

ACPO

The Province of Canada 2003 ACPO Conference was held at the Lavrock Camp and Conference Centre, Salmonier Line, in the diocese of Eastern Newfoundland and Labrador. The Chair, The Rt. Rev'd Donald Harvey, was very active in the planning and preparations for the weekend. He offered a presentation to the assessors on Friday morning, as well as presided and preached at the Friday afternoon Eucharist. We are grateful for his input into the preparation and opening day of the weekend.

Assessors

There were fifteen assessors from across the province representing the seven dioceses and were all recommended by their diocesan bishop.

It was evident as time unfolded that the assessors had prepared themselves for this conference by reading the information circulated beforehand. I am grateful for their dedication to the ACPO process. The energy and skill of this team are to be commended.

Team Training

We were fortunate to have an evening of training on Thursday with the assessors led by the Rev'd Dr. Alex Faseruk, M.U.N.L. School of Business. Dr. Faseruk, himself a deacon, chairs the Diaconal Discernment Committee in the diocese of Eastern Newfoundland and Labrador. He reflected on the ACPO process, the concept of discernment in terms of call, character and charisms, tips for interviewing and report writing. This presentation was certainly an excellent start for the conference.

A 'taste of Newfoundland' followed the Team Training session. This time of fellowship helped cement a strong sense of community in a relaxed setting.

Chaplain

Our chaplain, the Rev'd Linda Budden, a parish priest in our diocese, coordinated the worship with the candidates and provided pastoral care to all in need throughout the weekend. She presided and preached at the closing Eucharist on Sunday morning. We are grateful for her pastoral gifts.

Candidates

Fifteen candidates were assessed at this ACPO Conference. All of the dioceses sponsored at least one candidate.

Diocese	Candidates	Recommended	Not Recommended	Assessors
Montreal	2	2	0	1
Quebec	1	1	0	1
Fredericton	2	2	0	1
N. S. & P.E.I.	1	1	0	1
Western NL.	2	2	0	1
Central NL.	4	4	0	1
Eastern NL.	3	3	0	9
Total	15	15	0	15

Courtesies

I would like to thank the Provincial bishops and their staff for what is I believe a careful screening of ACPO Candidates before they attend the conference. I would like to thank the Rev'd William Ranson for arranging the local transportation from St. John's International Airport to the Centre (which is located 54 km from St. John's) Thanks to Julie Hiscock and Lynn Courage for providing an impromptu tour of the city of St john's for several candidates on Saturday afternoon. I would be remiss not to include: my parish secretary, Ms. Frances Hussey, who typed the recommendations at the conference; and, my parish treasurer, Mr. Ches Lake, who managed all financial transactions. Last, but by no means least, I would like to thank Bishop Harvey for his advice and guidance as I begin and continue this role as ACPO secretary.

Every good wish and peace in Christ and Francis,

Josiah W. Noel, TSSF
ACPO Secretary

Archives

The diocesan archivists of the Province of Canada met in Montreal on 25-26 October 2002 at Cathedral Place and McGill University. The archivists of the dioceses of Fredericton, Nova Scotia and Prince Edward Island, Eastern Newfoundland and Labrador, and Montreal were present. For the first time the diocesan archivists from the Province of Ontario joined us to have a joint meeting. The dioceses of Toronto, Huron, Ottawa, Ontario, Algoma and Moosonee were represented. The Archivist of General Synod, Terry Thompson, and the President of the Canadian Church Historical Society, Dr. C. Trott, also attended this meeting. This joint meeting proved so successful, in part because of the larger number of participants, that it was decided to try to hold a joint meeting every year instead of meeting separately ever other year.

The first morning session began with a "Getting to Know One Another" exchange that revealed the many similarities both in operation and problems faced by diocesan archives. This naturally led into a long discussion that occupied much of the rest of the time on such common problems as support, copyright and privacy. All of this lead to a more general consideration of how we could work more effectively together given the situation outlined in the position paper "You are My Witnesses." Friday evening the archivist had dinner together. Saturday afternoon was devoted to a visit to the Digital Collections Program of the McGill University Libraries where David McKnight, the Digital Collections Librarian, introduced us to and demonstrated for us the various websites and databases that have been created at McGill.

"Working together" continues to be the theme of the Anglican Archives Network and slowly some of the developments outlined in "You are My Witnesses" are taking place. The departure of the General Synod Archivist, Terry Thompson, for a new position at the University of Calgary underlines the importance of the role that the Provincial Archivists have to play in insuring the continued function of the Anglican Archives Network. The strengthening of the Network at the national level, in the Province of Canada and between the Provinces of Canada and Ontario will be very much to the forefront when the diocesan archivists from the two provinces meet in Ottawa on 21 and 22 October.

One central concern of the Network is the integration of new diocesan archivists – there are two in the Province of Canada, Central Newfoundland and Western Newfoundland – and providing them with support, resources and information. To this end, I have asked the Provincial Treasurer to propose that the archives grant of \$2000.00 every two years be changed to \$1,500.00 every year. These monies are used exclusively to defray travel costs.

Dr. Richard Virr
Archivist, Ecclesiastical Province of Canada

Diaconate

The diaconate in the Province of Canada has shown steady growth since the restoration of the diaconate as a permanent order. Within the seven dioceses in the Province, there are differences in the size and nature of the diaconate. Within this report an effort is made to include items concerning deacons from each of the dioceses. This report is based over the last three years since the previous Gathering of Deacons in September 2000. It also includes current information on the diaconate, as well as some future plans and upcoming events. No attempt has been made to list the numerous acts of charity and servanthood of each deacon as these are highly varied and individualistic and would require considerable space.

The Dioceses with the Province

The Diocese of Eastern Newfoundland and Labrador has shown the greatest growth among the dioceses within the Province. Until Palm Sunday 1998, the diocese did not have a permanent diaconate but now has had 11 people complete its diaconal program. It has nine functioning deacons, one having died and one has relocated to the Diocese of Western Newfoundland. Currently, Eastern Newfoundland and Labrador has six postulants, five of whom are scheduled for ordination in Fall 2003 with two additional aspirants. In February 2003, the diocese ordained its first two deacons for Labrador.

The Diocese of Fredericton has to date not established a diaconal program.

The Diocese of Central Newfoundland has one deacon, the Rev. Judy Squires, who assists her husband, the Rev. Eric Squires, in the discharge of his ministry.

The Diocese of Nova Scotia and Prince Edward Island has four deacons who have been in place for a number of years, three of whom serve Nova Scotia with one resident on Prince Edward Island.

