

CONVENING CIRCULAR PART 5 – REPORTS

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REPORT OF THE EXECUTIVE SECRETARY OF SYNOD
144th Session of the Diocesan Synod of Nova Scotia and Prince Edward Island

Bishop Moxley, Bishop Cutler, and members of Synod, I submit the following report to the 144th Session of the Diocesan Synod of Nova Scotia and Prince Edward Island.

I took office as Executive Secretary of Synod on September 1st, 2012, succeeding the Reverend Canon Gordon Redden and Reverend Janet Hatt. Following the 143rd Session of Synod, Reverend Canon Gordon Redden and I worked with the Bishops to ensure the resolutions of Synod were implemented and directed to the appropriate persons or committees and followed up with the appropriate actions.

Changes were made in the Constitution of the Synod and to the Canons to enable Diocesan restructuring as proposed in the document, ‘Fulfilling Our Mission: Vision, Strategy & Resource Allocation, February 2009’ which followed an earlier report entitled, “Organizational Effectiveness Review Report, October 19, 2007”. Since Synod in 2011, much of the two years has been devoted to the creation of the Vision, Strategy and Support Teams (VSSTs) and implementing the recommended organizational restructuring changes. As a result, a number of VSSTs have been created: Youth and Ministry; Healthy Parishes; Healthy Leadership; Mission Outreach and Social Justice; Human Resources; and Financial Management and Development. To address what is happening in Parish life, the Diocesan Council’s response was to work at the development of the “Healthy Parishes VSST”. All VSSTs have Terms of References, approved by the Diocesan Council.

The Five Year Plan presented at Synod in 2011 formed the basis of the work that Diocesan Council has done over the past two years. The outcome of the post-it note exercise at Synod 2011 resulted in these top priorities being adopted and implemented by the Diocesan Council. Susan Naylor led the development of the “Youth and Ministry VSST”; Bishop Cutler outlined the plan for building a strong “Healthy Leadership VSST” for both Lay and Clergy; Reid Moore has developed several consultative sessions on the “Mission, Outreach and Social Justice VSST”; Allan Turner planned and implemented a consultation session on the development of the “Financial Management and Development VSST”; Bishop Sue organized discussions and planning in the development of the “Healthy Parishes VSST and the “Human Resources VSST”.

Other presentations at Synod included a presentation by Andle Denny, representing the Eskasoni First Nation, who spoke on the UN Declaration of the Rights of Aboriginal Peoples. He also spoke of the difficulty of Miq’ma people being recognized. Canada finally endorsed the UN Declaration in 2010. Diocesan Council has followed up by including Indigenous People as part of the Mission Outreach and Social Justice VSST and participated as a Diocese in the Truth and Reconciliation Commission.

Guest speaker, Dr. Gina Grandy, Mount Allison University spoke at Synod 2011 on how, according to her research, churches are creating values through community connections.

The Diocesan Council has responded by incorporating some of her research findings into the creation of the VSSTs, in particular, Healthy Parishes and Healthy Leadership.

The successful move to the new facility on Martello Street was the result of the hard work of all the staff members and volunteers. It is considered to be a future-oriented vision on the part of the leaders of the Diocese that will bear fruit well into the next century. Although at times a daunting task, the staff members stepped up to the challenge and worked very hard to ensure the work of the Diocese was not halted. The incredible task of moving the Archives back into the new facility would not have happened without the efforts of the Archivist and the staff members. They are to be commended. I have been aware of the work of the Archives Committee and have attended a meeting of that Committee and have come to appreciate the importance of preserving historical documents and resources of the Diocese.

I assist in the preparation of the agenda for the Diocesan Council meetings as well as coordinate the distribution of reports, review the minutes, coordinate presentations, and I am responsible for the logistical arrangements of the meeting. I follow up on the decisions and actions of the Diocesan Council ensuring deadlines are met. I am a member of the Diocesan Council, the Agenda Committee of the Diocesan Council, the Synod Arrangements Committee, the Constitution and Canons Committee, staff support to the Resolutions Committee, and the Archives Committee. I designed the Vision Strategy and Support Team reporting template to ensure alignment with the priorities of the Synod and the Diocesan Council Five Year Strategy.

I share an office with the Diocesan Insurance Consultant, Mr. Jarvis De Conde, in the Anglican Diocesan Centre. I can be reached through the Synod Office phone number (902) 420-0717, and by email: pbarkhouse@nspeidiocese.ca.

I would like to thank Reverend Canon Gordon Redden for his advice during my transition into this position; Bishop Moxley, who invited me to take on the challenge of the Executive Secretary of Synod position; Bishop Ron and Peter Flemming and for all the members of the Diocesan Staff and, in particular, Jan Connors, the Administrative Assistant to the office, who made me feel welcomed at the Diocesan Centre. I also would like to recognize the hard work and dedication of the Synod Arrangements Committee, the Resolutions Committee and the Constitution and Canons Committee in preparation for this Synod. The members include: Reverend Debra Burleson, Chair; Victor Henrickson, Co-Chair; Don Brushett, Understudy; Bishop Sue Moxley; Bishop Ron Cutler; Rev. Canon Gordon Redden; Rev. Katherine Bourbonniere; Reverend Brienna Hutchinson; Tanya Moxley, Jan Connors; Pauline Liengme, Rev. Carl Fraser, Susan Naylor, Dean Paul Smith, Rev. Dr. Paul Friesen, Anthony Chapman, John Cooper and Kees Zwanenburg and Daphne Beeler.

The two reports that follow form part of this report. Namely, 'A Summary of Proceedings of the 143rd Session of Synod', and the 'Diocesan Council Meetings: A Chronicle of Highlights'.

