

Archdeaconry of Fredericton
19 March 2009

Reports from small groups:

What are the signs of recent progress and greater optimism in your parish?

1. st margrets cambridge waterborough: lay leadership, sabaticle, new leadership.. co op between parishes, shared ministry and kids
2. new maryland, ludlow blissfield,. youth group sunday school, renos, parish members more open with dealing with challenges, storm days part time clergy..mission work,
3. stanley st mary's york- growth, unity and sense of purpose
4. young families joining, more intentional planning, increased giving
5. parish stmarys york minto- no drop in numbers, beginning to take situation seriously
6. gagetown, st peters- open communication, shared services, shared ministrey, positive enviroment, youth..involvement,scouting involvement
7. douglas nashwak, oromacto, fredericton, mission work locally 40 days of purpose,contemporary services,
- 8 new maryland, fred junt. - recent survey..found congregational growth..stewardship..sunday school, youth group ministry, back to church sunday. looking outside ourselves..support of the council of the north, honduras,
9. oromacto majorville, cambridge narrows- shared ministry, communiy outreach, sunday school puppet youth
- 10.minto chipmen majorville- youth, shared ministry, active leadership

What in the three reports, speaks to us most strikingly about our situation

1. aging population, maitaining buildings
2. can stay the same, doom and gloom, focus more on relationships, we are all in the same boat,
3. 10-10-10, accountability,
4. lack of money for ministry, rural parishes losing identity, competing with culture
5. careful of demographics, independent view, sense of change
6. shrinking congregations, higher costs, statistics..more funerals than baptisms,
7. lack of biblical teaching in stewardship, strive for 10-10-10, lack of communication between parishes
8. not enough focus on ministry, not enough focus on relationship, extramural clergy and lay ppl
9. challenge of rural ministry, lack of resources, time and talent sharing
- 10.aging population, declinging population, costs, competition for youth vs culture

What recommendations...

1. 10-10-10, money taken up by building costs, ppl need to see where money is going, full time stewardship
2. rule of life, from the bottom up, trust in provision, first fruits
3. buildings, ecouraging tything
4. 10-10-10, not a culture of tything, shift to ministry rather that admin., bring outside
5. 10-10-10, parishes working together, several recommendations to overcome fears
6. practicality of numbers at the dioses and national level, financial support for higher levels.
7. money and stewardship teachings, leaders need support and training for such teachings, increased and improved communication between parishes
8. portion if becomes manditory could become punitive, size of synod reduced would lose representation, first fruits..
9. 10-10-10 growth and change
10. maitaining infostructure, 10-10-10, bringing in numbers

Reports from the Small Groups

What are the signs of recent progress and greater optimism in your parish?

- Parish survey out of this came a focus on congregational growth, Sunday school and stewardship & Tithing
- Youth Group Ministry -> developing a youth leadership program for youth in high school
- Back to church Sunday
- Buying a brick for the cathedral in the north for mission outreach
- Mission to Honduras
- Sunday school ministry
- Layreadership
- Cooperation between neighboring parishes
- Lots of children
- Shared ministry
- Congregation becoming more open minded to new ideas
- Per-capita giving has increase
- Directing the congregation to the rule of life
- A lot of young families are joining the church
- More organization in parish activities
- Increased financial giving
- Parish membership has not dropped
- Open communication between clergy and parishes (United and Anglican churches sharing)
- Good Leadership (youth in the parish taking on big roles)
- Support to Scouting (give and take relationship)
- 40 days of purpose to 40 days of community program
- Soup program (69 people outreach)
- Contemporary service on Saturdays for those who cant make Sunday services
- Progress in shared ministry
- Puppet ministry, youth and Sunday school
- Active leadership

What in the three reports speaks to us most strikingly about our situation?

- To much emphasis on money and not enough on ministry
- There is a focus on programs not on relationships
- Extramural clergy like extramural nurses / clergy church army officers
- EEG population
- Keeping buildings going
- Surprised by how other parishes are struggling like their own
- Lack of money for ministry
- Rural parishes fear of loosing their identity
- Competing with today's culture
- Careful about demographics
- Identified need to change but sense we need to have a willingness to change
- Shrinking congregations and rising costs
- Statistics – more funerals and then baptisms
- Lack of biblical teaching and
- Giving from the heart
- Declining and aging
- Challenge of rural minintrny
- Lack of resource
- Talent people don't have time to come forward

- Aging population = declining congregations
- Competition for our youths hearts and minds

What recommendations, in the three reports, would we find the most challenging to implement and why?

