steps to the building, snow plowing/grass cutting .

Examples for use in defining expenditures:

| <u>Type of Expenditure</u> | <u>Capital</u> | <u>Maintenance</u> |
|---|----------------|--------------------|
| New Shingles and Roof Decking (in excess of \$1000) | X | |
| Steeple rebuild or repair “ | X | |
| Remove, repair, reinstall stained glass window/sill | X | |
| Paint interior/exterior of building | | X |
| New Electrical panel | X | |
| Minor electrical repair | | X |
| Sand/stain pews | | X |
| Replace carpet/floor | X | |
| Mend/alter carpet/floor | | X |
| Repair steps | | X |
| Install new steps/lift/elevator | X | |
| Apply asphalt topping to gravel parking lot | X | |
| Repairs/painting lines on existing parking lot | | X |
| Purchase, install new furnace, heat pump | X | |
| Annual cleaning, reset of furnace, heat pump | | X |
| Purchase new musical instrument | X | |
| Tuning of musical instrument | | X |
| Install new shelves, cabinets (in excess of \$250) | X | |
| Purchase new computers, printers | X | |
| Purchase new Altar items (in excess of \$250) | X | |

8. Resolution to amend Canon 16, Budget regarding Sunday School Exemption (from Synod 2004)

By a motion of Diocesan Council on 9 February 2019.

Mover: Rev Carl Fraser

Seconder: Ted Johnson

Resolved that Canon 16, Section 4, be amended by adding a section (j) as underlined and set out below.”

Section 4 Exemptions

- (j) That the first \$1,000.00 of expenditures relating to all funds spent on Christian Education – Children’s Programs (eg Sunday School, Vacation Bible School, Messy Church), Youth Programs, Servers Guilds and Adult Programs, including funds spent for curriculum materials, social events and supplies, incurred by any parish shall be exempt from allotment.

Commentary

This motion is offered to address two issues:

1. When Synod passed this motion in 2004, it was not included in the list of exemptions in Canon 16, but has been listed in the Parochial Return – Line 214 – listed as additional exemption.
2. The lived reality is the Diocese has been allowing this exemption on all forms of Christian Education programming, not limited to children and youth, as outlined in the specific motion of 2004. It seems that some parishes have NOT been aware of this and therefore have not availed themselves of the exemption. This change makes it clear that this exemption is all forms and opportunities for Christian Education, being keenly aware that all people are called to grow in the knowledge of our faith.

9. Resolution to amend Canon 1, Election, Appointment, Consecration and Resignation of Bishops

Mover: Jim Travers

Seconder: John Cooper

Resolved that Canon 1, Section 6, subsection (4) be amended by adding sections underlined as set out below.

(4) The Diocesan Council may by resolution adopted by a two-thirds majority of those present and voting declare the incapacity of the Bishop by reason of physical or mental infirmity, and where so declared, the Bishop may resume the duties and functions of the office when

(a) the Bishop has given the Executive Secretary of Synod written notice of intention to do so; and

(b) the Diocesan Council by resolution adopted by a two-thirds majority of those present and voting has rescinded its resolution declaring the incapacity.

Diocese of NS and PEI, 148th Session of Synod (Synod 2019)

(4.1) The Diocesan Council shall not adopt a resolution provided for in subsection (4) unless notice of intention to propose the resolution has been given in the notice of the meeting at which it is to be considered, and such notice is accompanied by written material setting forth the grounds upon which such resolution is being proposed.

(4.2) (a) Notwithstanding any other provision in these Canons, and subject to subsection (4.4), where the Diocesan Council has declared the Bishop incapacitated under subsection (4), the Diocesan Council may by resolution adopted by a two-thirds majority of those present and voting declare the office of the Bishop to be vacant.

(b) No resolution may be made pursuant to subsection (4.2)(a) unless:

(i) at least three months have elapsed since a declaration of incapacity under subsection (4), and the Diocesan Council has been provided with opinions from two qualified medical practitioners, having examined the Bishop subsequent to the declaration of incapacity under subsection (4), that the Bishop continues to be incapacitated by reason of physical or mental infirmity, and that recovery from such incapacity is unlikely, or

(ii) the Bishop has been declared incapacitated by the Nova Scotia Supreme Court pursuant to applicable legislation in proceedings in which neither the Diocesan Council nor Synod participated.

(4.3) The Diocesan Council shall not adopt the resolution provided for in subsection (4.2) unless notice of intention to propose the resolution has been given in the notice of the meeting at which it is to be considered, and such notice is accompanied by written material setting forth the grounds upon which such resolution is being proposed.

(4.4) Immediately following the adoption of the declaration referred to in subsection (4.2)(a), the Executive Secretary of Synod shall transmit it to the members of the Provincial House of Bishops. The declaration shall take effect thirty (30) days after such transmittal unless, in the meantime, a majority of members of the Provincial House of Bishops (excluding the Bishop) have notified the Executive Secretary of Synod in writing of their disapproval of the declaration.

(4.5) Diocesan Council resolutions referred to in this section are valid without the assent of the Bishop.

(4.6) In the event there is no Coadjutor or Suffragan Bishop, upon the determination by Diocesan Council of the incapacity of the Bishop or declaration by Diocesan Council that the office of the Bishop is vacant, the Diocesan Council shall appoint a clerical administration pursuant to Canon 3.

(4.7) Where the Diocesan Council determines that the Diocesan Bishop is unable to attend to the duties of a diocesan bishop by reason of mental or physical incapacity, the Council shall decide whether the electoral synod should elect a coadjutor bishop or a suffragan bishop.

(4.8)(a) Medical records pertaining to the Bishop provided to members of the Diocesan Council in connection with resolutions pursuant to subsections (4) and (4.2)(a) shall be held in confidence and not disclosed to any person outside Diocesan Council and the Provincial House of Bishops.

(b) Anyone breaching subsection (4.8)(a) has committed an ecclesiastical offence, and is subject to the penalties prescribed by Canon 30 and by Canon XVIII of the General Synod of the Church for ecclesiastical offences.

Commentary:

This is a proposed amendment which was tabled at the 2017 meeting of Synod. The purpose of the proposed amendment is to address the flaw in the existing Canon respecting the incapacity of the Bishop. As presently worded, Subsection 6(4) of Canon 1 allows the Diocesan Council, by a simple majority vote, made without notice and without proper evidence, to declare the Bishop incapacitated, with the only recourse available to the Bishop being an appeal to the Provincial House of Bishops. This is clearly unfair to the Bishop, and could create a crisis in the administration of the Diocese. The proposed amendment creates an obligation on anyone proposing to make the motion of incapacity to give notice of the intention to make the motion in any notice given of the meeting of the Diocesan Council. To reflect concerns raised in the debate in 2017, there has been an additional requirement that written material setting forth the grounds upon which any incapacity resolution is being proposed must be provided.

The proposed amendment also deals with declaring the office of Bishop vacant due to permanent incapacity of the Bishop. The current Canon does not provide for any declaration of vacancy with respect to the office of Bishop due to incapacity. To address a scenario where a Bishop may be permanently incapacitated, to the point where he or she cannot even provide a letter of resignation from the office, it is proposed that Council be given that authority provided certain technical requirements are met. The proposed amendment permits a declaration that the office be vacant only if Council has previously passed a resolution declaring the Bishop to be incapacitated, at least three months have elapsed since that declaration, and during that time the Bishop has been examined by two qualified medical practitioners who have provided an opinion that the Bishop continues to be incapacitated by reason of physical or mental infirmity and that recovery from such incapacity is unlikely. As with the previous declaration of incapacity, any motion to declare the office of the Bishop vacant must be given in writing in any notice of the meeting at which the resolution be considered, accompanied with written material setting forth the grounds upon which the resolution is being proposed.

As it is possible that a Bishop may be declared incapacitated by the Nova Scotia Supreme Court on an application by the Bishop's family, the proposed amendment permits the motion to have the office of the Bishop declared vacant to be made after the determination by the Nova Scotia Supreme Court, in lieu of Diocesan Council being provided by the report of the two qualified medical practitioners. Recognizing that medical records of a person are highly confidential, Subsection 4.8 is proposed to emphasize to members of Diocesan Council of the strict obligation to maintain such information in confidence, and to expose any persons disclosing the information to the discipline Canons of the Diocese and of General Synod.

10. Resolutions to amend Canon 16, Budget; Canon 37, Parochial Finances; and Canon 35, Parish Government

By a Motion of the Diocesan Council Meeting of 1 December 2018

Mover: Jim Travers

Seconder: Rev Carolyn Sharp

Subsection 7(1) of Canon 16 is amended by removing the words struck out below and adding the words underlined below:

7. Annual Parochial Returns

(1) On or before the 31st of March of each year, unless required earlier by some regulation of Synod or a Committee of Synod, every parish of the Diocese shall furnish ~~an audited~~ a financial report reviewed in accordance with Canon 37(10) for the previous year, ending the 31st of December, reporting Gross Receipts and Assessable Income as defined in Section 1, sub-section 4 and 5.

2. Section 10 of Canon 37 is amended by removing the words struck out below and adding the words underlined below:

(10) All accounts of the parochial corporation shall be ~~audited~~ reviewed in a form and following procedures as determined by the Financial Management and Development VSST at least once during each year by one or more ~~competent~~ persons with bookkeeping experience who shall not be members of the parochial corporation, and shall certify in writing as to the production to them of the bank books, vouchers and securities representing or comprising said funds.

3. Section 20 of Canon 35 be amended as follows:

20 (1) (k) the presentation of ~~audited~~ financial statements of all receipts and expenditures since the previous annual meeting of the parish, each church and each organization of the parish;

20 (1) (u) ~~the election of one or more auditors;~~

Subsections v, w, x, y of 20 (1) to be renumbered respectively.

20 (2) (j) the presentation of ~~audited~~ financial statements of all receipts and expenditures since the previous annual meeting for the church and each church organization;

Commentary:

The term “audit” has a technical meaning in the accounting profession. By law in both Nova Scotia and Prince Edward Island, only chartered public accountants are entitled to conduct audits. Based upon the financial reports provided by parishes to the Synod office, it is quite apparent that very few, if any, parishes actually have audits carried out by CPAs, and many parishes do not even have their financial statements reviewed by a CPA. The purpose of the amendments to the two Canons is to reflect what is currently being done in most parishes in the Diocese. The phrase “with bookkeeping experience” is intended to clarify that the person conducting the review need not be a CPA, so long as that person has bookkeeping experience. Any parishes who currently have audits carried out, or have their financial statements reviewed by an external CPA, are free to do so, but that will not be a canonical requirement.

11. Resolution to amend Section 4 of the Constitution of Synod of NS and PEI with regard to Clergy Membership at Synod

Mover: Jim Travers

Seconder: John Cooper

Section 4 of the Constitution is amended by the addition of the words underlined below as subsection (3) and the renumbering of existing subsections (3) and (4) to (4) and (5) respectively:

(2) Members of the clergy ordinarily resident in the Diocese who hold a license from the Bishop and are not under any charge or inhibited, suspended or deprived and

(i) who are employed in or appointed to a non-parish ministry in the Diocese (for example: Synod staff; faculty or staff of Atlantic School of Theology; hospital, prison, or institutional chaplains); or

(ii) who are appointed to a parish as rector or incumbent; ~~and~~

(iii) not more than one (1) member of the clergy elected or appointed by the Parish from amidst the number appointed to a Parish in a capacity other than as rector or incumbent; and

(iv) are entitled to be members of Synod.

(3) For the purposes of subsection (2), if a rector of a parish is on sabbatical or study leave during the meeting dates of Synod, and a priest in charge has been appointed to the parish for the term of such sabbatical or study leave, the priest in charge shall be entitled to be a member of Synod in substitution for the rector.

~~(3)~~ 4) At an electoral Synod, all clergy holding a license, and who are not under any charge or inhibited, suspended or deprived are eligible for membership.

~~(4)~~ 5) The Executive Secretary under the direction of the Bishop and in consultation with the Registrar shall compile a list of all members of the clergy entitled, pursuant to this Constitution, to be members of Synod.

Commentary:

As study leaves and sabbaticals become more frequent for rectors of parishes, a priest in charge may be appointed to a parish for the term of the sabbatical or study leave. In the event the sabbatical or study leave overlaps the meeting dates for Synod, the rector may be faced with a choice of either interrupting the sabbatical or study leave to attend Synod, or leave the parish without clerical representation at Synod. This amendment clarifies that, in such circumstances, the priest in charge shall be entitled to be a member of Synod in substitution for the rector.

12. Resolution to amend Section 11 of the Constitution of Synod of NS and PEI with regard to Quorum

Mover: Jim Travers

Seconder: Edith Marshall

Subsection 11(1) is amended by the addition of the words underlined below:

11. Quorum

(1) To constitute a quorum of Synod for the transaction of business at least one third of the clerical members in the Diocese determined in accordance with section 4 and one-third of the lay representatives determined in accordance with sections 5 and 6 whose election is certified by the Executive Secretary shall be present, but any lesser number shall have power to adjourn, from time to time, until a quorum can be obtained.

Commentary:

The change is proposed for the purpose of clarifying how a quorum for a meeting of Synod is to be calculated.

13. Resolution to amend Section 21 of the Constitution of Synod of NS and PEI with regards to the Appointments Committee

Mover: Jim Travers

Seconder: Edith Marshall

(1) Subsection (7) of Section 21 of the Constitution of the Synod of the Diocesan of Nova Scotia and Prince Edward Island is repealed.

~~(7) An Appointments Committee shall be appointed by the Diocesan Council with such terms of reference, roles and responsibilities as may be established by the Diocesan Council from time to time.~~

Commentary:

As the Appointments Committee has not been established by the Diocesan Council for a number of years, it is proposed that the mandatory requirement set forth in Subsection 21(7) of the Constitution be removed. As Council has the discretionary power to create such committees with such terms of reference, roles and responsibilities as may be established by the Diocesan Council, if an Appointments Committee is felt to be necessary in the future, Diocesan Council may appoint such a committee.

14. Resolution regarding the Anglican Consultative Council

By Mothers' Union and the Diocesan Anglican Church Women

Mover: Rev Marilyn Murphy
2125 East Petpeswick Rd
Musquodoboit Harbour, NS
BOJ 2L0
902-889-2764

Seconder: Bernice Campbell
404-93 Kearney Lake Rd
Halifax, NS
B3M 4E7
902-830-8191

Be it resolved that the Diocese of NS and PEI supports the intent of the Anglican Consultative Council resolution 15.10 to work against human trafficking, specifically that the Diocese:

- i) laments and condemns the growing trafficking of boys and girls, men and women, for sexual purposes or exploitative labour in Canada;
- ii) welcomes the work being done by the Anglican Church of Canada Working group, facilitated by Dr. Ryan Weston;
- iii) commends the use of the resource material of the Anglican Church of Canada by parishes and regions found at <http://www.anglican.ca/issues/human-trafficking/>; and
- iv) commends the use of the Canadian Council of Churches resource *Human Trafficking in Canada: A Leadership and Learning Kit for Churches* by parishes and regions.

Commentary:

On February 22, 2019 the Anglican Communion's Permanent Representative to the UN, Jack Palmer-White, spoke to the UN Committee on the Elimination of Discrimination Against Women (CEDAW) saying that faith organisations have a key role to play in preventing trafficking in women and girls in the context of global migration.

<https://www.anglicannews.org/news/2019/02/ohchr-committee-to-hear-of-anglican-efforts-to-combat-human-trafficking-around-the-world.aspx>

In 2015, the International Anglican Family Network (IAFN) and the International Anglican Women's Network (IAWN) produced a joint newsletter on the issue of human trafficking.

The subject of human trafficking has been a key issue for both Networks for many years, encouraging Anglican churches and other faith groups rise to the challenge of responding to the reality that every year, thousands of men, women and children fall into the hands of traffickers, in their own countries and abroad.

This jointly produced resource looks at how churches can partner with each other and with other agencies to prevent human trafficking; how churches are supporting survivors in very different contexts, and how they are raising awareness in their communities.

<https://www.anglicannews.org/news/2015/02/church-responses-to-human-trafficking.aspx>

The Clewer Sisters are an Anglican order of Augustinian nuns founded in 1852 to help marginalised, mainly young women, who found themselves homeless and drawn into the sex trade, by providing them shelter and teaching them a trade. More than 200 years after the abolition of the slave trade there are still an estimated 40.3 million men, women and children trapped in modern slavery, and up to 136,000 potential victims in the UK alone. The Clewer Initiative is enabling Church of England dioceses and wider Church networks to develop strategies to detect modern slavery in their communities and help provide victim support and care. It involves working with the Church locally, identifying resources that can be utilised, developing partnerships with others, and creating a wider network of advocates seeking to end modern slavery together. <https://www.theclewerinitiative.org/>

Police departments and other agencies show that Canada is a source country, a transit country, and a destination country for human trafficking. Children, women and men from Canadian communities and from other countries are being exploited across the country, particularly in large urban centres. Most trafficked persons in Canada live with extremely limited freedom of movement and often are denied access to identity documents, private communication with friends and family, and money, and many are regularly moved from one location to another. Traffickers maintain domination and control over

Diocese of NS and PEI, 148th Session of Synod (Synod 2019)

the people they exploit through physical violence, threats, and coercion.

<https://www.anglican.ca/issues/human-trafficking/human-trafficking-canada/>

Much work is being done at the local level in Nova Scotia and PEI. The Halifax Regional Police and the RCMP have promoted an awareness campaign directed at identifying signs of human trafficking and suggesting what community members can do. Organizations such as the YWCA and the Open Door Centre address the issues of education and victim support. There is a role for the Anglican Church in NS and PEI to be part of the solution.

<https://www.halifax.ca/fire-police/police/programs-services/preventing-human-trafficking>

Oftentimes, breakdown in families due to violence can lead to much more serious consequences as vulnerable women and men, girls and boys fall prey to criminal elements which seek to use them as property for sexual purposes or exploitive labour in Canada. Those who are likely to be at-risk include persons who are socially or economically disadvantaged, such as some Aboriginal women, youth and children, migrants and new immigrants, teen-aged runaways, children who are in protection, as well as girls and women, who may be lured to large urban centres or who move or migrate there voluntarily.

<https://www.bing.com/search?q=value%20of%20human%20trafficking%20in%20canada&pc=cosp&tag=G6C999AAFF9D802FC&form=CONMHP&conlogo=CT3210127>

The theme of the joint Mothers' Union/Anglican Church Women gathering in Halifax on May 4, 2019, is "Hidden in Plain Sight - Modern Slavery." This is one way in which Anglicans can become better informed about this issue, raise its profile within the community, and support organizations that work to eliminate this criminal activity. Raising general awareness of this pervasive societal problem will help our communities to engage in activities which will prevent human trafficking and protect many of our most vulnerable citizens.

By making this resolution, we will be true to the Anglican Communion fourth Mark of Mission: to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation.

15. Resolution to amend Canon 16, Budget, Section 6 (1) and Section 8 (1) with regard to the Allotment Rate

Mover: Eric Thomson
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The Apostles in Halifax

Seconder: Dr Garth Watt
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The Apostles in Halifax

Be it resolved that Section 6 (1) be amended by adding the following:

....." The allotment rate for the annual Diocese Budget for any year following the operational year 2018 shall not change from the rate as established for the year 2018

until the actual rates including the current calculation of assessable income and permitted exemptions as outlined in the Canon have been reviewed and reflected in a three year and five year business and operational plan for the Diocese, approved by the Bishop, Diocesan Council and Synod. "

Commentary

The Diocese has been undergoing many noticeable changes over the last number of years and decades. Perhaps the two most noticeable have been the downsizing of parish membership and the shifting to part time ministry of over thirty percent of the parishes. In many cases the shifting away from fulltime ministry impacts the growth potential in our Parishes and the growth of our Ministry especially for younger priests, recent university graduates. An extremely high percentage of our parishes are meeting their financial obligations to the Diocese but not without serious pressures and struggles. As any organization, especially where over eighty-five percent of the operational income of the Diocese comes from the Parishes, it is necessary and should be mandatory for a three and five year operational and business plan to be approved so all parties can look to the necessary changes which we must make in the Diocese. Change happens so rapidly today a five-year plan is really a direction finder. A well organized planning process incorporating a focus on a plan that incorporates specific changes, measurable initiatives, realistic goals, timely review and attainable goals (SMART) is an absolute must for the Diocese.

Parishes should follow this lead and look to a three-year plan ~~resetting~~ respecting programming operations and financing.

~~By~~ Maintaining the allotment rate and procedures ~~of~~ for the determination of amounts ~~this~~ will highlight the urgency of the issue and move the Diocese into a planning process which will recognize the issues facing the Parishes and the overall Diocese.

A proper three year and five-year plan will assist the Diocese in handling its affairs dealing with changes in a positive and proactive method. A proper planning process will create stability and accountability throughout the process.

In addition, deficits and surplus financing are prohibited in the Canon. A proper three-year strategy could reflect deficits and surplus which could be rolled from year to year in the three-year and five-year plan.

Be it resolved that Section 8 (1) be amended by adding the following:

..." The actual approved allotment rate shall be applied equally to each Parish to the effect that each Parish's assessable income shall be multiplied by the allotment rate to determine the amount to be paid to the Diocese.

Commentary

Currently, the Diocese has a practice of billing some Parishes more than the current allotment rate and some less than the current rate. The explanation is that some parishes can afford to pay slightly more and the formula that Diocesan Council adopted encourages this practice. The issue is that each Parish has a different set of finances. Some Parishes have expenses which are beyond their control i.e. heating. With the rise in oil costs the Parishes expenses increase and, likewise, the revenue needed to cover same can result in an increase in assessable income. The current practice does not recognize that parishes who increase their assessable income may be draining on investments or other resources to meet their obligations.

The proper practice should be to treat all parishes the same which will assist in the proper planning and budgeting for each individual Parish and the Diocese.

Following this resolution is a document prepared by the Diocesan Controller which provides some history and an explanation of how the allotment is calculated.

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The Diocese of Nova Scotia and Prince Edward Island

MEMORANDUM

To: Diocesan Council and 2019 SYNOD Delegates
From: Glen Greencorn, Controller
Date: April 8, 2019
Subject: Current Practice of calculating Allotment

There has been much conversation, discussion, and (dare I say it) confusion with respect to the way the Diocese determines the annual allotment request from each parish. The purpose of this memo is to provide some history and explain the current methodology the Diocese uses in calculating its allotment request from each parish.

It must be clearly stated that each parish pays the same allotment rate as defined by Canon 16.

SOME HISTORY:

Until 1990, the overall allotment percentage of the diocese was the percentage applied to each individual Parochial Unit based solely on the income reported on the Parochial Return. This approach did not take into account some of the basic costs associated with operating a parish regardless of if the parish took in \$300,000 of income or \$30,000 of income.

Recognizing this drawback, a committee chaired by Dr. Anthony Bidwell recommended the introduction of a Basic Exemption. This was approved by Synod in on June 17, 1990 and went into effect for the 1991 year. At that time, the sum of \$5,000 would be exempted from the assessable income reported by each Parochial Unit on their parochial returns and that the individual allotments would be proportional to these **reduced assessable incomes**. In 2004, this basic exemption was increased to \$8,000.

CURRENT CALCULATION EXAMPLE:

To illustrate the current calculation, we will use a simple example of a Diocese consisting of two parishes.

In our simple diocese, we have two parishes with significantly different financial results (Exhibit 1). Parish 1 has reported Income on its Parochial Return for 2017 (Gross Receipts less Allowable Exemptions included on the Parochial Return) of \$20,000. Parish 2 has reported Income on its Parochial Return of \$188,500. Our total of Income Reported on Parochial Returns for the Diocese is \$208,500.

The Budget Task Group then applies the Budget Calculation Rate to this total reported income to determine the total Allotment that will be asked of parishes. For the 2019 year, the Budget Calculation Rate applied was 19.25%. This yields a Total Allotment Request, or Net Budget of \$40,136.25.

The next step in the calculation is to allow each Parish its Basic Exemption to determine its Assessable Income. The Basic Exemption for the 2019 budget year is \$8,000 per parish. For Parish 1, its assessable income is \$12,000 (\$20,000 – 8,000) and for Parish 2 it is \$180,500. The total assessable income of the diocese is \$192,500. It is worth noting that the basic exemption of \$8,000 is 40% of Parish 1's reported income (\$8,000/\$20,000) and is 4.2% of Parish 2's reported income (\$8,000/\$188,500). This application of a flat basic exemption has a more significant impact (benefit) on the smaller parish than on the larger parish.

We then calculate each parish's share of this assessable income. Parish 1 is 6.23% (\$12,000/\$192,500) and Parish 2 is 93.77% (\$180,500/\$192,500). This relative weighting is then applied to the Total Allotment Request to determine the allotment request for each parish. For Parish 1 this is a request of \$2,502 (6.23% X \$40,136.25) and for Parish 2 this is a request of \$37,634.25 (93.77% X \$40,136.25).

All of these calculations lead to an allotment rate for each parish of 20.85%. For Parish 1, \$2,502 is 20.85% of its assessable income of \$12,000. For Parish 2, \$37,634 is 20.85% of its assessable income of \$180,500.

APPLICATION OF CANON 16

I think it is important to explain this with respect to Canon 16. Canon 16 defines a number of terms in its section one. Key for this discussion are:

(2) *"Allotment" is that proportion of parish income which each parish is required to share for the wider work of the Church, as determined under the provisions of this Canon.*

....

(4) *"Gross Receipts" is the receipts of a parish from all of the following sources:*

- (a) *the amounts received by all congregations of the parishes from all sources, including amounts earned on all investments and principal sums expended.*
- (b) *all amounts received by all parish organizations, after deducting the cost of raising such amounts.*

(5) *"Assessable Income" is gross receipts less allowable exemptions.*

Section 4 of Canon 16 identifies the allowable exemptions, which include those exemptions listed on the parochial return **and the Basic Exemption** in section 4(1)(a). The Canon goes on to state that this basic exemption "...will be determined each year by the Budget Task Group in conference with the Parish Relations Task Group applied automatically by the Diocesan Office." As noted above, the current Basic Exemption is \$8,000 per Parish.

Section 6(1) of Canon 16 then goes on to describe the method by which the allotment rate is calculated as follows:

"The allotment rate for the Budget for the next year shall be computed as the percentage that the amount to be raised (the net budget) is of the Assessable Income of all parishes for the previous year."

Section 8(1) of Canon 16 the states that:

"The allotment rate for the next year shall become effective and binding on all parishes on the adoption of the Budget for the next year by Diocesan Council."

Revisiting the simple Diocese (Exhibit 2), the net budget of \$40,136.25 is 20.85% of the total assessable income of all parishes (\$40,136 / \$192,500). Applying this allotment rate to Parish 1's assessable income of \$12,000 yields an allotment request of \$2,502 and for Parish 2 it yields an allotment request of \$37,634.

In summary, **the current calculation generates the same allotment rate (as defined in Canon 16) for all parishes.**

| EXHIBIT 1 | | | | | | |
|-------------------------|-------------------------------------|-----------------|-------------------|------------------------------|-------------------|----------------|
| Simple Diocese Example | | | | | | |
| | A | B | C | D | E | F |
| | | | (A - B) | | (D X Net Budget) | (E / C) |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Parish % of Total Assessable | Allotment Request | Allotment Rate |
| 1 | \$ 20,000.00 | \$ 8,000.00 | \$ 12,000.00 | 6.23% | \$ 2,502.00 | 20.85% |
| 2 | \$ 188,500.00 | \$ 8,000.00 | \$ 180,500.00 | 93.77% | \$ 37,634.25 | 20.85% |
| | \$ 208,500.00 | | \$ 192,500.00 | | \$ 40,136.25 | 20.85% |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| EXHIBIT 2 | | | | | | |
|---|-------------------------------------|-------------------|---------------------|----------------|-------------------|--|
| Simple Diocese Example - Allotment Calculation | | | | | | |
| | A | B | C | D | E | |
| | | | (A - B) | | (D X C) | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Allotment Rate | Allotment Request | |
| 1 | \$ 20,000.00 | \$ 8,000.00 | \$ 12,000.00 | 20.85% | \$ 2,502.00 | |
| 2 | \$ 188,500.00 | \$ 8,000.00 | \$ 180,500.00 | 20.85% | \$ 37,634.25 | |
| | \$ 208,500.00 | | \$ 192,500.00 | | \$ 40,136.25 | |
| | | Net Budget | \$ 40,136.25 | | | |
| Allotment Rate (\$40,136.25 / \$192,500) | | | 20.85% | | | |

16. Resolution regarding Canon 16, Budget with regard to simplifying the Allotment Rate

Mover: The Rev. Mellanie Cohoon
 5343 Highway 10
 Middleton, NS B0S 1P0
 902-644-2260
fathermellanie@gmail.com
 Parish of New Germany

Seconder: Chris Bryant
 St. Paul's, Halifax

Diocese of NS and PEI, 148th Session of Synod (Synod 2019)

Moved that this Diocesan Synod direct Diocesan Council to prepare and present for consideration at Diocesan Synod 2021 a radically simplified allotment system that is scaled as directly as possible to the ability of each parish to contribute.

As a minimum, this must include:

- (a) The rewriting of Canon 16, section 4 so as to reduce the number of exemption categories to as few as possible,
- (b) The rewriting of Canon 16, section 6 so that allotment amounts reflect current income rather than a combination of the income and expenditures of two years previous,
- (c) A simplified (and shortened) annual returns package to reflect the simpler approach.

This should be accompanied by supporting documentation that:

- (a) justifies (with reference to legal or other realities outside the church's control) any exemptions or other complications to a simple, "flat rate" calculation; and
- (b) includes a simplified annual return form to reflect the new system.

It is desirable that this motion would include provision for each parish to discern ~~their~~ its own capacity to contribute.

Commentary:

This change is proposed with mission in mind. It would require that the Diocesan Budget be responsive to the realities of parish finances on a shorter time frame than under the current model. Contributions to the Diocesan Budget would reflect current realities in the parish rather than those of two years previous. This in turn would allow parishes to be more responsive to current realities in their own local contexts. The simplified system and forms should free up time and energy for local mission.

17. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Unfulfilled Duties

Mover: Archdeacon Marilyn Newport

Secunder: Canon Paul Smith

Resolved that Canon 25 be amended by removing the sections with lines running through them and adding sections underlined as set out below.

10 Resignation of Elected Parochial Committee Member

(1) Where a member of the Parochial Committee is unwilling or unable to continue to serve on the Parochial Committee, the member will submit a letter to the Bishop stating the rationale for the resignation and date of effectiveness, and

(2) The Bishop, in consultation with the Archdeacon, Parochial Committee and Parish Council(s) will determine the future of the Parochial Committee.

27 Dissolution of Parochial Committee

(1) When an announcement is made pursuant to Section 26

(a) the Parochial Committee is dissolved; and

(b) the records of the Committee shall be disposed of in the manner directed by the Bishop.

(2) When a Parochial Committee advises the Bishop that it is unable to fulfill its mandate, or the Bishop determines that the Parochial Committee is unable to fulfil its mandate, the Parochial Committee may be dissolved by the Bishop.

Commentary:

This motion provides a process when those elected are unable to serve, regardless of reason, health, disagreements etc. It also provides a process when the parochial committee fails to meet its mandate.

#19. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Parochial Committee Make Up

Mover: Archdeacon Katherine Bourbonniere

Seconder: Archdeacon Ian Wissler

9 Purpose and Composition of Parochial Committee

(1) The purpose of the Parochial Committee is to advise the Bishop in the appointment of a rector of ~~the~~ a parish or a shared ministry arrangement where a member of the clergy has resigned or otherwise vacated office.

a) a shared ministry arrangement occurs where more than one parish has been in the charge of a member of the clergy who has resigned or otherwise vacated office and, at the time of vacancy, it is considered desirable to the parishes and the Bishop that the parishes continue with the shared ministry arrangement.

