



THE DIOCESAN SYNOD OF FREDERICTON

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Adopted February 21, 2015

MINUTES OF THE MEETING OF DIOCESAN COUNCIL

03 December 2014

St John the Baptist Church, Parish of Riverview
Riverview

Pre-meeting circulation:

- Agenda 03 December 2014
- Draft Minutes (04 October 2014)
- Agenda
- Attendance Chart
- Team and Standing Committee Reports

Meeting circulation

- Treasurer's Report (December 2014)
- Updated agenda (02 December 2014)

Attending: *Donald Adams, Irene Adams, Stuart Allan, David Barrett, David Bell, Gil Carter, Sandra Craft, Patricia Drummond, David Edwards, Rick Haddad, Geoffrey Hall, Brent Ham, Rosemarie Kingston, Jim Knight, John Matheson, James McKenna, Christopher McMullen, Falen McNulty, Douglas Painter, Edward Quann, Richard Steeves, Allen Tapley, Walter Williams, Cheryl Young.*

Guests: *Cheryl Jacobs, Jim Morell, Leo Martin, Colin McDonald, Gisele McKnight, Cathy Laskey.*

Regrets: Rachel Barrett, Eileen Irish, Tom Fetter, Brian Spence.

** Members in italics arrived at the meeting at lunch time following a three hour delay on the road due to the weather conditions.*

Call to Order

Due to weather conditions, this Session of Council was delayed until 10:30 am at which time the Bishop began the celebration of the Holy Eucharist. His message called members to reflect on interlocking our faith with our life.

Following the Eucharist the Bishop introduced the new Territorial Archdeacons and the Executive Assistant to the Bishop

- The Reverend Brent Ham as Archdeacon of Moncton
- The Reverend Canon John Matheson as Archdeacon of St Andrews
- The Venerable Patricia Drummond adding on the responsibilities of the Archdeaconery of Woodstock
- The Reverend Cathy Laskey as Executive Assistant to the Bishop

Meeting Agenda

MOTION 1: G. Carter / D. Painter
That the agenda be approved as circulated.
MOTION 1: Carried.

Minutes of the last Meeting - 19 June 2014 and 04 October 2014

MOTION 2: S. Allan / A. Tapley
That the minutes of the 19 June 2014 and 04 October 2014 Meetings of Diocesan Council be received as circulated.
MOTION 2: Carried.

Appointment of the Secretary of Synod

MOTION 3: D. Painter / F. McNulty
That the Reverend Cathy Laskey be appointed to the office of Secretary of Synod.
MOTION 3: Carried

Receipt of Reports from Team and Committee Chairs/ Designate

MOTION 4: G. Carter / E. Quann
That Council receive the Reports from Team and Committee Chairs/Designate.
MOTION 4: Carried.

Finance Committee Report

The chair presented his report highlighting the seven applications received asking for a reduction in the Shared Ministry Budget request and also spoke on the proposal to give parishes which amalgamate some relief during the period of transition. He also spoke on the letter recently sent to all parishes reminding parishes on the importance of meeting the Shared Ministry assessment since it is a shared budget for ministry for the whole Diocese. A few other points in his report were brought to the attention of members, including an upcoming meeting of the Investment sub committee in January 2015.

MOTION 5: G. Carter / D. Barrett
That the report of the Finance Committee be received as presented.
MOTION 5: Carried

Increase in Minimum Stipend Scale for 2015

MOTION 6: G. Carter / R. Haddad
That effective 01 January 2015, the minimum Clergy Stipend be increased by 3% overall.
MOTION 6: Carried

Discussion took place highlighting concerns regarding parishes who are already suffering financially; the false belief that clergy receive what is on the budget line - which also includes employment costs; that the clergy remuneration package does include car

replacement and housing with the stipend; and that people need to remember the clergy receive a stipend not a salary.

Diocesan Travel Reimbursement Rates for 2015

MOTION 7: C. McMullen / D. Barrett

That effective 01 January 2015, there be no change to the Diocesan Travel Reimbursement Rate and the rates remain at \$0.25 for those in receipt of a Car Replacement Allowance and \$0.44 for those not in receipt of said allowance.