A SUMMARY OF PROCEEDINGS OF THE 143rd SESSION OF SYNOD

Date: May 26, 27 and 28, 2011.

Place: Dalhousie University

Presiders: The Right Reverend Bishop Sue Moxley

Attended by: Lay delegates registered, 228; Clerical delegates registered, 104; invited guests, and ecumenical observers.

EVENTS OF SYNOD:

Synod Services:

- Main Synod Service: Cathedral Church of All Saints, Friday, May 26, 7:30 PM.
- Opening Worship of Synod.
- Guest Choir: Capella Regalis Men and Boys Choir, led by Nick Halley
- Meditation led by Archdeacons Brenda Drake and Debra Burleson, May 26;
- Meditation led by Archdeacons Robert Richmond and Mark Kingsbury, May 27;
- Meditation led by Archdeacons John Clarke and Glenn Eason, May 27;
- Holy Eucharist Service – Presided by the Reverend Kees Zwanenburg; Preacher: The Reverend Rod Gillis;
- Grace led by Stephen Beeler, St. Mark's, Halifax;
- Meditation led by Archdeacon Lynn Uzans and Bonnie Baird;

Education and Program Events:

- Presentations/Events:
 - Green Parish – Andy Sherin and Madonna Fradsham on a Parish Green Program;
 - Diocesan Reorganization – David Harrison, Warren Murley, Rebecca Sample and Carl Fraser;
 - Good News From Youth – Susan Naylor – The Fat Stanley project was explained;
 - Video Interlude – “I Believe” was screened;
 - Election Instructions and Distribution of Ballots;
 - AST – Jody Clarke, Academic Dean and Chair of Anglican Faculty, spoke on behalf of AST highlighting its degree programs, library and facility;
 - Leap For Faith – Wendy Terris Klaus promoted a book by Gary Cox plus a video;
 - Anglican Foundation of Canada – Judy Rois and Selma Doucet made a presentation with two new programs highlighted: ‘Kids Helping Kids’, and ‘Green Trust’;
 - Eskasoni First Nation – Andle (Andrew) Denny representing Eskasoni First Nation who spoke on the UN Declaration of Rights of Aboriginal Peoples;
 - Presentation or Notice of Certificates for Clergy Anniversaries;
 - Five-Year Plan – Bishop Moxley opened the exercise and discussion with Susan Naylor, Bishop Cutler, Reid Moore, and Allan Turner outlining the outcomes of the planning events;
 - Care-2-Screen – Susan Naylor explained this protection program;
 - Non-Stipendry Ordained Ministry Review – update on the program and the introduction of new members;
 - Alpha – Reverend Lisa Vaughan spoke about Alpha Canada and its programs;
 - Planned Giving – led by Charles O’Neil, Planned Giving Consultant;

- Dr. Gina Grandy, Mount Allison University, spoke on her research regarding churches creating values through community connections;
- Campus Ministry – led by Reverend Sandra Fyfe reported on their work;
- Election Results were reported and Synod ratified the election results;
- Report of the Appointments Committee;
- Planned discussion of Eucharistic Open Table.

ACTS AND RESOLUTIONS OF THE SYNOD:

Changes in the Constitution of Synod:

- Changes to the Constitution of Synod – Diocesan Restructuring. (Motion #1);
- An amendment to the Constitution of Synod regarding youth delegate qualifications. (Motion #5)

Changes to the Canons:

- An amendment to Canon 11 regarding youth membership on Diocesan Council. (Motion #6)

Directives and Referrals:

- An amendment to the Terms of Reference of the Church Extension Fund: (Motion #2)
- That the Diocese adopt the Charter for Racial Justice in the Anglican Church of Canada: (Motion #7)
- Request for the Bishop or bishops to adapt the Pastor Letter of October 1, 2010 as a Bishop's or Bishops' Guidelines. If a Parish, after prayerful discernment, decides to move beyond the current level of pastoral response, to the blessing of same sex couples, such a decision reflects the diversity of 'local discernment, decision, and actions' and will be accommodated within the diverse pastoral practices of the Diocese of Nova Scotia and Prince Edward Island as we respond in our missional context. (Motion #8)
- The Bishop write a letter to the Prime Minister of Canada indicating Synod's support for the recommendation of the House of Commons Standing committee on Human Resources, Skills, and Social Development and the Status of Persons with Disabilities that the federal government immediately commit to a federal action plan to reduce poverty in Canada and that the letter be shared with all Members of Parliament from Nova Scotia and Prince Edward Island. (Motion #12)
- The Diocesan Bishop write to the Premier of Nova Scotia and request on behalf of Synod that the province implement "communication and awareness campaign about the causes and consequences of poverty in an effort to help the public understand the importance of this issue and its true cost to the province" as called for in Nova Scotia's Poverty Reduction Strategy. (Motion #13)
- The Diocesan Bishop write to the Premier of Prince Edward Island and request on behalf of Synod that the Province develop a poverty reduction strategy. The strategy is to be in place by March 31, 2012. Furthermore, Synod encourages the Province to implement a communication and awareness campaign about the

- causes and consequences of poverty in an effort to help the public understand the importance of this issue and its true cost to the province. (Motion #14)
- These Synod letters to the Prime Minister of Canada and the Premier of Nova Scotia or the Premier of Prince Edward Island concerning the reducing poverty in Canada be read by a Synod delegate within an appropriate worship service in every parish within four months of the closing of Synod. (Motion #15)
 - These Synod requests that each pastoral unit include in their annual report for their Annual General Meeting in 2012 and all subsequent years, a report describing what the parish has heard are the important social concerns within the community or communities around the parish, how the parish has responded to the concerns including successes and challenges experienced related to these initiatives, and any partnerships that have been helpful. Furthermore, Synod encourages all pastoral units to share these reports with the Social Justice Subcommittees so that the Diocese will have a better understanding of the concerns of communities in the Diocese, the local ministries that are responding to them and what are successful approaches that could be shared throughout the Diocese. (Motion #16)

Appointments, ratifications and elections:

- Ratified the election of Ron Appleton as Assistant Secretary of the Synod of the Diocese of Nova Scotia and Prince Edward Island.
- Elected persons to General Synod, Provincial Synod, Diocesan Council, Kings Board of Governors, and the Nominations Committee.
- Ratified the election of Provincial Synod Delegates.
- Received and ratified the report of the Appointments Committee.
- Ratified Appointments to the Committee on Ministry; the Administration and Finance Committee and to the Audit Committee.