(b) at the time of vacancy, with the Bishop's agreement, the parishes of the shared ministry arrangement may decide if they wish to continue with the shared ministry arrangement.

(2) ~~The Parochial Committee shall consist of~~ be comprised of six (6) individuals consisting of the following persons:

~~a. the wardens of the parish in office at the time that the parish meeting is called;~~

(a) Parish Wardens

(i) in a Parish, two (2) parish wardens who are in office at the time of the meeting

convened pursuant to Section 7; or;

(ii) in a shared ministry arrangement, two (2) parish wardens from each parish who are in office at the time of the meeting convened pursuant to Section 7, provided however that where a parish contributes less than 35% to the aggregate annual budget of the shared ministry arrangement, that parish shall only be entitled to elect one (1) parish warden to the Parochial Committee;

(iii) where a parish has to select among wardens to make up their allotted representation on a parochial committee, that decision will be made and ratified by the parish using a method agreed upon by the Parish Council prior to the meeting called for the purpose of selecting the committee.

~~b. four persons chosen by the parishioners from their number, while taking into consideration the intent of Section 7(5) and 7(6).~~

(b) Other Parishioners:

(i) in a parish, four (4) persons elected by the parishioners assembled at a meeting for the purpose of selecting the committee; or

(ii) in a shared ministry arrangement, a number of persons determined by a formula being six (6) minus the wardens elected pursuant to clause (a). In shared ministry arrangements, if any persons are to be elected pursuant to this clause (b), the combined membership of the parishes in the shared ministry arrangement assembled at the meeting for the purpose of selecting the committee shall elect the number of the committee members determined by the above formula.

(3) When choosing persons pursuant to clause 2(b), the parishioners shall make provision for effective representation ~~of~~ for the whole of the parish or shared ministry arrangement. Factors for consideration include:

a. skills required to fulfil the duties of the Parochial Committee;

b. the genders and age groups of the parishioners; ~~and~~

c. each church in the parish, where the parish is a multi-church parish; ~~and~~

d. each parish where the Parochial Committee is for a shared ministry arrangement.

~~12 Composition of Parochial Committee in Pastoral Unit~~

~~(1) Where more than one parish has been in the charge of a member of the clergy who has resigned or otherwise vacated office, and it is considered desirable to the parishes and the Bishop that the parishes continue to be in the charge of one member of the clergy, then~~

- ~~(a) the meeting convened pursuant to Section 7 shall be a joint meeting of the parishes;~~
- ~~(b) subject to subsection 9(2), the Parochial Committee shall consist of~~
- ~~(i) the wardens of the parishes in office at the time that the meeting is called, and~~
- ~~(ii) such person or number of persons as are elected to the Committee by the parishioners of the parishes from their number that would result in the Committee consisting of six members, including the wardens, where there are fewer than six wardens of the parishes.~~
- ~~(2) Where a parish contributes less than twenty five percent to the aggregate annual budget for the pastoral unit, not more than one person from that parish shall be a member of the Parochial Committee.~~
- ~~(3) The majority of the parishioners from a parish present at the meeting shall elect the members of the Parochial Committee from that parish.~~

Commentary:

This change addresses a number of issues:

- When parishes came together under a Shared Ministry of one Rector the composition of the parochial committee was added to the canon in a new section. So one parish was in one section and shared ministry in another. This caused confusion as some parishes were not aware of the two sections and often were using the wrong section for their situation. This change combines the two sections into one.
- It addresses the maximum number on a parochial committee as 6. Some Shared Ministry situations had up to 8 members, which became very difficult to combine work schedules and have all 8 members present. It also made for too large a group for interview purposes.
- This motion increases the percentage of contributions of less than 25%, now 35% to the aggregate the annual budget of the shared ministry. This new number ensures there is not a situation where the parochial committee will be made up of more than 6 members.
- This change introduces skill sets desirable for the work of the parochial committee, which may not have been present when the only criteria was interest groups within the parish.

19. Resolution to amend Canon 25, Appointment, Transfer and Resignation of Stipendiary Clergy - Clean Up Motion

Mover: Archdeacon Sue Channen

Seconder: Archdeacon Katherine Bourbonniere

1 Interpretation

In this Canon,

- a. "Bishop" means the Bishop of the Diocese of Nova Scotia, or in the Bishop's absence,

illness or other incapacity, or during a vacancy in the See, means the person or persons administering the affairs of the Diocese; (b) "parish" means the pastoral unit and includes the congregation worshipping at the Cathedral Church of All Saints, Halifax;

- (c) "parish council" means the parish council of the parish or the coordinating committee of a pastoral unit, and includes the Committee of Consultation and advice of the Cathedral Church of All Saints, Halifax;
- (d) "rector" means a person with the rights, powers, privileges and duties of the rector of a parish as conferred by any statute, constitution of Synod or the Canons of Synod and who is a full member of the parochial corporation;
- (e) ~~For~~ for the purpose of this Canon, an "exit interview" is a process through which an archdeacon or a member of the clergy designated by the Bishop may minister to a person who has resigned as the rector or priest-in-charge of a parish with respect to that person's transition to a new parish or a new situation or with respect to that person's retirement and is also a formal time in which issues arising from the transition may be discussed.

2 Authority of Bishop to Appoint and Transfer

Subject to this Canon, the Bishop shall make all appointments of clergy to parishes within the Diocese and the Bishop may, without request, transfer a member of the clergy from one parish to another within the Diocese after consultation with the member of the clergy and the parish of which that member of the clergy is rector or priest-in-charge.

3 Resignation

- (1) A rector or priest-in-charge of a parish or parishes may resign from office by notice, in writing, to the Bishop.
- (2) A resignation is not effective unless accepted, in writing, by the Bishop.
- (3) A resignation, when accepted by the Bishop, in writing, is irrevocable.
- (4) Unless the Bishop otherwise agrees, no resignation is effective until a date which is at least three months after the date upon which the notice of resignation has been given.
- (5) The Bishop, on receipt and acceptance of a resignation, shall, within fourteen days after the acceptance, so advise the wardens of the parish or parishes of which the person was rector or priest in charge.
- (6) The resignation shall be announced to the parish or parishes at Divine Service on the first Sunday following the date upon which the resignation has been first communicated to the wardens.
- (7) Until the resignation has been announced, it shall be held in confidence by the wardens and the person resigning.

4 Exit Interview

As soon as possible after a person resigns as the rector or priest-in-charge of a parish, that person shall engage in an exit interview with the archdeacon for the archdeaconry in which the parish is located or a member of the clergy designated by the Bishop.

5 Signing Out Process

- (1) Where a person resigns as the rector or priest-in-charge of a parish, that person shall, before leaving the parish, carry out a signing out process administered, in accordance with guidelines and directives issued by the Bishop from time to time, by the Regional Dean for the region in which the parish is located or a member of the clergy designated by the Bishop.
- (2) For the purpose of this Canon, the signing out process with respect to a parish is a process whereby the person who resigned as the rector or priest-in-charge of the parish completes all duties that remain to be carried out by that person as rector or priest-in-charge of the parish, and, without restricting the generality of the foregoing, includes
 - (a) the securing and accounting for all paperwork, files, correspondence and documents under that person's control as rector or priest-in-charge;
 - (b) the completion of all records and reports for which that person is responsible as rector or priest-in-charge including provision of a Parish List;
 - (c) the accounting for all money under that person's control and the closing of all accounts and the transfer of funds to appropriate accounts;
 - (d) the completion of a written record of all scheduled services, including weddings and baptisms;
 - (e) the making of all appropriate pastoral referrals

6 Authority of Bishop to Appoint Interim Priest

Where the office of rector of a parish is vacant, the Bishop may, upon conferring with the parish authorities, appoint to the parish an interim priest for a period not to exceed twenty-four months to provide a time of adjustment between ministries.

7 Appointment of Parochial Committee

- (3) Where the office of rector of a parish is vacant or has become or is about to become vacant for any reason, including resignation, the Bishop shall, in such manner as the Bishop prescribes, give to the wardens of the parish a notice of vacancy which shall be in writing and which shall
 - (a) advise of the vacancy;
 - (b) direct the wardens to convene a meeting of the parishioners for the purpose of appointing a Parochial Search Committee, herein referred to as the "Parochial

Committee", to advise the Bishop in the selection of a rector for the parish.

- (4) The wardens, in consultation with the archdeacon for the archdeaconry in which the parish is located, shall convene a meeting to take place within thirty days after the notice of vacancy is given to them.
- (5) The provisions of Canon 35 respecting the manner in which a meeting of parishioners is called and the procedure at meetings of parishioners apply to a meeting convened pursuant to this Section, except where otherwise provided by this Canon.
- (6) The meeting shall be chaired by the archdeacon for the archdeaconry in which the parish is located or a member of the clergy appointed for that purpose by the Bishop.
- (7) Any Postulant, ~~any Non-Stipendiary Ordained Minister-Associate Parish Priest, Deacon,~~ any ~~P~~paid ~~S~~staff person of the ~~P~~parish as well as the member of the clergy who is rector or in charge of the parish at the time of the meeting convened pursuant to this section, shall not attend the meeting and shall not be nominated to the Parochial Committee.
- (8) Any priest or deacon holding the Bishop's license who is a member of the parish shall not attend the meeting and shall not be nominated to the Parochial Committee.
- (9) Where a meeting is convened pursuant to this Section the wardens shall read the notice of vacancy to the meeting and the chair of the meeting shall advise the meeting of the procedure provided in this Canon for the appointment of a rector.
- (10) The majority of the parishioners present at the meeting shall elect the Parochial Committee.

8 Authority of Bishop to Fill Vacancy

Where the meeting is not convened within thirty days after the notice of vacancy is given to the wardens, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

9 New as per resolution # 18

10 New as per resolution # 17

~~10~~ 11 Chair and Recorder of Parochial Committee

Before commencing to carry out their duties, the members of the Parochial Committee shall elect from their number a chair and a recorder.

~~11~~ 12 Duties of Recorder

The recorder of the Parochial Committee shall keep a written record of the deliberations of the Committee as directed by the Bishop.

13 Authority of Bishop where Parochial Committee not elected

Where a Parochial Committee is not elected pursuant to Section 7 or ~~12~~ 9, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

14 Parish Profile

The Parochial Committee shall, within sixty days after it is elected, on consultation with the parish council and together with either the Bishop or a member of the clergy appointed by the Bishop as a resource person shall construct and complete a parish profile.

15 Duty to Communicate Parish Profile to Bishop

Where a parish profile has been constructed, completed and approved and accepted by the parish council within sixty days after the Parochial Committee has been elected, the chair of the Parochial Committee or the wardens shall immediately communicate the parish profile to the Bishop.

16 Authority of Bishop where Parish Profile not Constructed

Where a parish profile has not been constructed, completed and approved within ~~thirty~~ sixty days after the Parochial Committee has been elected, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

17 Duty of Bishop to Invite Applications

Where the parish profile has been constructed, completed and approved within ~~thirty~~ sixty days after the Parochial Committee has been elected and has been communicated to the Bishop, and the Bishop is satisfied by the parish profile that the parish is willing to support a rector and sufficient funds are available to support the rector the Bishop shall, in such manner as the Bishop prescribes,

- a. notify all clergy in the Diocese that the parish is seeking a rector; and,
- b. invite any member of the Anglican clergy who wishes to do so to apply for appointment as rector of the parish on or before such date as is prescribed by the Bishop and as is set out in the notification.

19 Authority of Bishop where no Applications are filed

Where no applications are filed in accordance with this Section, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

20 Authority of Bishop Regarding Appointment of Postulants

- (1) The Bishop may appoint a postulant who has been accepted by the Bishop for ordination to the postulant's first parish.

- (2) The Parochial Committee may refuse to approve an appointment pursuant to subsection (1), and, where the Committee does so, the postulant may apply for the position pursuant to this Canon.

22 Authority of Bishop where Parochial Committee does not recommend an applicant

Where the Parochial Committee does not recommend any of the persons interviewed ~~For~~ for appointment, the Bishop may appoint any member of the clergy whom the Bishop considers suitable as rector or priest-in-charge of the parish.

23 Duty to Inform Applicants not Recommended

The Bishop shall inform each person who is interviewed but not recommended for appointment that he or she is not recommended for appointment.

24 Authority of Bishop on Acceptance of Appointment and Settlement of Terms

Where an appointment is accepted by a person and the contractual terms of the appointment, including the Covenant in Ministry, have been settled within fourteen days after the acceptance or such longer period of time as is determined by the Bishop, the Bishop, if satisfied with the terms, shall appoint that person as rector of the parish.

25 Authority of Bishop where Appointment not Accepted by Person Recommended

Where none of the persons recommended for appointment are willing to accept the appointment, or where one or more are willing to accept the appointment but the prospective appointee and the parish are unable to settle the contractual terms of appointment, including the Covenant in Ministry, within the time provided in Section 24 the Bishop, after consultation with the Parochial Committee, shall either seek new applications pursuant to Section 17 or appoint any member of the clergy whom the Bishop considers to be suitable as rector or priest-in-charge of the parish.

26 Announcement of Appointment

- (1) Where a rector is appointed, the appointment shall be announced within fourteen days after the appointment is made.
- (2) The announcement of the appointment shall be made, on the direction of the Bishop, by either the wardens or the chair of the Parochial Committee or both, in the church or churches of the parish during Divine Service on a Sunday.
- (3) The announcement of the resignation of the rector from the parish shall be made on the same Sunday as the announcement referred to in Section 26(2) in all churches of the former parish.

27 See part 2 of Resolution #17.

28 Institution and Induction

Where a person is appointed rector or priest in charge of a parish pursuant to this Canon, the Bishop shall,

- a. institute that person in the office of rector or priest in charge; and
- b. cause that person to be inducted (celebrate a new ministry) as the new rector or priest-in-charge of the parish within six months after the appointment becomes effective.

29 Curate or Assistant

The appointment of a priest or a deacon to act as an assistant in a parish may be made either

- a. through the curacy program, the appointment to be made by the Bishop in consultation with the rector and with the concurrence of the parish council, the cost of employment of the curate to be met in such manner as the parish and the Diocese may agree; or
 - b. at the request of the parish, the appointment to be made by the Bishop of a person acceptable to the Bishop and selected by a Parochial Committee constituted in the manner provided by this Canon with the addition as a member of the Parochial Committee of the rector of the parish, the cost of employment of the assistant to be borne by the parish unless the Diocese on application for assistance agrees to contribute
- 30** Where the appointment of an assistant is for a fixed term, the appointment will expire at the end of the term unless otherwise agreed by the Bishop, the assistant and the parish, at a time on or before the expiration of the term.
- 31** Where the appointment of an assistant is not for a fixed term, the appointment may be terminated at any time by either the parish or the assistant giving three months notice of termination, in writing, to the other, with a copy to the Bishop.
- 32** Where a rector or priest in charge of a parish is appointed, every person who is an assistant in the parish shall tender to the bishop and rector or priest in charge notice of that person's resignation as an assistant, to become effective on the date of the arrival of the new rector or priest-in-charge.

33 Authority of Bishop to Exercise Alternative Procedure for Appointment

Notwithstanding anything contained in this Canon to the contrary, with the consent of the Bishop, the parishioners of a parish at the meeting called pursuant to Section 7 and 12.9 or at any other meeting of parishioners may where a parish profile and covenant in ministry is completed authorize the Parochial Corporation Committee to ~~enter into an agreement for the employment of~~ request the Bishop

- (a) to appoint a member of the clergy to have charge of the parish ~~on such terms and conditions as the Parochial Corporation, the Bishop and the member of the clergy may agree in writing. ; and~~
- (b) to authorize the Parish Wardens to settle the contractual terms of appointment, including the Covenant in Ministry, subject to the approval of the Bishop.

Commentary:

This motion addresses:

- Name changes from Non Stipendiary Ordained Ministry to Associate Parish Priest and Deacon.
- Capitalization, punctuation, and numbering
- Paragraph 16 changes the thirty days to complete the work of the parochial committee to 60 days at which time the Bishop may close the process by appointing a rector or priest in charge.

PART 4 – Reports

Highlights for the 147th Session of Synod (Synod 2017)

prepared by the Rev Tom Henderson, Assistant Executive Secretary of Synod

Day 1 – Thursday, 25 May 2017

Call to order and prayer by Bishop Ron Cutler at 1:03 p.m.

The Bishop opened with an acknowledgment that we are meeting on lands covered by the treaties of peace and friendship by the Crown and the aboriginal peoples, the Mi'kmaq and Maliseet people.

Report of credentials read by Edith Marshall, quorum met.

Worship at Synod was organized by the Reverend Lori Ramsay and St. John's Church, Truro. Opening prayers and scripture involved members of Synod from across the diocese.

First resolutions passed with little comment and included loyalty to the queen, greetings to the Anglican Communion, courtesies of the house to ecumenical visitors, and receiving reports.

The Bishop began his charge with asking for prayers for the Reverend Michael Mitchell and the family of the late Heather Granger, wife of the Reverend Fred Granger. The title of the talk was "Know who you are?" Anglicans sometimes face challenges with identity. We often define ourselves in terms of what we are not. However, there is a broad range of worship within the Anglican Communion. The good news of the gospel is offered with no alternative motive beyond its sharing. Mission is in our being, doing, and living. The only reason we exist is to do evangelism. Two people gave personal testimonials: Jessie Bower and Victoria Henrikson. Table discussion was about sharing the faith.

Several resolutions came to the floor in the afternoon. Resolution 5 to amend Canon 1 with Electoral Synods carried. Resolution 6 to amend Canon 1, Section 6 (4) with regards to calling an electoral synod was tabled for consideration by Diocesan Council and the garnering of expert advice. Resolution 8 to amend Canon 38 passed. After much discussion and three amendments, Resolution 10 to amend Canon 20, Regions and Regional Deans, Section E, and Guidelines respecting Regional Deans, Section C, passed.

Thursday evening was spent reflecting on the first of two votes at General Synod to amend the marriage canon in 2016. Presentation by and interview with our diocesan members of the Marriage Commission, the Reverend Paul Friesen and the Reverend Paul Jennings. Discussions at the tables.

Day 2 – Friday, 26 May 2017

Opened with prayers at 9 a.m.

Bishop's Charge, part 2, "Know who you serve". Bob Dylan once sang, "You are going to serve somebody. It may be the devil. It may be the Lord. But you are going to serve somebody." Remember that baptism represents our profession: we serve, not ourselves, but serve God through Jesus Christ. Too often the God we serve is one made in our own image. Christ's way is the way of the cross. On the vertical dimension, we promise to trust and obey God and on the horizontal dimension, we seek to serve the wider community. It is sometimes easier to demonstrate than to explain why we do these actions. Focus on the wider purpose as to why we worship. Authenticity is shown in what we do: more than just a bounded duty and service, but foremost a joy and passion. As Pope Francis recently said to the Roman Catholic bishops of Quebec, "Go out now, share the gospel, it may get messy." An observer of the activities at the CLAY gathering in PEI in 2016 asked, 'who are you people and why are you

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doing this?’ The simple answer is because we serve a God of love. If it is not about love, it is not worth doing. Testimonials were given by Georgina Grancelli and Carol Macdonald.

Morning presentations included PWRDF (profiling Chris Pharo’s trip to Tanzania and the Diocese of Manasi), Building Healthy Leadership, and AST.

Resolution 7 to repeal Canon 19, Diocesan Book Room, passed.

Ballots were distributed and collected for voting for General Synod, provincial synod, and youth delegates for Diocesan Council.

The afternoon session began with prayer, one with a Rogation theme. The Environment Network had pumpkin seedlings for distribution among members.

Certificates were given for clergy who mark 25th and 50th anniversaries of ordination. Also remembered were those members of Synod who died since the last synod.

Afternoon presentations included Growth for Ministry Fund, St. Nicholas Family Grounds and @5 Program (bringing spirituality into your family life), slide show about MORE Mission School, the work of the ACW, Youth and Family VSST (eg. Connect workshops, TEC, DYC), the Vital Church Maritime Conference, story of St. Mark’s Church in Halifax, and the Refugee Sponsorship Task Group.

Ecumenical guests and clergy of the military ordinate extended their greetings and salutations.

Resolution 12 to amend Canon 35, Parish Government, Sections 17 and 20, with regards to annual meetings, was passed in two parts after a friendly amendment and a motion to divide.

Resolution 11 to amend 35, Parish Government, Section 8, with regards to Parish Council (about the number of wardens), with three friendly amendments, was defeated.

Resolution 13, Resolution to amend Canon 3, Appointment of Administrator, was passed.

Resolution 15 had been withdrawn.

The day concluded with a Holy Eucharist and renewal of vows at the Cathedral Church of All Saints in celebration of the Feast of the Ascension.

Day 3 – Saturday, 27 May 2017

Open with prayer at 9:03 a.m.

Bishop’s Charge, part 3, “Know that it matters.” We’ve moved away from a Christendom model where the church once had hands on the lever of power. That model created a comfort zone where we assume people will come to us. That is behind us. This is not necessarily a bad thing: as the primate of the Episcopal Church has stated, “our best days may be ahead of us”. Jesus didn’t die for a bigger church. He died for a new earth, a new heaven, and a transformation. Our vision ought to be seen through the commission of the Great Commandment, love of God and love of neighbour: to make connections between an expression of faith and the needs of the world. There is a difference between leading and management: leading is about risk and imagination while management is about maintaining the current situation. Different approaches are required for the road ahead, starting with the recognition of baptismal ministries: looking to strengthen the work of lay ministries, the diaconate, to change the focus from maintenance to mission in the allotment, to be sensitive to how we as a church impacts on the environment, to be active in community development particularly in rural areas, to emphasize Christian formation, and to recognize in others something of value. Reconciliation is not about restoration, it is about transformation.

Morning testimonials by Reid Moore and Bruce Caldwell.

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Building Healthy Parishes reminded delegates to use and share their faith sharing cards and where various congregational resources could be found.

After much discussion, Resolution 14 on Canon 37, Parochial Financials, Lotteries, and Raffles, vote by orders, was passed in both houses.

A presentation was given by Elaine Young about Alpha (a series to reach a new generation).

A Report was given by Carl Fraser on the Allotment Task Group and the proposal to move from maintenance to mission.

Election results were announced for delegates to General Synod, Provincial Synod, and youth to Diocesan Council.

Questions that were submitted from the floor were answered by the Bishop.

Motion to accept reports, approved.

Motion to approve the committee for the review of minutes, passed.

Motion to destroy ballots of Synod, passed.

The Bishop finished proceedings noting appreciation to those who helped out at Synod.

Closed with Eucharist.

Highlights of Diocesan Council Meetings since the last Synod: April 2017 to February 2019

Diocesan Council, 7 & 8 April 2017

- Bishop Ron advised that Bill MacDonald will be ordained as a vocational Deacon in the Parish of Hubbards; four transitional Deacons will be ordained on in June.
- Marilyn Newport, CAPP Vocations Coordinator, provided statistics for the program: eighteen people have come through the program since it was reinstated in 2014.
- medical assistance in dying was discussed; it is commonly being refused because the assessment process is quite laborious and needs to be requested in advance.
- four appointments were made to the Anglican Diocesan Centre Corporation (ADCC).
- CLAY in 2018 will be in Thunder Bay, Ontario.
- Carl Fraser spoke on the allotment changes; many concerns were expressed; the difference between outreach and mission was discussed.
- a motion of consent to Synod to present the recommendations with regard to allotment changes was discussed; the Task Group Report on Allotment Exemptions will be included in the Convening Circular. It will, at the very least, plant the seed for a canonical revision at Synod 2019.

Diocesan Council, 16 & 17 June 2017

- the move of the Health Benefit and Dental Plan from Medavie Blue Cross to the General Synod Manulife Plan was approved, effective from September 1, 2017
- council members expressed their concern for the Bishop's workload/schedule and wondered how we could best support him. The change of duties for Jana, the hiring of a Lynn Uzans (quarter-time) as SOM Vocations Coordinator and Lisa Vaughn as Parish Vitality Coordinator has stopped much from getting to his desk. However, it hasn't taken work off his desk. The Bishop indicates the single most time consuming aspect of his work, which is becoming more complex, is the transition of clergy in the parishes. Currently, 11 parishes are at different stages

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of the search process and 7 clergy are on medical leave; finding priests-in-charge is challenging.

- funds of \$20,000 were set aside for the engagement of Human Resource professionals to review Diocesan staff job descriptions, appropriateness of staffing, and remuneration .
- Archbishop Ron elaborated on the pending meeting with the University of King's College about the shared cost chaplaincy ministry (Canon Dr. Gary Thorne retires next year) and on the Memorandum of Understanding (MoU) with AST which expires in 2019.
- Rev'd Lynn Uzans, the SOM Vocations Coordinator, reported that there are currently twelve Postulants: seven active, one semi-active, three on hold and one transitioning to the CAPP stream. None will graduate from AST next year.
- Dean Paul Smith gave his annual update on the Cathedral, from both the building and outreach perspectives.
- Gordon emphasised the importance of the Parochial Returns and Statistics. Without the statistics, we risk losing representatives at General Synod.
- two applications were approved for onward submission to the Anglican Foundation.
- a brief written report was provided an overview of the evaluations from Synod. There were positive and negative comments, some of which were discussed at length.
- Canon 21 with regard to a provision for marriage was discussed at individual tables during Synod. The responses reflect there is no unanimity.
- a Task Group to draft a policy on raffles of donated items was established. A notice will be put in the NetNews that a Policy is in the works.
- the Task Group on the allotment system made a presentation to Synod; there were questions but there was no aversion to moving in this direction.
- there was discussion about the compliance rate; it was noted that we have exceeded the compliance rate for three years in a row. A compliance rate of 94% (up from 92%) was set for Budget Year 2018 with the extra funds to be used for missional or visionary purposes.

Diocesan Council, 13 and 14 October 2017

- a Task Group was established to make recommendations on amendments to Canon 1 as it pertains to the incapacity of a Bishop.
- the audited financial statement for the year 2016 were accepted.
- the firm KPMG was appointed auditors for the next three years (2017, 2018 and 2019).
- the draft budget for 2018 was approved.
- Archbishop Ron indicated that 34 of the 92 clergy are now part-time; this is a big concern as, often, the ramifications of a parish moving to part-time clergy are not considered.
- a 1.1% increase in stipends and salaries was approved, effective 1 Jan 2018.
- the recommendations of the report of the Task Group for a Diocesan policy on raffles was accepted.

Diocesan Council, 1 and 2 December 2017

- members of the Audit Committee were approved.
- a presentation from the King's College Chapel included comments from Father Thorne, who retires shortly, and stories of faith from a number of students.
- a motion that the Diocese fund half of the cost for the University Chaplain at King's was approved.
- a motion that Diocesan Council create a selection committee for the chaplain's position.

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- amendments to Policy 2.1.6, Medical Leave Policy, with regard to the waiting period for employment insurance were approved.
- Suzanne McConnell of MOST spoke on an environmental network proposal for funding for a retreat.

Diocesan Council, 9 and 10 February 2018

- Rev Neale Bennet, President of AST, presented a power point presentation on the life and aspirations of AST.
- there was table discussion on leadership and the terms of reference for both Building Healthy Leadership and Building Healthy Parishes, which contain a lot of overlap.
- it was noted that there were no applications were received for Anglican Foundation grants; the next deadline for applications will be end May 2018 for the June Diocesan Council meeting.
- there was considerable discussion about the proposal for missional allotment and some of the resistance to it.

Diocesan Council, 20 and 21 April 2018

- the motion to combine the functions of Building Healthy Parishes and Building Healthy Leadership was approved; there was consensus that the new organization be called 'Creating Missional Communities'.
- Archbishop Ron will call together a group of people to develop terms of reference for the new VSST.
- two new appointments were appointed to the Growth for Ministry Fund for a three year period.
- a new section "Annual Retreats" was added Policy 2.1.22. Professional Development.
- there was discussion about possible pending funding requirements for the 2019 budget, including AST, Diocesan Times, retirement of the Controller.

Diocesan Council, 15 and 16 June 2018

- the audited financial statements for the year ended 31 December 2017 were approved.
- Archbishop Ron emphasized that carried motions and approved minutes of Diocesan Council minutes can be shared; it was noted that ongoing discussions at Diocesan Council are not for the public domain.
- two applications for Anglican Foundation grants were approved.
- the YouTube video "What is missional church" was shown with much discussion following.
- Paul Sherwood, Editor of Diocesan Times, gave a presentation and spoke of the uncertain future of a paper version of Diocesan Times.
- Rev Lynn Uzans provided an update on stipendiary ordained ministry and what her job involves.
- Suzanne McConnell provided a report on the recent environmental network retreat.
- a motion to fund one summer edition of Diocesan Times was approved.
- a number of concerns with regard to missional allotment were expressed.

Diocesan Council, 12 and 13 October 2018

- a motion to increase clergy stipends and Diocesan staff salaries by 2.7% effective 1 January 2019 was approved.

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- the budget for 2019 was approved.
- authorization was given to Archbishop Ron to sign the Renewal of the Covenant between the Founders of ADT on Diocese's behalf.
- Rev Lisa spoke of the upcoming VCM, MORE Mission Schools, Connectors and the summer book clubs.
- the report of the Task Group on Canon One respecting Bishop incapacity was accepted.
- with regard to the Archives report, there was a discussion about privacy issues around church records and who is eligible to access genealogy records.
- a motion that the Diocese contribute \$150,000 to AST for the installation of solar panels was approved. This is the Diocese's contribution to the AST Capital Campaign.
- Archbishop Ron circulated a document "The Heartbeat of the Church," a project from our Primate, for members to use with their parishes.

Diocesan Council, 30 November and 1 December 2018

- Allie Colp reported that CLAY 2020 will be held in Calgary.
- Archbishop Ron reported that 10 parishes are in different stages of transition, some of which require a discernment process.
- plans for Synod 2019 are well underway; the theme is "There is More to the Story."
- the motion to amend Policy 2.1.7, Grievance, was approved.
- Rev Lisa spoke about Module 3 of MORE and that it has been described as the best yet; she also spoke about a new program for lay persons called "Revive." It will be available for a fee in the new year.
- following the discussion of the last Diocesan Council with regard to parish records, the Archives provided a number of documents to address the issue. The discussion that followed noted a number of concerns which will be passed to Archives.
- Tanya Moxley reported on the recent Missional Leadership Cohort of the Connectors Group.
- Rev Carolyn Sharp offered to gather and collate information on 'good news' stories.
- a number of amendments to Canons 37 and 16 were approved for onward submission to the Resolutions Committee for Synod 2019.

Diocesan Council, 8 and 9 February 2019

- a motion to create a position of Vocations Coordinator, a 3/4 time position, to be responsible for all streams of discernment for ordained ministry was approved.
- Policy 2.1.3a, Moving Expense Policy – Household Effects was amended as proposed.
- in their report, Archives addressed concerns raised at the previous Diocesan Council. A revised document, Policy 2.2.4, Anglican Church Records, was approved.
- one application to the Anglican Foundation was approved.
- plans for Synod 2019 are going smoothly; Archbishop Ron reported that Rev Chad McCharles will be the new Executive Secretary of Synod as of June 2019.
- five co-opted members for Synod were approved.
- a motion to amend Canon 16 with regard to exemptions was approved.
- FMD was asked to investigate the possibility of creating a single access point for all grant applications.