MOTION 7: Carried

Discussion reminded members that although the rate is lower than the governmental rate and of other organizations, the Treasurer did some work and noticed very little change in way of cost increase regarding what this reimbursement covers. There was a reminder to the Human Resources Committee that this rate should be fluid and reviewed if gas prices spike up.

Appointment to Human Resources Committee

MOTION 8: G. Carter / J. McKenna

That effective immediately, Council approve the appointment of the following members to the Diocesan Human Resources Committee: The Rev'd Brent Ham, Archdiaconal representative, and the Rev'd Richard Robinson, clergy representative.

MOTION 8: Carried

Interim Diocesan Misconduct Officer

MOTION 9: C. McMullen / D. Painter

That effective immediately, Council approve the appointment of Mr. Fred Nicholson, QC, as the interim Diocesan Misconduct Officer for a period not to exceed six months.

MOTION 9: Carried

Background: With this new legislation, we need a Diocesan Misconduct Officer. It is felt the Bishop's Executive Assistant is too close to the Bishop in order to properly fill this role. With the appointment of Mr. Nicholson for six months, it allows the Diocese to enforce the policy while looking for a more permanent officer.

Director of Youth and Intergenerational Ministries

The Director spoke on the creation of a Camp Medley Advisory Group to look at better ways to inform all concerns of what is happening at the Camp. It is also looking at what is happening now at the Camp as well as seeking new directions. The Camp needs to be looked at as a Conference Centre.

He shared information regarding the upcoming 70th year of Camp Medley and that spring promises to be busy. A request for chaplains will be going out in January. He is always looking for opportunities to train new leaders with the reminder that Youth Ministry goes beyond having a Youth Group in the parish.

In other areas, he mentioned the upcoming Tidal Impact as well as the 2016 CLAY which will be held in PEI. The Bishop encouraged all parishes to get involved in Tidal Impact.

Staffing Update at Synod Office

With the Bishop's Executive Assistant now in the office, she, along with the Bishop's secretary, are now working on how to make the Diocesan Office more functional. The position of Parish Development Officer is still unfilled.

Break for lunch

The Bishop offered a blessing for the meal provided by the ladies of the parish. (12:30PM)

Council reconvened at 1:30 PM with the addition of members who had been stranded on the road.

Treasurer's Report

With the addition of two handouts, the Treasurer guided members through the financial numbers comparing the Third Quarter of this year to the Third Quarter of last year. She drew attention to the Shared Budget Assessment received and said it was very close to last year in dollar amounts; however, percentage wise, it had increased from 78% to 89%. She stressed this is a shared ministry and not an administrative budget. In the area of Employment and Bonus, there are just a few arrears.

Lastly, on behalf on the Rev'd Dr Brian Spence, she made a plea for members to remember the Foundation for Life Program.

MOTION 10: J. McKenna / G. Carter

That the Financial Statements be received as presented.

MOTION 10: Carried.

Temporary Reductions

Seven request were received and they were submitted to the point system as outlined in the package received. The resulting points were then multiplied by the requested amount (i.e 25/30 points multiplied amount). The requests total roughly the same amount as last year. Out of the \$100,427 requested, relief is recommended for \$57,402.

MOTION 11: D. Barrett / G. Carter

That Council approve the temporary reductions for parish support of the 2015 Diocesan Shared Ministry Budget in the amount of \$57,402 as presented.

MOTION 11: Carried with one vote against.

Transitional Support for amalgamating parishes

With the help of a few examples, the Treasurer showed how amalgamation can sometimes have a temporary negative effect on parishes in the amount requested for the Shared Ministry Budget assessments. As such, a new formula is being proposed to help amalgamating parishes ease into a new assessment. In essence the new proposal would take an average of the pre-amalgamation rates in year one, then add 1% every year until the new parish reaches the point where the assessment formula kicks in.

MOTION 12: D. Adams / G. Carter

That Council direct and empower the Finance Committee to make necessary alterations to the approved Shared Ministry approach to provide transitional support for parishes undergoing amalgamation, as the need arises.

