

Report of Diocesan Council to the 128th Session of Diocesan Synod

Membership:

Stuart Allan	Murry Arnott	Douglas Barrett	Malcolm Berry	Rod Black	Kevin Borthwick
Heather Carr	John Cathcart	Ed Coleman (L)	Patricia Drummond	David Edwards	Charles Ferris
Shara Golden	Geoffrey Hall	Vicars Hodge	Trevor Holder	Mohan Iype	Gloria Jennings
Keith Joyce	Christopher Ketch	Richard McConnell	Ginny McEwen	Claude Miller	Elizabeth Murray
Keith Osborne	Elizabeth Reid	Fred Scott	John Sharpe	Donald Thompson	David Watts
Walter Williams					

The Diocesan Council met eight times since the 127th session of Synod in 2003:
 12 December 2003; 22 January 2004; 26-27 March 2004; 19 May 2004; 15 September 2004; 17
 November 2004; 26 January 2005; 02 April 2005.

The March 2004 meeting was a development session held at the Villa Madonna Retreat Centre in
 Rothesay. The purpose of the weekend was stated to be:

*... to bring together decision-makers representative of the Diocesan Council to make it a more
 effective organization in working together to lead the diocese. The intention is to do this by
 determining what lies at the heart of our existence as a diocesan council, determining where we
 are going together, reviewing where we are now, and tapping our gifts and talents in improving
 the working environment and making Council's work more effective.*

As a result, our Bishop lead us to consider a governance model and an opportunity for Council structure
 to facilitate the work of Council and its purpose with a focus on the reason for the existence of the
 Church of Jesus Christ in this place:

“Proclaiming the Gospel of Jesus Christ for the making of disciples.”

The structural framework and governance model is described by Figure 1.

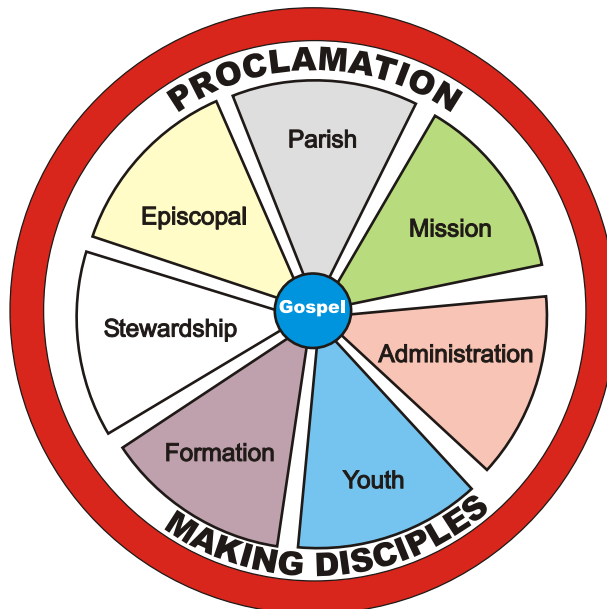


Figure 1

Resolutions of Diocesan Council:**12 December 2003**

- That the Diocesan Council approve the recommendation from the Board of Finance calling for an increase of \$1,500 in the basic clergy stipend.
- That the Diocesan Council approve the recommendation to reduce the number of years of service increments in the clergy stipend scale from eleven to ten.
- That the Diocesan Council approve the recommendation calling for an increase in the car replacement allowance in the amount of \$300.
- That the basic level of group life insurance be increased by \$40,000 effective January 1, 2004.
- That the diocesan budget for 2004 as recommended by the Board of Finance be approved.
- That the Board of Camp Medley be directed to bring a presentation to the next meeting of the Diocesan Council so we may fully review the construction and financial plans with respect to the renovations and restoration of the Camp Medley facility.
- That the matter of the Residential Schools Litigation and required appeal for funding be referred to the next meeting of the Diocesan Council, so it can remain as an agenda item.

22 January 2004

- Officers elected:
 - Secretary of Synod - The Ven. Geoffrey Hall
 - Diocesan Treasurer - Canon L. F. Scott
 - Registrar - Canon Tom Smith
 - Archivist - Mr. Frank Morehouse
 - King's Board Representative - Canon Alvin Westgate
- Ecclesiastical Court Pool elected:
 - Laity: Shara Golden; Terry Hutchinson; Peter Irish; (Ms) Kimberly Monteith; Judith Moore; Rick Peacock; Dierdre Wade; Lynn Walsworth; David Watts; Kelley VanBuskirk.
 - Clergy: Howard Anningson; Barry Craig; Robyn Cuming; Patricia Drummond; Peter Gillies; Elaine Hamilton; Ross Hebb; William Morton; Eric Phinney; Donald Routledge.
- Archives Committee elected:
 - Marion Beyea; Twila Buttmer; Barry Craig; Charles Ferris; Gregg Finley; Geoffrey Hall; Ross Hebb; Harvey Malmberg; Frank Morehouse; Heather Vail; Lorna Williams.
- Constitutions and Canons Committee elected:
 - Charles (Chair, Ex-officio); Clyde Spinney (Vice Chair, Ex-officio); Ray Dixon; Fred Nicholson; Eugene Westhaver; Ron Stevenson; Lynn Walsworth; Kimberley Monteith; Kelly VanBuskirk; Dierdre Wade; Bev Smith; Robyn Cuming; Ross Hebb; Barry Craig; Terry Hutchinson.

19 May 2004

- Vice-chair of Council elected:
 - Dr. Mohan Iype
- That the Finance Committee recommendations for revised per-kilometre rates for travel reimbursement be approved.
- That the appropriate diocesan officials be authorized to engage a stenographer as outlined in proposal A of the memo to Council.
- That with respect to the construction of new cabins for Camp Medley, this Diocesan Council express its agreement with the Finance Committee and give our endorsement of the plans in respect of the much needed upgrading of facilities at our youth camps, and the financial plan to see it carried out, and direct the Finance Committee to work with diocesan officials and representation from the Camp Medley Board to ensure proper oversight and monitoring of this project, by ensuring that:
 1. Our proper processes are followed.
 2. The financial aspects of the project are carefully managed.
 3. Contracts are signed by appropriate diocesan authorities, and

4. Diocesan funding allocations on hand for the project are appropriately disbursed.

- That a policy be drafted in respect to contract negotiation and signature, giving direction in the areas of signing authorities, required consultation, necessary approvals etc.

15 September 2004

- That duties and responsibilities of the role of Vice-chair of Diocesan Council be affirmed as outlined.
- That this Diocesan Council appoint an Executive Committee comprised of the following: Vice-chair of Council (M. Iype); Secretary of Synod (G. Hall); Treasurer of Synod (F. Scott); Chancellor (C. Ferris) or Vice-chancellor (C. Spinney); Dean (K. Joyce); K. Borthwick; K. Osborne; W. Williams; M. Berry; S. Golden; D. Thompson; D. Watts.
- That our 2005 operating budget be formatted in the manner presented.
- That the preliminary budget as drafted by the Finance Committee and reviewed by the Administration Team be considered by Council as a working document for use in budget consultations at the archdeaconry level.
- That Council proceed with the appointment of a Communications Officer as recommended in the proposal presented to the May 19, 2004 meeting of Council and that this appointment be on a year to year contract basis.
- That Council endorse the Administrative Team's approval of the plan to purchase user-owned telephone equipment for the Synod Office, in order to address identified deficiencies and to reduce costs.
- That the Administration Team (working with Diocesan Staff) be authorized to investigate and implement an integrated WEB-based data management system with a related start-up cost of up to \$15,000 and provision for an annual operating cost of up to \$6,000.
- That the proposed strategy to meet the remaining \$87,000 diocesan Residential Schools financial commitment be accepted as presented.
- That the 2005 Budget include a provision for support of parish curacies for new ordinands in the amount of \$45,000, the Episcopal Team to develop a policy for administration and implementation.

17 November 2004

- That the Stewardship and Financial Development Team work with the Bishop's Office to facilitate an application to National Church for the possibility of a funded financial development officer in keeping with the program "Letting Down the Nets."
- That this Council approve a payment in the amount of \$1500 to the Atlantic School of Theology formation program, and \$3500 to the Atlantic School of Theology current capital campaign.
- That we support the ARM Leadership Training Institute For Laity Conference scheduled 10-13 February 2005 in Bathurst in the amount of \$1000 in 2004 and \$1000 in 2005.
- That the contract on the Camp Capital Campaign with Kenn Mainville and Associates be extended three months into 2005 subject to negotiation.
- That the 2005 the Diocesan clergy stipend scale be adjusted by adding 2.5% to each level on the scale, and increasing the base stipend by an additional \$300.
- That the 2005 basic travel allowance for clergy be increased by \$180 and the car replacement allowance be increased by \$300.
- That the 2005 Proposed Budget, as presented and recommended by the Finance Committee, be approved.