THE DIOCESAN REGISTRAR

[January 1, 2017 - December 31, 2018]

Letters of Order: Deacons

| | | |
|-------------|---|---------------------|
| 06 Dec 2018 | - | Dorothy Miller |
| 06 Dec 2018 | - | Bonnie Skerritt |
| 06 Dec 2018 | - | Nichola Fish Cumine |
| 14 May 2018 | - | Jackie Warren |
| 14 May 2018 | - | Michael Tutton |
| 14 May 2018 | - | Lorraine Street |
| 06 Jun 2017 | - | William MacDonald |
| 22 Jun 2017 | - | Shirley Carras |
| 22 Jun 2017 | - | Caitlin Ratcliffe |
| 22 Jun 2017 | - | Cherry Workman |
| 22 Jun 2017 | - | Falen McNulty |

Letters of Order: Priests

| | | |
|-------------|---|-------------------------|
| 23 Nov 2018 | - | Jackie Warren |
| 01 Nov 2018 | - | Michael Tutton |
| 01 Nov 2018 | - | Lorraine Street |
| 03 Mar 2017 | - | Michelle Schofield Bill |
| 24 Mar 2017 | - | Susan Slater |
| 30 Nov 2017 | - | Shirley Carras |
| 30 Nov 2017 | - | Cherry Workman |
| 30 Nov 2017 | - | Caitlin Ratcliffe |
| 30 Nov 2017 | - | Falen McNulty |

Clerical Licenses

| | | |
|--------------|---|--|
| 01 Jan 2018 | - | Donald Shipton, PIC Jollimore |
| 01 Jan 2018 | - | David Dellapinna, PIC, Trinity, Halifax |
| 01 Jan 2018 | - | Marian Lucas-Jefferies, PIC Collieries |
| 01 Feb 2018 | - | Shirley Carras, Priest Assistant, Bedford |
| 14 Mar 2018 | - | Nicholas Hatt, Rector, St. George's, Halifax |
| 20 Feb 2018 | - | Christopher Snook, PIC [part-time] Mt. Uniacke |
| 01 Apr 2018 | - | Susan Slater, Rector, Strait-Chedabucto |
| 01 May 2018 | - | Marian Conrad, PIC, Trinity, Halifax |
| 01 May 2018 | - | Glenn Eason, PIC, Maitland |
| 01 Jun 2018 | - | Ruby Carter, PIC Collieries |
| 01 Jul 2018 | - | Lynn Uzans, Assistant Priest, Wilmot |
| 01 Jun 2018 | - | Michelle Cockell, Rector, Western Shore |
| 01 Jul 2018 | - | Lynn Uzans, Asst. Priest, Wilmot |
| 01 Jul 2018 | - | Michael Conrad, PIC Lakelands |
| 01 Aug 2018 | - | Vivien Hannon, PIC St. Mark's, Halifax |
| 01 Sept 2018 | - | Jack Risk, Rector, Lakelands |
| 15 Aug 2018 | - | Bruce Murray, Rector, Westphal |
| 01 Aug 2018 | - | Jim McCorriston, PIC, Jollimore |

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| | | |
|--------------|---|--|
| 01 Nov 2018 | - | Michael Tutton, Associate Parish Priest, St. Paul's, Halifax |
| 15 Nov 2018 | - | Lorraine Street, PIC Stewiacke/Shubenacadie |
| 22 Nov 2018 | - | Tory Byrne, PIC Yarmouth and Tusket |
| 01 Jan 2017 | - | Chad McCharles, Rector, Mahone Bay |
| 01 Feb 2017 | - | Laura McCue, Rector, Digby-Weymouth |
| 15 Feb 2017 | - | Judi Phillips, ½ Rector, New Ross |
| 03, Mar 2017 | - | Kyle Wagner, Rector, Christ Church, Dartmouth |
| 30 Mar 2017 | - | Maya Bevan, ½ Rector, Cornwallis |
| 11 May 2017 | - | Susan Slater, ½ Rector, All Saints by the Sea, Canso |
| 21 May 2017 | - | Gloria McClure-Fraser, PIC, Maitland |
| 06 Jun 2017 | - | William MacDonald, Deacon, Hubbards |
| 22 Jun 2017 | - | Falen McNulty, Deacon, New Glasgow |
| 22 Jun 2017 | - | Shirley Carras, Deacon, Bedford |
| 01 Jul 2017 | - | Falen McNulty, Incumbent, New Glasgow |
| 01 Jul 2017 | - | Michele Cockell, PIC, South Queens |
| 01 Jul 2017 | - | Tricia Ingram, PIC, Westphal |
| 01 Jul 2017 | - | Marian Conrad, PIC, Trinity, Halifax |
| 01 Aug 2017 | - | Michael Conrad, PIC, Jollimore |
| 01 Aug 2017 | - | Caitlin Ratcliffe, Incumbent, Eastern Passage |
| 01 Aug 2017 | - | Jack Risk, PIC, Kentville |
| 15 Aug 2017 | - | Michelle Bull, Incumbent, Emmanuel, Spryfield |
| 01 Sep 2017 | - | Cherry Workman, Incumbent, South Queens |
| 07 Sep 2017 | - | Juanita Barteaux, Rector, Annapolis |
| 07 Sep 2017 | - | Alvin Westgate, PIC, Lunenburg |
| 07 Sep 2017 | - | Elliott Siteman, Rector, Birch Cove |
| 07 Sep 2017 | - | Michelle Bull, Rector, Emmanuel, Spryfield |
| 07 Sep 2017 | - | Louis Quennelle, ½ Rector, Blandford |
| 19 Sep 2017 | - | Ken Vaughan, PIC, Clements |
| 01 Nov 2017 | - | John Roddam, Rector, Kentville |
| 01 Dec 2017 | - | Michelle Cockell, PIC, Western Shore |
| 06 Nov 2017 | - | John Wright, Rector, Blue Rocks |
| 01 Dec 2017 | - | Peter Rafuse, Rector, Parish of the Resurrection, Sydney |
| 01 Dec 2017 | - | Evelyn Knorr, Rector, Seaforth |
| 06 Dec 2017 | - | Caitlin E.L. Ratcliffe, Rector, Eastern Passage |
| 07 Dec 2017 | - | Falen I. McNulty, Rector, New Glasgow |
| 07 Dec 2017 | - | Cherry G. Workman, Rector, South Queens |
| 16 Dec 2017 | - | Susan Slater, PIC, Strait Chedabucto |

Letters of Institution and Inductions [Mandates]

| | | |
|--------------|---|---------------------|
| 13 Sept 2018 | - | John Risk |
| 20 Nov 2018 | - | Mandate |
| 13 Aug 2018 | - | Bruce Murray |
| 16 Oct 2018 | - | Mandate |
| 05 Jun 2018 | - | Michelle Cockell |
| 26 Jun 2018 | - | Mandate |
| 14 May 2018 | - | Susan Martha Slater |
| 16 Jun 2018 | - | Mandate |
| 19 Apr 2018 | - | Peter Rafuse |
| 25 Apr 2018 | - | Mandate |

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| | | |
|-------------|---|-------------------|
| 14 Mar 2018 | - | Nicholas Hatt |
| 2018 | - | Mandate |
| 21 Dec 2017 | - | Evelyn Knorr |
| 11 Mar 2018 | - | Mandate |
| 07 Dec 2017 | - | Cherry Workman |
| 14 Jan 2018 | - | Mandate |
| 07 Dec 2017 | - | Falen McNulty |
| 12 Dec 2017 | - | Mandate |
| 06 Dec 2017 | - | Caitlin Ratcliffe |
| 06 Dec 2017 | - | Mandate |
| 07 Sep 2017 | - | Louis Quennelle |
| 29 Sep 2017 | - | Mandate |
| 07 Sep 2017 | - | Michelle Bull |
| 04 Oct 2017 | - | Mandate |
| 07 Sep 2017 | - | Elliott Siteman |
| 19 Oct 2017 | - | Mandate |
| 07 Sep 2017 | - | Juanita Barteaux |
| 15 Oct 2017 | - | Mandate |
| 11 May 2017 | - | Susan M. Slater |
| 08 Jul 2017 | - | Mandate |
| 01 Apr 2017 | - | Maya Bevan |
| 04 Jun 2017 | - | Mandate |
| 03 Mar 2017 | - | Kyle Wagner |
| 06 Jun 2017 | - | Mandate |
| 15 Feb 2017 | - | Judi Phillips |
| 01 Feb 2017 | - | Laura McCue |
| 19 Mar 2017 | - | Mandate |
| 26 Jan 2017 | - | Chad D. McCharles |
| 10 Feb 2017 | - | Mandate |

Letters Bene Decessit

| | | |
|-------------|---|--|
| 14 Sep 2017 | - | Christopher Brittain, Diocese of Toronto |
| 07 Sep 2017 | - | Elliott Siteman, Diocese of NS and PEI |
| 01 Jan 2017 | - | Chad McCharles, Diocese of NS and PEI |

Acceptance of Letters Bene Decessit [General Synod Canon XV11, Schedule “C”]

| | | |
|--------------|---|------------------------------------|
| 14 Sept 2017 | - | Elliott Siteman, Chad McCharles |
|--------------|---|------------------------------------|

Appointments: Honorary Assistant

| | | |
|-------------|---|--|
| 04 May 2018 | - | Gordon Druggett, New Germany |
| 21 Sep 2018 | - | Dennis Walsh, Birch Cove |
| 17Sep 2018 | - | Peter Harris, Saint George’s Round Church, Halifax |

Appointments: Archdeacons

| | | |
|-------------|---|-----------------------------|
| 14 Oct 2018 | - | Tammy Hodge, Fort Sackville |
|-------------|---|-----------------------------|

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01 Aug 2018 - Thomas Henderson, Valley
14 May 2018 - Sue Chennen, Northumbria
15 Nov 2017 - Paul Jennings, Valley

Appointments: Regional Deans

24 Oct 2018 - Carl Fraser, Fort Sackville
19 Sep 2018 - Falen McNulty, Northumbria
29 Aug 2018 - Mel Malton, Valley
01 Jan 2018 - Carolyn Sharp, Cape Breton
01 Jan 2018 - Kristin MacKenzie, Northumbria
15 Mar 2017 - Andrew Mortimer, Eastern Shore

Appointments: Canon of the Cathedral Church of All Saints

14 May 2018 - Keirsten Wells

Appointments: Canon of St. Peter's Cathedral, Charlottetown

04 Oct 2017 - David Garrett

Appointments: Honorary Canons

14 May 2018 - Reginald MacDonald
14 May 2018 - Lynn Uzans
14 May 2018 - Neale Bennet

Permission to Officiate

01 Oct 2018 - Joel Hardy
01 Oct 2018 - Mark Sceviour
17 Sep 2018 - Peter Harris, Hon. Ast
01 Sep 2018 - Jennifer Grosse
01 Sep 2018 - Deborah Lonergan-Freake
01 Sep 2018 - David Greenwood
01 Jul 2018 - Ross Hammond
01 Jul 2018 - Jane Clattenburg
01 Jul 2018 - Ross Hammond
04 May 2018 - Gordon Druggett, Hon. Ast
05 Mar 2018 - Shona Boardman
15 Jan 2018 - Joan Helpard
14 Dec 2017 - Lee Sinclair
14 Dec 2017 - Gary Sinclair
02 Nov 2017 - Christopher Snook
02 Nov 2017 - David Puxley
21 Sep 2017 - Dennis Walsh
15 Sep 2017 - Catherine Pharo
1 Jul 2017 - Michelle Cockell
10 Mar 2017 - Bonnie Scharf

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13 Jan 2017 - Kenneth Vaughan

Relinquishment of Ministry [General Synod Canon X1X, Schedule “B”]

Instrument of Amalgamation

Instrument of Parish Boundary Designation

Consecrations

Deconsecrations

08 Apr 2018 - St. Michael’s and All Angels, with the Parish of Cornwallis
13 Mar 2018 - St. Alban’s Church, within the Parish of Thorburn
27 Jun 2017 - All Saints, Roseway, within the Parish of Digby-Weymouth

Sale of Property

17 Jul 2018 - St. Andrew’s Church Hall, Spry Harbour, Parish of Tangier
15 Jun 2018 - Rectory, Glace Bay, NS
02 May 2018 - Sale of St. Michael & All Angels Church Property, Parish of Cornwallis
16 Jan 2018 - Easement, 991 Weymouth Road, Weymouth Falls
23 Nov 2017 - Rectory, New Germany
21 Nov 2017 - Rectory, Resurrection, Sydney
20 Jul 2017 - Church, Strait-Chedabucto, St. John’s Church
27 Jan 2017 - St. Bartholomew’s Church Property, LaHave

Lay Reader Licenses

0 Dec 2018 - James McConnell, Holy Spirit, Lake Lands
03 Dec 2018 - Lois Durant, Holy Spirit, Lake Lands
03 Dec 2018 - Christine M. Mitchell, Ship Harbour
03 Dec 2018 - Pamela L. Keating, Ship Harbour
14 Nov 2018 - Michael G.C. Lutes, Mahone Bay
7 Nov 2018 - Norman F. Brooks, Brooklyn
24 Oct 2018 - Lewis Hiller, Westphal
24 Oct 2018 - Billy Myers, Westphal
24 Oct 2018 - Dennis Eisan, Westphal
05 Oct 2018 - Bill George Colbourne, ACPC
05 Oct 2018 - Deborah Louise Beck, ACPC
05 Oct 2018 - Anthony Chapman, ACPC
04 Oct 2018 - Sukanya Rachel Watt, Anglican Church of the Apostles
17 Sep 2018 - Nadine Savoury, Saint George’s Round Church
17 Sep 2018 - Craig Savoury, Saint George’s Round Church
17 Sep 2018 - Jan Connors, Saint George’s Round Church
05 Jul 2018 - Gillian Elizabeth Neily, Trinity Church, Halifax
11 Jun 2018 - Janet Tipert, New Germany
11 Jun 2018 - Adam Tipert, New Germany
11 Jun 2018 - Judi Colp, New Germany
11 Jun 2018 - Clair MacInnis, New Germany

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24 Apr 2018 - Dianne R. Nickerson, All Saints, Bedford
24 Apr 2018 - Graham F. Lavers, All Saints, Bedford
24 Apr 2018 - Frederick F. French, All Saints, Bedford
24 Apr 2018 - Susan Burbury, All Saints, Bedford
24 Apr 2018 - Linda Stewart, All Saints, Bedford
01 Feb 2018 - Craig Condon, South Queens
01 Feb 2018 - Shirley Samson, Resurrection, Sydney
01 Feb 2018 - Gloria Newman, Resurrection, Sydney
01 Feb 2018 - Scott McQuarrie, Resurrection, Sydney
01 Feb 2018 - Florence Ripley, Resurrection, Sydney
01 Feb 2018 - Nellie Ball, Resurrection, Sydney
01 Feb 2018 - Selma Doucet, Resurrection, Sydney
01 Feb 2018 - Melvin Harris, Resurrection, Sydney
01 Feb 2018 - Charlene Martell, Resurrection, Sydney
01 Feb 2018 - Georgina May Granchelli, Resurrection, Sydney
01 Feb 2018 - Rebecca M. Lane, Resurrection, Sydney
01 Feb 2018 - Simon M. Trumblay, Three Harbours
03 Dec 2017 - Don Arenburg, Kentville
03 Dec 2017 - Stephen Boone, Kentville
03 Dec 2017 - Wayne Hamlin, Kentville
03 Dec 2017 - Gail Lightfoot, Kentville
03 Dec 2017 - Valerie Mailman, Kentville
03 Dec 2017 - Bill Travis, Kentville
03 Dec 2017 - Ralph Wood, Kentville
13 Oct 2017 - Avon Fancy, Spryfield
13 Oct 2017 - Twila Robar-DeCoste, Aylesford
13 Oct 2017 - John DeCoste, Aylesford
13 Oct 2017 - Karen Buffett, Sydney Mines/Baddeck
21 Sep 2017 - Sylvia Wicks, Birch Cove
21 Sep 2017 - Anne Ward, Birch Cove
21 Sep 2017 - Lorraine Traynor, Birch Cove
21 Sep 2017 - Anne Campbell, Birch Cove
21 Sep 2017 - Helen Boniface, Birch Cove
11 Sep 2017 - Wayne Williams, Eastern Passage
11 Sep 2017 - David Keeping, Eastern Passage
11 Sep 2017 - Linda Jakeman, Eastern Passage
11 Sep 2017 - Anthony Hiltz, Eastern Passage
11 Sep 2017 - Laura Bregante, Eastern Passage
11 Sep 2017 - Charlene Billard, Eastern Passage
11 Sep 2017 - Barb Bergeron, Eastern Passage
11 Sep 2017 - Judy Baker, Eastern Passage
11 Sep 2017 - Elizabeth Mahoney, Spryfield
11 Sep 2017 - Dale MacKeigan, Spryfield
11 Sep 2017 - Carol MacDonnell, Spryfield
11 Sep 2017 - Betty Bowdrdge, Spryfield
14 Jul 2017 - Christine Ross, Cornwallis
01 Jun 2017 - Vicky Young Chester
01 Jun 2017 - Karen Manuel, Chester
01 Jun 2017 - Marg Bower, Shelburne
01 Jun 2017 - Margaret Williams, St. Luke's, Dartmouth

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| | | |
|-------------|---|--|
| 01 Jun 2017 | - | Lynn Fitzmorris, St. Luke's, Dartmouth |
| 01 Jun 2017 | - | Marilyn Elms, St. Luke's, Dartmouth |
| 01 Jun 2017 | - | Matthew Miller, Church of the Apostles, Halifax |
| 01 Jun 2017 | - | Jonathan Richard Lownds, Church of the Apostles, Halifax |
| 01 May 2017 | - | Allan Turner, Christ Church, Dartmouth |
| 01 May 2017 | - | Joan Halsey, Christ Church, Dartmouth |
| 01 May 2017 | - | Marilyn Massie-Clarke, Christ Church, Dartmouth |
| 01 May 2017 | - | Vanessa Turner, Christ Church, Dartmouth |
| 01 May 2017 | - | Christine Brantnall, Christ Church, Dartmouth |
| 09 Mar 2017 | - | Bruce Moxley, St John the Evangelist, Middle Sackville |
| 02 Mar 2017 | - | Anne Shirley Campbell, Birch Cove |
| 02 Mar 2017 | - | Garry Duperreault, Truro |
| 02 Mar 2017 | - | Elizabeth Jean Stratford, Truro |
| 02 Mar 2017 | - | Edy Guy-Francois, St. Andrew's, Lock's Road, Dartmouth |
| 02 Mar 2017 | - | Martha Barnstead, St. Andrew's, Lock's Road, Dartmouth |
| 26 Jan 2017 | - | Marilyn Massie-Clarke, Christ Church, Dartmouth |
| 26 Jan 2017 | - | Vanessa Lily Turner, Christ Church, Dartmouth |
| 26 Jan 2017 | - | Deborah Lynn Mills, Musquodoboit |
| 26 Jan 2017 | - | Karen Lynn Withers, Saint Andrew's, Dartmouth |
| 26 Jan 2017 | - | Dawn Marie Giles, Saint Andrew's, Dartmouth |
| 26 Jan 2017 | - | Barbara Vallis, Saint Andrew's, Dartmouth |
| 09 Jan 2017 | - | Susan Simpson, St. Mary and St. John, Summerside |
| 09 Jan 2017 | - | Dawn Upham, St. Mary and St. John, Summerside |
| 09 Jan 2017 | - | Ian Brown, St. Mary and St. John, Summerside |
| 09 Jan 2017 | - | Clair Sudsbury, St. Mary and St. John, Summerside |
| 09 Jan 2017 | - | Carol Lough, St. Mary and St. John, Summerside |
| 09 Jan 2017 | - | Janet Veith-Forbes, St. Mary and St. John, Summerside |

Eucharistic Ministers: Holy Eucharist

| | | |
|-------------|---|---|
| 01 Feb 2018 | - | Deborah Anthony, South Queens |
| 02 Feb 2018 | - | Nalom Clark, South Queens |
| 02 Feb 2018 | - | Borden L. Conrad, South Queens |
| 02 Feb 2018 | - | Patricia Cross, South Queens |
| 02 Feb 2018 | - | Dianne Keddy, South Queens |
| 02 Feb 2018 | - | Tracey Oickle, South Queens |
| 02 Feb 2018 | - | Pamela Oliver, South Queens |
| 02 Feb 2018 | - | Dorothy Oxner, South Queens |
| 02 Feb 2018 | - | David Wynot, South Queens |
| 16 Mar 2018 | - | Alec Pitt, Yarmouth & Tusket |
| 16 Mar 2018 | - | John Overton, Yarmouth & Tusket |
| 16 Mar 2018 | - | Kellianne Land, Yarmouth & Tusket |
| 16 Mar 2018 | - | Joan Fields, Yarmouth & Tusket |
| 15 May 2018 | - | Margie Vaughn, Christ Church, Dartmouth |
| 15 May 2018 | - | Marg Seaman, Christ Church, Dartmouth |
| 04 Jun 2018 | - | Terry James, Clements |
| 16 Jun 2018 | - | Bob Burgess, Strait Chedabucto |
| 16 Jun 2018 | - | Barbara England, Strait Chedabucto |
| 16 Jun 2018 | - | Karen England-Crispo, Strait Chedabucto |
| 16 Jun 2018 | - | Fred England, Strait Chedabucto |

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| | | |
|-------------|---|--|
| 16 Jun 2018 | - | Bob Park, Strait Chedabucto |
| 16 Jun 2018 | - | Mary Johnston, Strait Chedabucto |
| 16 Jun 2018 | - | Wendy Belyea, Strait Chedabucto |
| 16 Jun 2018 | - | Sharon Warner, Strait Chedabucto |
| 16 Jun 2018 | - | Marion 'Jackie' Welsh, Strait Chedabucto |
| 16 Jun 2018 | - | Eleanor Burgess, Strait Chedabucto |
| 17 Sep 2018 | - | Nathan McAllister, St. Georges', Hfx |
| 17 Sep 2018 | - | Alan Wilson, St. George's, Hfx |
| 26 Sep 2018 | - | Phyllis Bennett, Holy Trinity, Middleton |
| 26 Sep 2018 | - | Gail Wrenn, All Saints, Kingston |
| 26 Sep 2018 | - | Aline McNeil, All Saints, Kingston |
| 26 Sep 2018 | - | Anita Frittenburg, All Saints, Kingston |
| 26 Sep 2018 | - | Wynne Crowe, All Saints, Kingston |
| 26 Sep 2018 | - | Frances Webber, Holy Trinity, Middleton |
| 26 Sep 2018 | - | Wendy Rodda, Holy Trinity, Middleton |
| 26 Sep 2018 | - | Bryan Nelson, Holy Trinity, Middleton |
| 26 Sep 2018 | - | Barb MacEachern, Holy Trinity, Middleton |
| 01 Oct 2018 | - | Chantil Cooper, St. John the Evangelist, Sackville |
| 03 Oct 2018 | - | Sheila King, St. John the Evangelist, Sackville |
| 03 Oct 2018 | - | Alan MacLeod, St. John the Evangelist, Sackville |
| 11 Oct 2018 | - | Lynda Carter, Cornwallis |
| 11 Oct 2018 | - | Mike Carter, Cornwallis |
| 11 Oct 2018 | - | Sally McNeil, Cornwallis |
| 11 Oct 2018 | - | June Barkhouse, Cornwallis |
| 11 Oct 2018 | - | George Barkhouse, Cornwallis |
| 11 Oct 2018 | - | Sandra Nichols, Cornwallis |
| 11 Oct 2018 | - | Christine Ross, Cornwallis |
| 11 Oct 2018 | - | Lorna Marks, Cornwallis |
| 11 Nov 2018 | - | Paul Skene, Holy Spirit, Dartmouth |
| 21 Nov 2018 | - | Frank Riggs, St. Margaret of Scotland, Hfx |
| 01 Dec 2018 | - | Linda Burke, Cole Harbour |
| 20 Dec 2018 | - | Rachel Brighton, Bridgetown |
| 20 Dec 2018 | - | Mary Oldford, Bridgetown |
| 09 Jan 2017 | - | Catherine Fletcher, St Mary & St. John, Summerside |
| 09 Mar 2017 | - | Alana Foster, St. John the Evangelist, Sackville |
| 13 Mar 2017 | - | Darlene Locke, New London |
| 13 Mar 2017 | - | Amy McCarville, New London |
| 13 Mar 2017 | - | Corey Montgomery, New London |
| 11 Sep 2017 | - | Faye Smith, Yarmouth/Tusket |
| 11 Sep 2017 | - | David Warner, Yarmouth/Tusket |
| 11 Sep 2017 | - | Michelle Warner, Yarmouth/Tusket |
| 21 Sep 2017 | - | Ted Johnson, St. Peter's, Birch Cove |
| 21 Sep 2017 | - | Charmaine Dean, St. Peter's, Birch Cove |
| 21 Sep 2017 | - | Linda Jessop, St. Peter's, Birch Cove |
| 21 Sep 2017 | - | Moira Ingarfield, St. Peter's Birch Cove |
| 01 Oct 2017 | - | Victoria Henrikson, The Church of Saint Andrew, Cole Harbour |
| 01 Oct 2017 | - | Linda Rouleau, The Church of Saint Andrew, Cole Harbour |
| 01 Oct 2017 | - | Sarah Durnford, Spryfield |
| 04 Oct 2017 | - | Ivan Dagley, Yarmouth/Tusket |
| 04 Oct 2017 | - | Sadie Gould, Spryfield |

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04 Oct 2017 - Margaret Humphries, Spryfield
04 Oct 2017 - Margaret Sabeau, Spryfield

Eucharistic Minsters: Sick and Shut-In

05 Mar 2018 - Amy McCarville, New London
16 Apr 2018 - Sue Duncan, Westphal
04 May 2018 - Carolyn Howard, South Queens
15 May 2018 - Esther Kennedy, Christ Church, Dartmouth
01 Oct 2018 - Walter Westwood, St. John the Evangelist
01 Nov 2018 - Linda Burke, Cole Harbour
01 Nov 2018 - Brittany Drummond, Cole Harbour
01 Mar 2017 - Michael Winslow, Saint Andrew's, Locks Road, Dartmouth
01 Mar 2017 - Cal Lindsey, Saint Andrew's, Locks Road, Dartmouth
01 Mar 2017 - Sandy Kaiser, Saint Andrew's Locks Road, Dartmouth
01 Mar 2017 - Sean Francois, Saint Andrew's, Locks Road, Dartmouth
01 Mar 2017 - Yvonne Russell, Saint Andrew's, Locks Road, Dartmouth
08 May 2017 - Albert Hussey, St. Alban's, Whitney Pier
08 May 2017 - Muriel Miller, St. Alban's, Whitney Pier
08 May 2017 - Janet Wylde, St. Alban's, Whitney Pier
08 May 2017 - Raylene George, St. Alban's, Whitney Pier
08 May 2017 - David Keeping, St. Alban's, Whitney Pier
08 May 2017 - Cathy Stockley, St. Alban's, Whitney Pier
08 May 2017 - R. Doug Taylor, St. Alban's, Whitney Pier
08 May 2017 - Simeon Priddle, St. Alban's, Whitney Pier
22 Jun 2017 - Cassidy Coombs, Kentville
22 Jun 2017 - Katherine Waterbury, Kentville
22 Jun 2017 - Marilyn Hamlin, Kentville
27 Jun 2017 - John Reid, Kentville
06 Dec 2017 - Tony Smith, Eastern Passage
06 Dec 2017 - Jake Sheppard, Eastern Passage
06 Dec 2017 - Johnny Mosher, Eastern Passage
06 Dec 2017 - Larky Lewis, Eastern Passage
06 Dec 2017 - Shailyn Lewis, Eastern Passage
06 Dec 2017 - Gail Fulop, Eastern Passage
06 Dec 2017 - Paulette Mosher, Eastern Passage
06 Dec 2017 - Cathy Clarke, Eastern Passage
06 Dec 2017 - Adam Cooper, Eastern Passage
06 Dec 2017 - Julie Bergeron, Eastern Passage
06 Dec 2017 - Murray Billard, Eastern Passage
06 Dec 2017 - Art Boddy, Eastern Passage
06 Dec 2017 - Mike Detchkoff, Eastern Passage

Financial Management & Development (FMD) VSST

| | | |
|------------|--|------------------------------------|
| Membership | The Rev. Matthew Sponagle (Note Taker) | The Rev. Carl Fraser (Team Leader) |
| | Mr. Glen Greencorn (Controller) | Mr. Ted Johnson – Chair of Audit |
| | Mr. Andy Carras (Budget) | Mr. Derek Hounsell |
| | Mr. Jack Marshall | Ms. Sarah-Jane Raines |

Report for the Years 2017-2019

Terms of Reference

The Financial Management and Development VSST's vision is to deploy and develop the financial resources of the Diocese in supporting and upholding Parishes and Churches to become Christ-centered, mission-driven, ministering communities of faith that seek to bring the good news of Christ to the wider community, making disciples, forming Christians, and building up leaders for missional and kingdom work.

*(**** a full copy of the TOR will be appended to the end of the report)*

Summary

Quick Highlights

- 2017 – 2018 produced Balanced Budgets, with Year End Surpluses
- Clean Audits reveal strong controls/procedures and solid management processes
- Diocese is in a strong position, but remains 'vulnerable' as more than 80% of Diocesan Income comes through allotment, and as such is directly affected by what is happening in the parishes
- Programming, Monies and Budget priorities are being shifted to support parishes as they attempt to transition more fully into Missional Communities of Faith – ie MORE Mission School, the New Missional Initiative Monies in the 2018/2019 Budgets, Vital Church Maritimes, the reformation of the 'Creating Missional Communities' VSST
- Planning for the next 5 Years is critical to minimize the impact of current downward trends and maximize the potential for sustainability and growth into the future.

It remains a great privilege to work with Diocesan Staff and Leadership from across the Diocese. It is only through a spirit of committed team work that we can achieve such positive results year by year. It is only with a shared missional vision that we can harness all our insights, energy and skills to be able to provide solid management of our resources and monies, and offer forward thinking advise to Diocesan Council, to the Archbishop and to our parishes. Much success depends upon the steadfast service of individuals like Peter Flemming, our previous Controller (now serving as our Diocesan

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Insurance Advisor), Patrick Pearce and Tammy Cummins – you are invaluable members of our Diocesan Team. Thank you for on-going work and support. We gratefully acknowledge the long service of our previous Insurance Advisor – Jarvis Deconde (August 2017). As well, we are delighted to recognize our new Controller, Glen Greencorn, who already has brought new gifts, perspectives and insights into our discussion and decision-making processes. Combined with strong leadership from the other VSSTs and Diocesan Council, we continue the work of shaping and reshaping our structures, our management policies, our budget priorities so that we are missionally focused and can provide as much encouragement as possible to parishes as they wrestle with current realities and reshape their lives/communities for carrying and sharing the wonderful good news of Jesus into the future.

For years 2017-2019, with thanksgiving we celebrate the incredible work of our parishes and their support of the Diocese. In this time, the compliance rate with regard to allotment has remained at a record high level – 96%+. This has allowed for yearly surpluses, and these surpluses have been well used – reinvested for the benefit of the parishes and the Diocese. We know that parishes are struggling with attendance and raising monies to support their ministries/parish life. Yet with much relief and some head scratching, all forecasts of “impending collapse” have not come to pass, however that does not mean we’ve been complacent. Three years of MORE Mission Schools, the availability of New Missional Initiatives Monies for 2018 and 2019, the inspiration of Vital Church Maritimes Conferences, the excitement of the Connectors (Intentional Missional Learning Group) and other efforts, are helping us to lay a strong foundation for the future. Our trends tell us that though we’ve enjoyed record compliance levels and surpluses for 7+ years, we cannot manage our way out of decline and into growth. To grow, we will need to embrace a significant revisioning of the Diocese, its programs and budget, and consequently a revisioning of our parishes. Again, we believe a strong partnership and relationship between the parishes and the Diocese positions us well for navigating our way into the unknown church of the future.