The Diocese of Western Newfoundland has three deacons, two moved to the diocese with one additional person called to the diaconate. The Rev. Canon Percy Coffin, Bishop Coadjutor (elect), has indicated his support for the diaconate.

The Diocese of Montreal has four deacons with two in the latter part of formation and two in the earlier stages of formation.

The Diocese of Quebec has seven deacons who are spread over a wide geographical area.

Activities and Developments by Various Communities of Deacons

The Diocese of Nova Scotia and Prince Edward Island continues to enjoy a cohesive group of four deacons who meet regularly for pray-filled reflection and support.

The Diocese of Eastern Newfoundland and Labrador has enjoyed numerous seminars over the last three years by presenters from outside the diocese, as well as the diocesan clergy. National visitors have included the Rev. Canon Judy Rois, Vicar of the Cathedral of St. James (Toronto), the Rev. Dr. Paul Gibson, retired liturgical consultant to the National Church, the Rev. Canon Eric Beresford, Consultant for Ethics and Interfaith Relations to the National Church, Dr. Walter Deller, Principal of Emmanuel and St. Chad and the Rev. Dr. John Gibaut, Associate Professor and formerly Head of Anglican Studies and St. Paul's University. Diocesan Clergy and Professors who have delivered seminars include the Rev. Canon Frank Cluett, the Very Rev. William Bellamy, the Rev. Canon Dr. Boyd Morgan, the Ven. Neil Kellett, the Ven. Tom Moulton, the Rev. Dr. Bob Rowlands, the Right Rev. Donald Harvey, the Rev. Dr. Alex Faseruk, the Rev. Shirley Noseworthy, Dr. Rick Singleton, the Rev. Canon Bill Noel and the Rev. Dr. John Hewson. Moreover, the Most Rev. Michael Peers, Primate of the Anglican Church of Canada attended a seminar and luncheon on St. Andrew's Day 2002 and was presented with an Orthodox pectoral cross in recognition to his years of service to the Church. The nature of the seminars has been greatly varied from pastoral, theological, ministering to the sick and bereaved, church music, liturgical concerns, historical, homiletics, scriptural, ethos, as well as an interesting seminar on elocution, etymology and eloquence.

Five deacons/postulants from the Province attended the North American Association for the Diaconate Conference held in Toronto from June 12-15, 2003 with the largest contingent being from the Diocese of Montreal, the Rev. Peter Huish, the Rev. Jean Willcocks, as well as Del Skinner and Merlyne Howard. In addition to the four from Montreal, the Rev. Dr. Alex Faseruk from the Diocese of Eastern Newfoundland and Labrador attended and was the Gospeler for the closing Eucharist presided by the Most Rev. Terrence Finlay, Archbishop of Toronto and Metropolitan of the Province of Ontario.

The deacons of Eastern Newfoundland and Labrador were recognized as the *College of Deacons* at Diocesan Synod held in the Parish of Whitbourne from September 27-29, 2001. At the same Synod, a moratorium was placed on new postulants to the order for a one-year period to enable a review of the diaconal program to take place. Over that year, numerous focus groups were held with the diocesan clergy and laity, as well as the administration of a survey. A methodology similar to that employed by the Diocese of New Westminster was used to evaluate the order in that diocese. In May 2002, a report entitled, *Status of the Diaconate in the Diocese of Eastern Newfoundland and Labrador* was presented to the Right Rev. Donald Harvey. In all, 32 recommendations were presented in this report with many of the items having already been enacted.

The deacons from the Diocese of Quebec and Montreal held a Conference in Gaspé during the summer of 2003 with the theme "The Inner Deacon" attracting fourteen participants, four from Montreal with the balance from Quebec. The conference was convened by Archdeacon Dennis Drainville who has also produced a report for his Bishop.

Upcoming Events, Planned Activities and New Directions

A Gathering of the Deacons from the Province of Canada will be held at the Lavrock Retreat Center from October 16-18, 2003 sponsored by the Diocese of Eastern Newfoundland and Labrador and the Montreal Fund for the Diaconate. This is the second time that the deacons have gathered together. The first was in September 12-14, 2000 at the Mother House on the campus of Mount Saint Vincent University immediately before Provincial Synod. The Gathering attracted about 10 deacons/ordinands/postulants and a number of guest speakers, as well as the Bishops from the Province.

Approximately 25 deacons/ordinands/postulants will be in attendance from five of the seven dioceses in the Province including two observer-deacons from the Diocese of Toronto. The Diocese of Fredericton will not be represented as this diocese has yet to begin a diaconal program. In addition, the Diocese of Quebec will not be represented as unfortunately the date coincided with its diocesan synod. At the gathering an agenda item will be to establish future gatherings on a triennium cycle with long lead times to avoid future conflicts like this.

The theme for this year's gathering is *Developing Discipline, Discernment and Discipleship in Today's Deacons*. The Right Rev. Donald Harvey will preside over the opening Eucharist in the early evening of October 16th. There will be three guest speakers.

The first is Ms. Janet Marshall, Program and Congregational Development Consultant from the Diocese of Toronto who will lead a three-part seminar: 1. setting and assessing goals for ministry; 2. effective ministry in the context of change; and 3. ministry in the midst of conflict.

The Rev. Canon Eric Beresford (on leave from the Diocese of Montreal), currently Consultant for Ethics and Interfaith Relation from the Faith, Worship and Ministry Office of the National Church, will lead a four part seminar in *Developing an Ethic for the Practice of Ministry* with the four sub-topics: 1. issues affecting how deacons shape their ministry; 2. confidentiality; 3. boundaries for care-providers; and 4. wider moral issues and spirituality.

The third speaker who will lead a spiritual retreat will be the Rev. Dr. John Mellis, Provost of Queen's College and formerly Director of the Native Ministries at Vancouver School of Theology who will lead a seminar on *Developing Discipline, Discernment and Character*.

The culmination of this gathering will be in the Cathedral of St. John the Baptist at 2:00 p.m. on Saturday, October 18, 2003 (The Solemnity of St. Luke) when five ordinands, John Green, Gerry Hayes, Jean Janes, Gerry Taylor and Aubrey Young, are ordained to the Sacred Order of Deacons, the Lord willing and Bishop Harvey agreeing.

The Rev. Canon Alyson Barnett-Cowan, Director of Faith, Worship and Ministry for the National Church Office will be in the Province for a number of events in mid-March 2004. Initially, she will be in Halifax for ecumenical dialogues with the United Church of Canada in early March but will come to St. John's in the Diocese of Eastern Newfoundland and Labrador to lead a seminar on

ecumenicalism on March 17, 2004 for the deacons and postulants, as well as meeting with the students of Queen's College and leading a seminar for the laity of the diocese.

