



THE DIOCESAN SYNOD OF FREDERICTON

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Approved: June 3rd, 2023

MINUTES OF THE MEETING OF DIOCESAN COUNCIL

8 March 2023

Virtual Conference Room

Pre-meeting circulation

- Agenda
- Draft Minutes (Dec 3, 2022)
- Draft Minutes of the Diocesan Council Executive Meeting (Dec 13, 2022)
- Correspondence from the Anglican Foundation of Canada
- HR committee appointments
- The Human Resources Committee roles and responsibilities
- Finance Committee Report
- Stone Church application to the Anglican Foundation
- Treasurer's Reports
 - December 31, 2022 Shared Ministry and Employment Assessment
 - December 31, 2022 Synod Financial Statements
 - January 31, 2023 Shared Ministry and Employment Assessment
 - January 31, 2023 Synod Financial Statements
- Committee and Team Reports: Task Force on Racial Justice, Camp Medley
- Other Items: Diocesan Committee Structure, The Synod Resolution on the Task Force on Racial Justice, A Discerning Diocese update

Members Attending

David Bell, Michael Briggs, Jasmine Chandra, Robert Cheatley, Perry Cooper, Connor DeMerchant, David Edwards, Trevor Fotheringham, Geoffrey Hall, Brent Ham, Heather Harris-Jones, Margaret Holder, Bonnie Hunt, Susan Jack, Cathy Laskey, Gerald Laskey, Bob LeBlanc, Leo Martin, John Matheson, Laura McNulty, Robert Montgomery, Tony Munn, David Peer, Paul Ranson, Nancy Stephens, Robert Taylor, Marilyn Wilson.

Member Regrets

Martha Barker, Rob Marsh, Julian Pillay, Jill Stewart.

Guests Attending

Shawn Branch (PDO), Cheryl Jacobs (Technical Support), Gisele McKnight (NB Anglican), Scott Brubacher (AFC), Michelle Hauser (AFC), Clyde Spinney (Diocesan AFC Champion).

Worship

David Edwards welcomed everyone to the online conference room at 6:30 pm and began Evening Prayer with the Diocesan Council assisted by Michael Briggs, Geoffrey Hall, and Paul Ranson.

Opening

1. David Edwards opened the meeting at 6:45 pm by acknowledging the unceded and unsundered Wolastoquey, Mi'kmaq, and Peskotomuhkati peoples' territory on which the diocese sits and thanked them for allowing us to gather.
2. David Edwards then noted regrets from four council members and welcomed the new members of council: Jill Stewart, Conner DeMerchant, Margaret Holder, Bonnie Hunt, and Tony Munn. He also welcomed Paul Ranson to his first meeting filling the seat as Archdeacon of Fredericton. He then asked the Secretary to send a letter of thanks to the Rev Canon Kevin Stockall for his service to the Council while he served as Archdeacon of Fredericton.
3. After Evening Prayer, the bishop updated the Diocesan Council members on the work being done around discernment and the importance of moving the goalposts forward. The Bishop has personally discerned 4 components of the work currently being considered: Sustain – by holding on to what we need; Engage – by working with each other and the community; Experiment – with options for the future; and Discipleship – through a disciplined life in Christ. He noted that a few things are in the works around discernment. Staff are working on group training which may be available in a month or so. Guidelines and questions are in development. Two possible innovative positions, one more experimental than the other, are being investigated. Synod staff are looking at centralized solutions for bookkeeping, which is intended to assist parishes that are finding it hard to find treasurers. Six parishes have already expressed interest in participating and staff are anticipating further positive parish responses.
4. The realities of declining church attendance are beginning to be felt. For example, the bishop has received three phone calls so far from parishes unable to fill vestry positions. This Diocesan Council will be responsible to chart the way forward.
5. David Bell responded that the Diocesan Council would need to be ready to “set in place the structures to help us move forward” (quoting from the Bishop’s address to December’s meeting). The Council needs to move on considering the problem and possible responses and solutions. He suggested that the next meeting become a retreat meeting so that the Council can hold a full discussion.

Call to Order

6. David Edwards presented the agenda for the meeting at 18:45 pm.

MOTION 1: Michael Briggs / Bob LeBlanc

That Diocesan Council accept the agenda as presented.