Received and Accepted Reports to Synod:

- Received and adopted the printed reports to Synod published in the Convening Circular.

A Summary of the 143rd Session of Synod prepared by Pamela Barkhouse, Executive Secretary of Synod

DIOCESAN COUNCIL MEETINGS: A CHRONICLE OF HIGHLIGHTS APRIL 2011 TO FEBRUARY 2013

2011

Diocesan Council, Meeting of April 8 & 9, 2011

- Anglican Foundation Sunday in support of the Anglian Foundation was on May 1, 2011.
- Application for an Anglican Foundation Grant for high density compact mobile shelving to house the Archival records of the Diocese in a vault.
- Property Redevelopment – a description of the new building and the sharing of plans.
- Discussion and approval of proposed amalgamation of St. Matthias and St. Philips into the Church of the Apostles of Halifax.
- Final report of the Stewardship Resource Development Group to help reflect on stewardship to be undertaken by Council.
- Bishop announced two additional Co-opted members to 2011 Synod: Hilary Richardson (youth) and Penny Lockhart.
- Bishop report highlighted retirement seminar; the Long Pastorate Conference;
- Events: Doubling Your Congregation in a Day and Keeping Every One of Them led by Michael Harvey; and Teens Encounter Christ (TEC); Celebrating What's Right.
- Mission, Outreach and Social Justice consultation was held on March 12, 2011.
- Recognition of the Canadian Bible Society's 200 years in service in Nova Scotia.
- Celebration of Reverend Art Nash's 40 years in Ministry and 50 years commissioned in the Church Army.

Diocesan Council, Meeting of June 17 & 18, 2011

- Presentation on the "Budget Process" and introduction of Allan Turner as Chair of the Administration and Finance Committee and Andy Carras as Chair of the Budget Sub-Committee.
- Presentation by Reverend Randy Townsend from St. John's regarding the proposal for the new church.
- Certificate received by the Diocese from Diana Whalen, MLA, Halifax Clayton Park who presented a resolution to the NS House of Assembly acknowledging the 300th Anniversary of the Diocese.
- Anglican Foundation report advising Diocesan Archives and Parish of Middleton received their full request. "Foundation of Hope Bear" project was endorsed.
- Stewardship Commitment document was signed by all Diocesan Council members.
- Presentation of findings from a Staff Review by Patrick Hartling.
- Study documents: Anglican Communion Process Study; and Governance Working Group of General Synod found on General Synod website.

Diocesan Council, Meeting of October 21 & 22, 2011

- Presentation by Reverend Keirsten Wells, regarding the importance of the Hospital Chaplaincy.
- Controller's report, historical financial data and 2012 draft budget with a deficit.
- Amalgamation of Bridgewater/Conqueralls requested and passed.
- Presentation – Sexual Misconduct Policy was distributed to all Council members.

- Presentation – Reverend Randy Townsend in response to questions that were raised at last Council meeting regarding the building of the new church. Support was also given for an application to the Anglican Foundation.
- Presentation – Patrick Hartling – update on Staff Review Process.
- Presentation – 2012 Draft Budget by Andy Carras advising the budget was not balanced. Reference was made to the new Compliance Policy to assist the Diocese with the collection of outstanding allotment.
- Together-in-Mission – General Synod’s request for the Diocese to participate in a financial initiative to benefit ministry in parishes, the Diocese and General Synod. Council agreed to pursue further.
- Anglican Foundation – Screening Committee presented three applications to submit to the Anglican Foundation for funding. Parish of All Saints, Bedford; Parish of Maitland; and the Parish of Blandford.
- VSST Terms of Reference for Healthy Parishes and Mission, Outreach and Social Justice were presented to Council.

Diocesan Council, Meeting of December 2 & 3, 2011

- Proposal for the new website referring to a document entitled “Website Redevelopment - Proposal for Diocesan Council” was presented to Diocesan Council. Council granted approval to enter into an agreement with Memlink to upgrade the website funded by the Capital Campaign.
- Church Extension Fund was discussed and an amended policy was passed.
- Council approved a 1% cost of living increase for parish clergy as well as for Diocesan Staff and approved an increase in basic travel rate for parish clergy and Diocesan staff.
- Invited guests from General Synod and M&M International presented to the Diocesan Council the “Together-in-Mission” Campaign.
- Diocesan Council thanked Charles O’Neil for all his work over the years.
- NSOM Reports back to Council on its comprehensive review of its program.
- Trusteeship with the Conqueralls was granted an extension for three months.
- Anglican Foundation applications were discussed and decisions were rendered for Parish of St. John’s, Halifax; Parish Blandford; Parish Holy Trinity, Bridgewater; Parish of Western Shore.
- The Diocese received the Diocesan Council’s approval to engage M&M International to begin the process of developing a case for support with the National Church - Together-in-Mission Capital Campaign.
- Response to Synod’s request to turn the pastoral letter of October 2010 into a guideline has been completed and on the website.
- Council approved the Diocese move into a five year commitment to the Dalhousie/King’s Chaplaincy.
- Friends of the Bishop – South Shore Region is the first region to have a “Regional Friends” meeting and more than \$2,500 was raised at that meeting.