The Province will play host to a national conference of the Association of Anglican Deacons in Newfoundland in Prince Edward Island from June 24-27, 2004. This organization was founded following the *Deo Gratias!* meeting of deacons from Canada held from August 25-27, 2000 at St. John's College, University of Manitoba with five deacons from the Province in attendance. Two deacons from the Province have been particularly active in the organization, the Rev. Madonna Fradsham, Diocese of Nova Scotia and Prince Edward Island who serves as Chair and the Rev. Peter Huish who serves as Secretary. In preparation for the Conference, considerable effort has been expended in drawing up a list of deacons in Canada, as well as gathering information on the pre/post ordination training from across the country.

Two of the dioceses in the Province, Montreal and Eastern Newfoundland and Labrador, are in the midst of redrafting new guidelines for the Formation of Deacons. Their former guidelines were developed in the context of the restoration of the diaconate but now will be redrafted to take into account a gradual maturation of the diaconate as a restored order.

The Diocese of Montreal has taken the steps to have monthly meetings of the Community of Deacons as a locus for one component of formation of deacon-hopefuls (Formation of Diaconal Identity) as well as serving as ongoing formation for those already ordained.

Concluding Remarks

Overall, the diaconate has shown consistent and steady growth since its restoration as a permanent order within the Province. The deacons from the Province have displayed a willingness to come together to deal with common concerns. Attempts are currently underway to draw up new guidelines for the order and to bring deacons together in a number of venues to address common concerns. While there have been some growing pains associated with the order, as there would be in any new project, the order is very viable. With the continued support of the bishops, clergy and laity of the Province, the order should fully mature and be able to help address the spiritual, theological and social concerns of the Church in an ever changing and complex world. Deacons have arrived in the context of a servant-leader role within the Province of Canada.

Prayer Care

The Province of Canada Prayer Care is prepared four times a year by the Diocese of Montreal from submissions by member dioceses. Master copies are prepared in a calendar format and sent to each diocesan office for distribution so that we can pray for individuals, ministries, special events and concerns. Use of the leaflet also ensures a rotating cycle of provinces, dioceses and bishops being prayed for each Sunday, along with the work of Provincial Council.

Use of the Prayer Care helps us become part of each others' lives in the Province of Canada. The cryptic entries represent many of our daily concerns and joys, ranging from our prayers for the restoration of right relations with the earth and with the Aboriginal peoples of Canada – in particular our Settlement Agreement regarding Residential Schools, to our thanksgiving for the ordinations, installations, anniversaries and retirements of clergy in our Province.

Preparation of the Provincial Prayer Care has become increasingly easier and efficient with modern technology and the internet age. We rely on submissions by member dioceses to form a broad and comprehensive prayer network of intentions throughout the province. Submissions are e-mailed to the Diocese of Montreal and the compiled calendar of prayer intentions is made available in a Portable Document Format (PDF) via the internet and e-mail.

The Prayer Care is now available to anyone by downloading the document from the Provincial Web Site (<http://province-canada.anglican.org/>). We thank the Diocesan Offices of the Province for their continued assistance in providing submissions for the Prayer Care in a timely manner.

The Most Revd Andrew S. Hutchison

Central Newfoundland

As we look back over the numbers of activities and events that have been offered in our diocese, we have come to realize that we have been given so many wonderful opportunities and blessings to grow as a diocesan family.

WHAT'S NEW?

- ◆ Since last Provincial Synod, Bishop Donald Young was elected as Diocesan bishop. Among other things Bishop Young has introduced a Wellness Program, a Clergy/Spouses Weekend as a bi-annual event, and reorganized the Program committee to reflect the needs of the diocese. As well, Mrs. Young has sponsored a Spouses weekend on an annual basis. All of these programs and events have met with positive feedback.
- ◆ Our Diocesan Evangelism Committee is newly formed and will be planning a Spiritual Renewal Conference as well as Synod 2004. Canon Harold Percy will be the resource person for these two events. As well the Venerable Ed Dallow will speak on Evangelism at the Clergy Conference next week.
- ◆ In addition to our summer camps, youth conferences & servers weekends, that are part of our ongoing programs, we held our first youth synod. The theme, 'Where is Jesus Now? Finding Him in the Sacraments!', was the central focus. Motions included the creation of a quarterly diocesan newsletter, appointment of a youth delegate to diocesan executive and a confirmation program that would be consistent across the Diocese. So high was the excitement and emotions that a motion to close synod was met with silence and no one wanted to end such a positive experience. Plans are to have a youth synod bi-annually.
- ◆ We held our first ever Seniors Soiree. Numbers were low, but spirits were high as seniors gathered to listen to speakers talk on issues such as fire safety, Alzheimer's, legal matters, and how to age gracefully. Throw in an accordion for square dancing and singalongs, leisurely walks, and good food and you have the ingredients for three wonderful days.
- ◆ For some time we have been sponsoring Women's and Men's Weekends with a high degree of success. Numbers have increased to the point that we have added an extra women's weekend.
- ◆ Church Wardens/Treasurers conference will deal with stewardship and since the ACW is such a vital part of all our congregations, a decision was made to invite the presidents to the conference.
- ◆ Our committee has been working at making the selection of a new Companion Diocese.
- ◆ Jill Martin from the National Church is attending a PWRDF Conference. Among other things she will deal with global issues such as HIV/Aids; 911; and Iraq. As well she will talk on outreach ministry to the Badger Disaster.

We have had a wonderful successful year; our campsite was booked; programs are being offered both at a diocesan and parish level. Looking at the last three years we could report on many events and activities that have kept us enthusiastic and excited. These are only brief highlights of some of the new things the Diocese

has been doing in addition to the ongoing programs. However, without our first-class team of volunteers, who are available for all our activities and events, we would be unable to do the programs. For that and all His other blessings, we give God thanks!

Eastern Newfoundland and Labrador

The year under review has been one of excitement, frustration, growth, and hesitation. While these sound like a variety of conflicting adjectives, yet at one time or another, all were experienced, sometimes simultaneously throughout the Diocese.

In the fall of 2002, a major Conference identified the financial challenges that lay before us, often caused by a declining population and an economy suffering still from the failure of a once lucrative fishery. It has become obvious to all that much restructuring is to be done which often will reduce overhead and eliminate duplication. The decision to do this was followed within hours by a visit from the Primate advising us that our share of the Residential Schools settlement would be \$600,000. Much time was spent in the ensuing months attempting to arrive at a solution which would provide relief to both challenges.