MOTION 12: Carried

Administration Team

Jim Morell gave a brief overview of the Administration Team, highlighting the Issues and Challenges of the Nicodemus Project. These are being constantly tracked by the team. Members of Council should familiarize themselves with these and if they have questions, to please bring them forward. Jim also brought attention to the issues regarding the Shared Ministry Budget and the Archdeaconry Reports, encouraging the different areas of the Diocese to continue working with these. Out of the Administration Report, two motions were put forward.

MOTION 13: P. Drummond / E. Quann

That Council give approval in principle to the holding of a Diocesan Synod in the fall of 2015, tentatively a one day Synod.

MOTION 13: Carried.

This information should be placed in enews and all clergy should be informed.

MOTION 14: C. McMullen / J. McKenna

That Council give approval in principle to the establishment of two task groups which will operate with the guidance and oversight of the Administration Team - one to study Diocesan governance, structures and processes; and one to study parish leadership requirements for the future.

MOTION 14: Carried

Background: In Synod 2009, a resolution was accepted to review Diocesan governance, structures and processes. The idea is to create two task forces to fulfill the requirements of this resolution.

An observation was made that some parishes today hardly have enough people to form a Corporation. With all the changes and demands parishes are facing today - some of which were non existent 50 years ago - we do need to look at how we operate. There is increased difficulty in completing all the legal and insurance requirements.

Reports from Other Teams

The Spiritual and Development Team are in the process of creating a Lenten Study.

Diocesan Police Record Check Policy

MOTION 15: W. Williams / F. McNulty

That Council adopt the recommended "Diocesan Police Record Check Policy" under the "Regulation 4-4: Safe Church" as presented

MOTION 15: Carried

Discussion: This is common practice in most organizations today. However, there were comments made regarding the cost and frustrations which be felt by volunteers. There is also a need to find a way to enforce the policy if it is to become standard practice.

Diocesan Privacy Policy

MOTION 16: W. Williams / C. McMullen

That Council adopt the recommended "Diocesan Privacy Policy" under the "Regulation 4-4: Safe Church" as presented, to supersede the current policy B-4 approved 26 January 2005. (4 appendices are attached)

MOTION 16: Carried after much discussion

Discussion: It was stated Appendices 3 and 4 fall under the jurisdiction of other committees. It was said we also need a Media Consent Form. It was reiterated this policy will affect all personal information we gather in parishes and how we share that information. A question was raised as to which committee should review Appendices 3 and 4.

The Bishop suggested the Human Resources Committee should decide where these appendices should be directed.

Canons and Constitution Committee

MOTION 17: D. Bell / F. McNulty

That Barbara Richards be appointed to the Canons and Constitution Committee

MOTION 17: Carried

Cathedral-Synod Property Committee

Earlier in the day, the Bishop had given a brief overview of the happenings within this committee. At this point, he called on the Vice Chair to make comments. The minutes will show a melding of both discussions.

The committee received the architect's estimates which came at 2.7 million dollars.. An amount which would be split between the Cathedral and Synod. Due to the larger than expected estimate, everything has stopped so that a smaller sub committee may look at the financial aspect of the project. The Bishop is not comfortable moving forward until sees and ability to finance it.

Presently, even though Memorial Hall is used by a large number of people, one section of it has been closed due to safety reasons. There was a question were asked regarding the costs of repairing the existing building as opposed to building a new one. The hall is located in a heritage area of the city so any changes needs city approval.

It was also noted diocesan regulations may impose restrictions on the Bishop's Court and the Deanery. The committee may need to look at other possibilities.

Adjournment

MOTION 18 : D. Barrett

That this session of Diocesan Council be adjourned.

The Bishop closed the meeting with prayer and with heartfelt thanks to the Parish of Riverview for hosting the meeting as well as providing lunch.

Time: 2:55 pm

Respectfully submitted,

The Right Rev'd David Edwards
Bishop and Chair

The Rev'd Cathy Laskey
Secretary of Synod

The Rev'd Canon Leo Martin
Recording Secretary