In 2019, we began a 5 Year Planning Process, trying to identify the needs/trends of the next years. This process calls us to prioritize our Diocesan programs and resources for building up parishes in Making Disciples, Christian Formation and Growing Leaders (laity and clergy) for missional living. It calls for deepening trust between the parishes and Diocese, and for renewed courage and risk taking on all our parts, and most of all a revived faith in our Lord Jesus. Let us not be afraid but through the power of love, walk with confidence into God’s future.

***Deuteronomy 31:6 - 6 Be strong! Be courageous! Do not be afraid of them!
For the Lord your God will be with you. He will neither fail you nor forsake you.”***

***2 Timothy 1:7 - for God did not give us a spirit of cowardice, but rather a spirit of power
and of love and of self-discipline.***

Summary of Work Completed

Year 2017

- Worked with Budget Sub and Diocesan Council to pass a balanced budget for 2018,

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- which included new funding (\$42,500) to support New Missional Initiatives
- The 2017 Budget was based on 92% compliance – actual compliance 96+%
- Ended 2017 with a significant surplus - \$160K
- Monitoring trends re. Allotment, Payroll, Sources of Funding
- Monitored the Performance of the CTF (*Consolidated Trust Fund*)
as Divestment/Reinvestment (from Fossil Fuels) starts as per motion Diocesan Council - Dec 2016
- Developed the Diocesan Guideline re Raffles (Synod 2017 passed motion allowing raffles)
- Continued to explore, develop and consult widely regarding a Proposal for Missional Allotment changes
- Assisted with the Renewal of Diocesan Auditors Contract for 3 Years, Insurance Renewal, implementing a policy re. yearly COLA – Cost of Living Adjustment for Diocesan staff and clergy, and the transition from the Diocesan Medical Plan (Blue Cross) to the National Church Plan (Manulife)
- Promotion of the “I Intend” Parish Stewardship Program

Year 2018

- Worked with Budget Sub and Diocesan Council to pass a balanced budget for 2019
Which again included new monies (\$25,000) for New Missional Initiatives.
- The 2018 Budget was based on 94% compliance – actual compliance 97%
- Ended 2018 with a surplus - \$65K
- Oversaw the process of receiving/reviewing 6 applications for New Missional Initiatives – with the successful applicants being – a Diocesan Summer Camp program, The Connectors (Missional Leadership Cohort), a Retreat for Environmentalist, and a Parish Exploration/Experiment
- Continued the work of monitoring trends re Parishes, CFT and other areas of concern
- Worked with Diocesan Times Board and Diocesan Council to secure stable funding (approx. \$36K) for the Diocesan Times for the next 2 years as they investigate options for the viability of the DT into the future.
- Regional Presentations re the Missional Allotment Proposal, discussion with many groups and stake holders.
- Continued the work of ‘Missional Budgeting’ – prioritizing mission support for Parishes
- Assisted with the repopulate of the Audit Subcommittee
- Worked with Diocesan Staff regarding the process of hiring a new Diocesan Controller
- Started reviewing materials and ideas regarding 5 Year Planning Process
- Supported Diocesan Council in making a legacy gift of \$150K to Atlantic School of Theology (AST) for their Solar Energy Project as our contribution to their Capital Campaign. The value

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of the Diocesan Gift increases to \$270K+ as it generates income to benefit the School for the next decade and beyond.

Year 2019

- 2019 Budget is based on 94% Compliance Rate re Allotment
- 2019 Budget also includes \$25,000 for New Missional Initiatives (NMI) – by the end of Feb 2019 we had received 15 applications for possible funding from across the Diocese and are currently reviewing them. We will further support those applications which do not receive NMI monies by forwarding them to the Growth for Ministry Fund or the Church Extension Fund if they are deemed suitable matches with their grant criteria.
- We have begun the budgeting process for 2020 by reviewing the underlying assumptions for the next Budget, as well as consideration of the impact of motions regarding allotment, among them, the Missional Allotment Proposal.
- **March 9, 2019 – 5 Year Planning Process – Initial Consultation**
Using the method of Lego Serious Play, we were guided through a process of playing with lego to surface our concerns and hopes for the future, as well percolating potential ideas to help move us into future and position us for strength and growth. We are considering how we might use the gathering of leadership at Synod 2019 to elicit feedback re their sense of Diocesan priorities and program needs for the future.
- Reviewing/Redrafting the “Auditor’s Checklist” and the financial review forms for parishes (these new forms will come into effect at the end of 2019)
- Assisted Diocesan Council with drafting motions for Synod 2019 re Canon 16 and Canon 37
- Monitoring the Divestment/Reinvestment (from Fossil Fuels) Process of the CTF (Consolidated Trust Fund) especially now that 8 quarters have passed.
- We are studying the various grant applications/processes (Growth for Ministry, Church Extension Fund, New Missional Initiatives, Lay Leadership Legacy Fund, Anglican Foundation, etc) to see if we can develop a “Single Point of Entry” System whereby parishes/regions/groups would make an application and the application would be assessed and sent on the best matching grant source, simplifying and streamlining the process from the parish side.

Budgeting, Auditing of Diocesan Financial Statements

We are indebted to Andy Carras, Ted Johnson, Edith Marshall and all Diocesan Staff for their leadership in guiding various processes, preparing reports and supporting documents.

We are grateful to the support staff of the Diocesan Office and also of the Cathedral, who work together brilliantly to undergird our efforts.

Conclusion

We pray this summary shows the steady and constant work that is being done to benefit all our parishes and the Diocese now and for years to come. With a commitment to effective/efficient management and mission forward thinking, let us even more dare to join God in all our neighbourhoods, and partner with God to change and transform the lives of our neighbours and communities with the Gospel of Love and Life, in Jesus our Lord.

Our Faith Can Move Mountains (Mark 11:22-24 CEV)

“Have faith in God! If you have faith in God and don’t doubt, you can tell this mountain to get up and jump into the sea, and it will. Everything you ask for in prayer will be yours, if you only have faith.”

Carl Fraser

Team Leader – FMD VSST

Terms of Reference – Complete

The Financial Management and Development VSST responsibilities include:

- Parish Support– providing Diocesan-run services including central payroll, health care plan, Diocesan programs and Diocesan support (fiscal, personnel, policies and practices and infrastructure) to Regional and Parochial events and activities.
- Revenue– providing oversight of the development of the Diocesan budget and promotion of the compliance with the allotment set by Diocesan Council. Oversight of the development of an investment strategy, which fits with the Diocesan vision, that provides growth in revenue available to the Diocese and Parishes. Oversight and guidance on the development of special appeal strategies to address short term needs and long term sustainment of Diocesan programs. Promotion of and support of Diocesan planned giving strategies.
- Compensation and Benefits: working in collaboration with the Human Resource VSST to develop attractive and fiscal responsible compensation and benefits packages that will attract persons to ordained ministry and lay service to the Diocese.
- Financial Organization and Structure– working in collaboration with other VSSTs and Diocesan staff to develop a Diocesan financial structure that is dynamic and flexible and to recommend adjustments to the structure to meet new or developing needs. To eliminate duplication of effort in the provision of financial support or development.
- Measurement– developing financial performance measurement tools and guidelines on the outputs of the Financial Management and Development VSST, reviewing these annually and communicating the review to the Diocese

The Financial Management and Development VSST will be composed of:

- Team Leader– ordained or lay active member of the Diocese with financial background;
- Members– 6 to 8 lay or ordained with interest in, and expertise about, financial management or financial development, appointed by Diocesan Council;
- Other supports– The Diocesan Controller is the staff support person to the Financial Management and Development VSST. The chairs of the Task Groups of the Financial Management and Development VSST may be members of the VSST or they may participate as resource people for particular meetings. Other VSST Team Leaders will be invited to attend when the finances concerning their work is being discussed, (i.e. the Chair of Human Resource VSST will be expected to attend when the cost of compensation and benefits is being discussed by the Financial Management and Development VSST).

Terms of Appointed Members of the Financial Management and Development VSST

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- The Team Leader shall be appointed by the Bishop, approved by Diocesan Council, and made a Co-opted member of Diocesan Council by the Bishop.
- The Team Leader shall be appointed for a two year term and may be appointed for not more than two additional consecutive terms of two years each.
- One half of the initial members shall be appointed by the Diocesan Council for one year terms and thereafter their replacements shall be appointed for two year terms, and the other half of the initial members shall be appointed for two year terms, such that the members shall have staggered terms that do not all end at the same time. Members may be appointed for not more than two additional consecutive terms of two years each.

The Financial Management and Development VSST will:

- Meet quarterly at least three weeks in advance of the Diocesan Council meeting
- Meet to address specific issues with two weeks' notice of the meeting
- Conduct meetings in person or by teleconference
- Hold meetings normally at the Diocesan Centre although meetings in other venues are permitted.

The Financial Management and Development VSST will;

- Report at the regular meeting of Diocesan Council;
- Report to the Diocesan Synod;
- Provide an annual summary the measurement of its objectives to the Diocese;
- Provide input to Regions on an as required basis;
- Conduct workshops as required or requested.

The Financial Management and Development VSST will be supported by:

- Budget Task Group;
- Mortgage, Loan, and Property Task Group;
- Investment Task Group;
- Planned Giving and Development Task Group;
- The Diocesan Insurance Advisor.



Youth and Family Ministry V.S.S.T

Members

Debbie Fice - Team Lead, Allie Colp - YFM Coordinator, Rev. Brianna Andrews, Rev. Elliott Siteman (on leave), Judi Colp, Melinda Tattrie, Jessie Bower (Encounter/TEC contact).

Priorities

The current priorities of the YFM VSST are as follows:

- To promote, support and facilitate youth-centered diocesan initiatives such as the Diocesan Youth Conference (DYC), the Teens Encounter Christ (TEC/Encounter) weekend and the Canadian Lutheran Anglican Youth (CLAY) gathering.
- To facilitate and promote a diocesan-wide communication network between youth and family ministry leaders.
- To help promote and implement training for youth leaders.
- To create a resource and information database for the diocese that would include information on Sunday school resources, family and intergenerational ministry resources and ideas and Baptism and Confirmation program ideas.
- To encourage and promote youth in the diocese to participate in National Youth Initiatives.
- To work with the Diocesan Youth and Family Ministry co-ordinator to promote youth and family ministry initiatives.
- Looking to promote/facilitate youth and family regional or diocesan gatherings.

Summary of Activity since Synod 2017

There have been two successful DYCs since the Synod 2017 and, in 2018, our Diocese was very well represented at the CLAY gathering in Thunder Bay.

We have had two successful Encounter weekends (TEC) since Synod 2017, and will be holding another before Synod 2019.

We have been developing the young adult ministry with Emerge Retreat weekends, and the group that attended Emerge 2019 have expressed interest in meeting more often.

A small, but mighty, task group is working to provide kits to churches in the diocese to encourage, and provide space for breastfeeding in the church.

We continue to develop training programs for youth leaders in the areas of Radical Hospitality and Healthy Boundaries.

We did meet quarterly, either in person or using electronic means. The Diocesan ZOOM platform has been extremely useful.

Future Plans

We plan to meet quarterly. We will continue to promote, support and facilitate DYC, TEC and CLAY. We will continue to work with and support the Youth and Family Ministry co-ordinator. Some of the other areas/needs we are looking to address are: equipping parents to be able to talk about faith in the

home; equipping people to pray; youth leaders feel unequipped and disconnected –can we support them with leadership training (not just how to be a youth group leader); supporting regional youth ministry; partnering with the Mothers’ Union to promote their parenting program; supporting youth at Synod; empowering and enabling Sunday school teachers; exploring avenues of communication with parishes/regions; youth mental health support and education; families connecting with each other; Religion in Life support (guides/scouts); Regional gatherings, Facebook community building; network of youth leaders; Confirmation and Baptism resources and resource accessibility and mentorship.

Respectfully submitted,

Debbie Fice
Team Lead

Human Resources VSST

Members: Rev. John Morrell (Team Leader); Rev. Rachael Parker (Notetaker); Edith Marshall; Allan Turner; Jeff Marshall; Carolyn Chenhall; Rev. Laurie Omstead; Rev. and Cheryl Rafus, Canon Gordon Redden and Glen Greencorn.

Vision: To interpret the Diocesan Vision of being a “Christ-centered, mission minded, ministering community of faith” in regard to healthy relationships and good working conditions for clergy and laity employed by the Diocese and Parishes in Nova Scotia and Prince Edward Island.

Strategy:

- to develop, maintain and upgrade human resources policies and procedures which help build healthy working relationships in the Diocese;
- to monitor and measure outcomes to ensure good working environments and positive relationships;
- to plan for and encourage recruitment, training and continuing development of clergy;
- to respond to specific difficulties in the area of HR as they emerge; and
- as needed, to work with other Diocesan Committees and VSST’s as well as reporting on a regular basis to Diocesan Council.

Since our last report to Synod, Human Resources has had some changes in membership. The Rev. Judi Philips, Dr. Geraldine Thomas and Jamie Cochran retired as members after many year’s of service. We welcomed new members: the Rev. Cheryl Rafuse and Allan Turner. The Rev. Canon Gordon Redden continues as our main Staff Liaison. We welcome new Diocesan Controller Glen Greencorn to our meetings when items within his area of management are being discussed, e.g. in January 2019 the implementation of the new rates for the Manulife Health Benefits Plan.

In the past two years, we have completed the following actions:

- tranfered manangement of the Diocesan Health Care Plan from Medavie Blue Cross to the General Synod Health Care Plan administered by Manulife Financial, effective 1 September 2017. We continue to offer three categories of participants – Single, Double (2 people) and Family (3 or more) with appropriate rates.

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- continued work on the multitude of clergy titles in our policies, especially around the broad use of Priest-in-Charge and the increase in part-time ministries.
- established a policy with regard to annual cost of living increases for Clergy and Diocesan Staff.
- received and discussed a Mercer Report on Diocesan Staff salaries and their comparison to other similar positions in Atlantic Canada.
- reviewed the Youth and Family Ministries Program Architect positions for the summer of 2018 and 2019. These are four month positions to assist parishes in establishing summer day camp programs.
- discussed concerns about HR services and benefits for Part-time clergy.
- revised HR Policy 2.1.16, Medical Leave, to reflect a change in the EI short term benefit.
- discussed the changes to the Canada Pension plan whereby someone retired and receiving CPP benefits who returns to work, even on a part-time basis, can apply to have CPP Premiums reinstated. However, our General Synod Pension Plan does not allow anyone receiving retirement benefits to have Pension deductions reinstated if they return to work in ministries covered by the General Synod Pension Plan.
- reviewed the job description for the position of Diocesan Controller.
- revised HR Policy 2.1.22, Professional Development for Clergy, by adding a separate section on Retreats for Clergy. Active clergy are entitled to an annual retreat of 5-10 days (including travel out-of-province) in addition to the one week allowed for Continuing Education purposes.
- revised HR Policy 2.1.17, Synod Staff Grievance Procedure.
- received a report from the General Synod Pension Office that the Continuing Education Contributions will increase in steps – to \$600 for 2019, \$ 750 for 2020, and \$900 for 2021. Approximately 33% of the clergy access these funds on a yearly basis.
- discussed a possible need for a Diocesan Social Media Policy.
- approved the hiring of a new Payroll Clerk on a full-time basis.
- revised HR Policy 2.1.10, Clergy Employment Outside of Regular Duties, to reflect the reality of part-time clergy.
- revised HR Policy 2.1.14, Long Term Disability, to now reference the Plan and Benefits on the General Synod Pension website.
- revised HR Policy 2.1.13, Staff Personal Expenses Guideline, to up date meal allowances.

The following items are still active on our Agenda:

- reviewing all HR policies beginning with the oldest policies in need of revision; and
- holding a Retirement Planning Session before the end of 2020, hopefully in conjunction with a clergy conference.

Respectfully submitted,

The Rev. John K. Morrell
Team Leader

Building Healthy Parishes

Our Members

Team Lead: Tanya Moxley

Members: Ron Barkhouse, Shirley Carras, ABp Cutler, David Harrison, Trevor Lightfoot, Gordon Redden, Ed Trevors, Lisa Vaughn

Our Priorities

In August of 2016 we held a strategy planning retreat at the Debert Centre. Our group of 20 agreed that we will focus on three priorities for the next 2-3 years:

1. Christian Formation
2. Building New Disciples
3. Considering Leadership Models

Our highest priority for 2017-18 is Christian Formation. To that end we have formed a task group to “undertake the collection and/or design of a series of resources / policies / processes to be made available to parishes that will help and encourage them to work together to provide Christian Formation activities to existing and potential new members in their community.” The group will report in to us regularly and finish up its work by next spring (2018).

We have also developed a PowerPoint file outlining our interest in Christian Formation, and it is available to download from our page on the Diocesan web site. It includes a script and questions for discussion that can be used by any Parish Council or study group.

Summary of Activities & Initiatives Undertaken Since Synod 2017

Healthy Churches Handbook – In 2016 and 2017 several more parishes participated in activities facilitated by our team members using this material.

Faith Sharing Cards – A deck of cards was distributed to every parish in 2017, mostly at Synod. Many individuals such as Archdeacons, Regional Deans, and various lay leaders received their own deck. In the past two years we have received many reports of creative ways that the cards have been used, and hope that they are still being used in your parish.

Diocesan Times – Lisa Vaughn provided several articles to the Diocesan Times about our various initiatives and how to get involved.

MORE Mission School – The MORE Mission schools were not a direct activity of the BHP team, however several of our members helped design and facilitate the workshops. It was great to see the growing enthusiasm throughout the Diocese for this program. MORE #3 wrapped up this past spring, and many folks are already asking when they can expect #4 to arrive in their region. All the materials provided at the workshops are available on our web site for download, whether you attended or not.

Vital Church Maritimes – An annual event well worth attending every year! If you haven't been to one yet, plan to get there in 2019. If you missed 2018 but would like to access the audio recordings, contact the Synod Office. There is a \$20 fee for those who did not go, but if you did go, they are free.

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National Church Consultations – BHP helped provide funding for several people to attend the consultation held in Toronto in 2017 that focused on new ministry models and sharing ideas for missional activities. All attendees brought home new ideas and resources to be used in their parishes or even regionally.

Training for Lay Visitors – A variety of resources on this topic can be downloaded from our BHP section of the Diocesan web site. Some are short and simple while others are much more involved. Choose what makes sense for your context, and modify it as needed.

Community Conversations – There are resources available on the BHP web site and in the MORE #3 materials about how to get to know your community. Try them out!

Plans for the Future

In April 2018 our team recommended to Diocesan Council that the Building Healthy Parishes and Healthy Leadership teams be combined into a new VSST focused on creating missional communities. There was considerable overlap between the two groups at the same time that both groups were struggling with membership and deciding what to do next. The recommendation was accepted by Diocesan Council and the two VSSTs were disbanded. A consultation is scheduled for March 2019 to consider a mandate and membership for this new group going forward.

Respectfully Submitted,

Tanya Moxley

Team Lead

Mission, Outreach and Social Justice Team (MOST) VSST

Coordinator: The Rev. Marian Lucas-Jefferies

Task Groups:

PWRDF - Chris Pharo

Refugee Sponsorship - Marie Kettle

Environment - The Rev. Marian Lucas-Jefferies

Fairness in Basic Human Needs - Andy Sherin

First Nations Relationships

Reporting Period: Feb 2017 – Feb 2019

MOST is the umbrella group for all social justice groups in our diocese, critical for a church that strives to be mission oriented.

Mission: To interpret the Diocesan Vision of being a "Christ-centered, mission-minded, ministering community of faith" in the light of the needs of the wider community.

Goals:

1. To make real God's vision of a world which is peaceful, just, equal and in right relationship with each other and creation.
2. To interpret to the parishes three of the Anglican Communion's Marks of Mission;

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To respond to human need with loving service.

To seek to transform the unjust structures of society.

To strive to safeguard the integrity of creation and to sustain and renew the life of the earth.

This past two years, the individual leaders of the various Task Groups under the umbrella group MOST focused on leading their individual task groups so each group to maximize its impact (See individual reports).

Meetings have been kept to a minimum and most communication has been by Email. Occasionally, depending on the issue, MOST Task Group leaders have interacted and supported each other to increase effectiveness when they are dealing with common causes or interests.

Over the past two years, MOST has continued to make small monetary contributions to a variety of programs or groups which associated with the five areas of mission we have identified.

I wish to thank Chris Phao, Marie Kettle, Andy Sherin and The Rev. Margie Fagan for their ministry over the past years and the difference it has made in people's lives.

Respectfully submitted,
The Rev. Marian Lucas-Jefferies

MOST - Environment Network (EN)

CARING FOR GOD'S CREATION: PLEASE BRING A REUSABLE TRAVEL MUG AND/OR WATER BOTTLE TO SYNOD TO REDUCE WASTE.

Growth: In the past two years the number of people connected to the Environment Network has more than doubled from 2017 from approximately 120 to more than 250, representing more than 50 parishes. 2 parishes have 10 people connected and another 2 parishes have 7 connected to the network. Parishes are now forming their own green committees. We have a number of people from NS & PEI not affiliated with a parish but who are connected to the church through network. That includes people from more than a dozen environmental organizations in the diocese. The network also has people connected from outside the diocese: 12 from the Diocese of Fredericton (where no network presently exists), people from 4 different countries as well as a number of provinces and other dioceses across Canada.

Vision: Originally created to help Anglicans in the Diocese of NS & PEI exemplify the fifth Mark of Mission: to "safeguard the integrity of creation and sustain and renew the life of the earth." and live out the new baptismal vow: "Will you strive to safeguard the integrity of God's creation and respect, sustain, and renew the life of the earth?", the Environment Network has become a community of faith that has grown and evolved in its ministry and now supports Anglicans and others as they live out the Five Marks of Mission and baptismal vows.

Strategy/Goals: Provide an opportunity for Anglicans and others to share information that pertains to caring for creation. Provide support for Anglicans and others interested in caring for creation. Help connect Anglicans and others in our diocese and beyond who are interested in caring for creation, in particular the various aspects of environmentalism. Together we pray, learn and take action.

Objectives: Support and assist the diocese and parishes in reducing energy costs in buildings, supporting sustainable agricultural practices, exploring use of alternative energy sources, promoting reducing, reusing and recycling and local involvement in issues affecting the environment in our diocese and encouraging interest in worship that has a focus on caring for creation. Connect people with specific environmental interests within the diocese, with local environmental groups and with other Christians nationally and internationally.

The Environment Network of the Diocese of Nova Scotia and Prince Edward Island was established in the spring of 2012. It currently has more than 250 people connected to the network and is growing. The network is engaged in encouraging and supporting sustainable agriculture practices, e.g. organic farming and buying local, speaking out about environmental issues like climate change, fracking, storage of underground natural gas, mining, healthy forests etc. The network has encouraged and assisted the diocese in the development policy on divestment of fossil fuels and renewable energy, encourages parishes to practice the 3Rs, reduce, reuse and recycle and reduce energy consumption in their church buildings. We connect, support and encourage Anglicans and others who want to actively engage in caring about God's creation by sharing information and resources, supporting people as they take action on environmental issues important to them and connect with Anglicans, ecumenical partners and partner and support others are interested or passionate about a healthy planet.

At this time when we all need to feel hope, our ministry involves providing spiritual support, retreats and worship resources for those who care about creation, the network holds day retreats around the diocese and has applied for funding for an Eco Justice Fair during Season of Creation in September. The network engages in prayer, education and action in a variety of ways eg. our Archbishop has spoken publically about issues like fracking. The network shares petitions, people connected to the network are partnering with parishes as well as organizations like the Nova Scotia Environmental Network, Ecology Action Centre, Extinction Rebellion and Kairos. Finally, kudos to the Synod Planning Committee for its efforts to reduce waste at this gathering and to the diocese for contributing \$150,000 to the Atlantic School of Theology for solar panels on the roof of the library.

ALL ANGLICANS in the diocese are welcome to become members of the Environment Network by Email (marian.lucas.jefferies@gmail.com) or through Facebook (Environment Network Diocese of NS & PEI)

Respectfully submitted,
The Rev. Marian Lucas-Jefferies
Coordinator, Environment Network

MOST – The Primate's World Relief and Development Fund

This is what the Lord Almighty said: 'Administer true justice; show mercy and compassion to one another. Do not oppress the widow or the fatherless, the foreigner or the poor.' Zechariah 7:9-10 | NIV

What Is the Primate's World Relief and Development Fund (PWRDF)?

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PWRDF is the Canadian Anglican response for emergency relief, refugees, development and justice. As an instrument of faith, PWRDF connects Anglicans in Canada to communities around the world in dynamic partnerships to advance sustainable development, to respond to emergencies, to assist refugees, and to act for positive change.

The PWRDF has its beginning here in our Diocese! The Primate's World Relief Fund, as it was originally known, emerged in response to Anglicans across Canada coming to the residents of the Town of Springhill after the mining disaster of 1958. We are now celebrating 60 years of providing hope to those in need all over the world.

The P stands for Primate (the head of the Anglican Church of Canada) but it also stands for our partners in Canada and around the world, people-centred development and for the parish volunteers who engage Canadians with our work.

What Does It Do?

PWRDF strives to:

- Cultivate new ways of working and increase expertise in relief and development work;
- Establish effective means to share and live the story;
- Embody financial stability within the framework of our values:
 - Economy of Grace
 - Transformative Collaboration
 - The Beauty and Harmony of Creation
 - Walking Together

PWRDF works in partnership with organizations in Canada and throughout the world to support people-centered development that improves the quality of daily life for vulnerable populations, promotes self-reliance, and addresses root causes of poverty and injustice.

Most of PWRDF's emergency response work is done through the ACT Alliance, which is a global organization of more than 140 churches and agencies working together for relief, development and advocacy. The various emergency appeals have been numerous over the past two years.

It should also be noted that PWRDF, being true to its genesis of the Springhill Mining disaster, continues to respond to emergencies and natural disasters here at home. Most recent examples include providing financial support to the Diocese of Yukon many communities were affected by wildfires.

PWRDF supports Canadian Anglicans sponsoring refugees. There are currently 15 Anglican dioceses that are Sponsorship Agreement Holders (SAHs) including the Diocese of Nova Scotia and PEI. Each of those SAHs has a Refugee Coordinator and once a year they gather as the PWRDF Refugee Network to exchange information, network and strategize immediately prior to an annual meeting between all Canadian SAHs and the government (Immigration, Refugees and Citizens). The Refugee Coordinator for this Diocese is Marie Kettle. PWRDF also support refugees, internally displaced people and stateless people in other parts of the world through our Development Programs and Humanitarian Response and Disaster Relief Canada .

Programs

The PWRDF programs address:

- Preventive Health
- Food Security and Climate Change Mitigation
- Indigenous Communities
- Empowering Women
- Disaster Response and Humanitarian Relief
- Accompanying Refugees

A major development project is the All Mothers and Children Count (AMCC) program which is co-funded by PWRDF and Global Affairs Canada. Funding provided by Global Affairs Canada is provided on a 6:1 funding ratio. As such, PWRDF has to match this funding with one dollar for every six dollars provided by the Canadian Government. Projects that are not part of the AMCC program receive funds from PWRDF only. PWRDF programs have achieved considerable results both, in the area of maternal, newborn and child health and other community development sectors

PWRDF is also a member of the Canadian Food Grains Bank. Donations can be directed to CFGB through PWRDF where they are matched 4:1 by the federal Government.

Local Context

The Diocese of Nova Scotia and Prince Edward Island continues to be a very strong supporter of the work of PWRDF. Please know that this support is very much appreciated and is well stewarded.

My primary role as Diocesan Coordinator is to keep the work of PWRDF before us here in this Diocese. I do this in many ways – through social media, presentations at meeting, preaching at Sunday morning worship, supporting Parish Representatives and organizing an annual workshop. The workshop is usually attended by our Bishop as well as a representative from the PWRDF staff. Attendance at these workshops averages around 30-40 depending on the location.

I also represent the Diocese at regular joint meetings of PWRDF staff and Diocesan Representatives.

I also want to acknowledge the network of volunteer Parish Representatives in the Diocese. They do a tremendous amount of very creative work around organizing parish events, ordering resources and educating Anglicans about the work of PWRDF at the parish level. Thank you for all you do.

Our Diocese is also very well represented on the PWRDF Board of Directors. Archdeacon John Clarke is a Board member and Mike Mackenzie serves as Youth Council liaison to the Board.

For more information on PWRDF's work, priorities, finances, educational resources and its policies please visit the newly updated website at www.pwrdf.org. You can not only download resources from the website but also make donations and order parish resources.

On behalf of PWRDF, thank you for your support.

Respectfully submitted,

Chris Pharo
PWRDF Diocesan Representative

Building Healthy Leadership VSST

Team Members: Rev. Cathy Lee Cunningham (Consulting Member); Most Rev. Ron Cutler; Richard Derible; Selma Doucet; Georgie Granchelli; Wayne Hamlin; Rev. Heather MacEachern; Cynthia Pilichos; and Rev. Lisa Vaughn.

Reporting Period: April 2017 – March 2019
The VSST held its last “official” session in June 2017.

Vision: The vision of healthy leadership for lay and ordained, as it strives to interpret and live the diocesan vision of being a “Christ-centered, mission-minded, ministering community of faith”, is characterized by 5 C's: the ability to promote positive change in seeking God's mission, while building capacity, fostering community, enhancing confidence, and developing competence. It is a vision of transformative, collaborative leadership.

Mandate: The overall mandate of the VSST is to enable the parishes and the diocese to identify, develop, and nurture lay and ordained leaders. Specifically, the mandate was organized in three broad areas:

1. discernment & call
2. leadership development & support; and,
3. modelling healthy leadership as a VSST.

Objectives:

- 1: Re-create the discernment process to include all ministries
- 2: Develop capacity and support for succession planning
- 3: Validate current leadership development work and inventory leadership assets, needs, and resources
- 4: Clearly define all leadership roles and determine and adopt competencies for each
- 5: Offer and / or coordinate learning opportunities, support, and resources for leadership of all ministries, on a continuing basis, with particular emphasis on the leadership of change and collaboration

Update:

In 2016, I indicated that I would be completing my time as Chair, in a direct way, with the VSST at the end of June 2017. It was the intent that the work of the VSST would continue under the leadership of a new Chair. My report to Diocesan Council in June 2017 noted that it was my last report as Chair of the VSST. As it turned out, there was no one on the VSST who was able or willing to become the Chair, so the last “official” activity of the VSST was a workshop entitled: *Becoming Conflict Competent: Engaging in Courageous Conversations*. This workshop was co-designed and co-facilitated by Richard Derible, Dorothy Pedlar (external to the VSST, Respectful Workplace Consultant, former Halifax Regional School Board), and me. The original plan was to “field test” this workshop with a parish council in the metro area, but the June 2017 date did not work for parish councils, although there was definite interest.

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I met with Archbishop Ron in February 2018 to explore some next steps for Building Healthy Leadership, given that there was not a Chair for the VSST. We reaffirmed the many aspects within the diocese that are leadership focused: other VSSTs, especially Building Healthy Parishes; the Bishop's Innovation Team; Coordinators: CAPP, Parish Vitality, Vocations, and Youth; Community of Deacons; EfM; Anglican Church Women Diocesan Board; Diocesan Mothers' Union; Cursillo; Licensed Lay Readers' Association; Vital Church Maritime Conferences; and MORE Missional Schools. It is encouraging that there are so many organizations in the diocese that promote healthy leadership; however, I still feel there are some specific areas yet to be addressed. It should be noted that Healthy Leadership has already developed, in full or in part, workshop modules for: a.) effective communication; b.) engaging in difficult conversations; c.) functioning as a team; and, d.) managing change. These workshops are in addition to the fully developed (and presented several times) Parish Council workshop: *Enhancing the Leadership Potential and Performance of the Parish Council*.