The Diocese was on the verge of launching a major financial campaign but even as this report is being compiled, the Bishop announced a decision to put this “on hold” until such time as matters of much controversy throughout the Communion are resolved to the extent that an atmosphere more conducive to the success of such a project is reached. In the meantime, it will be necessary for each parish to promote local stewardship to cope with immediate needs and their share of the quarterly installments to the national gift.

In spite of all of this some wonderful things have been happening. From a structural point of view, five adjacent parishes have combined to become one (*The Holy Spirit*) with three clergy where there had been five. At another level, four congregations in one parish have amalgamated into one (*The Resurrection*) as the first stage of a plan that ultimately will bring them into one church building as well. We are quite excited about these projects and hope that they will become models for other areas that are experiencing difficulties in remaining viable.

All parishes are staffed for the coming year and although there has been almost a complete changeover in personnel in the Labrador parishes, almost all of the clergy have had experience in other places in that Archdeaconry.

We are looking forward to being able to resume our efforts to put a Director of Youth Ministry in place, with a structure that will make this worthwhile.

Diocesan Synod will be held in mid-November while the annual Labrador Conference, which in many ways is a mini-synod, is scheduled for February.

Fredericton

The Diocese of Fredericton will recognize the retirement of Diocesan William Hockin in October. By 01 November 2003 the transition of leadership to newly elected Bishop Claude Miller will be complete. Although the Diocese regrets seeing Bishop Hockin leave his office, it is a pleasure to know that he will be continuing to live in New Brunswick and all look forward to his continuing ministry there.

The Fall of 2003 will be an especially busy one due to the delay of several important events caused by the spring episcopal election and the changing of leadership. The regular Diocesan Synod was postponed to November and its format shortened to one day. Several important tasks will come to completion at that Synod including the consideration of a new draft Constitution and Canons for the Diocese. Two regional consultations throughout the Diocese will be held this Fall on the new Constitution and Canons and the 2004 Budget.

In additions to well-established and long standing regular groups, organizations and ministry which continue to weave the fabric of our spiritual life as a diocese, the Diocese continues to work towards fulfilment of the vision established at Diocesan Synods in 2000 and 2001 organized in four broad categories of priority:

1. Faith Development and Spiritual Growth for Clergy and Laity

The Diocese prepares for the second conference for lay spiritual development in the spring of 2004 after a successful one in 2002. A team is currently developing a strategy to promote and implement initiatives developing spiritual formation by way of spiritual direction and companioning. Specific training and the matching of spiritual companions will be an emphasis of this new initiative. The 3rd Annual Clergy College, a one week event offering three courses of study in June, was again well received and utilized and guest lecturers are booked for the 2004 College. Bishop Hockin plans to continue his lecture series ministry with another series offered this Fall in Fredericton entitled "Finding the Really 'Good Life.'" Bishop Miller plans to continue annual Bishop's "Conversations with Parishes" by way of video tape media for use at Annual meetings and other gatherings at the parish level.

2. Encouraging Struggling Parishes

The issue of dwindling numbers overall has prompted special attention and creative solutions for several parishes. New ministry partnerships have been developed. Some parishes have moved to more affordable formats for ministry including part-time clergy and parish sharing clergy. Four parishes in the Lower St. John River Valley saw an amalgamation process completed in July and now work toward building a new worship and outreach facility for ministry in the new Parish of the Nerepis and St. John. A good number of parishes have moved to self-supporting status due to creative ways of improving the situations in struggling parishes.

3. Youth

The year 2003 was named by Bishop Hockin as a year with an emphasis on ministry to youth. The 2003 Bishop's Dinner held once again this past spring was a success and the funds raised were designated specifically for youth initiatives. Another successful camping season for youth at Camps Medley and Brookwood remind all of the need to continue plans already in process for major renovations and upgrading of these facilities. The half-time diocesan position of Director of Christian Education continues to provide specific support to church schools and ministries to children in parishes who request her assistance. The Bishop will soon be announcing that the position of Diocesan Youth Co-ordinator, approved by the last diocesan synod, has been filled as of 01 November 2003 and we look forward to the benefit of a new individual working specifically in that area.

4. Stewardship and Financial Development

Recognizing a need for better communication in and around the Diocese will make this a high priority in the months to come. The new Bishop is expressing a need for more accurately determining the demographic of the Diocese with the intention of determining how the Diocese can best ministry to those who look to the Church for ministry. During 2003 the Residential Schools issue was considered and our part of the solution successfully accepted by resolution by Synod. The 3rd Annual Stewardship Conference will be held in early October and the Stewardship Action Team continues to offer and present educational workshops focused on the specific parish situation and at the local level.

Bishop Miller is enthusiastic about seeing us move forward as we realize more of the potential of the current diocesan vision. There is much to do but it is also recognized that much is being done and we pray God's blessing on initiatives past, present and future as we watch for the intervention and support of the Holy Spirit in all our doings.

“Glory to God, whose power working in us can do infinitely more than we can ask or imagine ...”

Geoffrey Hall

Montreal

At our last Provincial Synod, in September 2000, the 150th anniversary celebrations of the Diocese of Montreal were coming to an end. The Diocesan Bishop took a six months sabbatical at the beginning of the following year. The interim delegation and distribution of authority that was necessary has proved to be of longer-term benefit for the Diocese. The Assistant Bishop, the Dean, the Vicar General and the territorial Archdeacons have now been styled “The Episcopal Council”, and meet for a day a month with the Diocesan Bishop, and once a year for a three day conference. The perception, and the reality, of a shared *episcopate* has been a good model for other leadership in the diocese in promoting collaboration and trust.

Several special events have punctuated a busy calendar during the triennium. Included were the memorial service for the Queen Mother, the Jubilee service for Her Majesty the Queen, the publication of a new history of the Diocese (“The Measure of Faith”), a visit by a delegation of 10 to our new companion Diocese of Seychelles, and hosting a variety of conferences and national committees. The Provincial Council held in Montreal last September was among them.

Things going well

Education for Ministry (EFM) remains a strong programme in the Diocese, as does the new and somewhat shorter Disciples of Christ in Community (DOCC).

The Sisters of St. John the Divine (SSJD), having been faced with a number of important changes in the sale of the mother house in Toronto, and the opening of a new mission house in British Columbia, maintain a strong presence at St. John’s House, Montreal. There are five sisters in residence. As a house of hospitality, guest rooms are available for private retreats, especially to visitors from the Province of Canada.