MOTION 1: Carried

Minutes of the Last Meeting

7. Diocesan Council reviewed the minutes of the last Diocesan Council meeting. The secretary presented the input received from members and the resulting corrections to the minutes:

Page 13 of the meeting package paragraph 27 and Motion 15:

In a friendly amendment proposed by Cathy Laskey the motion was changed from “parishes” to “the Synod or a Parish Corporation” so that the motion aligns with the language in Regulation 7-3 and includes clerics employed by Synod such as hospital

chaplains and clerics in the Diocesan Training Curacy Program. On a question about housing allowance, Heather Harris-Jones said that about half of our parishes do not have a rectory. Cathy Laskey raised the question of a living wage, particularly for lay employees. The Chair asked that the question of a living wage be brought back to council later.

MOTION 15: Susan Jack / Heather Harris-Jones

Moved that Diocesan Council support a strong recommendation for the Synod or a Parish Corporation to increase Housing Allowances by 4%.

MOTION 15: Carried

Page 14 of the meeting package paragraph 30:

Task Force on Racial Justice. At the 138th Session of Synod, a motion was passed that the Diocesan Council establish a Task Force on Racial Justice and provides guidance on a mandate and membership. The Rev Thomas Nisbett agreed to chair the committee. He requested a member of Diocesan Council help lead the task force and be a link with Diocesan Council for its work. Discussion followed leading to the following three motions:

Page 16 of the meeting package:

Title of the document should be Task Force on Racial Justice, not Task Force **of** Racial Justice

8. Gerry Laskey also identified an error in Regulation 4-1 Regional Governance from a review of the minutes on page 11 paragraph 1 b) and page 12 paragraph 1 h) of the meeting package. The Parish of Stanley is listed in both the deaneries of Fredericton and York. The Secretary will refer this to the Chancellor and come back to the next meeting of the Diocesan Council with a recommendation in which deanery the parish should reside and an accompanying motion to change the regulation.

MOTION 2: Perry Cooper / Gerry Laskey

That Diocesan Council approve the minutes of the last meeting December 3rd, 2022, as corrected.

MOTION 2: Carried

9. Diocesan Council considered the minutes of the Dec 13th, 2022 Diocesan Council Executive meeting.

MOTION 3: Heather Harris-Jones / Robert Taylor

That Diocesan Council receive the minutes of the December 13th, 2022, Diocesan Council Executive meeting.

MOTION 3: Carried

Correspondence

10. The Secretary noted that a letter was received from the Anglican Foundation of Canada (AFC) thanking us for our donation last year and reminding us of their new process for grants. This letter was the prompt for an invitation for the AFC to come and speak to the Diocesan Council about the Foundation and their new grant process.

Business Arising

11. **HR Committee Appointments:** The Council considered a motion to appoint new members to the HR committee. Cathy Laskey noted her struggle with the process of selecting members to committees and the role of the nominating committee.

12. The Chair asked the Secretary to send a letter of thanks to Lynda Wood whose term on the committee ended at the end of February.

MOTION 4: Robert Taylor / David Peer

That the Diocesan Council appoint Michael Briggs, Nancy Stephens, Tony Munn, and the Rev Rob Langmaid to the Human Resources Committee.

MOTION : Carried.

13. **Diocesan Council Committees:** This item was moved to other business.

New Business

14. **Appointment of members to the Ecclesiastical Court Pool:** In accordance with Canon Eight Section 4(7), after every regular synod, Diocesan Council must appoint lay and cleric members to the ecclesiastical court pool.

MOTION 5: Robert Taylor / David Peer

That Diocesan Council appoint the following ten clergy and ten lay people to the pool for the Ecclesiastical Court for the Diocese of Fredericton:

Rod Black (C)

Clarence Bennett (L)

Jasmine Chandra (C)

Kenneth Brien (L)

Ann Fairweather (C)

Janice Cook (L)

Bruce Glencross (C)

Charles Ferris (L)

Daniel Goodwin (C)

Siobhan Laskey (L)

Sandy MacPherson (C)

Kirsten McKnight (L)

Leo Martin (C)

Barbara Richards (L)

Richard McConnell (C)

Clyde Spinney (L)

Steven Scribner (C)

Deirdre Wade (L)

Allen Tapley (C)

Ann Whiteway Brown (L)

MOTION 5: Carried.

15. **Appointment of members to the Constitution and Canons Committee:** Canon Four, Section 19(2) stipulates that Diocesan Council shall appoint not fewer than 10 people, including both clergy and lay members to the Constitution and Canons Committee. While considering the notice of motion in the agenda, John Matheson expressed some concern about the selection process for Diocesan Council committees. After some discussion the chair decided to defer the question to the next meeting when more time would be made available for discussion.