26 January 2005

- That the Diocesan Council adopts sections 1, 2, 4, 5, 6, 8, 9(2), 9(3), 9(4), 10 and 11 of Canon Two as the Rules of Order and Procedure for the meetings of the Diocesan Council and its committees, substituting "Council" for the word "Synod" wherever necessary. Amendment - "and signed by the chair" should read "and submitted by the Chair."
- That Council adopt the following:

1. The Bishop and the Secretary of the Synod shall sign all documents that are required to be executed under the seal of the Diocesan Synod, and all other documents that may cause financial or other liability to the Diocese or the Synod.
 2. Cheques and other money instruments issued by the Diocese or the Synod shall be signed by any two of the Bishop, the Treasurer of the Synod, the Secretary of the Synod and the Administrative Assistant to the Treasurer of the Synod.
- A Canon change / amendment regarding signing officers be implemented to reflect the recommendation of the Council Administration Team and Finance Committee as per the motion duly carried by Diocesan Council 26 January 2005.
 - That the “Sexual Harassment and Assault Policy and Procedure” as circulated be adopted, replacing the current Redbook B-12, “Diocesan Policies and Guidelines.”
 - That the Administration Team assure that a plan be provided to Council to implement education / training pertaining to the Sexual Harassment and Assault Policy and Procedure by 01 September 2005 with full implementation targeted by 30 November 2005.
 - That the “Diocese of Fredericton Privacy Policy” be adopted as circulated.
 - That Council be informed of a proposed Privacy Policy strategy and implementation by the Administration Team by 01 November 2005.
 - Request authorization for a broader publication of our financial information including quarterly budget updates and a regular publication of the status of the parishes in respect of their support for the Diocesan Budget be granted.
 - That the Assistant Curacy Policy as circulated be adopted.
 - That the [Mission and Outreach Team receive] a mandate from the Bishop and Council to form a Companion Diocese Committee, which would operate under the terms of reference which have been circulated at this Council meeting.
 - Notwithstanding Canon 6.2, and recognizing the unique situation of the Corporation of the Anglican Parish of the Nerepis and St. John, that this Diocesan Council grants permission to the Parish to set the maximum number of members of Vestry at fourteen (14). This permission will expire at the Annual Meeting to be held in January or February 2006 unless extended by resolution of this Council.

02 April 2005

- That the Reverend Leo Martin be appointed as Recording Secretary for Diocesan Council.
- That the Guidelines for the Resolutions Committee be accepted as amended.
- That the Ven. Patricia Drummond be appointed to the Committee on Constitution and Canons.
- That Diocesan Council assist with preparation and participate in the 128th session of Diocesan Synod according to the proposal by Synod Planning.
- That the Stewardship Team be directed by Diocesan Council to organize and execute 4 regional workshops in stewardship education and parish planning, the first being 23 April 2005 in Bathurst.
- That Council approve the following motion for consideration by the Synod in June of this year:
“That this 128th Diocesan Synod authorize and direct the Diocesan Council to investigate and, if feasible, to implement specific diocesan policies requiring mandatory minimum levels of coverage for property insurance for all Diocesan and Parish-owned buildings as well as minimum levels, forms, and terms of coverage for general broad-form liability insurance;
And to investigate the practicality and financial viability of a single group property and liability insurance plan with mandatory parish participation.”

Respectfully submitted for the Chair,
The Ven. Geoffrey Hall, Secretary of the Synod

ADMINISTRATION

Archives
Constitution Canons
 Code of Professional Conduct
 Response Sexual Abuse
 Guidelines Working Group
Diocesan Registrar
Diocesan Properties
Ecclesiastical Court
Finance Committee
 Investment
 Stipend and Human Resources
 Property
 Mission Grants
 Historic Properties
 Capital Projects
 Insurance
NB Anglican Board
Synod Office

EPISCOPAL MINISTRIES

AST / Wycliffe / Kings
Bishop's Dinner
Church Army
Clergy Active and Retired
Clergy Conference
Faith and Worship
Hospital Chaplaincies
Layreaders
Matrimonial Commission
RNS Chaplaincy
University Chaplaincies
Vocational Chaplains

MISSION AND OUTREACH

Anglican Church Women
Anglican Church Homes
CFB Gagetown Chaplaincy
Companion Diocese
Coverdale Foundation- Saint John
Diocesan Missionary Society (P. Jeffries)
Dorchester Penitentiary Chaplaincy
Hospital Chaplaincy Support Committees
Parish Nursing- Fredericton
PWRDF
Refugees
Rothesay Netherwood School
Saint John Seafarer's Mission
Volunteers/Partners in Mission

PARISH DEVELOPMENT AND SUPPORT

Anglican House
Archdeaconry Commissions
Capital Works Committee
Warden's Day

SPIRITUAL FORMATION

Anglican Fellowship of Prayer
Anglican Renewal Ministries
Christian Education Director
Companioned Spiritual Formation
Clergy College
Clergy Spouses
Cursillo
Definitely Not Synod (DNS)
Marriage Encounter
Men's Conference
Mothers' Union
Order of St. Luke
Resource Centre
School of Church Music
Schools of Pastoral Care

STEWARDSHIP AND FINANCIAL DEVELOPMENT

Budget Committee – Budget Consultations

YOUTH

Camp Medley
Camp Brookwood
Children's Ministries
Choir School
Christian Education
RNS Chaplaincy
Saint John Inner City Youth Ministry
Teens Encounter Christ
University Chaplains
Younger Adolescent Ministries
Youth Action Director
Youth Action Team
Youth Ministry at the Parish Level
Youth Missions

ADMINISTRATION

Shara Golden – Chair; Fred Scott – Recording Secretary; Geoffrey Hall; Malcolm Berry; Murry Arnott; Charles Ferris.

The Administration Team is a committee appointed by Council. This team enables and supports diocesan administration by providing a framework for reporting and coordinating administrative functions within the Diocese. The aim of this team is to provide this support in a manner which reflects and promotes Diocesan Council's emphasis on transparency and accountability.

As per Canon 4 (18.1) and (19.1), respectively, the Finance Committee and the Constitution and Canons Committee are established by Diocesan Council and will normally report through the Administration Team. The Administration Team provides Council oversight, co-ordination and reporting on such issues as records management, communication, risk management, Policy, Directive, Regulation and Guideline revision, and Human Resource issues. The Team relates with many other groups within the Diocese including the Finance Committee and its subcommittees (Human Resources, Property, Investment, Mission Grants), Ecclesiastical Court, Constitution and Canons Committee, the Diocesan Registrar, Diocesan Archivist, NBA Board and Synod Office Staff.

The Administration Team was responsible to meet and address several issues during the 2004 – 2005 time frame. The following is a list of issues on which the Team was ultimately required to report to Diocesan Council.

Target	Date Adopted/Accomplished
1. Appointment of Diocesan Recording Secretary	April 2, 2005
2. Diocesan Narrative Budget Process Development	March 2005
3. Appointment of Communications Officer	April, 2005
4. Synod Office Telephone System Upgrade	November,2004
5. Diocesan Information Management System (DIMS)	On going *
6. New Parish Registers	On-going **
7. Sexual Harassment and Assault Policy and Procedure	January 26, 2005
8. Diocesan Signing Authority Policy	January 26 2005
9. Diocese of Fredericton Privacy Policy	January 26, 2005

*The database system is up and running and in testing stages. The official launch date of the system to be announced.

**The process has been on-going and is being presented to this upcoming Synod for approval.

Respectfully submitted,
Shara L. Golden, Chair

DIOCESAN ARCHIVES

The work of the Diocesan Archives and its supporting Committee is ongoing, with several new projects since the last meeting of Synod.

One endeavour of the Diocesan Archives Committee has been the design, preparation and presentation of a new combination Parish Register. The Committee's proposal is a single Register in loose leaf format

with separate sections for services, baptisms, confirmations, first communions, marriages and burials. Meetings have been held throughout the Diocese to present the proposed Register and gather input for the project.

A second ongoing project is the church photography project. It was begun in 2002 and to date 140 of the approximately 180 churches in the Diocese have been photographed. Photographs for each church include the church exterior, interior, altar, furnishings, communion ware, stained glass windows, plaques and any unique items. Plans are to complete the project this summer.

The Archives Corner, a regular feature in each issue of the NB Anglican since February 2004, raises awareness of the Diocesan Archives and its holdings, and appears to be generating interest among readers.

Within the Diocesan Archives, the work of responding to requests for information found in the archives records and identifying, arranging and describing newly transferred records continues. In the past two years, we have responded to 409 requests, mostly for Baptism records – but also for Marriage, Burial or Confirmation records – and to many inquiries of an historical or genealogical nature.