Youth Ministry has been set as a priority. A full time lay Coordinator of Youth Ministry is assisted by two volunteer chaplains. A priest has been made available full time to establish a new Christian community of young adults in central Montreal, based at the Cathedral. Together they are exploring new ways of being Church. The Montreal Boys’ Choir Course (RSCM) has for 43 years offered a week long camp in the Laurentians, attracting choristers from Canada, the U.S. and Britain. We would particularly welcome new applicants from the Province. Crosstalk Ministries, while not an official ministry of the Diocese, draws most of its leadership from Montreal. They provide summer day camps for parishes in the Province of Canada and beyond, on request. The Montreal Ministry Challenge was a joint initiative of the Diocese and the Montreal Diocesan Theological College this year. It sought to recruit young people under 25 with clear leadership gifts, for a summer of vocational discernment. Six successful candidates were placed in parishes this year, and each received a \$4,000 bursary towards continued studies. Funding permitting, we hope to repeat the programme every other year. We continue to support chaplaincy in two of Montreal’s universities.

Alternative forms of ministry have become a necessary priority in light of changing demographics. We are fortunate to have the Rev'd. Dr. David Stanway return to the Diocese to do part time parish ministry. He became an acknowledged expert in regional and cluster ministry in the United States. He now makes 40% of his time available for this important work among us. A number of clusters and team ministries are emerging, one of them includes our first locally raised non-stipendiary priest.

Intentional Interim Ministry has become an important tool in helping parishes through periods of transition and reorganization. Nine of our clergy have now taken that professional training, and exercise half time ministries. Several of them have retired from full time ministry and bring a wealth of experience to the task.

Information Technology has advanced considerably, thanks to the appointment of Mr. Steven Matthews as Programme Director. Application forms and reports for a growing number of programmes can now be accessed and filed on the net.

Archives of the Province of Canada are housed in Montreal. We are fortunate to have the services of a full time professional archivist to assist Dr. Richard Virr. Dr. Virr's report in his capacity as Provincial Archivist has been circulated to the members of Synod.

Community Ministries, particularly in the City of Montreal are healthy, well supported and growing in their outreach. La Passerelle, a ministry to unemployed members of the business community, is now fully self-sustaining, as is the St. Michael's Mission, which provides meals and showers for the homeless. The Tyndale-St. George's Community Centre is in the midst of a successful capital campaign, the Point St. Charles Community Ministry is almost self-supporting, and the Mile End Community Mission is well financed. The Montreal Pastoral Institute, providing counseling and professional training in counseling, is now established at the Cathedral.

Major Challenges

The Settlement Fund poses a significant challenge for us. The Synod of the Diocese unanimously accepted its \$500,000 share of the \$25 million. To date members of the Finance Committee, the Diocesan Council and the Synod have contributed. A series of information inserts for Sunday bulletins was produced. They will appear for five Sundays from September 7th (a different bulletin each week). A pastoral letter from the Diocesan will be read in Church, and a contribution envelope mailed to every Anglican. The Diocesan newspaper will also be used on a regular basis over a three-year period. We have dedicated some capital funds as well.

Church buildings in central Montreal remain a huge challenge. Most are no more than 20% full on an average Sunday, and they place an enormous burden on the resources of the congregations, who have had to reduce support staff and ministry in order to pay for the cost of maintaining buildings. Mission contributions to the Diocese have also had to be reduced. There is an understandable resistance to parting with any of the churches. One of the clergy was sent to St. Bartholomew's

Church, New York, for a conference on urban ministry. He now heads a committee of downtown church leaders exploring possibilities for more intentional collaboration and sharing of resources

Diminishing numbers remain a concern for many of our congregations, and for the Diocese as a whole. While we are encouraged by growth in commitment, and engagement in ministry by laity, each year there are fewer names reported in the diocesan statistics. This is in part due to the fact of aging congregations not being able to replace those who die, by the fact that Quebec has reached zero growth in the birth rate, and the difficulty in reaching youth in a highly secular culture.

Nova Scotia and Prince Edward Island

We come to this meeting of Provincial Synod still somewhat fresh out of Diocesan Synod held on May 29th-31st. We gathered under the theme “Lifting Our Sails”; working together to catch the wind of the Spirit and leaning into it as it leads us on from where we are to where God wills us be. That work actually began over a year ago with the call for two major reviews in the diocese: one with respect to *Renewing Our Vision*, and the other with respect to *Episcopal Ministry*. Both reviews were carried out in a broadly-consultative manner and, indeed, wide-spread conversations in the regions and parishes of the diocese informed their findings and recommendations.

RENEWING OUR VISION

We have been called to become a more Christ-centered, mission-minded diocese. Specifically, we are called to consider new initiatives in making disciples, in building healthy congregations, in celebrating the ministry of youth, and in working toward more effective organization and communication with respect to the internal life and public witness of the diocese.

Making Disciples

There is a call, in the words of John Hill from his book, *Into the Household of God*, to “celebrate baptism with verve and integrity;” and a call to view Confirmation as a real opportunity for individuals to make a mature affirmation of faith and commitment to a life of service in the name of Jesus Christ. The matter of understanding Confirmation afresh is a key, we believe, to healthy congregations. We look forward to the joint study of the theology and practice of Confirmation, mandated by the Council of General Synod and the National Executive Council of the Evangelical Lutheran Church in Canada.

“Making disciples” programs -- like Alpha, Logos, Cursillo, Teens Encounter Christ -- were all affirmed for their impact in helping people to become mature in their faith and service to the Gospel.

And then an interesting set of questions emerged reflecting a hunger for an understanding of who we are as Anglicans . . .

- What is unique to our heritage, ethos and polity as a Church?
- How do we understand scripture, reason, tradition and experience?
- How do we understand and experience authority in the Church?
- What does it mean to be a Church that is episcopally led and synodically governed?
- What does it mean to belong to a Church in which every local expression of itself is part of an ever-widening circle?

- What does it mean to belong to a diocese, a province, a national Church, a world-wide Communion?
- How do we celebrate diversity?
- In the face of deeply-held differences of conviction and practice, we are called “to strive for the highest degree of communion possible.” (Virginia Report). How do we embrace that challenge and go about that task?

These questions present us with a host of opportunities for learning who we are and how, as Anglicans, we endeavour to be Church and attend to the work to which God calls us.

Healthy Congregations

There is a call for a renewed emphasis in programming associated with congregational development and stewardship. We have too many parishes that are burdened with the maintenance of too many buildings. There is an anxiety about the future that is driving some to be caught in the grips of survival mode. Resources for ministry are consumed in maintaining parochial structures that are no longer viable. We need to work at creating pastoral units that are viable, making better use of our resources for mission -- people, money and facilities.