Diocesan Council, Meeting of February 17 & 18, 2012

- NSOM presentation to Council regarding the NSOM Program and its moratorium. Diocesan Council expressed its desire to renew and reopen the NSOM Program in time to receive new enquiries for December 31, 2012.

- Amendments were made to the Terms of Church Extension and Ministry Development Fund.
- Criteria for the Anglican Foundation Task Group was presented to the Diocesan Council.
- Diocesan Council ratifies membership for ADCC representatives for the 2012-2013 year.
- The Reverend Frances Drolet-Smith's appointment to the Administrators of the Growth for Ministry Fund was ratified by Council with a request to simplify the process of administering the funds.
- Final report from Patrick Hartling was received by Council regarding the review of the Diocesan Organizational Effectiveness. Suggestions were made regarding an implementation plan.
- Diocesan Council established an implementation committee to develop a terms of reference for Human Resources Group.
- Council to form two task groups: Hospital Chaplaincy and Alternative Forms of Ministry.
- Diocesan Council created a Task Group with the goal to renew the NSOM Program, focusing on four areas; parish discernment resources, naming of the program, formation and educational components. The task group was asked to report to the Diocesan Council in October 2012.

Diocesan Council, Meeting of April 27 & 28, 2012

- NSOM report on implementation and Task Force established;
- Hospital Chaplaincy Models under review;
- Anglican Foundation Application Review Group developed guidelines to improve the application process;
- Mission Outreach and Social Justice Vision Strategy and Support Team received the Diocesan Council approval regarding its membership;
- Archives shelving: fundraising ongoing with over \$6,000 raised;
- A motion to the Diocesan Council regarding the posting of the Record of Carried Motions of Diocesan Council meetings (not to include movers and seconders) be posted to the Diocesan Website was carried. Defeated motions would not appear in the Record of Carried Motions.
- Health Care Plan goes under review regarding costs shared 60% plan members; 40% diocese vs the current 50-50 split;
- The Hartling Report: A power point presentation was delivered by Max Moulton and Haigh Carthew on Human Resources and Organizational Effectiveness;
- Five Year Plan 2011-2016 was presented to the Diocesan Council. Diocesan Council has the role of doing long-range planning. Synod's top priorities were revealed: Youth; Strong Leadership; Healthy Parishes; Mission, Outreach and Social Justice; Financial Management and Development;
- Plans for the new Diocesan Office approved;
- Diocesan Council approved the extension of the mandate of the Trustees of the Conqueralls to December 31st 2012.

Diocesan Council, Meeting of June 8 & 9, 2012

-Diocesan Council approved the maximum of funds that may be granted annually with respect to the Church Extension and Ministry Development Fund for parish missions is restricted to 10% of the principal of the fund (\$500,000). The maximum amount a Parish may apply for is \$10,000.

-Diocesan Council approved that in the event of a crisis situation, consideration may be given to extend a mortgage or loan to a Parish that may infringe on the original \$500,000 principal. Approval of the Mortgage, Loan and property subcommittee and the Administration and Finance Committee is required;

-The Hartling Report Implementation Task Group's mandate extended to October, 2012;

-Diocesan Council requested that a brochure be developed highlighting the important points of the Sexual Misconduct Policy;

-Diocesan Council decided not to fill the second Health Care Chaplaincy position while it explores alternative models of chaplaincy and different sources of funding;

Diocesan Council, Meeting of October 19 & 20, 2012

-The Growth for Ministry Fund document was accepted by the Diocesan Council;

-NSOM Task Group report was received by Council, more work is required by this group before the moratorium could be lifted;

-The Diocesan Council endorsed the proposed Alternative Model for Hospital Chaplaincy and a Task Group was put in place to investigate the requirements for implementation of the new model. Diocesan Council also approved the commencement of a six month pilot project in 2013 providing appropriately trained individuals can be recruited and accredited to Capital Health;

-Mission Outreach and Social Justice Vision Strategy and Support Team members were approved by Council;

-Each Region provided feedback to Diocesan Council on Regional Structure;

-Diocesan Council approved the Diocesan medical plan return to 50-50 split (employee/employer) and retain 80% Extended Health Benefit Coverage with a request the Task Group examine it further;

-Diocesan Council struck a Task Group of Financial Management and Development VSST to look at increasing the Diocesan income from foundations across Canada and the U.S.

-Diocesan Council approved the amalgamation of the Parishes of St. Andrew's Church at Hantsport and the Parish of Avon Valley to form the Parish of Avon Valley. The new legal name of the parish is "Parish of Avon Valley".

Diocesan Council, Meeting of December 7 & 8, 2012

-Diocesan Council confirmed its support for the hospital chaplaincy position for a minimum of three years, commencing 2013;

-The Alternative Model for Hospital Chaplaincy Task Group receives \$3,000 for further development of their proposal;

-Diocesan Council concurs in the amalgamation of the parishes of Baddeck and Sydney Mines, subject to the parishes approving resolutions requesting the Bishop amalgamates the two;

-Trustees of St. Philip's, Purcell's Cove were approved for a period of three months;

- Healthy Parishes Vision Strategy and Support Team members were approved by Council;
- Healthy Leadership Vision Strategy and Support Team's Terms of Reference was adopted by Council and the membership was approved;
- Diocesan Council adopted the mandate of the Human Resources Vision Strategy and Support Team and the membership was approved;
- Diocesan Council approved the membership of the Youth and Family Ministry Vision Strategy and Support Team;
- The Terms of Reference for the Financial Management and Development Vision Strategy and Support Team was adopted by Council;
- Diocesan Council receives the final report of the feasibility study, "Together in Mission" and made it available on the website.