- The abandonment of an Episcopal/Assessment Diocesan Budget and Mission Outreach Diocesan budget. If these are rolled into one and are made mandatory it could become punitive. Ex Fredericton Junction fell behind but were able to pay back over the next couple years
- Synod would be less representative if the size of synod was decreased
- Would be important to have a congregational developmental director instead of a stewardship director.
- 10-10-10 lengthy
- Money being taken up by building cost (people need to see where the money is going)
- Supporting the full time stewardship director
- Challenge in trusting God that he will provide
- Getting parishioner
- Encouraging tithing
- The rule of life not being implemented?
- Bring outside support to help (this hasn't happened to date)
- Lack of appreciating for Synod and what they do
- The need to overcome our fears
- To much emphasis on bureaucracy of the church?
- Do parishes get significant bang for their buck?
- Our leaders need support (training, money available)
- Caring and support seems to lack
- Maintaining existing structures
- Increasing numbers will be difficult

APPENDIX 3 – REPORTS OF SMALL GROUPS

Notes taken during vernal reporting as well as items listed on the reporting form.

Group 1 - St. John's Oromocto / All Saints, Marysville / Maugerville / Cambridge Narrows / St. Margaret's

a) What are the signs of recent progress and greater optimism in your parish?

Lay leadership stepping up, co-operation from neighbouring parishes, Children, Shared Ministry

From Sheet

1. Progress in Shared Ministry
2. Community Outreach
3. Sunday School, Puppet Ministry, Youth

b) What, in the three reports, speaks to us most strikingly about our situation?

Aging population, keeping buildings going

From Sheet

1. Challenge of rural ministry
2. lack of resources, time talent treasures.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

10-10-10 lengthy orientation, money taken up by buildings – black hole, supporting a full time stewardship officer could be difficult.

From Sheet

1. 10-10-10 tithing
2. Growth and Change

Group 2 – Bright / New Maryland / Ludlow and Blissfield

a) What are the signs of recent progress and greater optimism in your parish?

Youth groups, Sunday School growing, youth leaders, open to change re: surplus buildings, sharing clergy, Mission to Honduras

From Sheet

1. Youth group is growing and developing leaders, Sunday school growing and requires renovations
2. Parish members willing to be open minded about dealing with challenges – buildings, part-time clergy, storm days
3. Mission work to Honduras.

b) What, in the three reports, speaks to us most strikingly about our situation?

Can't stay the same, a lot of gloom about money, All in the same boat, encouraging

From Sheet

1. Can't stay the same, too much about money
2. The number of buildings in each parish. We're all in the same boat – we're not alone
3. A lot gets laid at the feet of Diocesan office – are they hearing the issues fully? Doom and Gloom: Focus on relationships not programs.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

Too many buildings, Rule of Life a persona; challenge, grass roots, bottom up – trust God He will provide.

From Sheet

1. Too many churches everyone says close the others, need to mix together more even within parishes.
2. Rule of Life is a personal challenge, bring us out of our comfort Zone (grass roots solution)
3. Believing that God will provide and trusting in Him as long as we are heading in the right direction.
4. getting parishioners to believe in First Fruits and tithing.

Group 3 - Stanley / St. Mary's, York

a) What are the signs of recent progress and greater optimism in your parish?

Per capita giving has increased, unity of purpose

From Sheet

1. Our per capita giving has increased,
2. 800 family units being built allows the possibility of substantial growth and development
3. feeling unity and a sense of purpose

b) What, in the three reports, speaks to us most strikingly about our situation?

10-10-10

From Sheet

1. 10-10-10 positive initiative – fair planning for stewardship
2. The Congregational Development fund for Rural and Struggling parishes.

3. Accountability as outlined by Bishop Salmon in the Budget Report.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?
Encouraging tithing.