I am very encouraged to know that this VSST is being re-imagined with Building Healthy Parishes to create the new entity, *Creating Missional Communities*. I commend Diocesan Council for taking this step. It shows the diocese's openness to change and its ability to respond to evolving circumstances.

The Parish Council workshop addresses the *what*, *why* and *how* of the Parish Council (Canon 35 pertains) the *how* of the Parish Council. When designing the workshop, *Enhancing the Leadership Potential and Performance of the Parish Council*, it was felt that a learning opportunity for parish officers had to offer much more than a "laundry list" of tasks: there had to be a validation of the leadership involved in these roles and, specifically, a validation of the Parish Council itself as a shared leadership entity; that the Parish Council had to be understood as being more than a management committee for the parish, although there is a strong management function. Leadership and management go hand-in-hand with the parish council.

However, a significant leadership gap in the diocese is having the person power within to facilitate these already fully or partially designed learning opportunities. I feel the next logical step is to develop a proposal for funding (from an appropriate source in the diocese) in order to develop a *Facilitator Training Module*, with the ultimate goal of training a cadre of facilitators for the diocese, representative of the various regions; having a cadre of trained facilitators would increase the possibility of leadership development learning opportunities becoming a reality and would be a significant step in building capacity. I am prepared to work on the development of such a proposal for the funding to create a *Facilitator Training Module*.

Another capacity-building endeavour that I feel *Creating Missional Communities* should promote is the *Revive* program, authored by the Rev. Canon Dr. Dawn Davis, formerly of our diocese and now the Faith Formation Coordinator for the Diocese of Niagara. *Revive* is a small group discipleship program that celebrates the dedicated service of lay leaders and encourages their spiritual development. The Rector of one of the pilot congregations for *Revive* notes that "*Revive* is a great tool for congregational growth – it helps take members deeper in their walk with God and one another." Our diocese has several copies of *Revive* and parishes can contact Rev. Lisa Vaughn, Parish Vitality Coordinator for our diocese, to learn more about this program.

Testimonials of vibrancy and vitality in the diocese can be seen in the many contributions in *The Diocesan Times*. There is much evidence of a diocese organized to foster mission. Healthy leadership requires all of these established diocesan resources, as well as the leadership of the newly formed *Creating Missional Communities*, to affirm and enable the gifts of lay and ordained, women and men,

young and not-so-young (in other words, any baptized person), to be released for the true mission of the church. Thanks be to God.

Cynthia Pilichos
Former Chair

Parish Vitality Coordinator 2019 Report to Synod

March 2017 to March 2019



What is the PVC?

The Diocesan Parish Vitality Coordinator's role is to empower parishes by helping them discern a way forward to meet their mission-oriented objectives. This includes consulting, inspiring, building up leaders, coaching and exploring a variety of options to help congregations grow in vitality.

The PVC is available upon request to work with regions, parishes, groups of parishes, and lay and clergy leaders. This may be for general or specific consultation, training, and facilitation of processes to help congregations build on their strengths and reimagine ministry in a post-Christendom time. This collaborative work may be focused on matters related to evangelism, discipleship, leadership, healthy structures, new models of team ministry, congregational 're-boots', Fresh Expressions of church (starting new missional gatherings), and to help create Mission Action Plans (MAPs).

Some Tools in the PVC Kit

A few of the resources and workshops the Parish Vitality Coordinator can offer:

- Church Identity: who are we? what are we about?
- We are blessed: identifying God's generous gifts for ministry.
- ADVANCE: parish (or regional) discernment for viability and redevelopment.
- AIM: clarifying vision, goals and priorities for congregations. (Mission Action Plans)
- Making Disciples: from the seeker to the committed.
- Fresh Expressions of Church: how to 'plant' a new congregation
- Radical Welcome: hospitality in various forms.

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- Spiritual Gifts: exploring our individual gifts, passions and interests for service.
- Help Wanted! Leadership development: identify, train, and deploy for ministry.
- Effective Communication: inside and outside of the parish.
- Christian Formation and nurturing small groups
- Squelching the Squabbles: understanding conflict and harmonious relationships.
- Holy Manners Covenants: identify values, guidelines and practices for leadership together.

Summary of Activities & Initiatives Undertaken since Synod 2017

Consulting and Vitality Engagement in the following Parishes: (various levels of involvement)

- Cathedral Church of All Saints, Halifax
- Christ Church, Amherst
- Christ Church, Dartmouth
- Parish of Blandford
- Parish of Hubbards
- Parish of New Germany
- Parish of New London
- Parish of Northumberland
- Parish of Port Hill
- Parish of Seaforth
- Parish of South Queens
- Parish of Springhill
- Parish of St. Martin's, Western Shore
- Parish of The Collieries
- Parish of Three Harbours
- Parish of Yarmouth/Tusket
- Parishes of Musquodoboit & Ship Harbour
- St. Andrew's, Locks Rd., Dartmouth
- St. John the Evangelist, Middle Sackville
- St. John's, Lunenburg
- St. John's, Westphal
- St. Luke's, Dartmouth
- St. Margaret of Scotland, Halifax
- St. Mark's, Halifax
- St. Nicholas', Westwood Hills
- St. Peter's, Birch Cove
- St. Thomas', Fall River
- Trinity Church, Halifax

Other PVC work within the Diocese:

- ❖ Building Healthy Parishes Team (VSST)
 - Vital Church Maritimes Conference Task Group

- Revitalization Task Group (7 marks of a healthy church)
- ❖ Building Healthy Leadership Team (VSST)
- ❖ Creating Missional Communities Team (VSST, *New!*)
- ❖ Innovation Group + MORE Mission Schools
- ❖ The Connectors, missional leadership learning cohort
- ❖ Various seminars and workshops with other groups (Regions, Anglican Formation, etc.).
- ❖ Consultation individually with lay and clergy leaders.
- ❖ Sharing of good news stories & articles – Facebook, Diocesan Times, Anglican Net News, 6-Minute Study, etc.

Respectfully Submitted,
The Rev'd. Lisa G. Vaughn

Foundational Documents for Vitality & Mission

Mission is both the announcement and the demonstration of the reign of God through Christ. – Michael Frost, *Surprise the World!*

FIVE MARKS OF MISSION (Anglican Communion)

1. **To proclaim the Good News of the Kingdom**
2. **To teach, baptize and nurture new believers**
3. To respond to human need by loving service
4. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
5. To strive to safeguard the integrity of creation and sustain and renew the earth

NOTE: In our Diocese of Nova Scotia & Prince Edward Island, our congregation members gravitate to Marks 3, 4 and 5, and generally, we live out these aspects of mission quite well. These ministries are making a difference! However, through analysis of annual parochial returns, lay and clergy leader surveys, congregational self-evaluations and other measurement tools of missional vitality in our Diocese, it is clear that every parish requires supports to strengthen Marks 1 and 2, related to evangelism and Christian formation. It is important to note that ONLY Christians can do the ministry of these first two foundational marks. Other organizations, for example, governments, charitable groups, community foundations, etc., can and do live out Marks 3, 4 and 5. Growth and vitality (in depth of faith and in participant numbers) in our churches come through Marks 1 and 2, *disciples making disciples*.

BLUEPRINT PRIORITIES: Three foundational building blocks were identified for future parish work in our Diocese at our Building Healthy Parishes Team (VSST) strategy planning retreat in August 2016.

[A] **Christian Formation** refers to the very beginning stages of helping people explore the Christian faith and also how we can foster an (re-)awakening in belief and devotional

behaviours. (This is the missional component.)

[B] **Nurturing Disciples** is the intentional embracing and living-out of our baptismal vows fully and enthusiastically in daily life. This stage focuses on a maturity of discipleship, whereby people identify their calling and spiritual gifts, take ownership in their Christian service, and are empowered for ministry

[C] **Leadership Development** involves the identification, raising-up, equipping and ‘releasing’ of the baptized to “create and sustain Christ-centered, mission-minded ministering communities of faith” (Diocesan vision). It relates to balanced and mutually-shared ministry between lay leaders and clergy.

SOME OF THE RECENT DIOCESAN INITIATIVES RELATED TO THE BLUEPRINT PRIORITIES:

Christian Formation

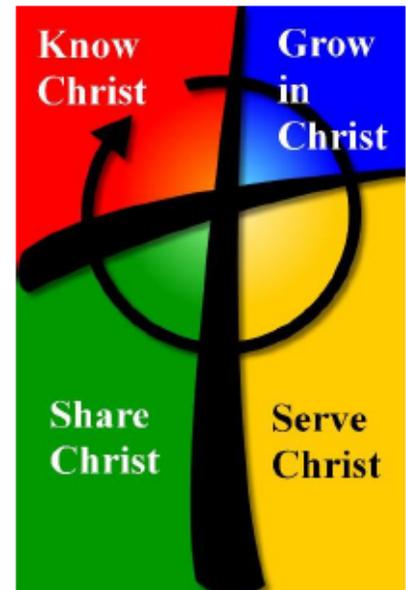
- ❖ **Faith Sharing Cards** – Playing cards with thought-provoking questions. An easy way to promote faith-based discussion in small groups.
- ❖ **Pilgrim series** – A teaching and discipleship resource from the Church of England.
- ❖ **The Alpha Course** – An opportunity to explore life, faith and God in a friendly, open and informal environment.

Nurturing Disciples

- ❖ **Revive: equipping lay leaders to be spiritual leaders** - Gain confidence in praying, understanding scripture and developing a sense of call.
- ❖ **I Intend** – A discipleship program for congregations and individuals to help participants live generously, faithfully and intentionally.
- ❖ **Giving Our Thanks & Praise** – A guide and resource to increase giving, generosity and gratitude in your congregation to support God’s mission.
- ❖ **Summer Book Club** – *Divine Renovation: bringing your parish from maintenance to mission*, by James Mallon. An engaging guide for parishes seeking to cultivate communities of discipleship and vibrant, dynamic faith.
- ❖ **Surprise the World: 5 habits of highly missional people** – Introduces the BELLS model that helps Christians spread the gospel organically, graciously, and surprisingly.

Leadership Development

- ❖ **MORE Mission Schools** – A series of free regional workshops in which to practically explore missional ministry in local contexts.
- ❖ **Vital Church Maritimes conferences** – Lay and clergy leaders gather to hear about effective approaches to new missional gatherings. Three days to discuss and dream.
- ❖ **The Connectors, missional leadership learning cohort** – Pioneer ministers in a supportive, accountable group, engage in action-reflection projects in their communities.
- ❖ **Rural Church Pastors Network** – Offering hope, encouragement and support to those who serve in rural communities in Canada.



For more information about these resources
contact Lisa Vaughn
lvaughn@nspeidiocese.ca or
902-420-0717, ext. 1169



Vital Church Maritimes Conferences

Churches are awakening to a call to engage with their neighbourhoods in fresh ways. At Vital Church Maritimes conferences lay and clergy leaders explore innovative approaches to mission and starting of new faith gatherings, called *Fresh Expressions of church*. Participants learn, discuss and dream about how to be bold, risk-taking, and prayerfully discerning leaders. They also spark up new energy and ideas for mission. Catch the vision for a Church that is willing to be opened – in creativity, compassion and cooperation with the Spirit’s presence in community.

Each year about two-thirds of those who register are lay people. This is an indicator of the level of interest, commitment and passion for innovation in mission within our congregations. The last several years the conference has been held at the Holiday Inn, Truro, NS. VCM is funded through registration fees and a small diocesan grant.

- VCM 2017 – Keynote speaker: The Rev’d. Canon Phil Potter, the Archbishops’ Missioner and Fresh Expressions Team Leader in the Church of England.
- VCM 2018 – Keynote speaker: The Rev’d. Canon Susan Brown Snook, from the Episcopal (Anglican) Diocese of Oklahoma. She was Canon for Church Growth & Development. Now she is the Bishop of the Diocese of San Diego.



➤ VCM 2019

Keynote speaker: **The Rev’d. Canon Dr. Duke Vipperman**, an Anglican priest from Ontario. Duke is a gifted and experienced church growth leader and ministry coach. He has an extensive background in ‘church-out-of-the box’, congregational turn-arounds, planting of new faith communities, thriving small group discipleship and missional transformation.

VCM 2019 is Nov. 21 to Nov. 23 in Truro.

Registration opens in May!

Visit: www.nspeidiocese.ca

MORE MISSION SCHOOLS

Want MORE for your church and parish? God wants MORE for you too.



MORE brings together “It’s about the World” and feedback from delegates to Synod 2015, offering an exciting opportunity for us to be MORE the people and Church that God wants for us to be – mission-focused and moving strongly in every community of our Diocese.

These free regional workshops explore what mission is, what it looks like and how congregations might shift to be more missional. **Each year close to 500 participants attend MORE.** A team of lay and clergy facilitators join Archbishop Ron Cutler to share in the presentations, and lead participants in exercises, dynamic table discussions and exploring inspiring questions about how to join God who is active in our communities.

MORE is based on God’s desire to give the world MORE of what it really needs – hope, love, and freedom. MORE is not a program, but a way of seeing ourselves and our church transformed so we can grow and serve the world God loves!

- **Module #1 - *Missional Possible*** (2016-2017), an introduction to mission.
- **Module #2 - *Focus on More*** (2017-2018), explored positive approaches to resistance and challenges to being more missional. (How to practically work through the roadblocks to change in our faith communities.)
- **Module #3 - *Seek More*** (2018-2019), emphasized joining God in the neighbourhood and congregational discernment. (Discernment is listening for the Holy Spirit to guide us to discover what God is calling us to.) It offered approaches to spiritual practices for discernment and various methods to rediscover your community and consider opportunities to build bridges with new people.

Many of the MORE Mission School **resources are available** from the Diocesan website. Module #3 included a printable (pdf) handbook that outlined, for example how to engage in prayer walks, interview community members, and engage in spiritual disciplines like fasting, prayer (Lectio Divina, Gospel Based Discipleship), etc. See www.nspeidiocese.ca (under RESOURCES drop-down bar). **Mission School Module #4** rolls out in the regions this autumn.

MORE’s team facilitators are:

Archbishop Ron Cutler

Rev. Michelle Cockell, Parish of St. Martin’s Western Shore

Trudy Cole, Parish of Hatchet Lake & Terence Bay

Allie Colp, Youth & Family Ministry Coordinator

Rev. Carl Fraser, Parish of Fall River & Oakfield

Rev. Will Ferrey, Parish of Amherst

Ruth MacNeil, All Saints’ Bedford

Tanya Moxley, St. Nicholas’ Westwood Hills

Rev. Lisa Vaughn, Parish Vitality Coordinator.

(Rev. Sue Channen, Parish of Three Harbours and Rev. Stacey LeMoine, Parish of Sydney Mines/Baddeck - facilitators with Module #2.)

THE CONNECTORS

Missional

Leadership Learning Cohort:

A group of eight lay and clergy leaders in the Diocese are embarking upon a year-long adventure to foster connections in missional ministry. This group, called *The Connectors*, is making connections between themselves and God (prayerful discernment), between themselves and one another (peer support) and between the congregation and the community (leadership development). Most importantly, these ministers are learning how to reconcile people who sense they are spiritually disconnected, with our all-loving God.

This missional learning cohort functions as a supportive network of peers, who mutually encourage, challenge and deepen one another, while being held accountable to missional goals. Gathering together once a month, the participants explore a fresh focus on prayer, missional listening, loving service, starting new faith communities, nurturing disciples and raising up other leaders. Through action-reflection projects they will engage in mission-related opportunities in their respective communities.



The Connectors are:

- Don Arenburg, St. James' Kentville
- Betty Armstrong, St. John's Halifax/West Bedford
- Alice Galpin-Nicholson, St. James' Armdale/Halifax
- Chastity Hartley, Christ Church Shelburne
- Nicki Hetherington, Ch. of St. Andrew, Cole Harbour
- Kristin MacKenzie, Parish of Liscomb-Port Bickerton
- Tanya Moxley, St. Nicholas' Westwood Hills
- Cate Ratcliffe, St. Peter's Eastern Passage.

The Connectors forum is funded through grants - the *Diocesan Growth for Ministry Fund* and the *Missional Initiatives Fund*. It is intended to be an investment, not only in these leaders, but also in the future vitality and growth of parishes as we seek to join the Holy Spirit's transformative work in our neighbourhoods.

The Connectors, as a missional leadership program, is modelled on several similar training initiatives, including the 12-12-12 program in the Diocese of Fredericton and others in the Church of England and in Ontario. An advisory group oversees this initiative for the CMC Team.

Interested in The Connectors?

Contact Lisa Vaughn
lvaughn@nspeidiocese.ca or
902-420-0717, ext. 1169



Youth and Family Ministry Coordinator

Priorities – The seven priorities identified in my job description have defined the areas of priority in my work since starting in this ministry in September 2015.

- To engage and equip leaders in youth, family, and children’s ministry in parishes, regions, and at the diocesan level
- Developing, researching and securing resources to encourage and enhance youth, family and children’s ministries.
- Participating in the ongoing work of the Youth and Family Ministry VSST and national youth ministry bodies and initiatives such as Stronger Together and the youth initiative of the Primate’s World Relief and Development Fund to maintain and/or develop connections and relationships within this diocese and to other dioceses.
- Sharing information and stories about youth, family, and children’s ministry to encourage and empower leaders in those ministries.
- Organizing, with teams of clergy and lay leaders, diocesan youth events such as Encounter, our Diocesan Youth Conference (DYC), and our participation in other events like the Canadian Lutheran Anglican Youth (CLAY) Gathering, and ensuring that all SafeR church requirements are met for those events.

Summary of Activities/Initiatives since Last Synod

Since the last meeting of Synod, DYC has continued to be a pillar of youth ministry in the diocese, taking place on the last weekend of October both years. In 2017, the theme was *Do Justice, Love Kindness, Walk Humbly* and in 2018 was *Wide Open Welcome*. Both themes invited participants to learn more about their faith and explore what it looks like to live out that faith in the world.

The Encounter weekend has also been held both years since our last Synod, the most recent weekend being held in May of this year. The movement is continuing to work through the visioning process that began in 2016, as it continues to seek the best way to live out its vision and mission and serve youth in this diocese.

The Emerge Young Adult Retreat has become a much more established part of the life of youth and family ministry in this diocese. The weekend has grown over the past few years, and there is a much clearer sense of the goals of the weekend, and a task group of the YFM VSST that plans it. I continue to be closely involved with that task group, but it’s good to no longer be planning the event by myself.

The Community Roots Summer Day Camp program is something new as of last year. The program has two aims, which work side-by-side. The first is to provide opportunities for children to attend day-camps in communities throughout the diocese in the summer, and the second is to equip and enable parishes to continue to engage with children throughout the year and to work towards being able to run their own day camps in the future.

In 2018, three home teams attended CLAY in Thunder Bay and, hopefully, more will attend the gathering in 2020 in Calgary. We’ve increased collaboration between home teams – in 2018 they flew

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to and from Thunder Bay together and went on a few excursions after CLAY – and I hope that will be expanded on moving forward into 2020.

At the local level, I have supported a number of parishes in refocusing or seeking new vision for existing Sunday School programs, youth groups, and family ministries.

It's important to note that none of these ministries – at the diocesan or local level – would be possible without the countless dedicated volunteers and thousands of hours of time and care that they share.

Plans for the Future

The main plan for the future is to continue focusing on those seven priorities, sustaining and revitalizing ongoing ministries, and seeking opportunities for new initiatives and new ways to connect with youth, children, and families. One area that I am discerning is how to improve on providing opportunities for youth to develop their leadership skills. This happens currently through a Leader in Training Program at DYC and through being part of team on the Encounter weekend, but I'm trying to think creatively of ways to encourage youth to grow as leaders beyond the context of serving at one particular event. There have been opportunities in the past through things like Ask & Imagine, but nothing currently exists in that realm. I also look forward to connecting and working with parishes and regions to find ways to deepen their engagement with youth and families in their communities, and am always willing to meet with people interested in having those conversations.

Respectfully submitted,
Allie Colp
acolp@nspeidiocese.ca

Diocesan Archives Report

Members:

Lorraine Slopek, Diocesan Archivist

The Rev. Tom Kerr, Chair Diocesan Archives Committee:

Taunya Dawson (Diocesan Genealogist and Parish Archivist for St. George's Round Church, Halifax)

Rosemary Barbour (Senior Archivist, Preservation Services, Nova Scotia Archives)

The Rev. Glen Kent (Noted historian, original member)

Darryl Spidell – corresponding member -- historian, 5 years Churchwarden of St. John's, Sackville

For the last two years the Diocesan Archives has focused on the processing and preservation of the 41 boxes of new parish records deposits received since May 2017, while indexing legal documents of the parishes, the Bishop's office and the Registrar, and developing guidelines for records inventory in the parishes and Protection of Privacy of parish records' contents, consistent with the situations that occur in this diocese, and incorporating input from the Anglican Diocesan Archives (ADA) Network and the General Synod Archives.

In the process we have created several new databases, including one of Bishop's Instruments and property transactions, and another to track the movement of parish records and material heritage (buildings, memorials, etc.), in response to church closings and parish restructuring in recent years. We are currently working on policies and procedural guidelines for the parishes to support current practices in the above areas.

Apart from the regular work of answering research requests, our yearly Special Projects have enabled us to re-folder and index 30 boxes of Bishops files, to add 300 property documents to the LANDOC2 database, and to re-house and digitize 450 pages of the Registrar's Register 1881-1935, containing legal clergy and parish documents, making them all searchable for parish property and clergy statistics enquiries.

In 2019 our Special Project is to digitize our Synod Journals of 1900-1917, thus preserving the vast amount of information compiled inside, which is frequently accessed by researchers, Synod officers and Parish clergy. Due to the high acid content of the paper, this has become urgent. The Project hours also include processing 10 linear metres of accumulated small accessions, thereby freeing space in the vault for new record deposits. Each year these projects move us closer to our goal of achieving complete intellectual and physical control of the collection and providing timely and accurate information retrieval that serves the Diocese in all its ministries.

In September, 2018, we celebrated 102 years (since 1916) of a standing committee mandated to preserve historic records, and 58 years of a Diocesan Centre space designated to hold the archives collection, for which we expressed our gratitude. We honoured the diligence and perseverance of those who committed themselves to this achievement. We may prove to be the earliest diocese to have such a strong resolution and mandate for its Archives.

The Archivist has participated in Diocesan initiatives such as Risk Management and Mission School, as well as Council of Nova Scotia Archives events, and the Canadian Conservation Institute Workshop on "Modern Information Carriers", adding to our knowledge of effective digital preservation. At the national Conference of the Anglican Diocesan Archivists (ADA) in 2018, the issue of Protection of Privacy and Access to Church Records was thoroughly examined in a variety of current diocesan situations. We will continue to participate in the work of the ADA, including the Call-To-Actions of the Truth and Reconciliation Commission, and discerning fair access policies governing the records housed at the National Research Centre in Winnipeg. The Diocesan Archives will be following up on all of these activities in future, and contributing as much as we can to our diocesan ministries by supporting administrative efficiency and parish vitality through our work and service.

Parish Relations Task Group

Membership

Members include The Rev'd. Evelyn Knorr, The Rev'd. Andrew Mortimer, Selma Doucet, Martin Lewis, and David Harrison (Chair). Mary Oldford was a member until June, 2018. We were all very saddened at the passing of a long time and very valued member of the Task Group, Jamie Cochran, in October, 2018. The Rev'd Canon Gordon Redden (the Diocesan Executive Director) and Glen Greencorn (the Diocesan Controller) both sit as ex-officio members and liaison.

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The task group is responsible for administering the 5/3 Plan, the Church and Ministry Development Fund, and visiting parishes when any of the following occur: we are directed by the Bishop, we are asked by a parish to visit, and/or when we discern a need for a visit.

The 5/3 Plan

The 5/3 Plan is a process that has been used for the past number of years to help parishes that are in serious financial trouble address their issues and provide a method where they can receive forgiveness from the diocese for allotment owed. This is a “one time” process. The name of the plan is derived from Alice Mann of the Alban Institute’s ‘Five Marks of a Healthy Parish’. Mark three concerns parishes having the necessary financial resources and leadership to seek to fulfil their ministry.

Church Extension and Ministry Development Fund

The Parish Relations Task Group is responsible for awarding grants for Mission Outreach projects. All applications are to be submitted by October 15 for consideration for the next fiscal year.

In order to qualify for a grant, parishes must:

- a. Have complete plans for the mission project with detailed costs indicated;
- b. Show clearly how this project provides positive new direction that develops and enhances spiritual life throughout the parish, region, and their wider community; and
- c. Commit to providing timely feedback and review of the project and its successes to the Fund Board.

Applications for grants for Mission Outreach Projects are to provide seed money to assist the Mission undertaken but not to cover any costs related to stipends or salaries.

David Harrison
Chair, Parish Relations Task Group

The Diocesan Lay Reader’s Association

According to the Lay Readers’ Association Handbook, “the office of Lay Reader is intended to be an opportunity for ministry in the Spirit in which an individual can respond to the call to be helpful in the building up of the Body of Christ.” This ministry is “more than solely liturgical”. It involves other areas “such as pastoral care, Christian education, social action, and parish administration.”

Currently there are about 420 Lay Readers in the Diocese. They are actively involved in the life and leadership of many of our parishes.

Every year there are at least two opportunities for Lay Readers to get together: at our AGM (Annual General Meeting) which is a spring event that rotates throughout the Diocese and at our fall

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conference, which for the past number of years, has been held at Our Lady of Hope Centre in Bayview, Prince Edward Island.

The fall conference is an educational programme. Among the topics recently profiled have been: a presentation by the Reverend Mel Malton in 2015 on “Will you pray with me? – on pastoral counselling”; a presentation by the Diocesan youth coordinator, Allie Colp in 2016 on “From generation to generation – on worshipping together”; a presentation by the Reverend Ed Trevors in 2017 on a “Weekend of Hope – why this is a hopeful time to be the Church and a part of God’s mission”; and, a presentation by the Director of l’Arche Atlantic Jenn Power in 2018, on “Mutual Relation, Transformation and being a Light for the World.” These are wonderful opportunities for learning and I would encourage any lay readers who have not ever attended a conference to do so. Information about the conferences can be found in the Lay Reader’s newsletter, *The Diakonia*.

The Diakonia is published twice a year, once in the spring and once in the fall. The editor is Victoria Henrickson. Every lay reader should receive a copy. Distribution is either by slow post or email. Anyone can check out the newsletter on line at the website:

<http://www.nspeilayreaders.ca/diakonia.html>.

As you will note from this Synod, the Association has been working on a name change. This is to bring the title in line with the duties of the office. This has been done elsewhere. The Church of England now refers to Licensed Lay Ministers as does the Diocese of Kootenay in Canada. A resolution was passed at the Lay Readers’ 2017 Annual General Meeting at Christ Church, Dartmouth, to consider adopting the name “Licensed Lay Minister.” That resolution was confirmed by a second vote at the 2018 Lay Readers’ Annual Meeting at St. James Church, Kentville. Since the name “Lay Reader” is set under Canon 27, Synod will be asked to give its official approval.

One of the people who helped guide this through has been the President of the Lay Readers’ Association, David Harrison who has served this post for the last three years. His term ends at the upcoming AGM in June. I extend my appreciation to him for all his hard work and dedication.

The only constant is change. As the church changes in the next few years, Lay Readers or Licensed Lay Ministers, whichever title one wishes to use, will be at the forefront. May God richly bless all our ministries.

Yours in Christ,
Archdeacon Thomas W. Henderson
Warden, Diocesan Lay Readers

Anglican Church Women Board

President: Anne Williams, with Co-coordinators, Connie English and Cynthia Pilichos

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Board Members: Carolyn Chenhall, Marjorie Davis, Connie English, Sheila Hulford, Ethel Nelson, Donna Parsons, Cynthia Pilichos, Rev. Lori Ramsay (Chaplain), Bev Scammell, Sue Slauenwhite, Mary Stone, Joanne Turner, and Anne Williams

Synod Priority(ies): While there are no specific priorities set by Synod for the Anglican Church Women Diocesan Board, there is a strong sense within the Board that a key part of its mandate is to provide leadership for the advancement of the Diocese's Mission and Vision and to encourage the same in the parishes. For instance, with the current annual theme (2018/19) of the Anglican Church Women Diocesan Board: *Mission is possible: Empowered by God*, the intent is to encourage women in the parishes to bring to life the Diocese's Mission of *participat[ing] in God's mission of reconciling the world to God through Jesus Christ*. Additionally, the Board upholds the Vision of the Diocese: *to create and sustain Christ-centered, mission-minded, ministering communities of faith* and encourages the women of the diocese to live into that vision in their ministry.

Ministries: Since Synod 2017, the Anglican Church Women Board has been restructured into five broad areas of ministry: **1. Ministry of Planning & Administration;** **2. Ministry of Communication & Relationship Building;** **3. Ministry of Education;** **4. Ministry of Leadership Development;** and, **5. Ministry of Spiritual Development.** This change in language from "departments" to "ministries" (and from "chairs" to "coordinators") was to help the Board (and others) see its overall ministry beyond the execution of discrete tasks.

Another language change has been the name of the Board itself. Our diocese previously had the unique distinction in Canada of being the only Diocese with two diocesan Anglican Church Women Boards. Since Synod 2017, the Prince Edward Island Board has been disbanded; now we have a single board: the *Anglican Church Women Board, Diocese of Nova Scotia & Prince Edward Island*.

We have changed from having a President / Vice President (both positions becoming increasingly difficult to fill) to having Co-coordinators. We temporarily agreed to have a President in 2019 (along with the Co-coordinators) so that we could comply with the Constitution for Synod and ensure Board membership at Synod 2019. In order to ensure flexibility for the future, the Board is proposing a resolution for Synod 2019 that will allow the Board to choose its own representative for future Synods and not require that the representative be the President.

Vision: The vision for the women of the Diocese is one of Christian service in the parish, community, diocese, nation, and the world. A key communication focus of the Board is to promote the concept that every baptized Anglican woman is an Anglican Church Woman, regardless of how her ministry is demonstrated and in what fellowship / organizational context she finds herself.

A further area that is being explored by the Board is grounded in the words of the final verse of *The Love of Jesus Calls Us*, the Anglican Church Women hymn: *The love of Jesus calls us in swiftly changing days / To be God's co-creators in new and wondrous ways / That God with men and women may so transform the earth / That love and peace and justice may give God's kingdom birth*. By this we mean that the recognition of rapidly changing times demands an ongoing exploration of how we bring about the kingdom of God here on earth. It is for this reason, and with these words as a backdrop, that we encouraged parishes this year to acknowledge *Women's Ministry Sunday* (first Sunday in February) as *Ministry Sunday* – women and men together being *co-creators with God in new and wondrous ways*.