Diocesan Council, Meeting of February 15 & 16, 2013

- Diocesan Council approved the trusteeship for St. Philip's, Purcell's Cove be extended for two three-month terms, renewable;
- The Anglican Foundation application for the Nichalodian Society was approved by Diocesan Council to go forward for funding;
- The Diocesan Council decided to take the "Together in Mission" proposal forward to Synod.

Summaries of Diocesan Council Meetings prepared by Pamela Barkhouse, Executive Secretary of Synod

THE DIOCESAN REGISTRAR
Report to Synod 2013
[January 1, 2011 – December 31, 2012]

Letters of Orders: Deacons

06 MAY 2011 - David Chapman
06 MAY 2011 - Helena Malton
06 MAY 2011 - Faye Wheatley
08 MAY 2011 - Roslyn MacLeod
08 MAY 2011 - Debbie Strickland
07 DEC 2011 - Gordon Relf
11 JUN 2012 - Robert Elford
11 JUN 2012 - David Puxley
11 JUN 2012 - Marilyn Hamlin
11 JUN 2012 - Joan Helpard
2 OCT 2012 - Margaret Fagan

Letters of Orders: Priests

04DEC 2011 - Helena Malton
07 DEC 2011 - Roslyn MacLeod
07 DEC 2011 - Deborah Strickland
07 DEC 2011 - David Chapman
07 DEC 2011 - Faye Wheatley
18 JUN 2012 - Gordon Relf
22 JUL 2012 - Louis Quennelle
06 DEC 2012 - David Puxley
06 DEC 2012 - Robert Elford

Clerical Licenses

08 JAN 2011 - Pam Bishop, Associate Priest: Parish of Kentville
11 FEB 2011 - Kyle Wagner, Rector, Parish of Seaforth
02 MAR 2011 - Laura McCue, Rector: Parish of Resurrection
09 MAR 2011 - Carl Fraser, Parish of North Sydney
28 MAR 2011 - John Morrell, Rector: Parish of St. Mark's, Halifax
01 MAY 2011 - Evelyn Knorr: Rector: Parish of Strait-Chedabucto
11 MAY 2011 - Helen Ryding, Associate Priest
11 MAY 2011 - Keirsten Wells, Health Care Chaplain
23 AUG 2011 - Mark Pretty, Rector: Parish of New Glasgow
15 SEPT 2011 - Marian Lucas Jeffries: Rector: Parish of Blandford
15 SEPT 2011 - Janet Hat Rector, (1/2 time), Parish of Jollimore
15 OCT 2011 - Joel Hardy, Rector (1/2 time) Parish of Bridgetown
17 OCT 2011 - Karen Quirk, Priest Assistant, Parish of the Resurrection, Sydney

02 DEC 2011 - Helena (Mel) Malton, Rector, Parish of Digby-Weymouth
 07 DEC 2011 - Roslyn MacLeod, Priest Assistant, Parish of Resurrection, Sydney
 07 DEC 2011 - Deborah Strickland, Priest Assistant, Parish of North Sydney
 07 DEC 2011 - David Chapman, Parish of Fall River
 07 DEC 2011 - Faye Wheatley, Priest Assistant, Parish of St. Francis by the Lakes
 07 DEC 2011 - Gordon Relf, Deacon, Parish of Emmanuel Spryfield
 09 DEC 2011 - Mark Marshall, Rector, Parish of The Anglican Church of the Apostles
 21 MAR 2012 - Jennifer Sharp, Rector, Parish of Summerside/St. Eleanors
 01 JUN 2012 - Robert Elford, Incumbent Parish of Trinity Church, Halifax
 01 JUN 2012 - Brianna Andrews, Rector, Parish of French Village
 18 JUN 2012 - Gordon Relf, Priest Assistant, Parish of Emmanuel Church, Spryfield
 22 JUL 2012 - Louis Quennelle, Priest Assistant St. John's, Lunenburg
 17 AUG 2012 - Ralph Moore, Rector, Pastoral Unit of Milton, Rustico & Georgetown
 with St. Peter's Charlottetown
 04 SEPT 2012 - Rachel Parker, Rector, St. James Armdale
 04 SEPT 2012 - Cathy Pharo, Rector, Kentville
 12 SEPT 2012 - Margaret Fagan, Incumbent Parish of New London
 01 NOV 2012 - Peter Rafuse, Rector, Parish of Western Shore
 14 NOV 2012 - Judi Philips, Rector, Parish of New Ross
 30 OCT 2012 - Ray Carter, Deacon, Apostles
 30 OCT 2012 - Heather MacEachern, Deacon, Cathedral Church of All Saints
 01 NOV 2012 - David Puxley, Rector, Parish of St. John's Westphal
 01 NOV 2012 - Robert Elford, Rector, Parish of Trinity Halifax
 21 NOV 2012 - Charles Bull, Rector, Parish of St. Margaret of Scotland

Letters of Institution and Inductions [Mandates]