And last but not least, the closing of Parishes and the heightened awareness of the Archives, perhaps a result of the “Archives Corner” articles and the photography project has meant that, in recent months, records have been transferred to the archives, on a more regular basis. The following Parishes have transferred a significant extent of records to the archives since the last Synod:

Aberdeen and Brighton; Bright; Canterbury; Cathedral; Denmark; East Saint John; Grand Falls; Grand Manan; Hardwicke; Grand Bay (now closed); Grand Falls; Ketepec (now closed); Millidgeville; Musquash; New Maryland; Richmond; Rothesay; Stanley; St. Luke’s, Saint John; St. Margaret’s (Fredericton); St. Mary’s (York); St. Paul’s (Valley), Saint John (now closed); St. Peter’s, Springhill; St. Stephen; Sussex; Tobique; Trinity Church, Saint John; Wicklow, Wilmot, Aberdeen & Peel; Westfield (now closed) and Westmorland. Regularly, records from the Synod Office, the Bishop’s Office, the Diocesan Chancellor and Archbishop Harold Nutter are transferred to the Archives.

Respectfully submitted,
Frank Morehouse, Diocesan Archivist

CONSTITUTION AND CANONS

This Committee completed an ambitious legislative program between 2000-2003, including the passage of the Anglican Church Act, 2003, and the Diocesan Synod’s adoption of a new Constitution and Canons.

The Committee commenced the second phase of its legislative program in 2004, with a focus on subordinate legislation, an examination of the Diocese’s policies, regulations, directives, guidelines and procedures. During 2004 and 2005, this work has included the commencement and/or completion of the following tasks:

- a) An examination of the Diocesan Policies, Regulations, Directives, Guidelines and Procedures – the ‘Red Book’;
- b) The preparation of a Diocesan Risk Management Policy’

- c) The drafting of a Code of Pastoral Conduct;
- d) The drafting of Rules of the Ecclesiastical Court;
- e) The drafting of a new electoral canon;
- f) The adoption of a Diocesan Sexual Harassment and Assault Policy;
- g) The adoption of a Diocesan Privacy Policy;
- h) The preparation of a Register of Parish Memorials, Names and Boundaries; and
- i) The redrafting of Canon Five, s. 5, with respect to Parish Registers.

The Committee comprises the following members; the Rev'd Dr. Barry Craig, the Rev'd Robyn Cuming; Ray Dixon, Q.C., the Ven. Patricia Drummond, the Ven. Geoffrey Hall, the Rev'd Ross Hebb, Terrance Hutchinson, Kimberley Monteith, Fred Nicholson, Q.C., Prof. Beverley Smith, Canon Ron Stevenson, Canon Fred Scott, Kelly VanBuskirk, Deirdre Wade, Lynn Walsworth and Eugene Westhaver, Q.C.

Respectfully submitted,
Charles Ferris, Chair / Clyde Spinney, Q.C., Vice-Chair

FINANCE COMMITTEE

Under our Canonical governance model the Finance Committee has a membership of 12 and is currently chaired by Mr Murry Arnott with Canon David Kierstead serving as Vice-chair. The Committee reports regularly to Diocesan Council through its Administration and Finance Team.

The mandate of the Finance Committee includes all aspects of finance such as budget, accounting, investment, property, and various financial aspects of human resources such as stipends, salaries, benefits and allowances. The Committee also provides oversight and direction to the Diocesan Treasurer. To carry out its mandate, the relies heavily on work by its appointed Property, Human Resources, and Investment Committees as well as on ad hoc groups appointed from time to time.

There have been thirteen meetings of the Finance Committee since its last report to Synod as well as numerous meetings of its sub-committees. Following is a brief report on the Committee's work.

Parish Capital Projects: A Committee was appointed to investigate and develop recommendations around methods by which the Diocese could play a more direct role in parish-based capital projects. The report from that group included recommendations for a more formal monitoring and oversight of such undertakings; the possibility of diocesan guarantee of related parish debt (within specific limits), the possible use of assets in the Consolidated Investment Fund for the purpose of reducing associated interest cost, and the establishment of a Diocesan Capital Fund to help provide direct funding support for such projects. That report is being further studied for possible implementation.

Diocesan Budget: As is its responsibility, the Finance Committee presented to Council annual operating budgets, which attempted to balance the ministry needs as expressed by Synods and by Council alongside the need for fiscal prudence. The budget information for 2004 and 2005 are included in Appendix__ to the Synod Journal.

The funding of those approved budgets and the approved expenditures are monitored closely by the Finance Committee and action taken where necessary. The Committee has been concerned over the effectiveness of the communication of the budget to the parishes and parishioners. Specific action taken in that regard included a move to a narrative budget for communication purposes; a re-structuring of the

benefits costs portion of the budget; and a specific process to keep parishes and parishioners informed as to the level of budget support being provided by each of our Parishes. It is hoped, these steps have provided our parishes with greater clarity and have helped develop a better understanding of our Diocesan budget from a parish perspective.

Financial Operating Results: In assessing results for 2003 and in 2004 the Committee has been encouraged by our ability to control expenditures and reduce costs where possible, but is concerned over the growing level of shortfall and arrears in parish Mission Outreach contributions and Assessment budget support. This is always being monitored closely. In 2004 we experienced an operating deficit for the first time in several years. The actual cash flow deficit came in at \$27,000 and the Committee is tracking 2005 very closely. A detailed listing of Parish Mission Outreach and Assessments results for 2003 and 2004 is included as Appendix 8 to the Synod Journal.

Bishops Court: The Committee appointed Mr. Keith Dow to coordinate an effort to obtain, through donations and otherwise, appropriate furnishings for our Bishop's residence. The results were astounding with several donations of high quality antique dining, foyer and reception furnishings. Those gifts, from generous individuals from within our Diocese and beyond, had a total value excess of \$50,000. That effort, along with a very necessary upgrade to the heating system, have lead to a tremendous improvement in both the functionality and comfort of this most historic and valued property.

Human Resources Matters: The Human Resource Committee (HRC) made its recommendations to Finance in the areas of parish clergy stipend scales, travel allowances, and Diocesan lay staff salaries for 2004 and 2005.

The Diocese continues to be challenged by the ever increasing costs of medical and dental plan premiums. In 2003 the premium increase was 19% and in 2004 there was a further 16% increase. This of course has a major impact on the finances of both employee and employer.

The Finance Committee approved a recommendation from HRC to regularize and upgrade the reimbursement rates for committee travel, and also authorized HRC to carry out a study of the parish clergy travel reimbursement system in an effort to ensure it is adequate and responsive.

Property Committee: This group deals with and makes appropriate recommendations regarding parish initiatives in the area of property disposition, facility replacement and property encumbrances. In the past several months the Committee has dealt with requests such as:

- St Andrews: Preliminary plans for construction of new Parish Hall adjoining All Saints Church
- Sackville: Plans for construction of a new Hall at St Ann's Church in Westcock
- Central Kings: Plans for installation of a new stair well and new stained glass windows. Plans for construction of a wheel chair ramp
- St Georges Moncton: Plans for an upgrade of the Chapel
- Nerepis St John: Plans to dispose of existing rectories, churches and other facilities in the newly created Parish.
- Derby Blackville: Construction of new basement and Hall and mortgage of property at St Agnes Church Gray Rapids
- Waterford St Mark: Efforts to deal appropriately with the future of St Pauls Church in Londonderry and the disposition of a vacant property received in a bequest.
- Camp Upgrades: Reviewed plans for the construction of five new double cabins at Camp Medley and the construction of a new Chaplains cabin at Camp Brookwood.
- Hillsborough Riverside: The disposition of the Rectory property.

Residential Schools Settlement: Our commitment to this settlement was \$762,000. In 2005 we will make our final installments to meet that obligation. Under the plan approved for funding of this commitment, the bulk was charged against undistributed reserves in the Consolidated Investment Fund and against the capital of some undesignated bequests. It is hoped the final \$87,000 required can be raised by parish and individual donations. To date \$23,000 has been raised.

Other Items: The Committee developed a motion for presentation to the 128th Synod on the topic of insurance, specifically the development of a mandatory standard for the types and levels of insurance coverage to be carried by parish corporations and to examine the feasibility of a group plan to address insurance needs.

The Committee approved through the operating budget an increase in grant funding for Anglican House to assist them in their continued operation. A request for loan assistance was held in abeyance pending other possible solutions to that organizations financial difficulties.

Requests from the Parishes of St James, Gondola Point, and Central Kings for permission to use small amounts of Rectory Capital Funds for necessary repair work to their church buildings were approved.

The Committee formalized the appointment of authorized signing officers for the Diocese as required by Canon.

In an effort to stem the increasing levels of arrears in payroll assessments the Committee put in place a specific review process for monitoring such situations on an ongoing basis.