We are very encouraged by a development in Pictou County. Three pastoral units -- Pictou; New Glasgow, Trenton and Thorburn; Stellarton and Westville -- have come together as the Parishes of Pictou County. They are being served by a ministry team consisting of two associate rectors, two non-stipendiary clergy and several lay readers. The parishes are sharing clergy, programs and a central administration out of an office in New Glasgow. The whole arrangement is actually surpassing all we could have asked or imagined! We see it as a prototype for what we might do in other areas of the diocese as well.

This month I am spending time in two other regions of the diocese -- the Annapolis Valley and Cape Breton -- engaged in conversations with the clergy and people in renewing the face and witness of the Church in the respective region.

A reference point for our conversations will be the magnificent passage from the First Letter of Peter where the author writes, “come to him that living stone and be yourselves like living stones; built up into a spiritual house, offering sacrifices acceptable to God through Jesus Christ.”

Considering the parishes to be the living stones, we shall ask some very basic questions. What kind of a spiritual house are we struggling to maintain? What kind of a spiritual house is Christ calling us to build? What hinders us from doing so? What evidence is there even now of a new vision? I expect these questions will generate a lot of discussion. I hope, through the leading of the Holy

Spirit, we'll be guided to "perceive what is right," and then we'll ask God for the "courage to pursue it and the grace to accomplish it." (p. 676 (#4), B.A.S.)

Happily, we are also challenged by expanded growth in some areas, especially within the bounds of the Halifax Regional Municipality; in particular the areas known as Hammonds Plains and Clayton Park. We rejoice that we have acquired land and are constructing a new church in Hammonds Plains. And we acknowledge a need to "move in," as it were, to Clayton Park.

In all this, we recognize the need for an overall long-term plan for planting new churches, nurturing parishes that are vibrant and redeveloping ones that are struggling. We have hope that a newly-engaged consultant from the Alban Institute will help us with this challenge.

Embracing Youth

There is a call for a Coordinator for Youth Ministry throughout the diocese, working with leaders in regions and parishes, and drawing young people together in diocesan gatherings.

In October there will be a diocesan-wide conference for young people. "I Am ... Christian" is the theme, and the keynote speaker is The Rev'd Dr. Jody Clarke, a member of the faculty at Atlantic School of Theology. As of the time of writing this report, 100 are registered to attend!

Organization and Communication

There is a call for a review of our Corporate (committee) Structure. This work will be overseen by our Strategy Planning Committee.

CAPITAL CAMPAIGN

At our Special Session of Synod back in January to consider our commitment of \$1.5 million to the Settlement Fund regarding the Residential Schools, a motion was passed approving a Capital Campaign to raise the monies required to meet that commitment and to support other initiatives emerging from the work of renewing our vision.

Now that some of those initiatives have been identified, we have engaged RBR Development Associates to help us with conducting a feasibility study. We are currently in the midst of that study, interviewing throughout the diocese. We expect a report this month and hope to launch a campaign in the range of \$5 million later this fall.

EPISCOPAL MINISTRY

The task force established for a review of episcopal ministry consulted widely throughout the diocese. Every region had a consultation as did the archdeacons and regional deans. Bishops of

dioceses comparable in size to ours were consulted as well.

There were a number of recommendations including a call for the resolution of staffing concerns within the Synod Office, particularly in the Finance Department; and until such time as matters are resolved and the office is functioning more effectively, we engage a diocesan archdeacon or appoint an assistant bishop for six to eighteen months.

In my Charge to Synod, I said that while I favoured the appointment of an assistant bishop, I had concerns about the availability of a candidate and the extended period of transition that would represent in the Bishop's Office. I shared with Synod that I had given these matters considerable thought and prayer, stating that, in my opinion, the diocese requires a suffragan bishop. By way of resolution, the Synod concurred, and an Electoral Synod is scheduled for Saturday, November 22nd in the Cathedral Church of All Saints. Nominations are being received by the Search Committee and the closing date is September 26th.

Please join us in prayer that for this ministry of a suffragan bishop "we may receive a faithful servant."

NON-STIPENDIARY ORDAINED MINISTRY

In March, The Right Rev'd Don Phillips, Bishop of Rupert's Land, was invited to the diocese to assist us in a review of non-stipendiary ordained ministry. We are into ten years' experience of this ministry and, in large measure, it has been a very positive experience for the diocese. We currently have four deacons and twenty priests exercising this form of ministry.

The Review affirmed the manner in which we had introduced and supported the program; made some helpful suggestions with respect to discernment, training and formation; and highlighted the important place of the parish and a work of visioning in the initial stages of introducing such a ministry in the parish. And, finally, we were encouraged in our desire for more flexibility with respect to the deployment of non-stipendiary deacons and priests, particularly in extraordinary pastoral circumstances in a parish or region.

We anticipate identifying this ministry with a new designation. And I am pleased to report that we are once again receiving inquirers for it.

CLERGY HEALTH AND WELL-BEING

There have been several initiatives on this front . . .

- The appointment of a Clergy Wellness Task Force.
- A clergy day with Bishop Don Young last fall. He spoke about initiatives regarding clergy health and well-being in the Diocese of Central Newfoundland, highlighting and commending the ministry of their Clergy Wellness Officer, The Rev'd Harvey Bullen.
- A clergy gathering on the eve of a Quiet Day with the Renewal of Ordination Vows just before Holy Week. At that gathering, the Task Force reported on its work to date, gathering information from other dioceses and other national Churches.
- Then they engaged the clergy in an exercise concerning health and well-being. These questions were posed -- "What is the diocese doing about clergy health and well-being?" "What could the diocese be going?"
- The same questions were asked concerning the parish in which they serve -- "What was it doing?" "What could it be doing?"
- And, finally, the questions were asked of them as individuals -- "What am I doing?" "What could I be doing?"
- The feedback was phenomenal. The Task Force will be making a number of recommendations to be considered at a clergy gathering this fall.
- Articles regarding clergy health and well-being are highlighted in the Bishop's monthly mailing.

COLLEGIALITY

The expression "College of Clergy" is becoming a household term in the diocesan family. There have been a number of initiatives in drawing the College of Clergy together . . .