11 FEB 2011 - Kyle Wagner
 02 MAR 2011 - Laura McCue
 07 APR 2011 - John Morrell
 21 APR 2011 - Evelyn Knorr
 23 AUG 2011 - Mark Pretty
 15 SEPT 2011 - Marian Lucas Jeffries
 15 SEPT 2011 - Janet Hatt
 15 OCT 2011 - Joel Hardy
 02 DEC 2011 - Helena (Mel) Malton
 6 JAN 2012 - Mark Marshall
 9 MAR 2012 - Carl Fraser
 21 MAR 2012 - Jennifer Sharp
 21 JUN 2012 - Brianna Andrews
 17 AUG 2012 - Ralph Moore
 4 SEPT 2012 - Rachel Parker
 4 SEPT 2012 - Cathy Pharo
 1 NOV 2012 - Peter Rafuse
 14 NOV 2012 - Judi Philips
 21 NOV 2012 - Charles Bull

Letters Bene Decessit

[General Synod Canon XVII, Schedule A]

- The Reverend Elliott Siteman, Diocese of Niagara
- The Reverend William Sheppard, Diocese of Ottawa
- The Reverend Paul Findlay, Diocese of Western Newfoundland
- The Reverend Arran Thorpe, Diocese of Ottawa
- The Reverend Dianna Brett-Frye, Diocese of Eastern Newfoundland
- The Reverend Allen Frye, Diocese of Eastern Newfoundland

Acceptance of Letters Bene Decessit

[General Synod Canon XVII, Schedule C]

- The Reverend John Morrell, Diocese of Montreal
- The Reverend Marian Lucas Jefferies, Diocese of Fredericton
- The Reverend Oliver Osmond, Diocese of Edmonton, Church of England
- The Reverend Joel Hardy, Diocese of Montreal
- The Reverend Jenny Sharp, Diocese of Huron
- The Reverend William Sheppard, Diocese of Ottawa

Appointments: Honorary Assistant

- 15 FEB 2011 - The Reverend David Dellapinna (Timberlea-Lakeside)
- 10 MAY 2011 - The Reverend Paul Findlay [Western Shore]
- 11 MAY 2011 - The Reverend Dr. Helen Ryding (Cathedral Church of All Saints, Halifax)
- 11 MAY 2011 - The Reverend Keirsten Wells (Cathedral Church of All Saints, Halifax)
- 11 MAY 2011 - The Reverend Davena Davis (Cathedral Church of All Saints, Halifax)
- 11 MAY 2011 - The Reverend Canon Fred Krieger (Cathedral Church of All Saints, Halifax)
- 11 MAY 2011 - The Reverend Canon John Smith (Cathedral Church of All Saints, Halifax)
- 09 AUG 2011 - The Reverend Liam Thomas (All Saint's, Bedford)
- 15 AUG 2011 - The Reverend John Wright (Mahone Bay)
- 25 OCT 2011 - The Reverend Debra Burleson (St. Luke's Dartmouth)
- 15 AUG 2012 - The Very Reverend John Wright (St. James, Mahone Bay)

Appointments: Archdeacons

- The Reverend Debra Burleson
Archdeacon, Eastern Shore
- The Reverend David Garrett
Archdeacon, Valley

Appointments: Regional Deans

- 15 JAN 2011 - The Reverend Kevin Frankland
Regional Dean, Eastern Shore
- 14 MAR 2011 - The Reverend Trevor Lightfoot
Regional Dean, Dartmouth
- 15 NOV 2011 - The Reverend Matthew Sponagle
Regional Dean, Valley
- 04 SEPT 2012 - The Reverend Gordon Druggett
Regional Dean, South Shore

Appointments: Canon of the Cathedral Church of All Saints

- The Right Reverend Arthur Durrant Brown [Hon. Canon, Cathedral Church of All Saints]
- The Reverend Dr. Jody Clark, Canon
- The Reverend Charles Bull, Canon

Permission to Officiate

- 07 JAN 2011 - The Reverend Canon Robert Power
- 29 MAR 2011 - The Reverend Janet Hatt
- 04 MAY 2011 - The Reverend Helena Mary [Mel] Malton [Transitional Deacon]
- 04 MAY 2011 - The Reverend Faye Elizabeth Wheatley [Transitional Deacon]
- 04 MAY 2011 - The Reverend David Lewis Naylor Chapman [Transitional Deacon]
- 10 MAY 2011 - The Reverend Ronald Harris
- 10 MAY 2011 - The Reverend Ray Carter [Deacon]
- 10 MAY 2011 - The Reverend Cathy Lee Cunningham
- 10 MAY 2011 - The Reverend John Swain
- 17 MAY 2011 - The Reverend Wayne Lynch
- 24 MAY 2011 - The Reverend Marilyn Lamb
- 24 MAY 2011 - The Reverend John Scott
- 24 MAY 2011 - The Reverend Paul Findlay
- 01 JUL 2011 - The Reverend William Sheppard
- 04 JUL 2011 - The Reverend Gillian Neville-Ball
- 03 SEPT 2011 - The Very Reverend Russell Hatton
- 15 SEPT 2011 - The Reverend Greg McMullin
- 04 JAN 2012 - The Reverend John Roddam
- 26 APR 2012 - The Reverend Gloria McClure – Fraser
- 14 JUN 2012 - The Reverend Bill White
- 05 JUN 2012 - The Reverend Dianne Parker
- 27 SEPT 2012 - The Reverend Paul Mbishi

Relinquishment of Ministry

[General Synod Canon XIX, Schedule B]

The Reverend Wayne Lynch
The Reverend Sandy Murray

Consecrations: Church Buildings

30 SEPT 2012 - St. Francis by the Lakes Anglican Church

Consecrations: Church Cemeteries

Deconsecrations: Church Buildings

15 MAY 2011 - Holy Trinity Church, Prince Edward Island [Parish of Georgetown]
29 MAY 2011 - St. David's, Portuguese Cove [Parish of Falkland]
10 JUL 2011 - St. James Church, Gore [Parish of Rawdon]
23 OCT 2011 - St. Paul's Church, Cherry Hill [Petite Riviere]
22 JAN 2012 - St. Peter's And St. John's Church, Baddeck