Strategy / Goals / Activities: In order to bring life to its purpose, the Board:

- Organizes an annual *Lenten Quiet Day* (with Atlantic School of Theology (AST) Students as the resource personnel) and, has usually organized and sponsored, an annual interactive *Faith & Fellowship Gathering / Conference* with a leadership development focus; both events are / have been organized around the annual theme. This year, instead, we are co-sponsoring, with the Diocesan Mothers' Union (MU), a Panel Presentation & Discussion on the faces of human trafficking, entitled: *Hidden in Plain Sight – Modern Slavery* (which will already have taken place by the time of Synod 2019). There are several features of the Faith & Fellowship Gathering that will be incorporated throughout the day of this jointly-hosted event on May 4. The Board has collaborated previously with the MU and it is a very validating partnership.
- Sponsors and promotes an *Annual Outreach Project* (one year with a local focus, another year with a national focus, and a third year with an international focus).
- Coordinates in the Anglican Church Women Office at the Anglican Diocesan Centre a few *social action initiatives* (postage stamps, finger puppets for the IWK patients, knitted caps for babies at the Grace) and, in the fall of each year, the sale of the *Canadian Church Calendars*. Also, the Board makes available for sale *Anglican Foundation Hope Bear items*.
- Awards *Kingston Memorial Fund Bursaries* to qualifying AST students and an *Anniversary Bursary* to a woman or women pursuing continuing education in a recognized program.
- Encourages regions in the diocese to hold a *Regional Gathering* for women to encourage fellowship, provide a corporate worship service, and offer an educational opportunity.
- Sends representation each year to the *National Executive Conference* (the *National Executive* comprises Anglican Church Women Diocesan Presidents & Coordinators across Canada).
- Operates each year with an annual *theme*.
- Provides leadership for the *White Ribbon Campaign*, in collaboration with the *International Anglican Women's Network (IAWN)* and the *Diocesan Mothers' Union*, to advocate for the physical safety and psychological security of girls and women worldwide.
- Promotes the concept of a *Women's Ministry Sunday* to recognize the many ways that Anglican women live out God's mission in the church and beyond.
- Renews its *membership* each year in the *Anglican Foundation* and encourages others to do the same.
- Publishes three times a year the Anglican Church Women NS Board Newsletter, *Keeping in Touch*, a publication that is well received locally and beyond.

Fosters *healthy leadership development opportunities*, encouraging women to attend whatever learning opportunities are available in the diocese.

- Encourages women to exemplify the diocesan vision for healthy leadership for lay and ordained*, as they strive to be “*a Christ-centred, mission-minded, ministering community of faith*”?

***The 5 Cs of healthy leadership for our diocese:** *the ability to promote positive change in seeking God's mission, while building capacity, fostering community, enhancing confidence, and developing competence.*

Board Priorities since Synod 2017

Objectives: Leadership, Partnerships, Outreach, and Communication:

- 1. Leadership:** The Board has continued to promote and maximize:
 - a. the leadership potential of women in new and imaginative ways
 - b. the significant leadership role of organized women’s ministry in the parishes and the diocese
 - c. the mutually supportive role in the parish of organized women’s ministry with other parish entities, especially the Parish Council and the men of the parish.

The Board decided in 2018 to model “new and imaginative ways” of being by organizing and facilitating two Focus Group sessions. We continue to reflect on the outcomes of the Focus Group sessions to help guide current and future Board planning and activity. We welcome attendance at our every second month (Sept. Nov. Jan. Mar. and May) Board meetings from anyone interested in attending.

- 2. Partnerships.** A partnership initiative, debuted at Synod 2017, was the *Parish Prayer Partner Ministry*, whereby parishes in the diocese are partnered with one another for the purpose of praying for each other. The degree of involvement that the partnered parishes have with one another varies, but some have even initiated in-person exchanges. The Board has received feedback that is very positive about the *Parish Prayer Partner Ministry*. The plan is to continue the ministry and with the same parish partners.

A partnership of great value to the Board is that with the *Diocesan Mothers’ Union*. Both the Diocesan Mothers’ Union and the Anglican Church Women Diocesan Board have proposed a resolution on human trafficking for Synod 2019. We look forward to continued collaboration.

- 3. Outreach.** The major outreach initiative of the Board is its Annual Project. The Board specifically chooses Annual Project that it can successfully promote within the Parishes and Regions of the Diocese. Our current project for 2018/19, *Bonny Lea Farm: A Home Forever*, has garnered considerable support from individual donors, women’s groups, and elements in a parish beyond a women’s group. We anticipate presenting a cheque at Bonny Lea Farm on June 13 well in excess of \$14,000, possibly even reaching \$15,000. Many, many thanks to all our donors.

The Board encourages parishes to propose possible Annual Project ideas for the Board’s consideration. We are happy that the forthcoming Project for 2019/20, *Education – a life changing gift!* has been proposed by the Anglican Church Women in the parish of Berwick. With this project that has an international focus, **Anglicans in our diocese will be supporting Grannies in Kikima, Kenya by providing funds for 5 Kikima grandchildren to attend university. The “Grannies” in King’s County are connected to the “Grannies” in Kikima who are raising their grandchildren, orphaned because of HIV/AIDS. This grandmother to grandmother initiative is part of the Stephen Lewis Foundation.**

- 4. Communication.** We continue to evolve as we reach out to the women and men in the parishes and regions on an ongoing basis. We are very appreciative that the Board's Newsletter, *Keeping in Touch*. We have a *Facebook* page, post regular items on the *Anglican NetNews*, and now have a monthly column in *The Diocesan Times*, in addition to regular ads. We really appreciate a growing connection with our colleagues in Prince Edward Island. In a phrase from *The Love of Jesus Calls Us*, we truly are *companions on a journey*.
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The Diocesan Times Management Board

The Diocesan Times Management Board is monitoring changes and challenges with the Anglican Journal, the national church newspaper. The Anglican Journal keeps and maintains the mailing list for our readership. The circulation list had become outdated, resulting in some wasteful undeliverable editions of the paper. To update the mailing list, readers are asked to confirm their desire to continue receiving the print edition of the Anglican Journal and The Diocesan Times; those who do not opt-in to this updated list will no longer receive the printed paper after the June edition of the papers. Readers can opt-in by mail, email or by calling a toll-free line. This mailing list update could see a reduction in circulation numbers which may impact advertising rates to reflect this reality.

Diocesan papers are included in the Anglican Journal mailing using historic postage rates. Each diocese had signed on to an agreement to cover one half the cost of shipping the paper. Now, one diocese has asked that the journal not be mailed to their parishioners, thus excusing themselves from this agreement. If more dioceses follow suit, this could jeopardize the historic postage rate and create higher shipping costs; however this is beyond our control.

Our management board has started to discuss how the Diocesan Times may need to evolve with the print version of the Anglican Journal in such uncertainty. Our diocese could not afford to print and mail the Diocesan Times on our own. Until recently, we have only had an on-line version of the print version in a .pdf file. This allowed readers to download the Diocesan Times and scroll through the pages. Each page was like looking at a photograph of the paper. It was decided that the on-line version needed to be more interactive, and the editor found a program that would allow an on-line publication to include hyperlinks, a table of contents, pop-ups and other features. This will make the format easier for the user to navigate and allow for more interaction such as loading related stories, visiting related web-sites, seeing more pictures than were available in the print version, etc. We have also heard requests coming from parishes to allow the on-line version to be printed so that it could be delivered to parishioners, shared on church bulletin-boards, reprinted in bulletins, etc. Starting in 2019, there will be a copyright statement for our on-line edition clarifying printing options.

Advertising sales have been increasing with our new advertising manager. Even with the increased commission rate, we are still netting \$1000 more than 5 years previous. We hope to continue our advertising agent, Angela Rush, in this work. She has been helpful making contact with advertisers who fall into arrears and encouraging payment. The summer online edition with the new interactive paper was met with a positive response from many advertisers. Ms. Rush reports that an online paper is a sellable option for advertising.

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We also have seen a reduction in our circulation numbers, decreasing by approximately 1600 copies in the last 5 years. Our decline reflects the national trend which has seen an average decrease of 3.3% per year. As of 2018, our circulation is 8223.

All identifiable givers are entitled by diocesan policy to receive the Anglican Journal and the Diocesan Times. Readers are not, therefore, required to pay a subscription fee to access content in print or on-line. However, we ask for voluntary subscriptions and gifts to help cover the cost of production. Our plan is to add a “Donate” button to the on-line version. At present, people still tend not to pay for on-line publications that are available for free, but this may slowly change in our culture.

If we were to convert to an on-line only version of the Diocesan Times, we would have the same editorial and design costs, but would save printing and shipping costs. In 2017, we would have saved \$32,000, leaving only \$1,000 to come out of the diocesan budget. This would be a best case scenario. Advertising revenue would likely continue in the new medium, though it is possible to increase ad revenue if perks such as linking to advertiser websites are desirable. There may be a need for increased expenses in areas such as computer programs, licensing fees and tech support.

We believe that the Diocesan Times has been an effective tool for getting information into the hands of parishioners across our diocese. It is used to tell our stories of ministry and mission. The subscription rate for the Diocesan Times is steadily declining, which is reflective of active participants in our parishes. The Diocesan Times in its present form will not be sustainable in the current environment of church decline. Yet, it may still be an integral part of church life in the future if we plan to engage our communities in social media and internet publication. If we do not evolve to meet the needs of our present culture, we will fail in our mission.

Respectfully submitted,

Paul Sherwood, Editor
The Rev. Matthew Sponagle, Chair

The Mission to Seafarers
Caring for seafarers around the world



Were you concerned for the safety of the seafarers aboard the MV Yantian Express when a container caught fire in the middle of the Atlantic? We were honoured to assist these brave men! We provide a critical rest and recovery facility for seafarers in trouble, distress or despair, thanks to the support of church and community partners.

We have been without a full time chaplain since August of 2018. As Mission Manager, I oversee all aspects of our mission. It is my privilege to work with 45 dedicated volunteers who offer an abundance of skills and give freely of their time. We nurture a harmonious environment where proactive volunteers are able to flourish. Seafarer engagement is top of mind always. We offer

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practical, emotional and spiritual support to those serving at sea. We visit every ship which enters the Port of Halifax. We are consistently cognizant of the importance of sharing that our `ministry` is available to all who need us. This message is skillfully communicated by our ship visiting volunteers.

We are deeply honored that our Patron is The Honourable Arthur J. LeBlanc, ONS, QC, Lieutenant Governor of Nova Scotia who, along with his wife, Mrs. Patsy Leblanc, graciously frequent our month end luncheons.

We are grateful to the Mother's Union who attend and serve delectable desserts each month. Our monthly luncheons are well attended with our November Christmas Luncheon being maxed out annually. Trevor Simms, Executive Chef, Halifax Harbourfront Marriott, prepares the delicious Christmas feast at a very low cost to us. Trevor is also responsible for a fabulous BBQ in the summer.

Our quest to become financially sustainable whilst maintaining a healthy life balance continues with only one full time staff continues. One Ocean Expeditions donated a ten day Fins & Fiddles cruise for two on the RCGS RESOLUTE. This incredible opportunity raised over \$17,000 solely through the diligence of our volunteers and board members. Voluntary Tolls paid by shipping companies, our donation boat which rotates from Pier 21 through the summer to the Maritime Museum of the Atlantic during winter, catches loose change from tourists and patrons raises over \$1000 annually.

Our successful fund-raisers continue to grow and include: The Toast to Spring Wine Tasting (\$6850 in net revenue), the Annual Mission to Seafarers Golf Tournament (\$28,000 net), the MtS Christmas Luncheon (\$21,285 net), and the Car Rally (\$1337 net).

Our partnership with CN continues to develop and we successfully acquired our second grant of \$15,000 in 2018. The successful attainment of the Federal HRDC Summer Student funded a full time student through the summer months. The HRM Tax Refund application was approved again providing upwards of \$5,000 in municipal tax relief. The International Sailors Society awarded our Mission \$5000 for which we are grateful. The Diocese of NS and PEI continued to support us with a \$5,000 grant for which we give thanks. The Cathedral Church of All Saints Outreach Committee donated \$5,000, which is crucial to our seafarers. We are most thankful to these community agencies for their generosity.

Facilities management often times presents challenges, for example, when the newly installed heat pump fan froze due to ice build-up. During a two week period in the winter of 2018, we were without water due to freezing water pipes. We persevered so that we may continue to serve our visiting seafarers.

The bus shelter continues to be utilized by seafarers and we receive many positive comments on the availability of this small shelter with heat. It is extremely low maintenance and an asset to our seafarers.

Last, but not least, is the campaign that brings so much joy to so many people. The succession plan for the Shoobox Campaign I recommended two years ago finally came to fruition, when Aurora Ulloa-Parsons and new volunteer Lori Gallagher were welcomed by our long term shoobox ladies, (Sylvia, Emma, Cathy and Martha). These are incredible women and we are grateful for all their hard work, and our community and church partners for the success of this campaign. I cannot tell you how appreciative the seafarers are for these gifts of love.

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In 2018, we hosted a critical incidence course given by Dr. Marion Gibson. She is a dynamic and passionate speaker who is known for her expertise in disaster and trauma management. This was held in conjunction with the MtS Canada AGM, which our Reverend Maggie Whittingham-Lamont was instrumental in coordinating. Maggie did a wonderful job facilitating and arranging for activities for this event which included a trip on the Harbour Hopper on a fairly chilly evening. Everyone thoroughly enjoyed this well organized, very professional event. One of the highlights was a phenomenal salmon plank dinner at the residence of Revd Heather MacEachern. We were told by many that our hospitality was second to none.

Statistically:

- 1500 shoeboxes were delivered from December 1st to January 15th in 69 ships visits.
- In 2018, 16,924 search queries were processed through our Mission website.
- Our website had over 10,000 views in 2018 - not bad for a wee Mission .
- Between August - December of 2018 approximately 3000 seafarers passed through our Mission.
- Between April - November of 2018 we transported 1400 seafarers in our new van.
- Of 566 transports (June-November), 322 were to Terminals, 93 for shopping and 151 to bank/errands.

Respectfully Submitted,
Helen Glenn, Mission Manager

The Bishop's Charge to the 148th Session of Synod

May 23-25, 2019

"There's More to the Story"

"It was a dark and stormy night"...ⁱ

"It was the best of times, it was the worst of times"...ⁱⁱ

"In a hole in the ground there lived a hobbit"...ⁱⁱⁱ

"It was a bright and cold day in April and the clocks were striking thirteen"...^{iv}

The first line in a story can draw us in to something enthralling and take us places never imagined. The story can introduce us to unforgettable characters whose joys and struggles can quite literally change our life. What about these other first lines:

"In the beginning when God created the heavens and the earth, the earth was a formless void and darkness covered the deep, while a wind from God swept over the face of the waters. Then God said 'let there be light; and there was light.'"^v... or

"The beginning of the good news of Jesus Christ, the Son of God"^{vi}...or

"In the beginning was the Word"^{vii}.

These words introduce our story, the story of creation, of sacrificial love, of relationship, of sin and redemption, of servant leadership; the story of hope in a divine kingdom of justice and peace realized in the life of Jesus and in the lives of his disciples.

We gather for these three days to consider the life of the Diocese of Nova Scotia and Prince Edward Island; to review what we are doing as the Anglican Church in this place, to look at what we might or should be doing, to order our common life, to pray, to worship and to view our life together in light of the story of God's great love for all humanity, expressed most profoundly in the life, death and resurrection of Jesus the Christ. We are also here to appreciate again that the story is far greater than any one of us, that it has consequences greater than we can possibly imagine, that it provides a love greater than all hate, a generosity greater than all the scarcity, a hope greater than all the fear and an abundant life greater than all death. This is God's story, our story.

In the midst of the worship and doing God's business, I have invited Jenny Salisbury to lead us in reflecting on the power of story; the stories we tell ourselves and out of which we act. She is a lifelong Anglican who grew up all across Canada as part of a military family. Jenny is now a Toronto-based theatre artist and educator and the Co-Artistic Director of Common Boots Theatre Company. Jenny holds an MA in Text and Performance from the Royal Academy of Dramatic Arts and King's College, London and is a

graduate of the joint acting program of both Sheridan College and the University of Toronto. She is currently pursuing a Ph.D. in devised theatre and community-engaged performance at the Centre for Drama, Theatre and Performance Studies. Jenny teaches at both U of T as well as Huron University College where she has been the assistant director of “Ask & Imagine”, a creative leadership program which has shaped a number of our youth and youth leaders over the years. She has also confessed to liking Synods and she has attended a number of Diocesan, Provincial and General Synods over the years.

We also welcome Will Postma, the Executive Director of the Primate’s World Relief and Development Fund. Our diocese takes pride in being a part of the creation story for PWRDF. Tomorrow morning, Will will share some of the latest developments in what has been called the “Best Good News Story” in the Anglican Church of Canada.

As well, tomorrow afternoon, we will hear from Melanie Delva, the Reconciliation Animator for the Anglican Church of Canada. Melanie’s role is “to be responsible for forming and equipping a national team to encourage and sustain engagement in the work of reconciliation between Indigenous and Non-Indigenous persons and communities, both within the Anglican Church of Canada and in Canadian society”.

She currently guides the overall strategy of the Anglican Church of Canada for implementing the Truth and Reconciliation Commission ‘Calls to Action’, incorporating the United Nations Declaration on the Rights of Indigenous Persons (UNDRIP) into the life of the church, responding to calls for justice from Indigenous leadership both inside and outside the church and recognizing and acting on opportunities to act in support of reconciliation, at the local, diocesan, and national levels.

She describes her guiding principle as “reconciliation as a spiritual practice” that must be “built into who we are”, similar to the incorporation of prayer and study into daily life.

Her work is also a part of our story, the story of the relationship of the Anglican Church of Canada with the indigenous peoples of this country, which though well intentioned, has had disastrous consequences. It is a story of the commitment of our church to write a new chapter and it is a story which often seems very distant from our life in this diocese. This is not Melanie’s first trip to Halifax; though now making her home on the west coast of the country, she is a graduate of Dalhousie University.

Just as the story of reconciliation is still being written, so God’s story is still being written in our Diocese and our parishes and in the lives of people. This is not a passive process but requires our participation. The story we tell matters - it changes lives and it has the potential to change the world. We are invited, empowered, to be the tellers of God’s story. The stories that we tell ourselves matter! The roles we see ourselves playing in the story often dictates how we will act.

This charge is divided into three sections: The Diocesan story, the Parish story and the Individual story; though it is a somewhat artificial division because the diocese in fact includes all parishes and parishioners.

The Diocesan Story- the future unfolding

The proposal to shift from a Building Maintenance Allotment Exemption to a Missional Allotment Exemption came out of a comment I made in my charge to our Synod in 2015. The work the task group has done has sparked a considerable amount of conversation about the allotment system itself, as you can see by the fact that we have five resolutions that touch on the allotment system, to consider at this Synod. It is not surprising that any system that has the purpose of gathering money from one governance level to another will invite lots of scrutiny. It is the Synod of the diocese through the enactment of Canon 16 which established the system and which can also adjust the system. We have a history of taking an in-depth look at the allotment system every decade or so and perhaps it is time to do so again, in concert with the work being done by the Financial Management and Development VSST, in recommending budget priorities for the next five years. The past six years have witnessed a historic level of support for diocesan ministries as parishes have provided over 95% of what was requested in allotment each year since 2013.

The basic questions about the allotment system are:

- How do we support parishes and parishioners in the ministries/mission that take place all over Nova Scotia and Prince Edward Island?
 - How do we provide essential ministries which can be done most effectively in a centralized fashion?
 - How do we collectively support the work of the wider church beyond our diocese?
- and
- How do we do all this in a way which provides an opportunity to reflect God's generosity while recognizing that the ability of parishes to offer this support varies widely from community to community?

For many years the allotment support was in the 87-91% range. The higher than anticipated allotment support over the past six years has allowed us to: return money to parishes for their own missional uses, give a gift to the Atlantic School of Theology Campus Redevelopment Campaign of \$150,000.00 for solar panels (a gift which will provide a \$250,000 benefit to the School over 10 years) and provide new "Missional Initiative" seed monies for diocesan groups and parishes to experiment with ways to reach beyond our usual constituency and try Fresh Expressions of Church.

In the past two years we have seen a number of changes in the diocesan staff. Our long time controller, Peter Fleming, retired at the end of 2018 and we have welcomed Glen Greencorn to this position. Our payroll administrator, Christine Newcomb, also retired (following a medical leave) and Tammy Cummins is now in this position. In his retirement, Peter is managing the Diocesan Insurance Program following the death of our insurance advisor, Jarvis DeConde. John Cooper has given me notice of his intention to step down as our Diocesan Solicitor after many years in this position. We are currently in a process to amalgamate the work of the Stipendiary Ministry Vocations Coordinator, the CAPP Vocations Coordinator and the discernment work for the Community of Deacons into one position. The vocations coordina-

tors have also been a resource for people who don't feel called to ordained ministry, yet have been asking questions about discernment for ministry. This Synod will be the last act for the current Executive Secretary of Synod, Edith Marshall. This is a position that I had to fill shortly after becoming Diocesan Bishop and Edith and I had to learn together, how to effectively plan and run Synod and the Diocesan Council meetings. She is enormously well organized, personable and really sees the big picture of our life as a diocese. I am going to miss her very much in this capacity, though I suspect that she is not going to disappear from our diocesan life! At the June meeting of the Diocesan Council, she will hand over her responsibilities to the Rev. Chad McCharles. Chad will continue as rector of the Parish of Mahone Bay and will have the same time allocation that the Archdeacons and Regional Deans give to diocesan work. He brings great gifts to this ministry and has been understudying Edith in the lead up to this synod.

I want to point out that, except for the specifically administrative support positions, all of our diocesan staff spend time in the parishes and regions of the diocese to support your ministries.

For the past eight years, ministries at the diocesan level have been coordinated by seven Vision Strategy and Support Teams (VSSTs). The teams report to every meeting of Diocesan Council and receive instructions for particular pieces of work from the council as well as forming their own task groups to create and/or support ministry. Over the past year, the Diocesan Council has looked at the work of two of these teams; Building Healthy Parishes and Building Healthy Leadership. The initial consultations which established the VSSTs were not sure if it was appropriate to separate leadership from organizational support. Over time we have become more and more aware of the direct impact of healthy leaders on parish life and last fall, the council made the decision to fold the work of these two teams into one new team, called "Creating Missional Communities". A consultation was held on March 23, to receive input for the Terms of Reference for this new team. This proposal will go to Diocesan Council in June to be approved. The many resources which both VSSTs either created or acquired over the years will be maintained on the diocesan website.

Speaking of the diocesan website, we have continued to respond to requests to make information available there and to use it more and more as a communication tool with parishes. The additional material, plus the restoration work following a cyber-attack two years ago, has made the site increasing difficult to manage or navigate. We are currently exploring alternatives for the website, which we plan to act upon before the end of this year.

Five years ago our diocese was invited to participate in a program called The Inter-Diocesan Learning Community (IDLC). This action oriented learning opportunity was originally developed for the Church of England by the Diocese of Liverpool. A small team of leaders from our diocese joined teams from three other Canadian dioceses, in Toronto, to explore issues in the cultural shift towards a focus on God's mission in the midst of drastic change in the broader cultural context. We attended four gatherings over the period of three years with the other leaders and used this opportunity to begin to develop plans and programs to equip our diocese, parishes and parishioners for this work. We have decided to accept the invitation to participate in IDLC 2.0 starting this Fall. This time 8 dioceses will be involved in the learning. I am in the midst of selecting the small group of people who will participate on our behalf.

One of the outcomes from the IDLC experience and the table conversations of the members at our 2015 Synod was the creation of the “MORE Mission Schools”. So far, we have offered three modules of the Mission Schools in each region of the diocese over the past three years. These modules have presented information and resources which have explored the concept of mission, how to work through opposition and conflict and this year, ways to join God in our “neighbourhoods”. These 28 Saturdays have provided an opportunity to work on shifting our diocesan and local church structures from “Attractional” to “Misional” church, to recover our basic identity as people called to God’s mission, to equip the clergy and lay leaders in our parishes with tools for the work and to plant seeds in the imaginations of our leaders for what this kind of church may look like. The Mission schools focus on the first two ‘Marks of Mission’ of the Anglican Communion. The Communion website notes that “the first Mark of Mission, identified with personal evangelism at the Anglican Consultative Council in 1984 (ACC-6) is a summary of what all mission is about, because it is based on Jesus’ own summary of his mission. This should be the key statement about everything we do in mission.”^{viii} Over 1,300 people have registered for a module of Mission School. This is over 825 different people around the diocese. The writing team, which has developed the material, feels that we have at least two more modules of material to present, so stay tuned for module 4 coming this Fall! If you were unable to attend any of the other modules but want to know what we have been talking about - you can find most of the material on the diocesan website under the ‘resources’ tab.

It is always difficult to choose certain parts of the life of our diocese to highlight in a charge; however I am going to take a risk, because this ministry is growing in importance in the existence of the entire planet and its effects are being experienced directly by people in the Diocese of Nova Scotia and Prince Edward Island. The Environmental Network, part of the Mission, Outreach and Social Justice VSST, is one of the strongest groups in our diocese and it is continuing to grow. It models a way of gathering and mobilizing people for a particular element of our ministry in a fairly unique way. With more than 300 members involved in environmental awareness and activism, it does not meet - physically. It draws together people who are passionate about this issue through the dissemination of information and the opportunity to join with others to take action, thereby making a difference in the lives of our communities and our world. In addition to the good work the network is doing, it is also providing an “open door” into the church for people who otherwise might dismiss faith communities but share a passion for the environment.

The meeting of the Anglican Consultative Council, which took place in Hong Kong earlier this month, passed a resolution which:

1. Recognizes that there is a global climate emergency
2. Encourages Member Churches to make the Fifth Mark of Mission, ‘To strive to safeguard the integrity of creation and sustain and renew the life of the earth’, a living testament to our faith and calls upon Member Churches to:
 - a) Promote a day during the Season of Creation as a day of public repentance

- b) Develop an action plan and resources for sustainable living at individual, parish, diocesan and provincial levels; including policies and procedures to minimize waste, to increase use of renewable energies and to incorporate creation care into liturgical practice
- c) Prepare a Lenten Fast for Creation
- d) Hold strategic planning conferences on the Sustainable Development Goals and Climate Change, ensuring the involvement of indigenous, youth, and women's voices and to report back to ACC18
- e) Identify environmental and climate-related threats in their context and to develop or adapt existing tools on disaster preparedness and mitigation.

Though this resolution is directed at the national member churches of the Anglican Communion, members of our Environmental Network are already at work addressing these points in our diocese. In a few minutes a motion of consent will be presented which if passed, will allow debate on a resolution to make these Communion-wide priorities, our priorities. Last year our Diocesan Council passed a resolution to divest our holdings in the Consolidated Trust Fund from companies producing fossil fuels. This process is nearly complete, but there is much more to be done as we deal with climate change and environmental degradation.

I wonder what other parts of our shared life could be supported through networks rather than face to face meetings?

Stories of Parish Life, the faith lived in every place

One of the hardest parts of my ministry is presiding at the deconsecration of church buildings. For more than fifteen years we have averaged three deconsecrations per year, although in the last two years there have only been three. So far this year, I have deconsecrated one building and before the year is over, anticipate that I will deconsecrate six more. Though saying good bye to any place, which holds so many memories of significant life experiences, is always difficult, these seven deconsecrations have come about because the parishes have made the decision to let go of property in order that they will have the possibility to thrive in ministry and to tell the story of God. Discerning what we should be doing to serve God, within our current situation, means also discerning what we **need to stop** doing. I emphasize that these processes have begun within the parishes concerned. Their stories are not ending because they are closing church buildings; instead they are choosing to write a new chapter in a continuing story of responding to God's love in their communities. This is more than survival, or being wise in the use of their resources. These are bold decisions to position these parishes for greater ministry. Other parishes have decided to keep buildings open and are exploring how they might better use their facilities, either by themselves or with other faith groups or community groups, to better serve the people in their communities. This requires a different way of understanding how we use our buildings; that they are consecrated not for just an hour of worship, one day a week or one day per month but rather honouring God through their use by the wider community throughout the week and in fulfilling all five of the Marks of Mission.

Clergy are employed by the diocese, but they are deployed for the most part, in parishes. It is in parishes that we are seeing a significant change in how ordained leadership is exercised. Over the last five years there has been a trend in our diocese and in many other dioceses and denominations, toward part time incumbencies. These are stipended, seminary trained clergy employed on a part time basis. Currently in our diocese, 38 of 94 parishes are being served in this way or are moving toward this form of leadership. More than half of these 'part time incumbents' are retired. This is obviously meeting a need in those parishes. In some places this kind of deployment has resulted in an examination and a growing awareness of the ministry of all the baptized while in others, it has simply meant the continuation of expectations of a rector but with half the time (or less) to meet those expectations. I want to say very clearly, that I see this development as unsustainable. I believe that it is a transitional stage, between a model where we looked for every parish to have a resident, full time ordained person and a model where in many places, clergy will be deployed over a much larger area or with a much more focused set of responsibilities. If you had asked me five years ago where 38 part time rectors would come from, I would have been unable to respond. There will be parishes in our diocese which will be able to continue what is seen as the traditional model of deployment but for most of our parishes, the future will be one of what I believe is an even more historically faithful way to lead in ministry. At the moment, although there are undoubtedly others, I see three ways to respond to changing resources for leadership in the way clergy are deployed in our diocese, which all have roots in our history:

- A dispersed regional ministry supporting locally trained lay ministers.
- A truly bi-vocational ordained ministry. (this is different from "part-time")
- The shared ministry model (whether the sharing happens between parishes or between congregations in different denominations).

These conversations are already happening around the diocese, however, I believe that there are two things stopping their further development. The first is defining our local expression of church (parishes) through a legal/corporate model. This model is enshrined in the Anglican Church Act of both Nova Scotia and Prince Edward Island and has served us well over the years, however, it reflects a settled "Christendom" model of the church from the past where we were one among several building blocks of a stable society and where the broader culture supported our work. Increasingly it is proving to be more of a shackle to the past rather than a freedom to embrace the future. Smaller parishes are having difficulty meeting the demands of maintaining a Parochial Corporation. In addition, this kind of structure supports a view that the major role of the parish is to manage its assets and does not provide much flexibility in adopting new ways of meeting the pastoral, spiritual and missional needs in smaller communities. The second blockage is a direct consequence of the first. The focus of parishes on corporate identity leads to an experience of parishes as separate "silos" of ministry. This view leads to a great deal of difficulty in seeing the Christian life as a call to join with others in proclaiming the good news to all the world. Parish boundaries are the construct of a different time. If the goal is to serve the local community with only the resources which are available in that community, we are going to have major problems maintaining a presence precisely in the areas which need it the most.

To address the first of these issues will require some deep consultation about the foundational structure of our diocese and parishes. It is an issue I see and experience on an almost daily basis. You may well disagree with me or be offended because I do not know what an alternative might look like. The work involved in this kind of change would be quite daunting and to be honest, is not a place where I feel I can put a lot of energy. I also do not know how to go about changing the parochialism in our diocese other than to name it and to promote the regional sharing of resources across parish boundaries at every opportunity. A focus on the local, to the detriment of the larger story of God's mission, has a very long history in our diocese. Thinking and acting in another way is a very big shift for many of us and will require a significant level of trust. Last winter, I heard someone say that we will not be drawn closer unless we are drawn higher. In other words, when we realize our purpose is the transformation of all things, we will be able to join together in this work. As long as we see it as institutional survival in our own small piece of the Kingdom, this will never happen.

The stories of our people

We each have a story of how we have encountered or been encountered by God. The Christian understanding of God is not shaped by imperial power but rather by the relationships at the heart of the Trinity. God is relationship and God invites people into relationship where their lives are transformed. We formally enter this relationship through Baptism and the relationship is sustained in the Eucharist. If we take this relationship seriously, it will require us to ask questions, to move well beyond our 'comfort zone' and to loosen control of our life - in short it will call us to grow. This is true for all the baptized. The transformation of the kingdoms of this world into the Kingdom of God can only be accomplished by the power of the Holy Spirit, working in the lives of all of God's people. The church, as the agent of this transformation, needs the gifts, the talents and the discernment of all her members. Each of us, as members of the Body of Christ, move from being passive receivers of God's grace into being active ministers of that grace.

How do people experience empowerment? Most of my days involve some form of permission giving, whether that is responding to a request or signing a license. We are at a point where each member of the church needs to explore what their calling is and collectively, how these individual vocations fit together in the greater call of God to the whole church. I am seeing increased signs of this in parishes, which is exciting; however there is still a gap between this stirring of the Spirit and the way we have tightly controlled the authority to lead. As our Parish Vitality Coordinator is fond of saying: "The bus is moving. You can choose to get on board or you can choose to stay off but don't stand in front of the bus."