From Sheet

1. Encouraging tithing would be a challenge in parishes.
2. The rule of Life is not being implemented _ _ in the Diocese
3. Challenge to make use of our surplus of buildings without discarding them.

Group 4 - Parish of Bright / Parish Church / Cathedral

a) What are the signs of recent progress and greater optimism in your parish?
Dean is directing parishioners to the Rule of Life and the congregation is listening including young families. The 5 year ministry plan at Parish Church, more interest increased giving.

From Sheet

1. The Dean is directing the congregation to the Rule of Life in his preaching and teaching – congregation is listening.
2. Young families joining, increased participation leading to increased visibility in the community
3. More intentional organization of parish activities-5 year ministry plan. 4. Increased time and giving and understanding. Spirit of optimism rather than defeat.

c) What, in the three reports, speaks to us most strikingly about our situation?
Lack of money for ministry, perception of outside church, rural parishes attached to buildings, fear of them closing. Competing with today's culture.

From Sheet

1. Lack of money for ministry. Wrong perception of organized religion by those outside.
2. Rural parishes fear may lose identity if their church building is closed.
3. Competing with the culture of the day.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

10-10-10, Shift to ministry outside, maintenance to mission, outside intervention to help diocese

From Sheet

1. Bishop salmon's 10-10-10 Diocese does not have a culture of tithing – will certainly take time
2. Shift to ministry outside rather than administration. Maintenance to mission.
3. bring outside intervention to help diocese – Big challenge to implement this.

Group 5 - Fredericton / St. Mary's, York / Minto & Chipman

a) What are the signs of recent progress and greater optimism in your parish?
Holding own re: membership,

From Sheet

1. Parish membership has not dropped off further in last few years.
2. Recognition of being counter cultural – church is not the norm anymore
3. Beginning to take situation seriously but looking for seeds from which to grow.

b) What, in the three reports, speaks to us most strikingly about our situation?
Individual view from LDTN matched our internal view.

From Sheet

1. Be careful about using statistics (demographics) as an excuse – focus on parish statistics
2. Independent view matches our internal reports (LDTN).
3. Identified need to change – working for ideas/answers – focus moving to willingness to change.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

10-10-10 lack of appreciation for Synod office. Lay, Need to overcome our fear of change.

From Sheet

1. Shared ministry – assessment formula – because it is about money. Lack of appreciation for Synod/office
2. Clergy/Lay from parishes working together.
3. In general the need to overcome our fears.

Group 6 - Gagetown / St. Peter's

a) What are the signs of recent progress and greater optimism in your parish?

List of activities, open communication people, Shared Ministry – Good leadership. Youth in services – scouting at St. Peter's

From Sheet

1. Open communication in parish between clergy and people. Share service with United church people.
2. Share minister Cambridge/Waterborough, very positive parish environment.
3. Good leadership include youth as much as possible, have Sunday school/ support scouting movement/scouts help at suppers.

b) What, in the three reports, speaks to us most strikingly about our situation?

Shrinking congregations increased costs, statistics funerals up baptisms down death rate greater than birth rate.

From Sheet

1. Shrinking congregation rising costs
2. More funerals than baptisms.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

Shared Ministry and finances. Local congregations and combined congregations in a multi point parish. They are the church where ministry, outreach and giving happens. Ideas behind reports – too much emphasis on bureaucracy was debated on a philosophical basis ie. Can we afford Diocesan level, can we afford General Synod level Does NB get bang for our buck from money sent on.

From Sheet 1. Local congregations are the most important they are the foundation. Too much emphasis on bureaucracy- debate - Too top heavy on Administration
2. Do parishes get bang for buck on money sent to diocese.

Group 7 - Douglas and Nashwaaksis / St. John's, Oromocto / Christ Church Parish Church

a) What are the signs of recent progress and greater optimism in your parish?
40 day of Purpose and Community, Soup outreach program started with 30 grown to 60 CCPC contemporary service.

From Sheet

1. 40 Days of Community after 40 Days of Purpose program
2. Outreach soups on Thursday started 30 – now 69
3. Contemporary worship service.

b) What, in the three reports, speaks to us most strikingly about our situation?
Lack of Biblical teaching, stewardship, lack of communication between parishes, declining and aging population in NB, lack of communication in NB.

