

The Ecclesiastical Province of Canada Diocesan Report

Diocese : Fredericton

Year: 2007

DESCRIPTION OF THE DIOCESE

Clergy and Parishes

Number of "incorporated" parishes: 85

Current "open" incumbencies: 10 (4 can financially support full-time ministry)

Full-time clergy: 59

Vocational deacons: 3 (4 in discernment)

Parishes with shared clergy arrangements: 6 (14 parishes)

Parishes with part-time clergy arrangements: 35 (supply, part-time or shared)

Parishes in the Diocese are approximately: 40% rural 30% Town/suburban 30% urban

Statistical

Number of churches (congregations): 175

Area of Diocese: 28,354 sq miles

Population (Province of NB April 2007): 748,878 (approx 35% French-speaking)

Anglican Census Population (2001): 69,250

Anglican Population reported by parishes (2006): 26,154

Clergy on leave / no parish: 9

Retired clergy: 51

Clergy in special ministries and chaplaincies: (+2 part-time)

Postulants: 4

Diocesan Staff

Bishop:	The Rt. Rev'd Dr. Claude Miller
Executive Assistant to the Bishop:	The Ven. Geoffrey Hall
Bishop's Secretary:	Mrs. Phyllis Cathcart
Diocesan Treasurer:	Canon Fred Scott
Administrative Officer:	Mrs. Maureen Vail
Communications Officer:	Mrs. Ana Watts
Youth Action Director:	The Rev'd Canon George Porter, DPhil
Christian Ed / Camp Medley Director:	Mrs. Elizabeth Harding
Administration (Casual):	Mrs. Carolyn Turney

GOOD NEWS STORIES /HIGHLIGHTS /INITIATIVES

- 1. Policy, regulation and directives revision.** Work continues towards a reorganized book of quasi-legislation with re-drafting as necessary.
- 2. Financial admin.** Working towards moving to "Simply Accounting" software for diocesan accounting.
- 3. Safe churches.** Building on previous work with Prevention and Response to Sexual Misconduct for an eventual comprehensive "safe churches" policy and its implementation.
- 4. Shared ministry.** Several examples of creative solutions for struggling parishes and the ability to fund ministry including: (i) Parish of Westmorland and Sackville; (ii) the Tobique and Denmark; (iii) Upper Kennebecasis, Central Kings and Upham, (iv) Dalhousie, Restigouche and Campbellton. These "projects" require a high level of consultative leadership.

- 5. Funding of diocesan Budget.** 2006 was a record year for support of the Diocesan budget. Publication of parish financial status in this regard began early in 2006.
- 6. Diocesan staff.** Completion of staff handbook. Staff position profiles with the exception of 1 complete. Staff statement of vision named. Process of annual staff reviews implemented.
- 7. Diaconate.** New Bishop's Commission on the (vocational) Diaconate working.
- 8. Insurance minimum standards.** Minimum standards for parish insurance implemented. Parishes now required to comply with standards or join the Diocesan Insurance Plan.
- 9. Camps Project.** Campaign goal \$1.25 million. Estimate cost \$1.74 million. Gifts (31 May 2007) \$0.782 million. New half-time year round director employed.

CHALLENGES /ISSUES

- 1. Leadership deployment.** Challenges regarding a professional approach to the deployment of personnel, legal issues arising and human resources management in general. Cultural pressures and raised expectations are often far ahead of our ability to be proactive and manage personnel issues effectively with current staffing realities.
- 2. Diocesan budget funding.** New "Fair Share Contribution" implemented by Diocesan Council in June 2007 with a component of Synod decision re setting the overall commitment of parishes. Synod 2007 unable to decide and the issue of a satisfactory funding formula is on hold.
- 3. Issues of sexuality.** Human sexuality issues continue to be a drain on available energy for ministry. Bishop's commitment to see dialogue continue (effectively begin?) in coming months.
- 4. Shared Ministry Plan.** The "2006 Shared Ministry Plan" prepared in preparation for participation in Letting Down the Nets continuing implementation is a challenge. A major focus is the regionalization (Archdeaconry) decisions for ministry. There are often unrealistic expectations of "diocesan" resources for ministry while a constant reluctance on the part of parishes to see themselves in the "diocesan family."
- 5. Parish reporting.** Continuing frustration with diocesan canonical requirement for parish statistical and financial reporting. 20% of parishes consistently fail to report. Many ignore definitions..

OPPORTUNITIES/SUGGESTIONS FOR SHARING WITH OTHER DIOCESES

- 1. Policies and guidelines.** Open sharing of guidelines, policies etc ... to prevent re-invention.
- 2. Diocesan officers.** Opportunities for diocesan officers to share struggles and insights could be a fruitful initiative. Possible conference call meeting (inexpensive internet options available) to review these diocesan report suggestions might be a good start?
- 3. Diocesan reports template.** Would more specific statistics request help consistency? (Section 1)

SOME WAYS YOUR DIOCESE CAN CONTRIBUTE TO THE PROVINCIAL STRUCTURE AND HOW THE ECCLESIASTICAL PROVINCE CAN SUPPORT YOUR DIOCESE.

- 1. Vocational Diaconate.** Standards (discernment and education) for the Vocational Diaconate.
- 2. Information Management.** Possibilities regarding facilitation of implementing a wider use of the Information Management System now used by the Diocese of Fredericton.
- 3. Prayer Care.** Posting Provincial Prayer Care to the Provincial web site for consistent access.

Respectfully submitted,
 The Ven. Geoffrey Hall
 Secretary of Synod and Assistant to the Bishop of Fredericton
 13 July 2007