16. **Presentation by the Anglican Foundation:** Cathy Laskey introduced Scott Brubacher and Michelle Hauser of the Anglican Foundation of Canada. Scott became Executive Director in 2021. He reminded the council members that the Foundation have been guardians of a 65-year legacy of generous Anglicans. They provided a presentation on the AFC which touched on their renewed

mission, the five impact zones their funding supports, the three grant categories, and the grant submission deadlines. The Foundation has moved to considering grants four times a year: January 1st, April 1st, July 1st, and October 1st. They reviewed general requirements and limitations for grant applications and reviewed the support available for loans. The AFC has also added a new request for proposal (RFP) process where parishes can apply directly with proposals for funding within the parameters of an RFP program, which are set annually. The Foundation will continue the Say Yes to Kids program including its innovative peer-to-peer funding model. Robert Taylor took the opportunity to recognize the Foundation's long-term support of the Choir School. David Edwards thanked Clyde Spinney for his efforts as the Diocesan champion for the Anglican Foundation.

17. After the AFC representatives left, the council considered a motion on diocesan financial support to the Foundation. The mover and seconder proposed a friendly amendment to the motion sent with the meeting package to increase the contribution from \$500 to \$750. The Diocesan Synod and its work have been graciously supported through the generosity of the AFC each year for decades. Committing to \$750, which is a \$250 increase from our regular contribution in the past, will continue to give back to the Foundation and contribute to supporting others as we ourselves have been supported. Disbursing the amount by the end of the second quarter will reflect the biblical stewardship principle of "first fruits".

MOTION 6: Cathy Laskey / Trevor Fotheringham

That the Diocesan Council approve the synod's annual membership to The Anglican Foundation of Canada to be \$750 disbursed no later than the second quarter of the year.

MOTION 6: Carried.

18. **Appointment of a clergy representative to Diocesan Council for the Archdeaconry of Fredericton:** Now that Paul Ranson has been appointed Archdeacon of Fredericton, a vacancy exists on Diocesan Council. The bishop has asked the joint clericus of the deaneries of York and Fredericton to recommend a successor cleric to Diocesan Council.

19. **Committee, Team, and Representative Reports.** David Edwards asked for a motion to receive all reports.

MOTION 7: Gerald Laskey / Bonnie Hunt

Moved that Diocesan Council receive all reports as circulated.

MOTION 7: Carried

20. **Finance Committee Report.** Susan Jack talked about the diocesan grant cycle, that \$30k of the budgeted \$80k has already been dispersed, and that grant applications would be considered again soon. She noted that the Finance Committee has two motions for council members to consider: an AFC grant for Stone Church and a recommendation that Synod move the latest date for a parish AGM from the end of February to March 15th. The AFC application from Stone is in the pre-read package. A select group reviewed applications for grants and identified the Stone grant as worthy of an AFC submission. Finance agreed. After moving the motion, the Lay Vice Chair relieved David Edwards as Chair and he and Jasmine Chandra recused themselves from the

consideration of the Stone Church grant application due to a conflict of interest.

MOTION 8: Susan Jack / Heather Harris-Jones

Moved that Diocesan Council approve the recommendation of the Finance Committee for the Parish of St. Mark (Stone Church) to apply for an Anglican Foundation Grant of \$15,000 for their building conservation project.

MOTION 8: Carried

21. After the vote David Edwards and Jasmine Chandra rejoined the virtual conference room and the Lay Vice Chair informed them of the results of the vote. David Edwards resumed chairing the meeting.

22. The second motion was discussed. It came from a suggestion by the treasurer of the parishes of Saint John (Trinity Church) and St Marks Saint John (Stone Church) who noted that parishes with professional reviews find it difficult to be prepared for an AGM by the end of February and another two weeks would make a big difference to lower stress and pressure. The mover and seconder proposed a friendly amendment to change the calendar date of March 15th to “not later than the third Sunday in March.” If this change is adopted by Synod it will mean that deadlines for all related requirements like entry of data into DIMS will need to shift in Regulation 5-2 Parish Forms (Annual Returns).

MOTION 9: Susan Jack / Heather Harris-Jones

Moved that Diocesan Council recommend to Synod to change Canon Six, Section 2(1) to move the latest date for a parish’s AGM to be not later than the third Sunday in March.

MOTION 9: Carried

23. **Treasurer’s Report.** Heather Harris-Jones provided the highlights of the financial information in the pre-meeting package. In the 2022 financials to December 31st, contributions to the shared ministry budget were down 2% from last year to 94%; the shared ministry shortfall was \$66.5k with \$62.6 considered non-collectable. The Income Statement Summary reflects the activity for the full year for Externally Restricted Funds and Trusts. For the year ended December 31st, the net income (Operating Fund and Externally Restricted Funds) for the diocese was \$22.3K, which was \$97.9K better than our budgeted loss of \$75K.