One of the resolutions we will debate at this Synod proposes to change the name of "Layreaders" to "Licensed Lay Ministers". This is the follow-up to a request I made in 2017 and is coming to this Synod for action from the Diocesan Layreader's Association. It is not simply about names or titles, though these matter. It is about broadening our understanding of Lay Ministry. It is a part of the ongoing conversation about the ministry of every member of the church; every baptized person. It acknowledges the variety of ministries to which we are called, and how we might acknowledge and empower those who are

called. I see this as a part of the exciting adventure we are on in embracing God's hope for the whole world.

Licensed Lay Ministers and indeed all the baptized need constant opportunities to learn, to be formed into the likeness of Jesus and to step into leadership roles. I have already spoken of the MORE Mission Schools which have brought opportunities for missional leadership development to all the regions of the diocese. There are other plot lines developing in this story - the steady growth of the EFM Program around the diocese and through "The Connectors", a year-long missional leadership development cohort, which the Rev. Lisa Vaughn will tell us more about this evening.

Before we can grow leaders we need to grow disciples. When I look at the New Testament, I don't see any grand strategic plan of how to change the world but I do see Jesus gathering with folks (not always the ones you might expect) to explain and to teach. This instruction was grounded in the scriptures but then pushed beyond. Eating and talking with one another, entering into worship and prayer, growing in their understanding of God, being sent out, trusting in the Spirit's leading, to tell others the story and then inviting others to also become disciples. This is how the church grew and this is how the church had such an impact on the world. This work of TELLING and TEACHING, sums up the first two *Marks of Mission* - *To proclaim the Good News of the Kingdom; To teach, baptize and nurture new believers.*

"Jesus Shaped Life" is the name given to the focus on Intentional Discipleship across the Anglican Communion: "In the Christian context, a disciple is a person who has decided to commit to be a lifelong follower of Jesus Christ and whose life and actions are to be shaped by Jesus' teachings and values. Discipleship may also be summarized as Christian Life and Living, Christian Formation or Christian Spirituality - the effect of faith on head, mind and heart of a follower of Jesus Monday to Sunday. In the 21st century the impact of faith on human character and everyday life has diminished even in the areas with a large Christian presence. Anglican leaders all over the Communion highlight the gap between faith and practice and the way the two are seen as distinct."^{ix} (Anglican Communion)

There are some fundamental principles in the 'path to discipleship'. These are adapted from a pattern shared at last year's Vital Church Maritimes Conference:

- Invitation – being invited by someone you know
 - Changed lives / transformation / learning the good news story of God in our lives
 - Growing as a leader / challenge yourself
 - Establishing community / fellowship
 - Responding to the Spirit in service / through serving
 - Deepening knowledge / through study, alone or in a group
 - Recommitting in worship
- Then the process repeats**

Over the next two years I would like to see how each parish can use these principles to form disciples. They don't require a specific program, though we have many programs available. These principles are adaptable for any size of parish and any style of worship, from an urban single church to a rural multi-church parish. Can we see our parishes as centres of discipleship? How are you growing as a disciple? Where are the opportunities for you to 'disciple' others in your parish and in your community?

Personal Story

One of the greatest joys of this ministry for me, is hearing the stories of people in the congregations and parishes of the diocese. One of the chief roles of a bishop is to be a storyteller, telling God's story and our stories around the diocese. On April 1, I observed the fifth anniversary of becoming Diocesan Bishop. On June 29th, I will have been in episcopal ministry for 11 years. I believe that the decision by the Diocesan Council to have only one bishop in the diocese was the right decision to make in 2014. The creation of the positions of Parish Vitality Coordinator and Vocations Coordinator as well as sustained funding for the Youth and Family Ministry Coordinator, have proven to be wise investments in the future of the parishes of the diocese. These positions are providing resources to embrace the changes and opportunities which lie before us. However, much like the change which happens when a parish decides it cannot afford full time ministry and that part time ministry is an acceptable alternative, the same has been true of episcopal ministry in this diocese. Except for extending the cycle of Sunday parish visits from two to three years, not much else in the ministry of the bishop has changed. There are some things which I have not done or not done well, not because they were or are unimportant but because the time just did not allow or other issues pushed them out. This is a position where the 'urgent' frequently eclipses the 'important'. I don't foresee us ever returning to a two bishop model and if that is the case, I do believe that the expectations of the one bishop do need to change. This issue is something which I have been unable to address. I recommend that Diocesan Council undertake this work before the election of a new diocesan bishop (whenever that takes place).

You are probably aware that I am one of five nominees for the office of Primate of the Anglican Church of Canada. This is not something that I sought and initially was something which I rejected. It is in many ways a potential call which is wholly impractical in my life. However, I was told by some people, whom I respect, that I ought to model what I have been talking about for the past five years and be open to where God might be calling and what the journey itself might teach. We don't know the ends of our stories and they frequently (in my experience) take unforeseen turns. Someone approached me a couple of weeks ago and asked me why I was planning to leave. It took me a split second to realize that she was talking about the primatial election; the time lag was due to the fact that I don't believe I am leaving. I am booking appointments and commitments here in the diocese for this fall. I do request your prayers for myself and the other nominees in this period of uncertainty in our lives and for the lay and clergy members of the General Synod who will elect the new Primate on July 13. However this process unfolds, I pray that I may continue to grow in the love of God and God's story. It has shaped and empowered my life immeasurably.

Closing thoughts

Though many commentators have recognized that the Christian Church in North America is living in a post-Christendom environment, most of our structures and organization is firmly rooted in Christendom. I continue to experience a church that is in mourning for what is lost, yet our hope lies in us being tellers of the story... not of endings and death but of God's resurrection power that can bring forth new life.

A week ago I had an opportunity to reflect about how the church has changed, as I marked the anniversary of my ordination as a deacon. I was ordained into a church which doesn't exist anymore. It is smaller, it is rediscovering servant ministry in a very practical way and it is also rediscovering its purpose. The long, long conversation about the ministry of all the baptized is slowly beginning to have a real impact. Assumptions about our role within the culture are being challenged; assumptions about what it means to lead in this time are wide open for re-interpretation. In looking at how we as a diocese are adapting to meet the changes, I am convinced that we cannot manage or cut our way to health, growth and vitality. Planning is important in any organization of this size, but planning alone is probably the least effective tool we need to employ. Instead, we need to live fully into the story of the God who gives us more than we can ask or imagine, to discern the leading of the God who calls us to dream of a world where we see beyond our own needs and recognize that God's dream is for a world which is reconciled. The God who gave himself completely to incarnate the love necessary for this dream to become reality.

Human beings do not 'unlearn' things. Someone recently shared an image with me which highlighted how difficult it is to change; Repetitively using a wheelbarrow on the same path will wear a groove in the soil. While we can choose to walk a new path, it will be very difficult at first and the tendency will be to fall into the same rut, the easy groove, the familiar. We may learn new ways which displace old patterns, but the old patterns remain.

Although I have from time to time wondered if we have "Imagination Deficit Disorder", I am seeing some growing creativity in how we are responding to God's call. My observation is that the Holy Spirit does not lead us in a straight line- remember that creation arose out of chaos. There are times when life in our diocese seems chaotic and I am tempted to try and order what this new and emerging faith will look like. It is then that I am reminded not to block the work of the Spirit. There are some who refer to us as "organized religion". Those involved in its leadership know how truly disorganized we are, as we seek to follow a God who is still writing the story. I believe this is a good thing. People in our communities don't want dumbed down, simplistic reflections in the midst of great change and great challenge in their lives. They want authenticity. They want to see us practice what we say we believe and they want to see us living in the hope of a God who is present in the midst of good times and bad.

In the final episode of the popular culture phenomenon known as Game of Thrones broadcast last Sunday, one of the characters, Tyrion, gives a speech which I want to close with (just slightly adjusted) He

says, “we’ll have lots of time to think about our history, our successes, our mistakes. What unites a people- gold, power, flags? No... Stories. There is nothing in the world more powerful than a good story. Nothing can stop it, no enemy can defeat it.”^x

What better story is there than the story of God? Is this story ended? Has the last page been turned?

A week from today we celebrate the Feast of the Ascension, an ending of sorts but also an event which draws us all into the ongoing redeeming work of Jesus. “Jesus undeterred went right ahead and gave his charge. “God authorized and commanded me to commission you: Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the three fold name: Father, Son and Holy Spirit. Then instruct them in the practice of all I have commanded you. I will be with you as you do this, day after day, right up to the end of the age.”^{xi}

There is always more to the story, especially the story of God’s love for all the world.

The Most Rev. Ron Cutler

Archbishop of Nova Scotia and Prince Edward Island

ⁱ Edward Bulwer-Lytton- “Paul Clifford” (also Madeline L’Engle and Snoopy)

ⁱⁱ Charles Dickens- “A Tale of Two Cities”

ⁱⁱⁱ JRR Tolkien- “The Hobbit”

^{iv} George Orwell- “1984”

^v Genesis 1:1-3 NRSV

^{vi} St. Mark 1:1 NRSV

^{vii} St. John 1:1 NRSV

^{viii} Anglican Communion Website www.anglicancommunion.org/mission/marks-of-mission

^{ix} Anglican Communion Website www.anglicancommunion.org/mission/intentional-discipleship

^x HBO “Game of Thrones”, Season 8 episode 6

^{xi} St. Matthew 28:18-20 “The Message”



Elaine Young

Atlantic Regional Director

Alpha Canada



169 countries

25 million people worldwide

1 million+ people in Canada



Only **29%** of religiously committed people
in Canada view evangelism positively

Angus Reid





80% of guests attend
**Alpha because they are
invited by a Christian they are
already in a relationship with.**





LIFE.SHARED

INITIATIVE

Alpha



80,000

LIFE.SHARED
INITIATIVE





Alpha:
Invite

mobilize the church to invite



equip the church to run

Alpha:
Equip

Alpha: Invite



- Sunday Service Videos
- 3-week Small Group video series
- Invitation material with Digital Support

How to get involved

- 1. Run**
- 2. Invite**
- 3. Pray**

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LIFE.SHARED

INITIATIVE



Alpha

There Is More To The Story

Theme Speaker: Jenny Salisbury

Dear friends, thank you so much for our time together this week. Here are some of the resources I shared.

Be well, friends. Thank you for your work, your faith, and your stories.

- Jenny

Questions for Discussion

- 1) When was a time when you changed your mind about some aspect of God, faith, or church life?
- 2) What are the stories we are wearing? What are the stories we are living out? What are the stories we believe? And what are the stories we are telling one another?
- 3) What are three things that you know to be true? How do you know that they are true? How did you first arrive at this knowledge? How have you tested it? Why can you trust it? Has this knowledge changed for you overtime?
- 4) How are stories like ginger? Rhizomic knowledge.
- 5) In what ways is right now the best time to be church?
- 6) What is a story that convinced you that you weren't alone?
- 7) What is a story you don't like? How would you retell it, change its genre, character, ending, to make it a story you do like?
- 8) What are some stories that you don't know or don't know well? How can you learn them? Where can you find them?

Quotations for Reflection

Maya Angelou: **"There is no greater agony than bearing an untold story."**

Gerald Robert Vizenor: **"You can't understand the world without telling a story. There isn't any center to the world but a story."**

Thomas King: **"The truth about stories is that's all we are"**

Hank Green: **"The truth resists simplicity"**

Kaveh Akbar: **"Art is where what we survive survives."**

Hannah Gadsby: “Laughter is not our medicine. Stories hold our cure. Laughter is just the honey that sweetens the bitter medicine. I don’t want to unite you with laughter or anger. I just needed my story heard, my story felt and understood by individuals with minds of their own. Because, like it or not, your story... is my story. And my story... is your story.”

Lavar Burton: “There is a firm link between that which we imagine, and that which we create. The stories that we tell each other, the stories that we have told each other throughout the history of humanity’s development determine how we continue to invent the world in which we live.”

Poems

Poet: Jan Richardson <https://www.janrichardson.com>

- “For Those Who Have Far to Travel”
<http://paintedprayerbook.com/2011/12/31/epiphany-blessing-for-those-who-have-far-to-travel/>
- “Blessing the Water, the Wine”
<https://paintedprayerbook.com/2013/01/13/epiphany-2-blessing-the-water-the-wine/>
- “Blessing for the Brokenhearted”
<https://www.debbieaugenthaler.com/blessing-for-the-brokenhearted-by-jan-richardson/>

Poet: Mary Oliver <https://www.newyorker.com/books/page-turner/mary-oliver-helped-us-stay-amazed>

- “West Wind 2” <https://www.goodreads.com/quotes/913771-west-wind-2-you-are-young-so-you-know-everything>
- “The Summer Day” <https://www.loc.gov/poetry/180/133.html>

Further Resources

Game “**Preach it**”. Give an every day object to another person, and they immediately give a 2 minute sermon about it. Once someone has preached, they get to “dare” another to “Preach it” with a new object.

Pixar storyboard artist Emma Coats tweeted some great storytelling rules. Here is a collection of them: <https://io9.gizmodo.com/the-22-rules-of-storytelling-according-to-pixar-5916970>

- Rogers Jr, Frank. *Finding God in the Graffiti: Empowering Teenagers Through Stories*. Cleveland: The Pilgrim Press, 2011.
A great youth ministry resource, looking at using theatre arts and creative writing when working with youth.

- Booker, Christopher. *The Seven Basic Plots: Why we tell stories*. Bloomsbury, 2004.
A wonderful exploration of story and the human condition. But it is big, and doesn't draw the connection to the Christian story.
- Bogart, Anne. *And Then, You Act: Making Art in an Unpredictable World*. New York : Routledge, 2007.
A short, hard-hitting, powerful book by a New York director. Change "Art" for "Ministry" and "Artist" for "Minister" – and you've got a GREAT resource
- King, Thomas. *The Truth About Stories*. Toronto: The House of Anansi Press, 2003. Available online: <http://www.cbc.ca/ideas/massey-archives/2003/11/07/massey-lectures-2003-the-truth-about-stories-a-native-narrative/>
Fair warning – Thomas King has some articulate criticisms of the Genesis narrative. Not for the faint of heart.
- Burton, Lavar. *Keynote. "Tools of Change for Publishing"*. Feb. 14, 2012. Available online at: <https://www.youtube.com/watch?v=mXLju6cBDwI>
Lavar Burton discusses how stories, especially science fiction stories, shape ourselves and our futures.
- Goldstein, Tara. *Teaching Gender and Sexuality at School*. Routledge, 2019.
This is the book that my research team at UofT has put out, based on our story gathering from LGBTQ families, and their experiences with public school. It is not a religious or spiritual text. It is written as a series of letters to public school teachers, and how to make their classrooms more respectful and welcoming to students from Queer families.

Application of Canon 16 Budget and the Allotment

Glen Greencorn MBA, CPA, CMA

Diocesan Controller



Topics

- Vocabulary
 - Let's all use a common language
- Our Current Approach
 - Let's all understand what we are doing today
- Identify the correctness
 - Let's agree that our current approach is consistent with the Canons



Key Terms from Canon 16

- 1(2) "Allotment" is that proportion of parish income which each parish is required to share for the wider work of the Church, as determined under the provisions of this Canon.
- 1(4) "Gross Receipts" is the receipts of a parish from all of the following sources:
- a) the amounts received by all congregations of the parishes from all sources, including amounts earned on all investments and principal sums expended.
 - b) all amounts received by all parish organizations, after deducting the cost of raising such amounts.
- 1(5) "Assessable Income" is gross receipts less allowable exemptions.
- 6(1) The allotment rate for the Budget for the next year shall be computed as the percentage that the amount to be raised (the net budget) is of the Assessable Income of all parishes for the previous year.



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6(1) The allotment rate for the Budget for the next year shall be computed as the percentage that the amount to be raised (the net budget) is of the Assessable Income of all parishes for the previous year.



Allowable Exemptions – Section 4 of Canon 16

1. Exemptions will be allowed as follows:
 - a) Basic Exemption. A basic exemption for each parish will be determined each year by the Budget Task Group in conference with the Parish Relations Task Group applied automatically by the Diocesan Office;
 - b) All flow-through funds;
 - c) Funds contributed or interest earned on funds contributed specifically to a Cemetery Fund which are placed in that fund...;
 - d) Bequests that are placed in endowment funds....;
 - e) Grants...;
 - f) Income from fund-raising events... The cost of earning such income is exempt;
 - g) All amounts in excess of \$5000 paid as a housing allowance;;
 - h) All building maintenance and Capital Expenditures that are described in the Parochial Return,;
 - i) All clergy travel reimbursement by a Parish in a previous year in excess of 5% of the total operating results for that year.



Allowable Exemptions – Section 4 of Canon 16

THE PAROCHIAL RETURN DOES NOT INCLUDE THE BASIC EXEMPTION

- The Basic Exemption is an attempt to take into account some of the basic costs of operating a parish regardless of its size
- The Basic Exemption was approved by Synod on June 17, 1990 for effect in 1991
- The initial basic exemption was \$5,000
- In 2004 the basic exemption was increased to \$8,000



The Diocese' Current Approach

1. The Income Reported on all Parochial Returns is totalled
2. This total is multiplied by a Budget Calculation Rate to determine the Net Budget
3. Each Parish's Assessable income is computed by subtracting the Basic Exemption from the Income Reported on its Parochial Return
4. Each Parish's percentage of the total Assessable Income is then computed
5. Each Parish's Allotment Request is then calculated based on its percentage of total Assessable Income multiplied by the Net Budget



A

Income
Reported on
Parochial
Return

Parish

1 \$ 20,000

2 \$ 188,500

\$ 208,500



| | | | | | | |
|-------------------------------|--|--|--|--|--|--|
| | A | | | | | |
| | | | | | | |
| | Income Reported on Parochial Return | | | | | |
| Parish | | | | | | |
| 1 | \$ 20,000 | | | | | |
| 2 | <u>\$ 188,500</u> | | | | | |
| | \$ 208,500 | | | | | |
| Budget Calculation Rate | | | | | | |
| | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| | A | B | C | | | |
|-------------------------|-------------------------------------|-----------------|--------------------------|--|--|--|
| | | | (A - B) | | | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | | | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | | | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | | | |
| | \$ 208,500 | | <u><u>\$ 192,500</u></u> | | | |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| | A | B | C | D | | |
|-------------------------|-------------------------------------|-----------------|--------------------------|------------------------------|--|--|
| | | | (A - B) | | | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Parish % of Total Assessable | | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | 6.23% | | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | 93.77% | | |
| | \$ 208,500 | | <u><u>\$ 192,500</u></u> | | | |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| | A | B | C | D | E | |
|-------------------------|-------------------------------------|-----------------|--------------------------|------------------------------|----------------------------|--|
| | | | (A - B) | | (D X Net Budget) | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Parish % of Total Assessable | Allotment Request | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | 6.23% | \$ 2,502.00 | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | 93.77% | <u>\$ 37,634.25</u> | |
| | \$ 208,500 | | <u><u>\$ 192,500</u></u> | | <u><u>\$ 40,136.25</u></u> | |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

| | A | B | C | D | E | F |
|-------------------------|-------------------------------------|-----------------|--------------------------|------------------------------|----------------------------|----------------|
| | | | (A - B) | | (D X Net Budget) | (E / C) |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Parish % of Total Assessable | Allotment Request | Allotment Rate |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | 6.23% | \$ 2,502.00 | 20.85% |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | 93.77% | <u>\$ 37,634.25</u> | 20.85% |
| | \$ 208,500 | | <u><u>\$ 192,500</u></u> | | <u><u>\$ 40,136.25</u></u> | 20.85% |
| Budget Calculation Rate | 19.25% | | | | | |
| Net Budget | \$ 40,136.25 | | | | | |

Canon 16 Approach

1. Calculate the Assessable Income
 - Gross Receipts less Allowable Exemptions
2. Calculate the Allotment Rate
 - Net Budget divided by the Assessable Income of all parishes
3. Apply the Allotment Rate to each Parish's Assessable Income



| | A | B | C | | |
|--------|-------------------------------------|-----------------|-------------------|--|--|
| | | | (A - B) | | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | | |
| | <u>\$ 208,500</u> | | \$ 192,500 | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

| | A | B | C | | |
|--------|-------------------------------------|-----------------|---------------------|--|--|
| | | | (A - B) | | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | | |
| | <u>\$ 208,500</u> | | \$ 192,500 | | |
| | | Net Budget | <u>\$ 40,136.25</u> | | |

| | A | B | C | | |
|--|-------------------------------------|-----------------|---------------------|--|--|
| | | | (A - B) | | |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | | |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | | |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | | |
| | <u>\$ 208,500</u> | | \$ 192,500 | | |
| | | Net Budget | <u>\$ 40,136.25</u> | | |
| Allotment Rate (\$40,136.25 / \$192,500) | | | <u>20.85%</u> | | |

| | A | B | C | D | E |
|--|-------------------------------------|-----------------|---------------------|----------------|---------------------|
| | | | (A - B) | | (D X C) |
| Parish | Income Reported on Parochial Return | Basic Exemption | Assessable Income | Allotment Rate | Allotment Request |
| 1 | \$ 20,000 | \$ 8,000 | \$ 12,000 | 20.85% | \$ 2,502.00 |
| 2 | <u>\$ 188,500</u> | \$ 8,000 | <u>\$ 180,500</u> | 20.85% | \$ 37,634.25 |
| | <u>\$ 208,500</u> | | \$ 192,500 | | <u>\$ 40,136.25</u> |
| | | Net Budget | <u>\$ 40,136.25</u> | | |
| Allotment Rate (\$40,136.25 / \$192,500) | | | <u>20.85%</u> | | |

Summary

- The Current Practice, while complicated, does comply with Canon 16
- The Basic Exemption was introduced to deal with the basic costs of operating a parish regardless of size
- The Current Allotment Rate (20.85%) is applied to each parish's Assessable Income as defined in Canon 16



THE CONNECTORS

Missional Leadership Learning Cohort



MISSION ACTION...



THE CONNECTORS



THE CONNECTORS 2018-2019



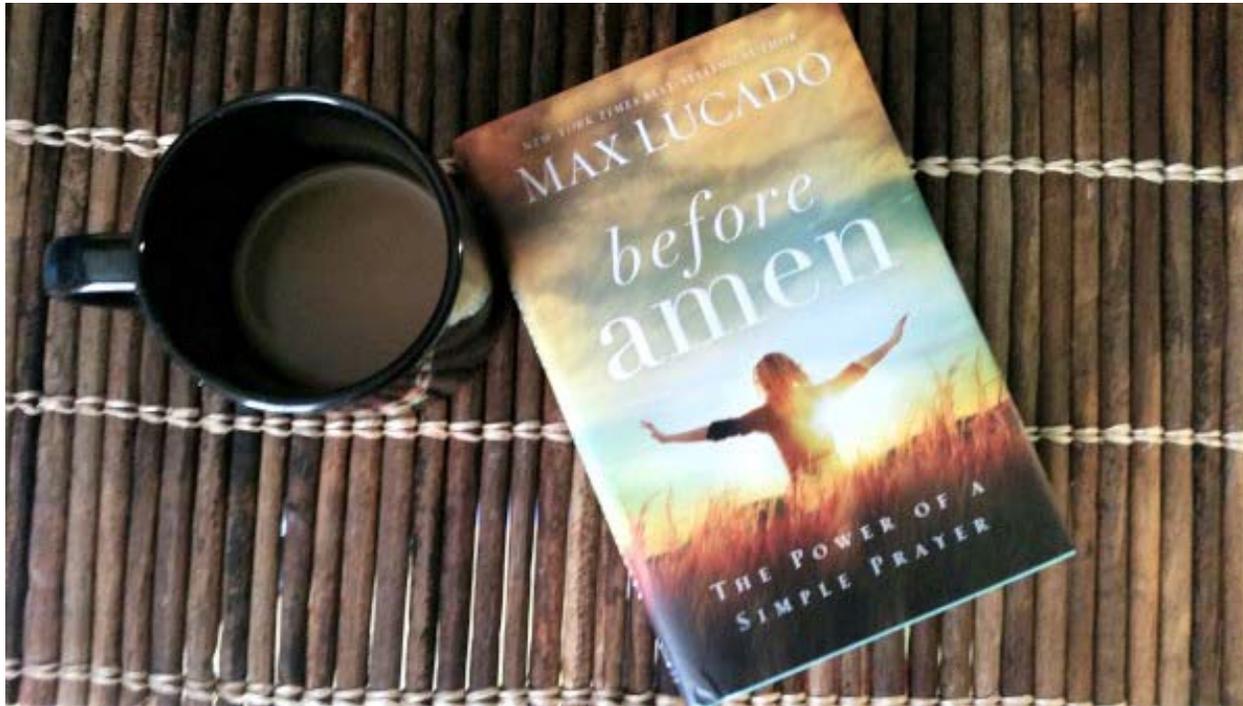
Open Arms Resource Centre, Kentville, NS



Movies & Friends

+ Study on Prayer

Halifax West



Jesus Rocks

Armdale/Halifax





Jesus Rocks



Jesus Rocks





Taking
It To The
Street,
Dartmouth



Taking it to the Street, Eastern Passage







**Pop-Up-Play
for Kids
Tantallon**



**Community-building
for adults**



Liscombe-
Port Bickerton



Christ Church, Shelburne



(Leadership Development)

Christ Church
Shelburne



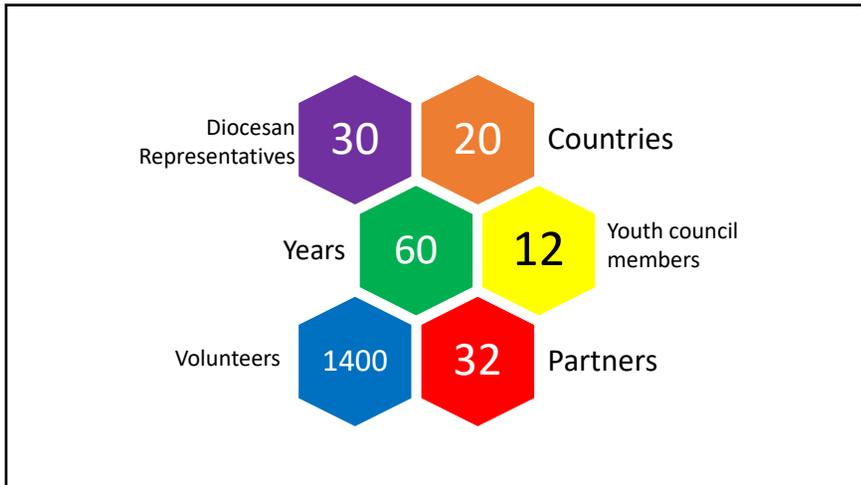
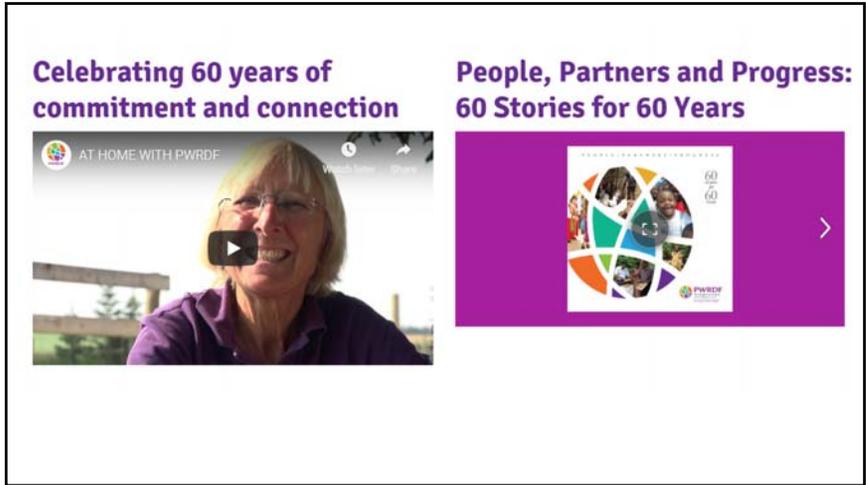
Youth on
Fire

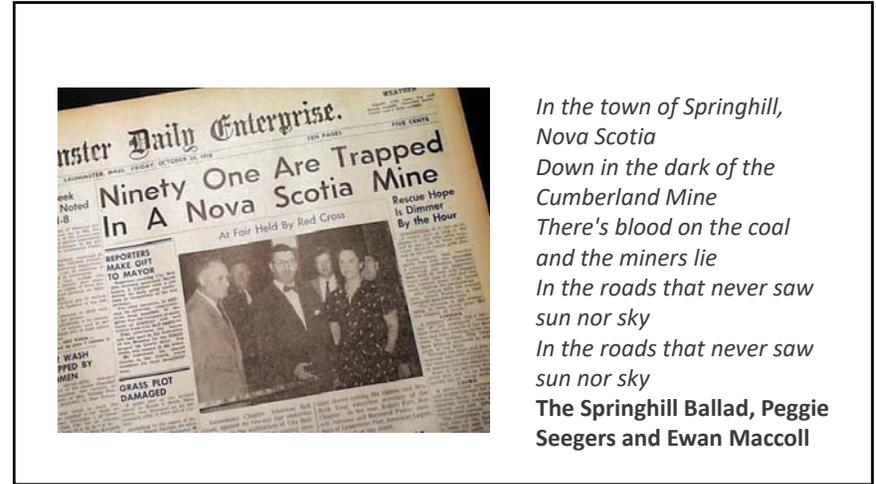
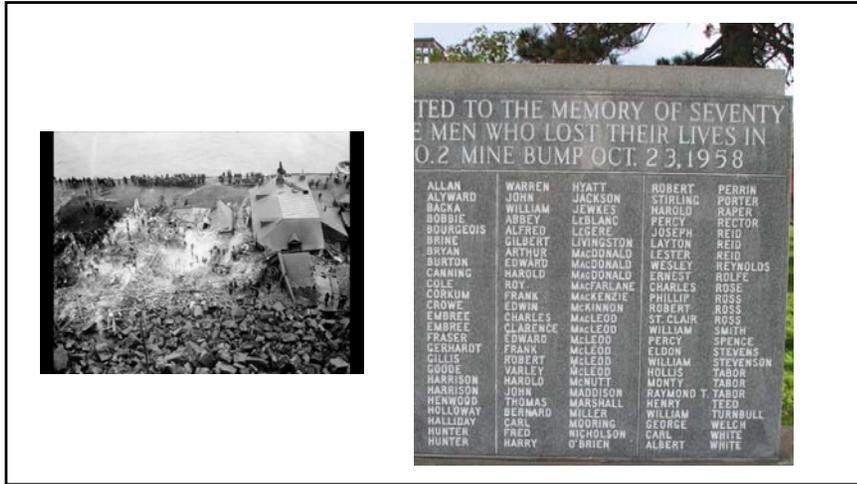
THE CONNECTORS TWO

- ▶ Receiving Expressions of Interest - NOW!
- ▶ Final Applications - no later than Sept. 13









*In the town of Springhill,
 Nova Scotia
 Down in the dark of the
 Cumberland Mine
 There's blood on the coal
 and the miners lie
 In the roads that never saw
 sun nor sky
 In the roads that never saw
 sun nor sky
 The Springhill Ballad, Peggie
 Seegers and Ewan Maccoll*





HUMANITARIAN COALITION 
Together saving more lives

 ACTION AGAINST HUNGER

 Canadian Foodgrains Bank

 Canadian Lutheran World Relief

 care

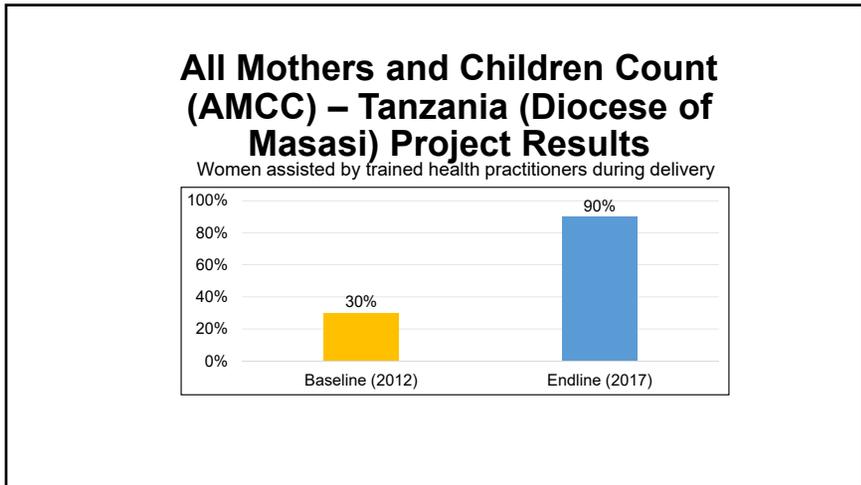


 OXFAM Canada

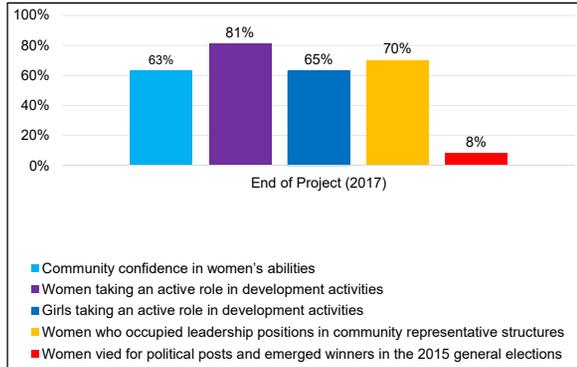
 OXFAM Québec

 PLAN

 Save the Children



3-country Project Results



UNPFII17 SESSION PARALLEL EVENT
Indigenous Midwifery: cultivating social and cultural reproduction of life
 Wednesday, April 18 15:00 - 16:15 (UTC/GMT -4) | 9-2724 BR UNITED NATIONS HQ



PWRDF External Funding Program Manager Richard Librock (left) and PWRDF Director of Development Zaida Bastos meet Dr. Denis Mukwege (middle) at Panzi House in DRC.