From Sheet

1. Lack of Biblical teaching stewardship.
2. Giving from the heart, should strive to adopt the 10-10-10
3. Declining and aging population in NB Lack of advertising and communication between parishes.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

#5 Rural and Struggling Parishes, #4 Leaders need support

From Sheet

1. #5 page 3
2. #4 page 3 will help with previous
3. #6 page 4

Group 8 Fredericton Junction / New Maryland

a) What are the signs of recent progress and greater optimism in your parish?
Survey of Parish – Congregational growth stewardship, tithing, Youth Group and ministry, Back to church Sunday, Looking outside ourselves, Fredericton Junction – Council of the North Cathedral rebuilt – Honduras trip.

From Sheet

1. Parish survey out of this came a focus on congregational growth, Sunday School, Stewardship, tithing.
2. Youth group ministry – developing a leadership program for youth in high school.
3. Back to church Sunday 4. Buying a brick for the cathedral of the North, Mission Outreach. 5. Mission to Honduras, Sunday school Ministry.

b) What, in the three reports, speaks to us most strikingly about our situation?
Too much emphasis on money, programs, not as much on relationships, Extra Mural clergy instead of Nurses

From Sheet

1. Too much emphasis on money and not enough on ministry.
2. There is a focus on programs not on relationships
3. Extramural clergy like extramural nurses/clergy church army officers.

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

"ONE ASK" that would be mandatory, could it become punitive? Falling behind would? If Synod is reduced would it be less representative. First fruits important to have a Anglican development person to help in terms of giving.

From Sheet

1. The abandonment of an Episcopal/Assessment Diocesan Budget and Mission Outreach Diocesan budget. If these are rolled into one and are made mandatory punitive action will eventually take place.
2. Reducing the size of Synod will mean less representative. Maintain size of Synod
3. Congregational Development.

First fruits not what we have left over recommendation in page 5 of budget Support need a congregational development officer Giving roll b/c what the parish member has.

Group 9 St. John's Oromocto / St. Mary's / All Saints / Cambridge Narrows

- a) What are the sign of recent progress and greater optimism in your parish?
Shared Ministry Sunday School Community Outreach Puppet Ministry and Youth

From Sheet – 1. Layleadership, Layreaders vestry – active during Rector's sabbatical
2. Cooperation between neighbouring parishes
3. Children
4. Shared ministry

- b) What, in the three reports, speaks to us most strikingly about our situation?
Rural ministry – distance giving of treasures time and talent

From Sheet

1. Aging population – matches NB demographic
2. Keeping buildings going – lots of churches in Fredericton alone.

- c) What recommendations, in the three reports, would we find the most challenging to implement? Why?
10-10-10 Growth change inertia

From Sheet

1. 10-10-10 process – not a panacea – will require a lengthy implementation and consideration of implications A lot of money going to building costs
2. Talking about money and stewardship – need to see things happening.
3. Supporting a full time stewardship officer – lack of knowledge of Diocesan youth officer.

Group 10 Minto Chipman / Marysville & Durham Bridge / Maugerville

- a) What are the sign of recent progress and greater optimism in your parish?
Increased youth Shared ministry plan active leadership

From Sheet – 1. expressions of increased involvement of youth in Minto Chipman 2. dialogue with neighbouring parishes pre Shared ministry plan. Indeed levels of shared ministry in all parishes in this group 3. Active Lay leadership

- b) What, in the three reports, speaks to us most strikingly about our situation?

Aging population, decreasing population aging congregation maintain clergy costs competition for youth hearts and minds with computer hockey

From Sheet - 1. Aging population/congregation, declining population numbers (Generally) 2. declining #'4 receipts NOT keeping pace iwht costs, maintenance clergy etc. 3. competition for youth's hearts and

minds

c) What recommendations, in the three reports, would we find the most challenging to implement? Why?

Maintaining existing infrastructure, 10-10-10 increasing numbers bringing in children

From Sheet

1. Maintaining existing infrastructure (to the extent of investigating other uses for our buildings?)
2. Increasing giving, perhaps building on the 10-10-10 model (first fruits)
3. Increasing #'s bring in the kids!