The Committee approved rates of return on funds invested in the Diocesan Consolidated Investment Fund at 4.5% in both 2004 and 2005. The year end bonus capital additions were set at 2.5% and 2% in 2003 and 2004 respectively.

The Committee monitors the E-offering system which now has 33 participating parishes and with monthly contributions totaling in excess of \$80,000.

The Committee assisted in the financing of the construction of the new St Marks Church in the Parish of St George by providing guarantee of 50% of the debt associated with the project cost.

THE CAMPS CAPITAL CAMPAIGN - BUILDING FAITH FOR A LIFETIME

This particular issue has been the subject of a tremendous amount of work by the Camp Medley Board, the Diocesan Council, the Property Committee, the Bishop and many others. It represents the first time over 20 years that the Diocese has embarked upon any type of capital campaign.

The need to refurbish our youth ministry facilities at Camp Brookwood and Camp Medley has been obvious for many years and for many years has been discussed at various levels. Finally in 2004 a decision was made to proceed with the project which has four main components:

1. Replace the cabins at Camp Medley (That aspect of the work was completed in 2004)
2. Replace the shower and washroom facilities at Camp Medley
3. Replace the existing Medley staff house with a more modern and multi-purpose facility that can be used for more than a youth camp and with an extended season
4. Provide funding to enable upgrades at Camp Brookwood, including construction of a Chaplains cabin and an upgrade and retrofit of the main hall facility

The price tag attached to this work was set at \$1.25 Million which became the target for a financial campaign. A professional firm was hired on an 11 month contract to establish the campaign and the related administrative requirements. Under the contract terms, when their work was complete the

remaining work in the campaign would then be handed over to the Diocese for continuing administration as we worked towards the funding goal.

It was the Finance Committee to whom the responsibility for oversight and management of the project and the Campaign was delegated by Diocesan Council.

During the initial 11 month contract great effort was made to develop personal, corporate, and foundation gifts. While there was a certain amount of success in that effort, and while there is the strong possibility that the groundwork has been laid for some future gifts, overall the results were disappointing to the Finance Committee and others.

One aspect of the effort work that may have impacted on results was the major effort undertaken to try and elicit funding support from the Atlantic Canada Opportunities Agency (ACOA). An application to that body took a great deal of time and effort and was seen as a viable means of developing broad based support for the project.

ACOA's interest in the project was and is limited to construction of certain aspects of the project at Camp Medley only. It would be conditional upon the Diocese agreeing to undertake construction of a year round conference facility that could generate jobs in the community and which would be available not only for our youth camp, but for other events as well, both church-based and community-based. At the time of writing ACOA had not yet made a decision as to whether they will make funding available in support of the project.

Regardless of any decision ACOA will eventually make, the Finance Committee is aware that it is an absolute necessity that we raise the required funding that will enable us to proceed with the plans to replace the dining hall and meeting facility at Camp Medley. It is doubtful that the existing facility will be able to serve the camp ministry for much longer as there are safety and health issues that must be addressed.

When the Campaign contract came to an end the Finance Committee realized that there was much more work to be done as we entered the second phase. Consideration was given to re-engaging professional fund-raising expertise, but due to prohibitive fees, the Finance Committee and Bishop agreed that we would appoint our own Coordinator for this aspect of the campaign.

On February 1st Mr Peter Irish was hired to manage, coordinate and administer the next phase of our Building Faith for a Lifetime Campaign. This phase of the campaign has a goal of \$1 Million. The primary effort will be to encourage individual Anglicans to step forward and support this vital ministry, through a one time gift or a pledge over a three to four year period.

Mr Irish has already begun his work and there are signs that our dedication to youth ministry will lead towards a successful Campaign. The Finance Committee continues to monitor this very closely.

Respectfully submitted,
Murry Arnott, Chair

EPISCOPAL MINISTRIES

Following the Diocesan Synod in 2003, Diocesan Council was effectively restructured with the result that all mission and ministry occurring in the diocese coming under the management of seven ministry areas. The Episcopal Team is one such management group, and unlike the other more defined teams, has the unique responsibility of proceeding on a variety of issues which come from the bishop's office.

Our bishop receives requests, and confronts issues on a daily basis which require subsequent follow-up. The Episcopal Team exists to undertake that leg work, on behalf of the bishop, at his request and following his direction. It is impossible to identify or label specific areas of ministry that might come our way; the full range of the bishop's role will impact our work. With that as background, we augment our membership and recruit people on an as-needed basis to help perform our various tasks.

Our team consists of Elizabeth Reid, Keith Joyce - Dean of Fredericton, Archdeacon John Sharp and David Watts as chair. Since the start of the new council structure, the Episcopal Team has accepted the responsibility for a number of projects. One of the first was the planning and carrying out of a celebration to officially recognize almost twenty five years of service by Canon Jim Irvine as the diocese's Warden of Layreaders – from 1979 until 2003. It consisted of a Choral Evensong in the Cathedral at which Canon Irvine preached and a social reception in the cathedral hall following. Mr. Bob Brittain of Saint John joined our group for this endeavour and was instrumental in making the event a success.

Perhaps of more significance to the everyday life of New Brunswick Anglicans we completed a new policy to regulate the diocese's new Curacy Program. For that work, we were assisted by Archdeacon Vicars Hodge of the Parish of the Nerepis and St. John. That program has been implemented with recent placements now in place.

As well, we responded to the appeal from AST – Atlantic School of Theology – as part of their current capital campaign. After school officials made a presentation to council, the Episcopal Team moved the contribution of diocesan funds towards that work.

Currently, we are investigating the possibility of establishing a bursary for diocesan theological students or students of women's studies in the name of Mary Nameira Jacob, ordained by Bishop Medley as one of Canada's first deaconesses.

The Episcopal Team endeavours to stay abreast of the activities of many ministries in the diocese whose mandate directly involves the bishop. These include the Clergy College, the layreaders, many of the Chaplaincies, the Vocational Chaplains, the diocese's representatives on the boards of theological schools and seminaries.

Respectfully Submitted,
David Watts, Chair

ECCLESIASTICAL MATRIMONIAL COMMISSION

The Ecclesiastical Matrimonial Commission (EMC) of the Diocese of Fredericton is a pastoral body established by the bishop of the diocese. Our role is to assist the bishop in his decisions concerning applications for re-marriage in the church.

In the past year the chair of the EMC submitted a report to the bishop concerning its status in the Diocese of Fredericton since the General Synod determined in 2004 that it was no longer necessary for dioceses to continue with a matrimonial commission if that was their wish. Along with this report was a revised application form for the bishop's perusal.

The EMC meet once a month on the third Thursday to review applications and make recommendation to the bishop. The members of the EMC see this ministry as pastoral both to the clergy submitting the applications on behalf of a couple and to the couple.

The number of applications received by the EMC are as follows: in the full year - 2003 - there were forty-four applications; in the full year - 2004 - there were thirty-six applications; and in 2005, until April 15, there were twenty applications.

Respectfully submitted,
The Rev'd Elaine Hamilton, Registrar

DIOCESE OF FREDERICTON LAYREADERS

There are nearly 400 Layreaders serving in their respective parishes across our diocese. As Warden of Layreaders, the Rev'd John Cathcart has built up a support network of clergy and laity to assist in administrative and other tasks. Seven clergy have committed to assist in the promotion of the Layreaders' program within their particular archdeaconries. The goals of this group, working with the warden, is to evaluate the present state of Layreaders in the diocese; to present a study program in order to elevate parochial Layreaders to the diocesan level; to lead workshops within their own archdeaconry to facilitate the ongoing spiritual development of Layreaders. A lay-deputy warden of Layreaders will be appointed by the bishop for each archdeaconry, with a contact from each parish, appointed by the rector.

The first task of the group is to create a diocesan-wide Layreader database. By 2006, the diocese will have a greater sense of the large number of people serving in the parishes.

As Warden of Layreaders, I am honoured to have been entrusted with this important ministry. I wish to take this opportunity to say thank you to the clergy who give their time and effort, and make the commitment to teach and train Layreaders at the parish level. I am excited at the opportunity of being invited by Bishop Miller to build upon the firm foundation laid previously by the Rev'd Canon Jim Irvine. I appreciate the confidence the bishop has expressed in me by offering me the position of Warden of Layreaders.

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

SAINT JOHN HOSPITAL CHAPLAIN

I serve Anglican patients and their families, as well as staff at both the Saint John Regional Hospital and Saint Joseph's Hospital. On average, I interact with 115 patients and 60 to 70 staff employees at both hospitals at any given time. As well, I respond to calls from both the lay and ordained of parishes in our diocese and Nova Scotia.

A number of people have been part of the Anglican ministry team at the SJRH including my support group, night chaplains and others who have covered for me, including Betty Kennett, Herb Marr and the Rev'd Don Trivett. I wish to thank them all for their devotion. I thank Donna MacPherson for her good work with the Rev'd Don Trivett and myself for years at the SJRH. Today she serves as a lay visitor for the Vineyard Church at both hospitals.