Instrument of Parish Amalgamation

28 APR 2011 -Parish of St. Matthias & St. Philip's, Halifax
To
Parish of the Anglican Church of the Apostles at Halifax

02 FEB 2012 Parish of Conqueralls and the Parish of Holy Trinity
To
Parish of Bridgewater and the Conqueralls

11 DEC 2012 Parish of St. Andrew's Church, Hantsport and Parish of Avon Valley
To
Parish of Avon Valley

Instrument of Parish Boundaries

Instrument of Parish/Church Name Change

Instrument of Parish Re-Configuration

12 MAY 2011 - "Land Swap" by Warranty Deed – Parish of Western Shore
21 SEPT 2011 - "Conveyance" of St. James Church Hall Lands to Parish of Conquerall

Lay Reader Licenses

01 JAN 2011 - Jean Edwards, Parish of Musquodoboit
 01 JAN 2011 - Patricia Fahie, Parish of Musquodoboit
 01 JAN 2011 - Eileen Humphrey, Parish of Musquodoboit
 01 JAN 2011 - Eleanor Keeping, Parish of Musquodoboit
 01 JAN 2011 - Diane Russell, Parish of Musquodoboit
 01 JAN 2011 - Lorraine Otto, Parish of Seaforth
 01 JAN 2011 - Peter Morgan, Parish of Seaforth
 01 JAN 2011 - Doug Bethune, Parish of Seaforth
 01 JAN 2011 - Rolene Barrett, Parish of Seaforth
 01 JAN 2011 - Fred Grainger, Parish of Seaforth
 28 JAN 2011 - Darryl Ivan Faulkner, Parish of Musquodoboit
 07 FEB 2011 - Leslie Sperry, Parish of Musquodoboit
 07 FEB 2011 - Juanita Shortliffe, Parish of Musquodoboit
 18 FEB 2011 - Lawrin Armstrong, Parish of Maitland
 29 MAR 2011 - Richard Logan, Parish of New Germany
 29 MAR 2011 - Adam Tipert, Parish of New Germany
 29 MAR 2011 - Janet Tipert, Parish of New Germany
 29 MAR 2011 - Margaret Benedict, Parish of St. James, Newport
 29 MAR 2011 - Mary Oldford, Parish of Bridgetown
 29 MAR 2011 - Charles Gatzke, Parish of New Germany
 18 APR 2011 - Philip George Davis, Parish of St. Peter's Cathedral, PE
 10 MAY 2011 - William (Bill) Murray MacDonald, Parish of St. Luke's, Hubbards
 24 MAY 2011 - Andrea Dionne, Parish of St. James, Kentville
 24 MAY 2011 - Tracey Hobson, Parish of St. James, Kentville
 24 MAY 2011 - Elmer Uzans, Parish of St. James, Kentville
 24 MAY 2011 - Valerie Mailman, Parish of St. James, Kentville
 24 MAY 2011 - Pam Greenough, Parish of St. James, Kentville
 01 JUN 2011 - Madonna Jessie Cooze, Parish of St. Francis by the Lakes
 08 JUN 2011 - Geraldine Thomas, Parish of St. Mark's, Halifax
 08 JUN 2011 - David Routledge, Parish of St. Mark's, Halifax
 08 JUN 2011 - Daphne Beeler, Parish of St. Mark's, Halifax
 08 JUN 2011 - Joyce Williams, Parish of St. Mark's, Halifax
 08 JUN 2011 - Peggy Miller, Parish of St. Mark's, Halifax
 15 JUN 2011 - Jean Edwards, Parish of Musquodoboit (Resignation)
 26 JUN 2011 - Roger Bureau, Parish of Westwood Hills (Resignation)
 01 AUG 2011 - Thomas Reinfuss, Holy Trinity, Middleton
 29 AUG 2011 - Jeffrey Graham, Parish of St. John the Evangelist
 29 AUG 2011 - Marilyn Myers, St. John Crapaud
 06 SEPT 2011 - Charlene Martell, Parish of St. Bartholomew's, Louisbourg
 06 SEPT 2011 - Karen Hamilton, Parish of St. Bartholomew's, Louisbourg
 06 SEPT 2011 - Sheila Fudge, Parish of St. Bartholomew's, Louisbourg
 06 SEPT 2011 - Shirley Samson, Church of Christ the King, Sydney
 06 SEPT 2011 - Gloria Dalton, Church of Christ the King, Sydney
 06 SEPT 2011 - Elaine Young, Church of Christ the King, Sydney
 06 SEPT 2011 - Scott MacQuarrie, Church of Christ the King, Sydney