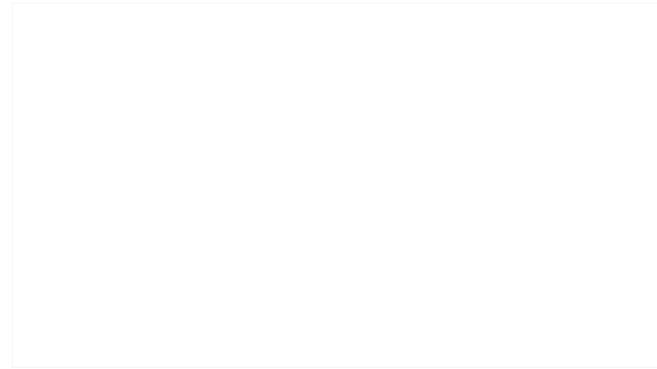
Women at Panzi House recovering from sexual violence learn new skills to build confidence and a livelihood.







PWRDF works towards a truly just,
healthy and peaceful world

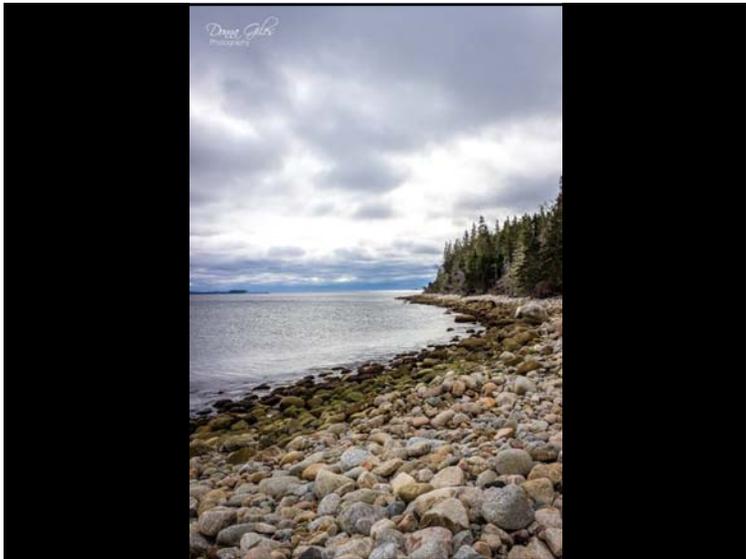


PWRDF

The Primate's World Relief
and Development Fund

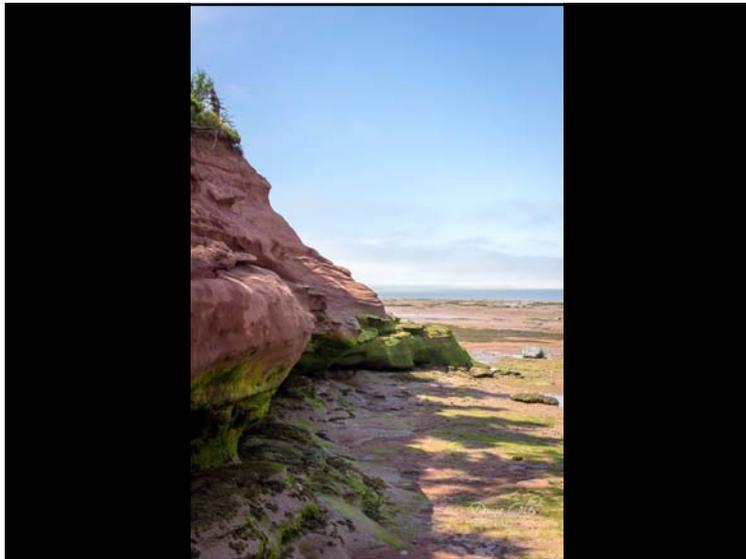
The Anglican Church of Canada

Caring for God's Creation
Environment Network
Diocese of NS & PEI









Environment Network Diocese of NS & PEI

Will you strive to safeguard the integrity of God's creation and respect, sustain, and renew the life of the earth?

People I will, with God's help.

Please visit the network's display booth or connect with us by internet or phone:

Facebook: Environment Network
Diocese of NS & PEI

Instagram: endionspei

Environment Network Email List
Environment Network Newsletter

Email: endionspei@gmail.com

Call or text: 902-483-6866

2019 SYNOD PRESENTATION
Anglican Church Women Board
Diocese Of Nova Scotia & Prince Edward Island



Presented by Cynthia Pilichos, Coordinator

**MISSION IS POSSIBLE:
EMPOWERED BY GOD**

"And your mission, should you choose to accept it....."



With God all things are possible. Matthew 19:26

"A HOME WITH A HEART"
2014-2015 PROJECT
Every Child Counts...Every Student Matters



**Provided the funding to build a house in
Bura, Kenya for a mother/grandmother
and up to 8 children!**



**Cynthia Pilichos presenting a cheque to Rollie Herritt
for the 2014-2015 project, "A Home with A Heart."**

**ANGLICAN CHURCH WOMEN
NOVA SCOTIA BOARD**

2015-2016 PROJECT

Ability to Live with Spirit

ALS

This year's annual project of the Anglican Church Women Nova Scotia Board is in support of those living with

ALS

And to honour the Life and Legacy of Verna Munroe, in loving memory of her faithful contribution to the church and community.

IF YOU WISH TO MAKE A DONATION
ANGLICAN CHURCH WOMEN NOVA SCOTIA BOARD WILL BE
ACCEPTING DONATIONS FOR THIS YEARS PROJECT UNTIL APRIL 2016.
Please make cheques payable to Anglican Church Women, Nova Scotia Board

MAIL CHEQUES TO: Anglican Church Women Nova Scotia Board
Anglican Diocesan Centre
1340 Martello Street
Halifax, NS B3H 2Z1 OR

ACW NS BOARD TREASURER: Marjorie Davis
204 -111 Pebble Creek Drive
Dartmouth, NS B2W 0L1

OUR SINCERE THANKS AND APPRECIATION FOR YOUR ONGOING SUPPORT OF THE
ANGLICAN CHURCH WOMEN NOVA SCOTIA BOARD'S ANNUAL PROJECTS.



Board treasurer, Marjorie Davis presenting a cheque for \$16,000 for the 2015-2016 project, "Ability to Live with Spirit", in support of those living with ALS and in memory of Verna Munroe to Kim Carter, CEO/President of the ALS Society of NB and NS.

**ANGLICAN CHURCH WOMEN
NOVA SCOTIA BOARD**

2016 - 2017 ANNUAL PROJECT

**The Madagascar School Project:
Changing Lives, Sharing Hope**

The NS ACW Board is very pleased to partner with
The Madagascar School Project for its 2016/17 Annual Project
With your prayers and financial contributions, we can support the Madagascar
School Project in its mission to change lives and bring hope to Malagasy
communities. The MSP does more than build and operate schools; it changes
lives. The Madagascar School Project provides education, enhances health, and
offers hope for Malagasy children and their families.
BE A PART OF THIS AMAZING PROJECT. HERE'S HOW:

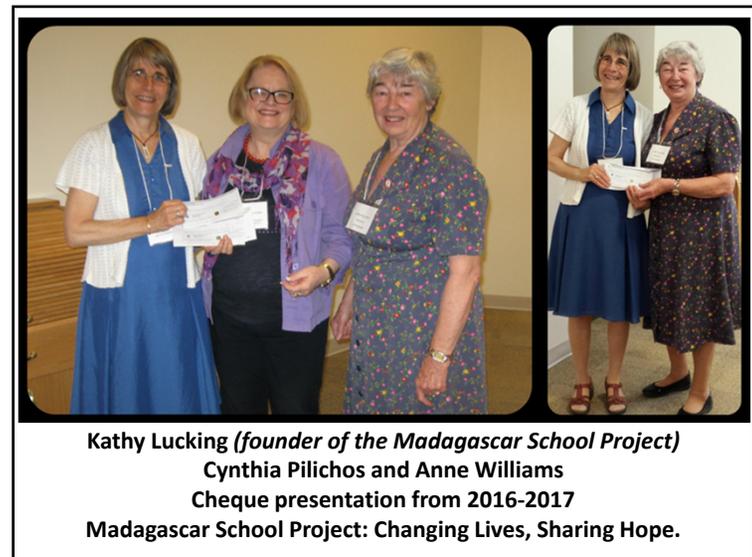
THE BOARD WILL BE ACCEPTING DONATIONS
FOR THIS PROJECT UNTIL **APRIL 2017**

Please make cheques payable to: ACW Nova Scotia Board

MAIL CHEQUES TO:
Anglican Church Women Nova Scotia Board
Anglican Diocesan Centre
1340 Martello Street
Halifax, NS B3H 2Z1 OR

ACW NS BOARD TREASURER:
Marjorie Davis
204 -111 Pebble Creek Drive
Dartmouth, NS B2W 0L1

Our sincere thanks to all the parish groups and individuals in our Diocese who have
contributed to our yearly projects; YOUR CONTINUED SUPPORT of this outreach
ministry is very much appreciated.



**Kathy Lucking (founder of the Madagascar School Project)
Cynthia Pilichos and Anne Williams
Cheque presentation from 2016-2017
Madagascar School Project: Changing Lives, Sharing Hope.**

ANGLICAN CHURCH WOMEN NOVA SCOTIA BOARD
 2017 - 2018 ANNUAL PROJECT
TRIBUTE TO TEACHING INDIGENOUS TRADITIONS

GATHERING ON TRADITIONAL TEACHINGS

In the Diocese of Indigenous Spiritual Ministry of Mishamikoweesh

With sufficient funding, this intergenerational conference model for teaching Indigenous traditions, pioneered by Bishop Lydia in the Indigenous Spiritual Ministry of Mishamikoweesh, can be expanded to draw in more communities, so they can teach and learn from each other.

"This program began two years ago and is growing. There are five nearby reserves that participate. This program is essential to the growth of the young people as they learn more about their culture and traditions. It has proven to be an excellent tool to reach the young people as they learn from the women elders on the traditional skills of preparing the traditional foods and other life skills...including marriage and parenting. The program enhances the wellbeing of the young people involved, as they interact with people of all ages. Each day begins with a time of worship and bible study. This is a vital component of the growth of the young people, to have their spirituality, and to learn from the elders."

(The Right Reverend Lynda Moxley, First Bishop of the Diocese Indigenous Spiritual Ministry of Mishamikoweesh)

So, in response to the Anglican Church of Canada's commitment to the Calls to Action that resulted from the Truth and Reconciliation Commission Report, the ACW NS Board has chosen as its National Project for 2017-2018 this Outreach Ministry of Teaching Indigenous Traditions

"Calls to Action 848, Part B. Respecting Indigenous peoples' right to self-determination in spiritual matters, including the right to practice, develop, and teach their own spiritual and religious traditions, customs, and ceremonies, consistent with Article 12.1 of the United Nations Declaration on the Rights of Indigenous Peoples."

Annual Project 2017- 2018
"Tribute to Teaching Indigenous Traditions"
 Anne Williams presenting a cheque to Bishop Sue Moxley

ANGLICAN CHURCH WOMEN BOARD
 Diocese of Nova Scotia & Prince Edward Island

2018-2019 ANNUAL PROJECT
Bonny Lea Farm: A Home Forever

To support Bonny Lea Farm in the building of a new residence by sponsoring a room.

Anglican women in our diocese will be sponsoring the living room, a place of welcome, gathering, and fellowship, in the new building at Bonny Lea Farm. The new residence is for the aging and ready-to-retire residents so that they may continue to live in the supportive environment at Bonny Lea, their forever home.

Please make cheques payable to Anglican Church Women Board, Annual Project noted in memo line. Mail to:
 ANGLICAN CHURCH WOMEN BOARD
 ANGLICAN DIOCESAN CENTRE
 1340 CATHEDRAL LANE, HALIFAX, NS B3H 2Z1
 Board will be accepting donations for this project until April 2019

Personal Dignity & Worth through Productive Living

2018-2019
"Bonny Lea Farm: A Home Forever"
 Liz Finney, Fund Development Director of Bonny Lea Farm

Photo on the left: Liz with two residents from Bonny Lea Farm at the Anglican Church Women of the South Shore regional gathering at St. Barnabas, Blue Rocks. Photo on the right: Liz at the Chebucto and Fort Sackville annual gathering with Jean Stutt and ACW Board Chaplain, Rev. Lori Ramsey.

2019-2020 Project

Education: A life changing gift

Kings ~ Grannies ~ Kikima



Nancy Henry & Betsy Baillie



2019-2020 Project
Education – a life changing gift!

Anglican Church Women Board,
Diocese of Nova Scotia & Prince Edward Island

Anglicans in our diocese will be supporting Grannies in Kikima, Kenya by providing funds for 5 Kikima grandchildren to attend university/college.

Education – a life changing gift!

The Kikima Grannies are raising their grandchildren, orphaned because of HIV/AIDS, and over the past 11 years have been helped by grannies in Kings County, NS.

Please make cheques payable to Anglican Church Women Board,
Annual Project noted in memo line. Mail to:
Anglican Church Women Board
Anglican Diocesan Centre
1340 Cathedral Lane, Halifax, NS B3H 2Z1
The board will be accepting donations for this project until April 2020.



Vital Church Maritimes CONFERENCES



 www.nspeidiocese.ca



An annual conference concentrating on . . .



&



OF CHURCH

WHAT IS MISSION?



Mission is both the announcement and the demonstration of the reign of God through Christ.

Michael Frost

What are fresh expressions of church?



A fresh expression is...
a form of church for our
changing culture,
established primarily
for the benefit of people
who are **not yet** members
of any church.



Imagine Church...

... for people
who don't do
traditional
church!



Does that mean that we
dismiss traditional
(inherited) church?



NO!

WE CAN DO BOTH...

✓ Traditional Sundays

✓ Fresh Expressions



All churches shaped by mission

Fresh Expressions alongside traditional churches in a mixed economy

"Mixed Economy"
- Rowan Williams ++



Messy Church, Shelburne



Prayer in the Park, All Saints' Bedford

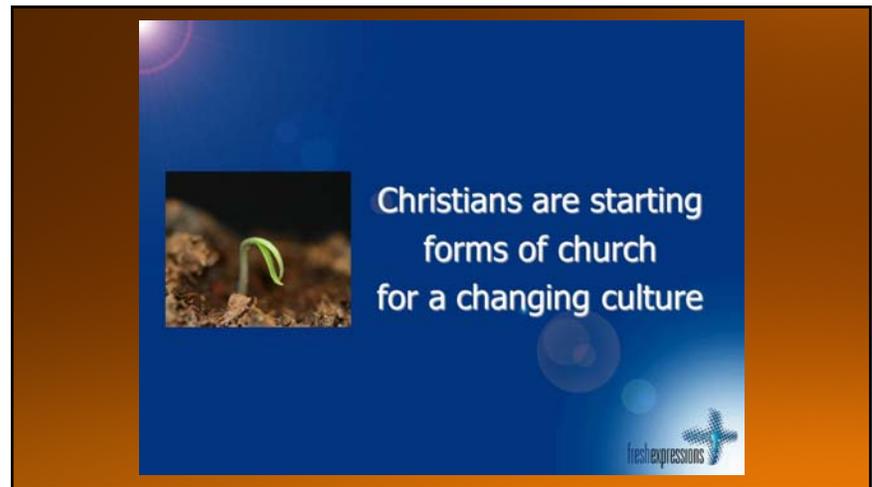
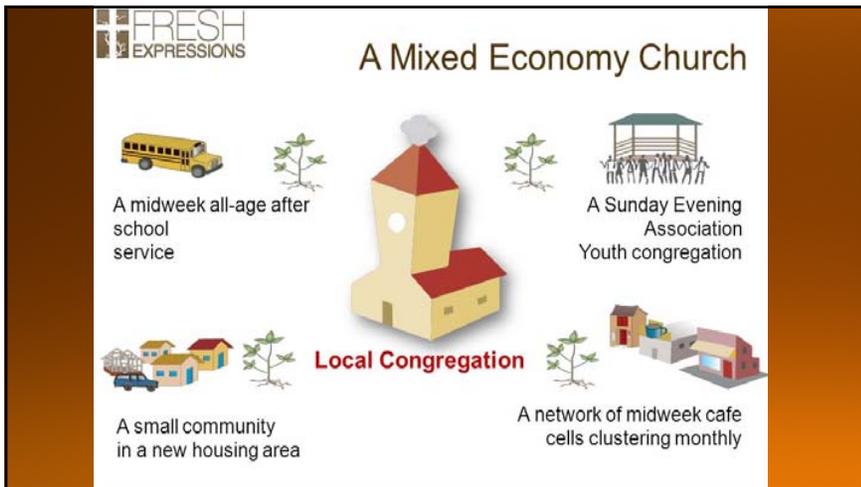


Sewing Classes & Prayer St. James' Shubenacadie

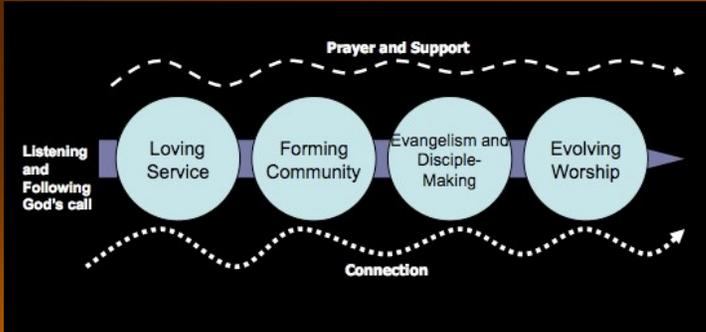




Café Wednesdays, Holy Trinity Yarmouth



Fresh Expressions Discernment:



VCM 2017 PHOTOS



Phil Potter







Vital Church Maritimes

- Rediscover mission
- Explore new ideas
- Ask questions
- Network with friends
- Discern future plans



VCM 2018 PHOTOS







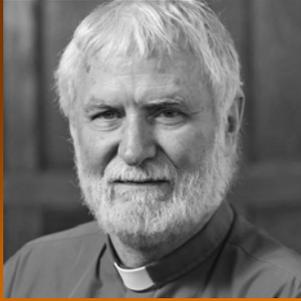

Vital Church Maritimes 2019
Conference
Nov. 21 - Nov. 23



*"Open Minds.
Open Hearts.
Open Hands"*

2019 KEYNOTE SPEAKER:
Rev. Canon Dr. Duke Vipperman

- Anglican priest
- Fergus, Ontario
- Church growth leader
- Ministry coach
- 'Church out of the box'



Duke Vipperman



- Congregational turn-arounds
- Fresh Expressions
- Discipleship
- Missional transformation

VCM 2019 LOCATION:



WHO CAN GO?

Lay People
Clergy



FUNDING SUPPORT
is available



for Lay People and Clergy

**Vital Church Maritimes 2019
Conference
Nov. 21 to Nov. 23**



REGISTRATION IS OPEN!

www.nspeidiocese.ca

**EARLY BIRD
SPECIAL!**



...for conference fee &
hotel accommodations!

Reconcili-ACTION!

RECONCILIATION IN THE ANGLICAN CHURCH OF CANADA
 MELANIE DELVA - RECONCILIATION ANIMATOR
 SYNOD OF THE DIOCESE OF NOVA SCOTIA AND PEI - MAY 24, 2019

Archivist to Animator

Who IS this person??

Territorial acknowledgement

- ▶ "sites of potential disruption"
- ▶ Things to think about

The role:

- ▶ Creating/encouraging reconciliation contacts/teams/initiatives network
- ▶ Monitoring of response to the TRC 94 Calls to Action
- ▶ receiving/responding calls for solidarity & justice from Indigenous Communities
- ▶ Creating educational opportunities for the Church to engage on subjects pertaining to the historical and ongoing effects of colonization

Context of the work

- ▶ Church as colonizing force
- ▶ Involvement in Residential School System
- ▶ 2006 "Indian Residential Schools Settlement Agreement"
- ▶ Repudiation of the Doctrine of Discovery and endorsement of the UNDRIP



Where we are at today:

- ▶ 22 years since the last IRS closed
- ▶ 4 years post-TRC conclusion
- ▶ 2 years since Canada endorsed UNDRIP



The Commissions

- ▶ Primate's Commission on Discovery, Reconciliation and Justice
- ▶ Vision Keepers
- ▶ Jubilee Commission



ACC Response: TRC 94 Calls to Action

- ▶ Calls to Action directed to Churches
- ▶ Calls to Action directed to All Settlement Parties
- ▶ Calls to Action directed to others but that the Anglican Church can/does have involvement or influence



Example: Calls to the Churches

- ▶ Call to Action # 59: education on colonization and IRS system
 - "Timeline of an Evolving Relationship"
 - Ongoing anti-racism workshops
 - General Synod Archives resources
 - PWRDF "Mapping the Ground We Stand On" exercise
 - Workshops and lectures by NIAB & RA
 - Resources produced by Indigenous Ministries & Anglican Video
 - Primate's Commission & RA 1-page brochures
 - Funding for education from AHF and AF



www.anglican.ca/reconciliationtoolkit

Examples: Calls to "All Parties"

- ▶ Call to Action #46 – Covenant of Reconciliation
- ▶ Call to Action #73-74 – Missing children and burials



Archives of the Anglican Provincial Synod of BC and Yukon
 Indian Residential Schools Missing Children Project
 St. George's, Lytton

Example: Calls to Others

| Call | Response |
|---|--|
| Call #6 – Criminal Code section 43 | - "Christian Theological Statement on TRC Call to Action #6" |
| Call #13 – language rights | - General Synod Archives - Anglican Healing Fund and Anglican Foundation grants |
| Call #43 – Canadian Government implementation of UNDRIP | - Endorsement and support of Bill C-262 |

A Christian Theological Statement in Support of the Truth and Reconciliation Commission's Call to Action #6



ACC Grassroots



- Drum circles
- Feasts
- Educational exhibits
- Water projects
- UNDRIP/g4 Calls public readings
- Talking circles
- Protest solidarity
- "Bishop's ride"
- Art installations
- Indigenous medicine workshops



Resolutions to General Synod 2019

- ▶ Canon 22 revisions
- ▶ National Reconciliation Coordinating Committee
 - ▶ Diocesan "Reconciliation Ambassadors"
- ▶ Continuation of the Vision Keepers

I HAVE CALLED *You* BY NAME

 GENERAL SYNOD 2019 • VANCOUVER, B.C.

GOOD NEWS!

- ▶ Many are on the journey together
- ▶ We will make mistakes...
- ▶ ...and survive them! ☺
- ▶ God is on our side (for REAL!)



WHY?

- ▶ We are:
 - ▶ Compelled by our baptism
 - ▶ Called by our Saviour
 - ▶ Healed in the process

All this is from God, who through Christ reconciled us to himself and gave us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself
- 2 Cor. 5-18-19



Diaconal Ministry

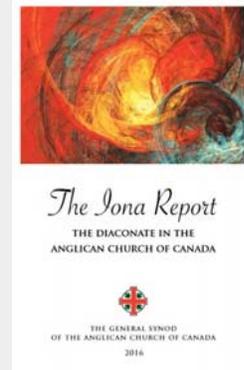
Diocese of Nova Scotia
and
Prince Edward Island



2016

National Church publishes

*The Iona Report:
The Diaconate in the
Anglican Church of Canada*



The Anglican Church of Canada is called to

- restore the diaconate as a distinctive order with its own integrity
- grow and to deepen deacons' own understanding of this distinctive ministry



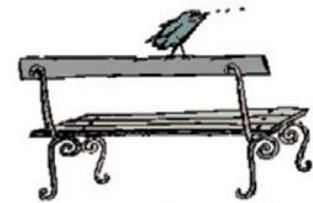
Diakonia

...every Christian is called to follow Jesus Christ, serving God the Father, through the power of the Holy Spirit. God now calls you to a special ministry of servanthood, under the authority of your bishop. In the name of Christ, you are to serve all people, particularly the poor, the weak, the sick, and the lonely... Do you believe that you are truly called by God and his Church to the life and work of a deacon?

The Examination, Ordination of Deacon
Book of Alternative Services (BAS)

The Core of the Iona Report

- Thirty Competencies (in eight areas) for Lifelong Learning, Formation, and Training for the Diaconate in the Anglican Church of Canada
- Identified “At Selection,” “At Ordination,” and “Through Lifelong Learning”



VIEW FROM THE DEACON'S BENCH

2017

The Nova Scotia and PEI
Community of Deacons
forms
the Diocesan Iona Committee

Mandate:

To explore how the Iona
Report can be applied and
implemented in our diocese

Tasks



- Analyse the thirty competencies identified in the Iona Report
- Describe an instructional program to address these competencies
- Suggest a flexible formation/continuing education program for Diocesan Diaconal Ministry

2018

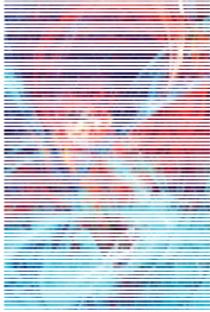
Iona Committee reports to
Archbishop R. Cutler
regarding

a discernment process and
an instructional program
to help...

...restore the diaconate
as a distinctive order with
its own integrity

...grow and deepen
deacons' own
understanding of this
distinctive ministry

Discernment Process



- specific to an evolving Diaconal Ministry in the Diocese of NS and PEI
- worked out by the Community of Deacons together with the Bishop's Office

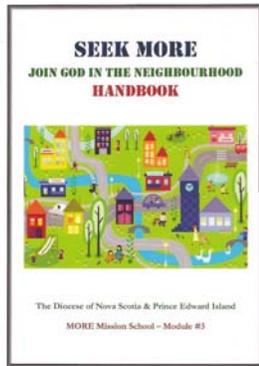
The Instructional Program

1. addresses the thirty competencies identified in the national Church's Iona Report
2. is founded on Old and New Testament Studies and Church History
3. provides twenty recommended modules of study adaptable to discerners, postulants, and the already ordained
4. is the basis for ongoing Diaconal formation
5. provides the criteria for determining equivalencies of experience and education for postulants

NOW



an opportunity to infuse parishes with **leadership** which **brings the world to the church** and **the church to the world**



"Let the Lord your God show us where we should go
and what we should do." (Jeremiah 42:3)

Through the Community of Deacons, the Diocese of NS and PEI is ready to

- Undertake the National Church's objective of restoring diaconal ministry
- Participate fully in the missional work of the church
- Infuse parishes with leadership which brings to the world to the church and the church to the world

To carry out Jesus' instruction: If you love me...



NEXT

The Community of Deacons wishes to **engage with parishes**

- In communicating the nature of and need for Diaconal Ministry
- In helping parishes identify and raise up Deacons
- In focusing ministries which bring the world to the church and the church to the world

The Community of Deacons commits

- To support the Diocese, parishes and individuals in ministry
- To provide a nurturing faith environment for all ministries
- To work with the Bishop and other ordained ministers to encourage and support lay ministries and mission
- To organize lifelong formation for those who undertake Diaconal Ministry

Keystone People

those who see themselves as participants in God's big story for the places where they live

- Mission School

Have you thought about how a Deacon might

- Be central to identifying nurturing keystone people in your Parish?
- Play a crucial role in supporting keystone persons in Parish mission?
- Build a "longer table" to welcome others into the congregation?
- Find the Rule of God in the nooks and crannies of your neighbourhood?

Deacons bring the world to the Church



and the Church to the world

We're ready when you are

Community of Deacons

deaconsnspei@gmail.com



For a copy of these presentation slides or for any other information

deaconsnspei@gmail.com

Look for our bookmarks

Many thanks to the Mission School materials for borrowed images

Diocese of NS & PEI
Mission School

God wants
Are you ready for

M  RE

REGIONAL MISSION SCHOOLS



The Mission of God
Missional Church
the Mission of Your Church



MISSION MATTERS

People matter to God,
so they matter to us.

MORE Mission School - Module #1

"Missional Possible" 2016 - 2017
(introduction)





Mission is both the announcement and the demonstration of the reign of God through Christ.

— *Michael Frost* —

AZ QUOTES

MORE Mission School - **Module #2**

"Focus on MORE" 2017 - 2018

Healthy Responses to Barriers & Resistance to Mission

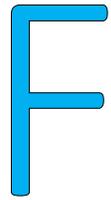



Resistance near me.

In Others, In Me, In Community

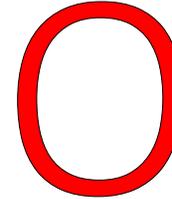
FOCUS

First the Mission Ourselves & Others Consult & Concensus Unlock The Possible Select Preferred Options



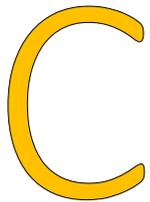
First the Mission

Maintain the missional priority.
Repeat the 'why' of missional initiatives.



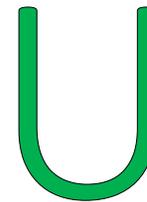
Ourselves & Others

Examine where the resistance is coming from.
What is it really about?
What's the fear?



Consult & Concensus

Discuss the nature of the barrier.
Get clarity.
Fully share opinions to flush out the topic.



Unlock the 'Possible'

Brainstorm all the possible solutions.
Be creative.
Imagine and re-imagine how to move forward.

S Select Preferred Options

Create a plan with a couple of options.
Design the next steps.
Prepare a response strategy.





MORE Mission School - **Module #3**

"Seek MORE" 2018 - 2019



Discovering God in the
Neighbourhood &
Discernment