In recent years the Spiritual and Religious Care Department at the SJRH has participated in tri-party dialogue with both Social Services and the Department of Psychiatric Care. (I'm presently the chaplain on team for Psychiatric Care as we offer a multi-disciplinary programme for outpatients)

Dr. Jim McLaughlin-Butler, the Director of our department at the SJRH, has undertaken a new programme for night chaplaincy with us. Jim is using both lay and ordained to develop practical ways to provide pastoral care after hours. Jim has spoken with all four support groups at the SJRH (Anglican, Baptist, Roman Catholic and United), and gained their support and insights.

I've also participated in a number of spiritual, theological and ethical programmes at the SJRH. One called for our participation with various agencies that are involved with addiction services in Greater Saint John.

On occasion, I'm called into parishes to discuss the chaplaincy at the SJRH. Soon I'll be helping some parishes with initial programmes for lay visitation teams for both hospitals.

There is a strong sacramental base to the chaplaincy, especially for those awaiting surgery. I greatly appreciate how my brother and sister clergy help in this vital ministry.

I can be contacted by phone at (506) 648-7078 (work) or (506) 696-0514 (home). Anytime I'm away, please contact either locating (506) 648-6111 or Archdeacon Stuart Allen to find out who is on call.

May God's blessings be on all who share in chaplaincy in our diocese.

Respectfully submitted,
The Rev'd Bill LeGrand, Chaplain

VOCATIONAL CHAPLAINS

The Bishop's Vocational Chaplains meet bi-monthly for the purpose of reviewing the status of postulants (accepted by the Bishop as candidates for ordination) and those in the process of discernment leading to a vocation in ministry. At the Bishop's request, the Chaplains interview individuals in the discernment process, offering him advice regarding the specific needs of candidates and the process. The Chaplains also make themselves available to assigned candidates for support and guidance during the process of discernment and the exploration of a call to ordained ministry.

Since the last Diocesan Synod, the Vocational Chaplains conducted 10 interviews. There are currently 23 persons in the discernment process; two attended ACPO (Advisory Committee on Postulants for Ordination) in May 2004 and six to attend ACPO in May 2005. At the time of writing, there are four postulants in the Diocese.

At the Bishop's request, the Vocational Chaplains have recently been giving fresh consideration to the need and response to individuals exploring a call to ministry taking unique pathways to ordination. Support and programming for the possibilities include 1) the permanent (as opposed to the transitional) diaconate; 2) individuals exploring vocations later in life; 3) those considering the non-stipendiary ministry. It is the goal of the Chaplains to make a recommendation to the Bishop as soon as possible regarding these considerations.

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

MISSION AND OUTREACH

Our mandate as a committee is "to identify, support, co-ordinate and report back to Council" as pertains to all the listed ministries which fall under our care, according to the direction of our Bishop and Council.

The following are at the present time receiving our direct involvement.

1. Companion Diocese- Council has given us a mandate to form a new Companion Diocese Committee as per the terms of reference which had been distributed to Council members and are available from the Chair of the committee at Synod.

We are in the process of attempting to form this committee and consulting with our Bishop as to the choice of a Diocese with which to partner for the immediate future. It is the will of our Bishop that no official partnership be established until we have a committee in place to give our work substance and definition in order to proceed.

2. ACW- Heather Carr, the Diocesan President, is a member of our committee and so we have a direct link. They are presently attempting to restore lost numbers in active membership and are fully committed in their support of the following ministries: the Rev. Paul Jeffries, Nancy Stephens, Isabel Murphy, SAMS, SOMA, PWRDF, Diocese of the Arctic, Church Army, Inner City Youth Ministries, Cornerstone and the Diocesan Camps Project.

3. Diocesan Missionary Society- financial support for the Rev. Paul Jeffries has been realized for the whole of 2005 and part way into 2006. His term officially expires in the Spring of 2006 but is open for renewal.

4. Hospital Chaplaincies- the Chair has had direct contact with the support group for the Rev'd Bill LeGrand in Saint John. He has also corresponded with the Rev'd Wendy Amos-Binks at the Moncton hospital. We continue our support as these ministries grow under the oversight of Bishop and Council.

5. Refugees- the Chair has received 5 requests from displaced and refugee families in Africa. Regrettably we at present have no administration in place to provide for the sponsoring or co-ordinating of refugee families entering our Diocese. Many which enter the Maritimes use our area merely as a stop-over en route to the more populated regions of Canada where they find more opportunity and resources to meet their needs. Inquirers have been referred to other Dioceses in Canada but thus far there are no cases in which help has been forthcoming. The Chair would formally ask those gathered at Synod to consider these needs- both of a Diocesan co-ordinator and a sponsoring body, such as a parish.

6. The Ecojustice Consultation in Winnipeg sponsored by the Council of General Synod will be attended by David Watts, representing our Diocese, pending approval of the necessary funding.

7. The PWRDF Committee is holding a youth event in June at Camp Medley and a conference for parish reps. in October. We have offered our support to these projects.

There are no specific issues to our knowledge at the present time which pertain to the remaining ministries listed above.

Respectfully submitted,
The Rev'd Capt. Keith Osborne, Chair

PRIMATE'S WORLD RELIEF AND DEVELOPMENT FUND

The Primate's World Relief and Development Fund continues to be an important part of this diocese. Dedicated representatives and clergy do the work in the parishes. At the diocesan level, there is a coordinator and committee of four, including the Ven. Geoffrey Hall, who meet and plan the direction for the diocese.

In terms of the financial support for the Primate's fund, there is concern over the fact that our 2004 donations were down from prior years. Donations from regular parish support were \$67,000, excluding a bequest of \$56,000 from the Parish of Moncton for a total of \$123,000. We must not lose sight of the support given the "Toonies Against Aids" campaign that totaled \$13,000, which gives us a total comparable to past years. It should be noted that these totals are only the funds processed through the Synod office, many contributions are made directly to PWRDF.

There is a workshop planned for all parish representatives on October 15, 2005. Each parish rep will be encouraged to bring along a youth delegate, so they may become familiar with the work of PWRDF. Plans are underway to introduce the young people to the mission of PWRDF early in their Christian journey. This could begin at Camp Medley with a presentation by the youth representative, Victoria Garrett.

Respectfully submitted,
Betty McNamara, PWRDF Co-ordinator

ROTHESAY NETHERWOOD SCHOOL

Rothesay Netherwood School is delighted to report to the 128th Session of the Diocesan Synod of Fredericton. The 2004-05 school year has had its frustrations but has been an immensely successful one for those who count most - the students of our school.

Our enrolment this year of 243 students is an all-time record and indications bode well for the school's long term well-being.

Recently the school is delighted to have opened its new administrative building. The Deanery of Kingston was able to use this building for their March meeting. This building provides the school with an administrative centre that is efficient and much more comfortable for the employees (fewer drafts and

local fauna). The administrative building is the first step in a continuing campus plan that is vital for the school's long term stability.

The next step in the plan is the building of a new girls' residence and dining hall. The latter will allow the school library to move to the present dining hall and to create two new classrooms in the present library space. At the same time, an endowment drive to provide greater financial aid for Atlantic Canadian students attending Rothesay Netherwood is the final part of our stabilization plan. Completing this plan in the next five to seven years is an absolutely vital step in the school's continuing effort to be one of Canada's outstanding small boarding schools.

Unfortunately, our Chaplain, the Reverend Peter Campion, has resigned and is returning to Dublin, Ireland, to be the school chaplain of Royal Hospital School, Dublin. Peter and Rebecca, have been with the school for five years, and during that time have made great contributions to the school in chapel, on the sports field, in the classroom and in our close knit community. We will miss Peter, Rebecca and their daughter, Cressida, and wish them the very best on their return to Ireland.

This year four children of new Brunswick clergy are attending the school. Rothesay Netherwood is proud to be able to help provide this opportunity to these families. It continues to strengthen the bond between the Diocese and the school. We always enjoy the Bishop's visits to the school, as well as the Choir School early in the summer and the Clergy Retreat at the end of the summer.

Chapel attendance continues to be on the rise. Approximately 235 children attend five times a week and 120 boarders attend on Sunday. We continue to expand our outreach programmes supported by the students and their weekly offering. Our regular Monday through Friday services start at 8:15 and any member of the Synod who wishes to attend would be extremely welcome. We continue to improve our school and the way it touches the souls of our children.

If you can't come to visit in person, the next best opportunity would be through our website www.rns.cc.

