

Approved 22 January 2004  
Revised 15 September 2004

**MINUTES OF THE DIOCESAN COUNCIL MEETING**  
**DECEMBER 10, 2004**  
**AT CHRIST CHURCH CATHEDRAL HALL**

The Rt. Rev. Claude Miller presiding.

The Rev. Gordon Thompson opened the meeting with a passage of Scripture, followed by some comments from the Bishop.

The minutes of the meeting of September 4<sup>th</sup> were adopted as circulated on motion from Archdeacon Sharpe, seconded by Canon David Kierstead.

Two corrections were noted to the minutes in the course of their review.

**REPORT FROM THE BISHOP:**

The Bishop addressed the Diocesan Council raising his concerns with respect to the work that has been done in the diocese over the past couple of months. He mentioned during his address the reference the diocesan budget before Council for the next day's meeting, and reference to the plans for major renovation and financial campaign in support of our two diocesan camps. The Bishop also raised concern over the manner in which parish ministry is being staffed at the local level. He raised concerns over the dependence on retired clergy in part-time ministries, and the need for the diocese to be realistic about the relatively short term nature of such arrangements. The Bishop made remarks with respect to the diocesan budget, commenting for the Council to be pro-active in the ongoing management of the budget, so it does not remain an inert document, but it is one that is subject to some review and redistribution that may be deemed necessary.

**REPORT OF THE STIPEND AND HUMAN RESOURCES COMMITTEE:**

Mr. Gene Moore, representing the Board of Finance, and acting as a member of the Stipend and Human Resources Committee, presented that committee's recommendation to Council with respect to stipends and allowances for the coming year. These recommendations were reviewed and approved for submission by the Board of Finance.

Mr. Moore indicated the committee is recommending a significant increase of \$1,500 in the basic clergy stipend. He commented on the reasoning behind this recommendation.

Moore\Coster that the Diocesan Council approve the recommendation from the Board of Finance calling for an increase of \$1,500 in the basic clergy stipend.

During the discussion of this motion, there was much concern raised from various individuals with regard to whether or not this level of increase is adequate, given the financial pressures faced by clergy.

There was also some concern expressed over the ability of the smaller parishes to fund the cost of such an increase.

There then followed a great deal of discussion with respect to the issue around stipend and some of the concerns that have been addressed in the past, specifically with regard to payments above scale, and some consideration as to whether or not the diocese should adopt a single stipend that would apply to all clergy. Mention was made of recommendations contained in the Ministry Strategy Committee report, which was reviewed and rejected by the 1987 Synod.

Following discussion the motion with respect to the increase in the basic stipend scale was carried.

Mr. Moore then went on with his report with respect to stipends.

Moore\Arnott 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. Carried.

Moore\Walls that the Diocesan Council approve the recommendation calling for an increase in the car replacement allowance in the amount of \$300. Carried.

Moore\Dow that the basic level of group life insurance be increased by \$40,000 effective January 1, 2004. Carried.

Following the approval of these various motions, the discussion turned again to the issue of a stipend philosophy specifically for the diocese.

Cheeseman\Kennett that the Diocesan Council review the ministry strategy committee report of 1987 with a view to implementing a central equitable pay scale.

Hodge\Garbutt that this motion be tabled until the next meeting of Diocesan Council. Motion defeated.

The original motion was then put and defeated.

Following some further discussion, it was moved by Archdeacon McConnell, seconded by Canon Ed Coleman that this Diocesan Council express thanks to the Stipend and Human Resources

Committee for their work heretofore and encourage them to continue with their aims outlined at their reports conclusion, taking into consideration the concerns expressed at this meeting of the Diocesan Council. Carried.

The Council then turned its attention to the remainder of the information contained in the report of the Board of Finance.

Moore\Arnott that the report of the Board of Finance be accepted by Council. Carried.

Mr. Moore then turned over the rest of the Board of Finance with respect to the diocesan budget for 2004 asking the Treasurer to guide Council members through a presentation on that document. Following and during the presentation, several questions were raised, some of the more direct ones included a concern over the need for the Diocese to be more pro-active and place more emphasis on our companion diocese relationship with Recife. There was also concern over the loss of the full time chaplaincy on the Campus of the University of New Brunswick, and some concern over the lack of a consultation process as had been the case in prior budget years.

Following further discussion, it was moved by Mr. Moore, seconded by Mr. Arnott that the diocesan budget for 2004 as recommended by the Board of Finance be approved.

During the discussion the Bishop called for a further review of our communication structure around our Companion Diocese program, and also asked Council to place an emphasis on the need for lay leadership and education.

Following further comments the motion was carried.

#### **CAMP MEDLEY AND CAMP BROOKWOOD FINANCIAL CAMPAIGN:**

Information was presented to members of Diocesan Council with respect to a feasibility study being carried out in an effort to raise in excess of one million dollars for the purpose of restoration of Camp Medley, and some major capital expenditures on Camp Brookwood. A consulting firm has been engaged by the Board of the Camp to determine whether or not such a campaign would have a measure of success.

This was followed by further input from the Bishop and others.

Berry\Hodge 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. Carried.

### **CONCERN OVER MINISTRY ON THE UNB CAMPUS:**

The Rev. Neville Cheeseman, former university chaplain, again raised a concern with respect to the Anglican Ministry presence on the Campus of the University of New Brunswick. Mr. Cheeseman expressed a concern that the lack of specific Anglican presence on the Campus as has been the case for the past two decades, could seriously undermine and erode our presence in that facility. A suggestion was made that perhaps the local clergy could come up with a plan to minister on campus, in order to maintain our ministry presence there.

### **RESIDENTIAL SCHOOL LITIGATION:**

It was pointed out by Council members that the diocesan plan for funding our contribution to the Residential Schools Litigation settlement will require some specific action with regard to funding the full commitment. It was pointed out in response to this concern that while the diocese has not launched a specific appeal in that area, there has already been some significant contributions made. The concern expressed is that we must not allow this to go on too long without any specific action being taken.

Kierstead\MacKenzie 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. Carried.

Further concern was expressed with respect to the loss of the consultation process around the diocesan budget. Indications are this consultation process has been highly effective, and valuable, and is important that we not lose sight of the need for this important process.

The meeting adjourned at 4:15 pm to a supper enjoyed by members of Council.

The Bishop closed the meeting by thanking the members of Council for their hard work over the past two and a half years, and pointed out that a new Council will be struck during the next several months, and it will see Council embarking on a new, more management oriented and pro-active mandate.

Submitted by L. F. Scott, Diocesan Treasurer