- All ordination services have been taking place in the Cathedral, and all the clergy are expected to robe and process in support of those making vows as deacons and priests. For the ordinands, this has been a tremendous sign of affirmation, welcome into the "college" and support.
- Continuing Education Events:

- Workshop on the Liturgies of Holy Week with The Rev'd Dr. Richard Leggett, Vancouver School of Theology, held February 14-15, 2003.
- Workshop on the History, Theology and Practice of Confirmation with Dr. Leggett, scheduled for September 30th-October 1st.
- Quiet Days:
 - In preparation for the Renewal of Ordination Vows on the eve of Holy Week 2003 with Brother Geoffrey Tristram, SSJE.
 - A Quiet Day in Advent, planned for December 2003.
- Plans for a bi-annual gathering of the clergy in a residential conference, and for a conference in the not too distant future to include spouses.
- Continual encouragement on the part of the bishop, archdeacons and regional deans for the clergy to care for one another in the deepest of spiritual and most helpful of practical ways.

LAY MINISTRY

A Lay Ministry Conference, hosted by the Lay Ministry Subcommittee and the Non-Stipendiary Ordained Ministry Subcommittee, is scheduled of November 13th-16th. As of the time of writing this report, a keynote speaker had yet to be identified.

ALBAN INSTITUTE CONSULTANT

The Rev'd Alice Mann, a senior consultant with the Alban Institute, has been engaged by the diocese. She has worked indepth with clergy and congregations and has expertise in enhancing church vitality, strategies for growth and welcome, congregational self-assessment, strategic planning, breaking through size plateaus, redeveloping congregations in decline, and enhancing the spirituality of a congregation. She is an accomplished author and a popular speaker.

Alice makes her first visit to our diocese in October, meeting with our Synod Office staff, the Diocesan Visioning Task Force, Archdeacons and Regional Deans. In time, we hope to have her as a speaker for a conference gathering together key diocesan leaders and persons in position of leadership in parishes.

We feel blessed to have her coming among us!

CATHEDRAL SOUTH LAWN PROJECT

The Dean and Chapter, as well as, the Congregation of All Saints Cathedral have approved a

proposal for a development project on the south lawn of the Cathedral property.

The plan is to lease the land to a developer for seventy-five years. A multiple residential and commercial complex will be built. The ground level will be targeted for medical professionals or other professional-type tenants. The other three floors will consist of forty-two apartment units, including fourteen loft-style units.

The building will be designed to complement the architecture of the Cathedral. The construction will be of stone similar to the Cathedral and the height lines will be lower than the Cathedral itself. Between the Cathedral and the new complex there will be a lovely green area.

By arrangement with the developer, the Cathedral will receive revenues that will enable us to maintain the fabric of the Cathedral.

The project is currently before the Council of Halifax Regional Municipality for consideration. Then there will be a public hearing scheduled by the Planning Advisory Committee of HRM. If approved, the work could begin by the end of the year.

SYNOD OFFICE

We are pleased to announce the appointment of Mr. Peter Flemming as our new Controller. Peter began work in the office on September 2nd, and his appointment restores to a full complement the number of employees in the Finance Office.

Since we last had a person in the position of Controller, we have been blessed by the very able oversight of financial affairs by The Rev'd Canon Gordon Redden, the Executive Assistant to the Bishop, as well as several persons working on a personal contract basis, and a host of very dedicated volunteers.

RELATIONSHIPS WITH OTHER DIOCESES

Within Canada

- We have renewed our Prayer Partner Relationship with the Diocese of Moosonee.
- We have entered into a Covenant Relationship with the dioceses of Niagara and Keewatin, in which “we covenant to walk together in the spirit of a New Agape . . .
 - to support each other in prayer;
 - to increase our understanding and appreciation of each other in terms of our culture, history, hopes and dreams;

- to share resources in a mutually beneficial way.”

With respect to Keewatin, we were especially pleased to have at our Special Session of Synod in January The Right Rev'd David Ashdown. He was very helpful in addressing concerns with respect to the negotiations between the Anglican Church of Canada and the Federal Government, and the subsequent Agreement-in-Principle, including the establishment of the Settlement Fund.

And then, at our Regular Session of Synod in May, we were blessed to have among us Archdeacon Larry Beardy and his wife, Elizabeth, The Rev'd Cathy Giroux, The Rev'd Richard Bruyere and his wife, The Rev'd Nancy Bruyere. Larry preached a powerful sermon at the Synod Service, and they all made very moving presentations to the Synod. They put a face on so many of the issues facing aboriginal peoples in Canada. They spoke of their own faith and their great love for the Church. We exchanged gifts and signed the Covenant.

Within the Communion

We are exploring, through the Companion Diocese Program, a relationship with the Diocese of Manicaland in Zimbabwe. The bishop, Sebastian Bakare, and his wife, Ruth, were guests at the General Synod in 2001, and we were pleased to have been the diocese chosen to host them through the course of the Synod. In our deliberations concerning the Companion Relationship, we hope to sign a Covenant at our next regular session of Synod in May 2004. Hopefully Bishop Bakare can be there for the signing!

Respectfully submitted,
The Right Reverend Fred J. Hiltz

Quebec

The Diocese of Quebec is happy to welcome the Synod of the Province of Canada to Québec City on this 210th anniversary of the Diocese and on the eve of the 200th anniversary of the Cathedral of the Holy Trinity.

Council of the North

In the Year 2001 the Diocese made a formal membership covenant with the Council of the North. We have enjoyed this relationship for more than purely financial reasons. We do receive a small block grant from the Council but the relationship also puts us in touch with other dioceses across the country to the north and the west which share similar challenges in ministry.

Residential Schools Settlement

The Diocese of Quebec's share in the Residential Schools Settlement Agreement with the Federal Government is \$135,000. We were able with the assistance of the Church Society of the Diocese of Quebec to pay the full amount up front at the time of signing late in 2002. Of the total contribution \$45,000 is the gift of the Church Society from its one undesignated trust and the remaining \$90,000 is an interest free loan from Church Society to Synod payable over five years. We have established a fund to encourage individual donations towards this contribution.

Renewing Ministry

For two years the St. Francis Deanery (Eastern Townships) of the Diocese has been involved in a major project begun with outside consultants, to lead to needed restructuring and renewal for parish and congregational life and ministry. This is the area of the Diocese perhaps hardest hit by demographic change and reduced resources. There has been widespread participation in consultation, the creation of a number of task groups and, it seems, slowly growing optimism that we really are moving in the right direction in needed changes and approaches of many kinds. This work may become a model for similar renewal needed in other areas of the Diocese.

Review of Synod Office

Two years ago the Finance Committee of the Diocese was asked to study the operation of the Synod Office, known in the Diocese as Church House. It was a useful review of how we were doing after fairly major downsizing of personnel resources five years ago. The office, and Diocese, has found that downsizing difficult. The Review Committee reported to the D.E.C. in April of 2002 with an array of recommendations. Of the various recommendations most were accepted, some rejected and those accepted are totally adopted or in some sort of process.