Respectfully submitted,
Paul G. Kitchen, Head of School

PARISH SUPPORT AND DEVELOPMENT

The Parish Support and Development Committee began its work in June 2004, and subsequently met four times. The members of the Committee are Archdeacon Stuart Allan, The Rev'd Douglas Barrett, The Rev'd Rod Black, The Rev'd Kevin Borthwick and Mrs. Elizabeth Murray. Father Borthwick has been the chair of the Committee and Elizabeth Murray, secretary.

Its purpose is to support and facilitate parishes and other diocesan ministries in achieving their goals and objectives by coordinating information and resources so that the Bishop and Diocesan Council may make informed decisions. The Committee receives its mandate from Diocesan Council and its term is concurrent with the term of each Diocesan Council.

The Committee is to report to the Bishop and Diocesan Council on an on-going basis about the progress and findings referred to us by Bishop and Council; including such current programmes as: Warden's Day, Archdeaconry Commission, Capital Works Committee, Anglican House, as well as any other areas

of responsibility which may from time to time be referred to the Parish Development and Support Committee by appropriate Diocesan authorities.

At the request of the Bishop’s Counsel, the committee produced a policy for the remuneration of those employed in part-time ministry within the diocese. Diocesan Council referred the policy statement to the Stipend and Human Resource Committee for further reflection.

The Committee also coordinated the Warden’s Day scheduled for May 7, 2005 at Christ Church Parish Church, Fredericton. On alternate years, the Committee will organize a Parish Treasurer’s Day to encourage this important ministry.

Over the last year, the Committee has worked on a plan to produce a resource package for the purpose of supporting parishes in identifying their mission and developing a process of parish visioning. This package would have three components: (1) description of a healthy parish, involving such things as spirituality, attitudes, programs, outreach, finances, and other resources; (2) sample workbook as an aid to the process of parish visioning; and (3) available demographic statistics and economic projections for various regions within the Diocese which can be updated on an on-going basis. The Committee plans to have this resource available to parishes within the next two years.

Respectfully submitted,
The Rev. Kevin Borthwick, Chair

SPIRITUAL FORMATION

The Team consists of four people: the Rev'd Capt. David Edwards, (Secretary), the Ven. Vicars Hodge, Mrs Ginny McEwen and myself, the Rev'd John Cathcart, (Chair).

Our mandate is to oversee, encourage, inspire and enable communication by and with the groups within our cluster and report to Diocesan Council.

We started out with thirteen groups under our spiritual formation and development umbrella. Along the way we have gained a few more, and with some actually seeking and making the contact with us which is encouraging. The word must be getting around. These groups are as follows:

1. Anglican Renewal Ministries The Rev'd Don Hamilton
2. Anglican Fellowship of Prayer The Rev'd Chris McMullen
3. Mothers' Union Mrs. Elaine Robichaud
4. Men's Conference The Rev'd Canon Bill McMullan
5. Cursillo Mrs. Jean Hamilton
6. Clergy Spouses Mrs. Rosemary Morehead
7. Clergy College The Ven. Patricia Drummond
8. Christian Education Director Mrs. Liz Harding (the Rev'd Pat Drummond)
9. Resource Center Mrs. Liz Harding (the Rev'd Pat Drummond)
10. Definitely not the Synod The Rev'd Eileen Irish
11. School of Church Music The Rev'd Peter Gillies
12. Choir School The Ven. Richard McConnell
13. Companioned Spiritual Formation The Ven. Vicars Hodge

- 14. Prayer Book Society Mr. Wilfred Alliston
- 15. Guild of Saint Joseph Mr. Phil Belyea
- 16. Parish Enrichment Mr. Stan Weaver
- 17. Barnabas Ministries The Rev'd Canon Doug Patstone

As we set about identifying these groups and the names of those in leadership positions we soon discovered that an accurate data base was greatly needed. We also discovered that one group, Marriage Encounter was no longer in existence and that no one seemed to know how that happened.

Since our inception, the Team has met at on four occasions at Trinity Church, Sussex. We felt this was central to the members and also to anyone who wished to join us. Our meetings are open to anyone and we have on occasion welcomed people from Cursillo and Anglican Renewal Ministries who have given detailed verbal reports. We have received written reports for several of the groups who come under our umbrella for spiritual formation and development. We have to date received reports from the Ven. Patricia Drummond in her capacity as Chair of Clergy College, also as the outgoing Christian Education Director and also as the contact person for the Resource Center. Pat's promptness and attention to detail always made her reports an easy delight to read. We also received written reports from Parish Enrichment, Mr. Stan Weaver is the contact person and a written report from DNS, by Ginny McEwen, outlining their plans for 2006. With less than a year under our belt, we are greatly encouraged by the contacts made and two way communication that is happening, albeit slowly.

However, there is a great deal of work yet to be done to effect good communication. Given the early Lenten Season following closely on the heels of Annual Meetings and the Christmas Season, perhaps this is one reason why it has been particularly difficult to encourage the various groups to submit reports. We will next turn our attention to asking people to make submissions for financial consideration for the 2006 Diocesan Budget. Meantime we are encouraging the various groups under our umbrella to participate in a Spiritual Formation Fair at Synod 2005.

Respectfully submitted,
The Rev'd John Cathcart, Chair

ANGLICAN FELLOWSHIP OF PRAYER

The Anglican Fellowship of Prayer ("AFP") is an international ministry seeking to promote prayer among Anglicans. In Canada we strive to be a non-partisan body, encouraging believers of all persuasions to deepen our prayer-lives, under the inspirational leadership of our national CoDirectors, the Most Rev. Barry and Pat Curtis. In each diocese, "Diocesan Representatives" such as myself are appointed by the diocesan bishop, and serve under their authority. In turn, Diocesan Representatives recruit "Deanery" and "Parish Representatives" to assist in our work. In the Diocese of Fredericton, all of our deaneries and about two-thirds of our parishes have AFP Representatives. I am thankful for their daily prayers for their rectors and our Bishop --a basic part of our ministry-- and the work they do organizing and promoting prayer in New Brunswick.

New Brunswick Anglicans mainly know of AFP through our Diocesan Prayer-Chain, available on request to anyone seeking prayer for their parish, ministry, or loved ones facing special challenges. Our intercessors notify one-another by telephone, with briefly worded requests. They are passed on word-for-word. Intercessors pray each day for two-weeks --a period that may be extended by special request, or (preferably) a later updated request. Any Deanery Representative may be contacted to initiate

the chain. Our Deanery Representatives each have the authority to decide whether to circulate requests throughout the diocesan chain, or only within their deanery. (Generally, requests for individuals in distress are only circulated within their deanery, unless the person is a member of the clergy or a well-known lay leader in the church.) Prayers for parishes and diocesan programs, circulate throughout all deaneries. Within each deanery is a local PrayerChain, initiated by the Deanery Representative. Within many parishes are further Prayer-Chains or Prayer-Groups. If they have agreed to our strict covenant on the confidentiality of prayer requests, then any requests received by AFP may be passed on to them. We also require the permission of individuals who are receiving prayer (or their responsible loved ones). A pamphlet on our Diocesan Prayer-Chain and its deanery contacts will be circulated to all delegates.

AFP-Fredericton also sponsors an excellent Book-Table of resources about or for prayer. These include publications by AFP itself, as well as other classics on prayer and material from Anglican authors or publishers. I hope you will please visit our AFP table in the Synod Resource-Fair.

My most rewarding responsibility as your Diocesan Representative, is to be available to parishes, deaneries or other groups to design and lead "Schools of Prayer" workshops on our devotional life. On average, I have been asked to lead three or four each year. Our most familiar program, "The Parish as a Power-House of Prayer", is being planned for the Parish of Bathurst, Saturday September 10th. I have designed a program, "Praying by the Book" which uses many too-easilyoverlooked examples and methods in the Book of Common Prayer to help us learn how to pray, and how to deepen our habits of prayer. Everyone is encouraged to contact me if you feel your parish or group might benefit from some teaching and practical exercises in prayer.

You will be pleased to learn that even as our Synod is in session, a diocesan-wide Prayer-Vigil is taking place, with different volunteers in every deanery praying for our Bishop and Synod for hour-long shifts. We have also been asked by the Bishop to pray for the "Building Faith for a Lifetime" capital campaign for Camps Medley and Brookwood.

We live in trying times for Anglicans. If such times drive us to be more attentive to God's leading and to our devotional lives, then they have already served a better higher purpose.

Respectfully submitted,
Chris McMullen (The Rev'd)

DEFINITELY NOT SYNOD (DNS)

The Diocesan DNS committee works with the Bishop to provide an event for the lay members of the diocese. The weekend consists of a theme speaker, workshops, worship, live music, fellowship and a maritime kitchen party. The DNS mission statement is "A weekend to Develop and Nurture Christians for Service with Christ, in the Church and in the World."