24. The transition of the group insurance plan to RBC happened on September 1st. Overall, the transition was relatively smooth. Current issues encountered are mainly due to entry errors from medical providers unfamiliar with the RBC platform. RBC has been responding quickly to issues to ensure coverage with prescriptions.

25. Overall, the market value of the DCIF portfolio at the end of December was down by 8.19% for the year. Fortunately, the steps we had taken to align our income definition with that of the CRA, allows for a more consistent, stable income and the ability to achieve the budgeted realized rate of return of 4.5%. The results for January reflect a strong start to the year. Our advisers expect that markets will recover prior to December 2023 and we will achieve the 2023 investment targets.

26. In January, the employment assessment was 99%. One parish is now 3 months in arrears. The Synod was worse than budget by \$99k in January. We had realized losses in investment revenue, but Heather is not concerned. The Synod should regain investment revenue before the end

of the year. Expenses are also lower by \$22k. Budget variances in January are caused by timing. The bishop thanked Heather for her report.

27. **Task Force on Racial Justice:** The bishop noted that the Task Force is finding that the diocese is not as diverse as expected. The Task Force is planning to meet with Dr. Ryan Weston, the national church's Lead Animator, Public Witness for Social and Ecological Justice.

28. **Camp Medley:** The Secretary noted that a lot is happening at Camp Medley, and it is running well. John is in the process of hiring staff. If any member has questions about the Camp John encourages you to contact him. David Edwards explained that Camp Brookwood is experiencing a changing of the guard. Mary Lee Phillips will be stepping back and John Galbraith will be working with the Camp Brookwood board to ensure camp will occur this year. Considering this change, the bishop will be reviewing the camping ministry. It will mean an added responsibility and workload for John. Bob Leblanc, clergy representative for the Woodstock Archdeaconry, was grateful that camp Brookwood will be open in 2023.

Other Items

29. **Diocesan Council Committees:** A motion to restructure Diocesan Council was left on the table for the next meeting.

30. **Creation Matters:** This item was deferred to the next meeting.

31. **Discernment:** The bishop covered this item in his opening remarks.

32. **Beacon Cove Update:** The bishop asked Shawn Branch to provide an update on Beacon Cove and reflect on his recent visit. He was able to confirm that the Centre for Youth Care are very appreciative of the Diocesan Council's support for the facility.

33. **Rolling Meeting Schedule:** Diocesan Council members discussed the advantages of extending our planned in-person meeting on June 3rd to allow more time for discussion. The bishop agreed to work toward an overnight meeting. Our next meeting is planned for June 2nd to June 3rd, 2023.

2023-2024
Friday June 2 nd to Saturday June 3 rd , 2023 (In-Person)
Thursday September 28 th , 2023 (Virtual)
Friday December 1 st to Saturday December 2 nd , 2023 (in-person retreat)
Thursday March 7 th , 2024 (Virtual)

Adjournment

34. David Edwards asked for a motion to adjourn and closed the meeting with the Grace at 8:33 pm.

MOTION 9: Susan Jack

That this meeting of Diocesan Council be adjourned.

Respectfully submitted,

The Most Rev David Edwards
Archbishop and Chair

The Rev David Peer
Secretary of Synod

Task Force on Racial Justice

Draft Terms of Reference

To advise, guide and make recommendations to the Council, and through the Council to the next Session of Synod, concerning adoption of the Charter for Racial Justice of the Anglican Church of Canada in whole or in part, or of some locally generated policy document on racial justice.

At its initial meeting the Task Force will consider a schedule and milestones for its work, to include:

- examining the implications for the diocese of Fredericton of adopting the Charter for Racial Justice in the Anglican Church of Canada or similar policy;
- educating congregations about issues of racial justice, racism, xenophobia, prejudice, and discrimination in the Christian context; and
- proposing how the Charter for Racial Justice or similar policy may be implemented across the diocese.

On-going Responsibilities and Reporting

Responsible to the bishop and reporting to the Diocesan Council. Draft Report due to Diocesan Council at the May-June 2024 meeting. Reporting to the 139th Session of Synod planned for November 2024.

Membership

Chair – the Rev Thomas Nisbett

Vice-Chair – the Rev Julian Pillay

The Rev Terence Chandra

At least one member from each Archdeaconry recruited by the chair.