Grants for Historic Churches

We continue to be enormously grateful for the very substantial grants given by the Province of Québec to congregations needing to do repairs and restoration to church property. The contribution towards buildings just in the Diocese of Quebec over the last decade is now in the millions of dollars.

We are equally grateful to the Anglican Foundation for their support in grants and loans of a number of building and program projects.

Financial Issues

Our Treasurer reports that between 1999 and 2002 and the same for 2003 our Synod has achieved balanced budgets. This is significant during a period when we have been working at reducing rather than increasing fair share assessment rates for parishes – from 18% to 12% - simply to reduce parish burden. Last year 36% of our Synod's budget was used for mission and Christian education in the Diocese and 9.5% of our budget supported General Synod. Support of General Synod is an area where we had lagged behind, and are now beginning to catch up.

French Ministry

Considerable development of ministry to, for and by francophones in the Diocese has been taking place. There are two francophone priests, one francophone deacon and a francophone postulant in the Diocese. There is one other francophone priest of the Diocese who is in a military chaplaincy in the Diocese.

A few francophone groups, exist now in the Diocese of Quebec, with a ministry in their own language. In Sillery, a few people meet at the Rev. Solange Vouvé's to discuss, learn and share their thoughts. There used to be a small community gathering around Ms Joanne Brousseau, an ordinand, in Sherbrooke. The group does not function at this present time, but might resume its activities in the near future. In the St. Maurice region, about twenty people attend a French Eucharist, in St. Stephen's Anglican Church in Grand'Mère, with the Rev. Claude Lamarre presiding; this happens each month, on the first Sunday. Finally, at the Cathedral, the Tous-les-Saints parish ministers to about sixty people. There is a service every Sunday at 9:30 a.m. In other parishes in the Diocese, there are also bilingual services whenever baptisms, marriages or funerals take place, involving both francophones and anglophones.

Three clergy from the Diocese were part of the translation team which provided translations of portions of the 'Book of Alternative Services' for the Church at the direction of General Synod. There has been a lot of other more local translation work accomplished by Pierre Voyer and Solange Vouvé – including various diocesan licenses, marriage material and the application to the Matrimonial Commission and information about Anglicanism, comprising Solange's translations of the proper of the liturgical year in the BAS and two of Bishop John Baycroft's books, 'The Anglican Way' and 'The Eucharistic Way'.

The French parish of Tous-les-Saints at the Cathedral is growing and thriving. A former Roman-Catholic priest was received into the priesthood of our Church in 2002 to develop francophone ministry in one of the regions. Canon Pierre Voyer participated this summer in the International Convention of the Francophone Network of the Anglican Communion for a week in July in Mauritius. This network of the francophonie of the Anglican Communion is now officially recognized by the Anglican Consultative Council.

There is a group of francophones who meet once a week for a day for support, prayer,

communication, Bible study and theological discussion.

This year the Bishop created a non-geographical francophone deanery called Doyenné du Saint-Laurent. It is made up of clergy and lay persons who are associated with francophone ministry or who are beginning to develop such a ministry. They will elect a Rural Dean at the time of the Synod in October.

Camping and Summer Vacation Bible School Work

The summer work of youth camping at our two diocesan camps continues to be significant. This year we began the development of our own home grown leadership team for summer vacation bible schools. We had for many years used the resources of Crosstalk Ministries from the Diocese of Montreal.

The first year of our local training and team development has gone very well and there is huge encouragement.

Quebec Lodge Camp in the Eastern Townships which continues to have a significant all year round ministry is about to embark on a major fund raising project as well as a leasing to a charitable foundation to give this very successful ministry an arm's-length relationship to the Diocese for a variety of reasons, including ease of fund raising and liability issues.

Western Newfoundland

2003 Synods

During 2003 a Trinity of Synods have been summoned in our Diocese. On January 22 a special synod was called to deal with the General Synod and Federal Government Settlement Fund re Residential Schools. Because of inclement weather we did not have a quorum of the lay house hence the Synod was not duly constituted. We proceeded with a Diocesan Consultation on the matter to be considered. Archdeacon Jim Boyles, General Secretary of the General Synod was with us and explained the Agreement between General Synod and the Federal Government. There was strong support from the 75-80 people present for the consultation, that our diocese should accept an amount of \$345,000.00 to be paid to the Settlement Fund over a 5 year period.

There was a quorum of the Synod Executive Committee present and we convened a meeting of that group immediately following the consultation. The Synod Executive Committee made a decision authorizing the Bishop on behalf of the Diocese to implement the Settlement Agreement made between the Federal Government and the General Synod of the Anglican Church of Canada by payment of our Diocesan share \$345,000 over the next 5 years.

The second Synod summoned by the Bishop was an Electoral Synod on June 21 for the purpose of electing a person to be Coadjutor Bishop to succeed Bishop Leonard Whitten following his retirement on October 31, 2003. The Rev. Canon Percy Coffin was elected as Coadjutor Bishop on the tenth ballot. His Episcopal Ordination and Consecration will take place on Tuesday, October 7, 2003 at The Roman Catholic Cathedral at Corner Brook. His Installation as Diocesan Bishop will be on November 2, 2003 at 10:00 a.m. in the Cathedral of St. John the Evangelist, Corner Brook.

The third Synod, our Annual Diocesan Synod, is summoned for October 3-4, 2003, at All Saints Church, Corner Brook.

Diocesan Planning Committee

Out-migration continues to be a great concern in our mainly rural Diocese. The Diocesan Planning Committee is working on a strategic plan for the next 5-7 years for the Diocese. A second component of the Planning Committee's work is a process "Achieving Effective Ministry" which is reviewing parish boundaries and alternate ministry models.

Clergy Wellness

We have had inservice days focusing on Clergy wellness in the past twelve months. Another is planned for October 31 of this year.

Marriage Preparation Program

A Diocesan Marriage Preparation Program has recently been completed for use in Parishes. This completes our effort to have diocesan programs for Marriage Preparation, Baptism Preparation and Confirmation Preparation.

Education for Ministry

The Education for Ministry program out of Sewanee, U.S.A. is popular in parts of the Diocese. Retired Archbishop Stewart Payne is a training mentor for Eastern Canada, directs the program in our Diocese and leads an E.F.M. group in Corner Brook.

Summer Church Camps

Children ages 8-13 have opportunity to participate in summer camps at Killdevil Camp and Conference Centre. The Centre is the focus point for much of our diocesan activity such as Teens Encounter Christ - T.E.C., Cursillo and A.C.W. Annual Conference.