In 2002 our theme speaker was The Rev'd Joseph Russell from Cleveland, Ohio; in 2004 our theme speaker was The Right. Rev'd Fred Hiltz, Bishop of Nova Scotia and Prince Edward Island. Both weekends were enthusiastically received with many repeat participants. DNS takes place on the same weekend, but in the alternate year from our Diocesan Synod. Plans for the next DNS weekend are well underway. It will again be held at St. Thomas University Convention Centre in Fredericton, on June 2-4, 2006. We are increasing the number of participants from 100-130, with registration forms available in

early 2006. The DNS committee is co-chaired by the Rev'd Eileen Irish and Ruth Coleman. The committee members are the Ven. Geoffrey Hall, Leith Box, Ginny McEwen, Peter Irish, Claire Box, Marg Petrie, Marilyn Williams, Margaret Cruikshank, Robert Taylor and Jean Taylor.

Respectfully submitted,
Ginny McEwen, Coordinator

COMPANIONED SPIRITUAL FORMATION (CSF)

We are a group of people who began meeting some five years ago as a support group for Bishop Claude Miller as he studied for his Doctorate in Ministry. Out of this support group evolved another group interested in Companioned Spiritual Formation. This group is mostly made up of the same people, but a few new persons joined us along the way. To date we have held a successful spiritual formation event in 2004 for Layreaders. This year, 2005, we are holding a Partnering Prayer Retreat, in June that has as its goal the promotion of 'companioned' spiritual formation. The members of this group are The Right Rev. Claude Miller, The Ven. Vicars Hodge (chair), the Rev. John Cathcart (secretary) Gregg Finley, Joan Teed, The Rev'd Elaine Hamilton, Charles Ferris, The Rev'd Neville Cheeseman, Sharon Miller and David Watts. We meet monthly and our goal is to offer one Companioned event each year and also be proactive in the promotion of 'companioned spiritual formation' among the other spiritual formation and development groups in the Diocese of Fredericton.

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

CHRISTIAN EDUCATION DIRECTOR

From the time of our last synod on Nov 8, 03 until November, 2004, I continued to work as Christian Education Director, producing three written communications each month i.e. NB Anglican article, Bulletin Insert and CE Newsletter, and doing workshops as required. For the first time, I was invited to the north of the province, conducting workshops in Campbellton and in Bathurst in the summer of 2004.

The highlight of the year was the Diocesan wide Sunday School Conference held at Christ Church (Parish) Church on October 2, 04. This was publicised widely, beginning the previous spring, and had a registration of 112 Sunday School teachers, Superintendents and clergy. There were seven presenters giving a total of 14 workshops during the day. Evaluations of the day were excellent and it is hoped to repeat this event. I could not have organized this day alone and was greatly helped by the members of the CE Committee, Joanne Fitzpatrick of the Parish of Coldbrook and St. Mary, Mary Robinson of the Parish of Nashwaaksis, and Captain Bonnie Hunt of Christ Church (Parish) Church.

In the fall of 2004, the Bishop asked me to consider parish ministry, and in November I moved to New Bandon as rector. While the position of CE Director was vacant, I continued to do the written communications as far as possible, although there were gaps in the Newsletter and Bulletin Insert around Easter this year.

Our new CE Director has now been appointed. She has excellent past experience and qualifications for this type of work, and comes with tremendous enthusiasm. I have met with her to pass on whatever

might be helpful as she takes over, and look forward to working with her as she assumes the role. I am sure the teachers in this diocese will be well served by Elizabeth Harding.

Respectfully submitted,
Patricia Drummond (The Ven.), Christian Education Director

CLERGY COLLEGE

The Clergy College has continued to be offered annually, with the fifth one taking place this coming June. It has continued to be a five day event and has attracted a variety of gifted speakers, three each year. Some clergy register for the whole week, others for one or two courses. The cost is covered partly by clergy who pay per course from their continuing education funds, and partly by the diocese, which provides a grant.

Although the main purpose of the college has been clergy development and continuing education, the college has also been invaluable in building collegiality. It has become an event to which many clergy look forward with great anticipation.

The College has taken place at the Hugh John Flemming Forestry Complex each year except for 2003, when the St Thomas' Residence, formerly Keddy's, was used.

Two speakers have already been booked for the sixth college, to be held June 19 - 23, 2006. Committee members are responsible for finding their own replacements every two years. The present committee consists of:

The Ven. Patricia Drummond (chair); the Rev'd Bruce McKenna (vice-chair); the Rev'd Peter Mills (secretary); the Rev'd Chris Hayes (registrar); the Rev'd Wendy Amos-Binks (hospitality); the Rev'd Gerry Laskey (worship).

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

ORDER OF ST. LUKE

The Order of St. Luke Fredericton & Oromocto Chapters are holding a OSL Healing Mission on April 29 and 30 and May 1. This will consist of a series of healing services with several local speakers, including Bp. George Lemmon. Notice has gone out through the diocese about this, and we know that some folks are coming from outside the city area to attend. This is good news! The Diocesan financial support is enabling us to offer this Mission without registration costs to all who wish to attend.

Respectfully submitted,
The Rev'd Canon Jon Lownds, OSL

RESOURCE CENTRE

The Resource Centre has now been in existence in the back room at Anglican House in Saint John for three years.

A grant of \$5000 from the diocese each year has enabled the purchase of a considerable amount of resource material. This is mainly in VHS video format. This year, however, a DVD player has been purchased and new material which is available in DVD is being purchased in that format. In 2004, some books were purchased on a trial basis and more will be added this summer.

For every summer since the Resource Centre was established we have received a federal grant to enable us to employ a student for 10 weeks. She has been responsible for cataloguing and processing the resources ready for borrowing, under the guidance of Ms. Cathy Ramey who is a trained librarian, using a computerized system which is available for browsing online. She has also assisted with summer replacement at the bookstore. This help has been invaluable.

The Resource Centre is being well used, the kits for parish studies being particularly sought after. A waiting list is kept for the most popular series.

The committee now consists of: the Ven Patricia Drummond (chair); Mrs Betty Kennett; the Rev'd Gordon Thompson.

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

SCHOOLS OF PASTORAL CARE

A School of Pastoral is in the initial planning stages for 2006. Diocesan support will cover the initial costs of organizing and publicizing this school. The school held in 2004, which featured local leadership, was attended by some 70+ persons from all over the province and outside, many of whom were health care professionals. Diocesan support over the years has enabled us to offer this program at a minimal cost of \$50 per person, quite reasonable for an educational program that runs over three days.

Respectfully submitted,
The Rev'd Canon Jon Lownds, Schools of Pastoral Care

STEWARDSHIP AND FINANCIAL DEVELOPMENT

The mandate of the Stewardship and Financial Development Team is to promote a spirit of generosity and the practice of good management and accountability/responsibility on both diocesan and parish level. The team attempted to meet this mandate in several ways, some of which are providing information others were by providing training and materials that could be used by parishes. This report attempts to highlight the main ways in which the team operated.

1. Leadership Development:

On October 28, 2004 the Reverend Dave Ponting, Director of Stewardship and Financial Development for the Diocese of Niagara conducted a presentation with the leadership of the diocese. Invited to attend the meeting were Diocesan Clergy, Diocesan Council, and members of the Stewardship and Financial Development Team. The day was held at Trinity Church in Sussex.

Bishop Miller opened the day by sharing his vision on stewardship in the Diocese. Reverend Ponting made a presentation on "Narrative Budgeting" focusing on how this format for budgeting would present a

more complete story of ministry in the parish. This was a follow up of an earlier presentation in the fall of 2003 on “Enabling a Spirituality of Abundance”. During his presentation, Mr. Ponting made it known that Stewardship was about more than money. It is about Time and Talent, too. Areas of ministry involving time and talent highlighted were: Working with children; Working with Teens; Evangelism; Community Service; Serving Seniors; and Outreach.

2. Annual Stewardship Conference:

After four successful years of providing stewardship education through Diocesan Conferences, the Stewardship and Financial Development Team decided it was time to direct efforts to Parish Stewardship Teams through regional workshops. This was done by inviting the Rector, Stewardship Team Chair and at least two other members of the Parish Stewardship Team to attend a one-day workshop on “Rejuvenating the Parish”.

The first workshop was held on April 24th at St. George’s Church in Bathurst. The leader for this workshop was Mr. Jim Morell from Morell & Associates Consulting. Jim is also a member of the Cathedral congregation and is known to many around the diocese for his interest in stewardship. He has been involved with many stewardship events as well as Diocesan Council development. We thank him for both the time he has given to the diocese and the talents that he brings with him.

Three other regional workshops will be held in the fall. Watch the e-news and the NB Anglican for further details as to locations and dates.

3. Stewardship Stories for Parish Bulletins:

Each week the e-news carries information on stewardship that may and should be used by bulletin editors. The most notable of these is Stewardship Quote.

4. The Stewardship and Financial Development Team is also in the process of preparing a tract (Why We Should Give) in booklet form to be distributed in all churches. The author Reverend John Pearce has given us permission for its use.

Other material will be prepared or collected by the Stewardship and Financial Development Team for use by parishes.

5. Gambling As A Means Of Raising Funds:

Several parishes have requested information on the position of the diocese in regards to the use of lotteries and raffles for the purpose of raising funds. It has been a long-standing position of this diocese that the Diocese of Fredericton and parishes promote good stewardship and direct giving as the highest method of Church support. To this end the Stewardship and Financial Management Team has brought a motion before this Synod asking it to reiterate its official position against gambling and lotteries, both inside the Church and in wider society.

6. Financial Development Officer:

The Stewardship and Financial Development Team has been working in concert with Bishop Miller with the view of establishing a Financial Development Staff position in the Diocese. Both Diocesan and parish fund raising needs remain a high priority, both short term and long term. At the time of writing this report, the Team is preparing an application to the National Church for financial assistance for this position.

7. 2005 Narrative Budget:

The 2005 Diocesan Budget was completed in a Narrative format and included as an insert in the February NB Anglican. It is also available for printing in booklet form on the Diocesan Web site.

Stewardship comes out of a commitment to Christ, a sense of belonging to the Community of Faith, and a desire to use one's resources to further God's Purpose. It is not just about collecting money. Stewardship is not a program; it is a process – a process of reaching out to people and bringing them to a personal relationship with Jesus Christ. As they grow in their relationship with Jesus, individuals will want to change the way they use the gifts that God has given them.

The prophet Malachi reminds us that God is constant waiting for our love, our obedience and our tithes. If we listen to him and do his will, he will open the floodgates of heaven and pour out blessings upon us.

“I the LORD do not change. So you, O descendants of Jacob, are not destroyed. Ever since the time of your forefathers you have turned away from my decrees and have not kept them. Return to me, and I will return to you,” says the LORD Almighty. “But you ask, 'How are we to return?' “Will a man rob God? Yet you rob me. “But you ask, 'How do we rob you?' “In tithes and offerings. You are under a curse-- the whole nation of you – because you are robbing me. Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this,” says the LORD Almighty, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it. I will prevent pests from devouring your crops, and the vines in your fields will not cast their fruit,” says the LORD Almighty. “Then all the nations will call you blessed, for yours will be a delightful land,” says the LORD Almighty. (Malachi 3:6-12 NIV)

The Diocese as well as individual parishes needs to offer an effective stewardship formation program that will bring about transformation in people's spiritual lives. Our work has only begun. Please speak to us about your needs. Encourage us by sharing with us what works for you. Help us by telling us what did not work so that we don't walk down a path that takes us nowhere.

Respectively submitted,
Donald Thompson, Chair

YOUTH MINISTRIES

The Diocesan Council Youth Team consisted of Christopher Ketch (Chair), Trevor Holder (Reporter), Archdeacon Richard McConnell, Gloria Jennings, Canon George Porter

Brief Description and Mandate

Ministry to youth has been identified as a top priority in this Diocese since the visioning synod of 2000. Currently the diocese is well served by qualified and talented youth leaders as well as youth action & Christian education directors who are involved in numerous ministries. The Diocesan Youth Team seeks to communicate with all the various branches of youth ministry in the Diocese of Fredericton and serve as a coordinating body between the Diocesan Council and all youth ministry happening in the diocese. Our goal is to encourage, support and identify resources for youth ministry; we would also like to see all youth ministry endeavours aware of and communicating with the DYT and each other

Our goals are ongoing and include: Contacting various branches of youth ministry in the diocese in order to:

- a) identify the range of youth ministry that is happening in the diocese
- b) get a grasp of the strengths and weaknesses of these ministries
- c) be aware of the needs and concerns of the different youth ministries

- d) be aware of the amazing things happening with youth in the diocese
- e) be aware of the financial needs/requests of the various youth ministries in the diocese for the purpose of budget recommendations.

Respectfully submitted for the group,
Archdeacon Richard McConnell

YOUTH ACTION DIRECTOR

What follows is something of a stream of consciousness account of some of the youth ministry developments in the diocese.

Several successive meetings of the Synod of the Diocese of Fredericton urged priority be placed upon the development of youth ministries in the diocese. A Youth Action Committee was called by the Bishop. This group began a process of study, consultation, planning and education over a couple of years. Ultimately they recommended the hiring of the Youth Action Director for the Diocese and Chaplain to the University of New Brunswick (Fredericton) and St. Thomas University. I began work in the diocese at the beginning of November 2004. In early 2005 Bishop Miller appointed me Canon of Christ Church Cathedral and Canon for Youth Action in the Diocese. The Primate was present and involved in this service.

In April 2005, Mrs. Liz Harding, a gifted Christian educator with many years of experience in parish ministry, (adolescent) spiritual formation, Christian education, curriculum research and camp work, was brought on board as Christian Education Director.

Manna is a one day event in the fall specifically designed for middle and junior high students. We are looking for ways to expand this ministry.

TEC (Teens Encounter Christ) has been functioning very successfully for a number of years and is experimenting with regional expressions this year.

The Youth Action Committee finished a second Youth Consultation in 2004. It is in process of morphing into the Youth Action Team with emphasis on promoting change and youth ministry at the parish level and facilitating training at a diocesan level. A particular mandate is exploring worship. They will also be exploring ways to deal with regionalism in the diocese.

In addition to a number of parishes that have vibrant youth groups, server's groups, confirmation groups and Christian education departments, a few parishes have instituted youth-oriented worship services. The Cathedral hosts a monthly 'youth service' on the third Sunday of each month to which many youth from around the diocese come.

The Diocese operates 2 official summer residential camps (Medley and Brookwood) for both children and teens. Currently there is a significant financial campaign to raise funds and awareness of the important ministries of these tow camps, refurbishing or replacing aging facilities.

In addition, the Diocesan Choir School holds a summer camp program for both adults and youth at Rothesay Netherwood School. St Paul's, Rothesay operates its own summer camping and leadership

development program. Many parishes hold, or cooperate in holding, vacation Bible schools in the summer.

Christ Church Cathedral sponsors a puppet group (The Cathedral Puppeteers) lead and staffed by young adults and teens. They minister in the Cathedral congregation and around the diocese on a regular basis. This past March they participated in a mission trip to the Diocese of Belize where they ministered in schools, Sunday Schools, a hospital and children's shelter.

Other parishes (most notably St. James the Less, Renforth and Stone Church, Saint John) have taken youth on intergenerational mission trips to Mexico and New York City. The diocese was host to a small group of youth from our companion diocese (Recife, Brazil) last winter. This year a team of 10 high school youth and four adults are preparing to travel to the Diocese of Cuba to work on a community / parish agricultural project in support of seniors in a rural area east of Havana. The diocese has rallied to support these endeavors.

St Paul's, Rothesay youth program sponsored a parish mission during Lent of this year. It involved all generations in an effort to raise awareness of how we might engage in significant ways our emerging culture.

The MilGen Page of the NB Anglican has morphed into the Emergent Page. We have a diocesan youth website (www.nbay.ca) as part of an ongoing effort to communicate across the diocese. The diocesan E News is also helpful in this effort. We heard from the Primate about national church networking and are expecting to get involved at this level as well.

I have been named to the Board of Ask & Imagine. We have at least one young person in process of applying for the coming summer and several more considering.

Throughout this past year Liz Harding and myself have taught a series of one-day training events called GYM Classes (Growing Youth Ministries) for youth workers in the diocese. Those who complete the course and assigned reading will receive their first year certificate. Plans are underway to continue and perhaps expand this important part of our youth work here.

Plans are beginning for a major worship training event and a spiritual formation day for adolescents. The youth representative for PWRDF is also hoping to make that more an important and visible part of youth ministry in the diocese.

Many youth participate cross-denominationally in youth networks in the Saint John, Fredericton and Moncton areas. Canon Porter is involved in 2 of these networks, as well as Jesus Atlantic and Evangelical Fellowship of Canada Youth Network.

Teaching opportunities have also come about during the DNS Weekend (on alternative years to meetings of Synod) and the annual Christian Education Conference.

We had a small but enthusiastic A & F (Anglicans & Friends) Ski/Ride Day at Crabbe Mountain this year and hope to expand this ministry in the coming year.

Weekly eucharists and counseling services are provided to UNB (Fredericton) and St Thomas University students through the academic year.

Emphasizing the importance of youth ministry in the diocese, Bishop Miller's reorganization of Diocesan Council into seven areas included youth as one of the seven. This group is slowly feeling out its mandate to coordinate and support the various youth ministries in the diocese.

Foundational to all that we're doing is the belief that when all is said and done, relationships form the core of youth ministries and missions – relationships with God, others and the rest of God's world.

The Rev'd Canon George Porter, DPhil
Diocesan Youth Action Director