06 SEPT 2011 - Karen Sampson, Church of Christ the King, Sydney
 06 SEPT 2011 - Florence Ripley, Church of Christ the King, Sydney
 06 SEPT 2011 - Nellie Ball, Church of Christ the King, Sydney
 06 SEPT 2011 - Selma Doucet, Church of Christ the King, Sydney
 06 SEPT 2011 - Susie Devoe, Church of Christ the King, Sydney
 06 SEPT 2011 - Martin Matheson, Church of Christ the King, Sydney
 10 OCT 2011 - Stephen Aucoin, Parish of Greater Glace Bay Pastoral Unit
 10 OCT 2011 - Maxine Simpkin, Parish of St. John the Evangelist
 10 OCT 2011 - Melvin Harris, Parish of Church of the Christ the King
 20 OCT 2011 - Jayne Sauson, Parish of Church of the Holy Spirit, Lakelands
 20 OCT 2011 - Lois Durant, Parish of Church of the Holy Spirit, Lakelands
 20 OCT 2011 - Joyce Munroe, Parish of Church of the Holy Spirit, Lakelands
 20 OCT 2011 - Jim McConnell, Parish of Church of the Holy Spirit, Lakelands
 25 OCT 2011 - Sherry Richardson, Parish of French Village
 25 OCT 2011 - Jayne Sauson, Parish of Holy Spirit, Lakelands
 25 OCT 2011 - Lois Durant, Parish of Holy Spirit, Lakelands
 25 OCT 2011 - Joyce Munroe, Parish of Holy Spirit, Lakelands
 25 OCT 2011 - Jim McConnell, Parish of Holy Spirit, Lakelands
 10 NOV 2011 - Sharon Richardson, Parish of French Village
 04 JAN 2012 - Jan Elizabeth, Parish of Alberton
 04 JAN 2012 - Susan Redding, Parish of Shelburne
 04 JAN 2012 - Margaret Reinfuss, Parish of Wilmot
 04 JAN 2012 - Susan Redding, Parish of Shelburne
 04 JAN 2012 - Thomas Reinfuss, Parish of Wilmot
 10 APR 2012 - Raylene George, Parish of St. Alban's, Sydney
 10 APR 2012 - Catherine Stockley, Parish of St. Alban's, Sydney
 10 APR 2012 - Janet Wylde, Parish of St. Alban's, Sydney
 10 APR 2012 - David Keeping, Parish of St. Alban's, Sydney
 25 APT 2012 - Sherry Smith, Parish of St. Margaret of Scotland, Halifax
 10 JUL 2012 - Stephen Hamlin, Parish of St. John's Truro
 17 JUL 2012 - Wayne Champniss, Parish of French Village
 17 JUL 2012 - John Stone, Parish of French Village
 17 JUL 2012 - Janice Jackson, Parish of French Village
 17 JUL 2012 - Heather Coholon, Parish of French Village
 17 JUL 2012 - Rita Langille, Parish of French Village
 17 JUL 2012 - Sharon Richardson, Parish of French Village
 17 JUL 2012 - Pat Roscoe, Parish of French Village
 17 JUL 2012 - Nancy Spencer, Parish of French Village
 05 SEPT 2012 - Valerie Mailman, Parish of St. James Kentville
 05 SEPT 2012 - Wayne Hamlin, Parish of St. James Kentville
 05 SEPT 2012 - Stephen Boone, Parish of St. James Kentville
 05 SEPT 2012 - Gail Lightfoot, Parish of St. James Kentville
 05 SEPT 2012 - Ralph Wood, St. James Kentville
 05 SEPT 2012 - Christopher Pharo, Parish of St. James Kentville
 05 SEPT 2012 - Don Arneburg, Parish of St. James Kentville
 05 SEPT 2012 - Andrea Dionne, Parish of St. James Kentville

05 SEPT 2012 - Tracey Hobson, Parish of St. James Kentville
 05 SEPT 2012 - William Travis, Parish of St. James Kentville
 05 SEPT 2012 - Pamela Greenough, Parish of St. James Kentville
 24 SEPT 2012 - Shirley Carras, Parish of St. Thomas Church, Fall River
 24 SEPT 2012 - Bruce Caldwell, Parish of St. Thomas Church, Fall River
 24 SEPT 2012 - Donna Ruggles, Parish of Timberlea
 30 SEPT 2012 - Melvin Harris, Parish of Christ the King, Sydney
 17 OCT 2012 - Brenda Munro, Parish of St. Luke's Hubbards
 17 OCT 2012 - Ruth Ann Blakney, Parish of St. Luke's Hubbards
 05 SEPT 2012 - Charlotte Corkum, Parish of Western Shore
 05 SEPT 2012 - Joan Swinimer, Parish of Western Shore
 05 SEPT 2012 - Marge Young, Parish of Western Shore
 05 SEPT 2012 - Alice McGinnis, Parish of Western Shore
 05 SEPT 2012 - Sandra Rafuse, Parish of Western Shore
 05 SEPT 2012 - Rickey Rafuse, Parish of Western Shore
 01 NOV 2012 - Connie Hannam, Parish of Bridgetown
 01 NOV 2012 - Mary Olford, Parish of Bridgetown
 01 NOV 2012 - Ted Kaulbach, Parish of Bridgetown
 01 NOV 2012 - Marjorie LeGard, Parish of Wilmot
 01 NOV 2012 - Margaret Reinfuss, Parish of Wilmot
 01 NOV 2012 - Maxine Simpkin, Parish of Wilmot
 21 NOV 2012 - Barry Waite, Parish of Summerside/St. Eleanors
 21 NOV 2012 - Dawn Upham, Parish of Summerside/St. Eleanors
 21 NOV 2012 - Carol Lough, Parish of Summerside/St. Eleanors
 21 NOV 2012 - Ian Bowen, Parish of Summerside/St. Eleanors
 21 NOV 2012 - Clair Sudsbury, Parish of Summerside/St. Eleanors

Eucharistic Ministers: Holy Eucharist

07 JAN 2011 - Jean Edwards, Parish of Musquodoboit
 01 FEB 2011 - Janet Campbell, Parish of Bridgetown
 01 FEB 2011 - Glen Johnston, Parish of Bridgetown
 01 FEB 2011 - Annette Baker, Parish of Bridgetown
 01 FEB 2011 - Judy Marshall, Parish of Bridgetown
 01 FEB 2011 - Noel Durling, Parish of Bridgetown
 01 FEB 2011 - Karl Cleveland, Parish of Bridgetown
 01 FEB 2011 - James Hunter, Parish of Bridgetown
 01 FEB 2011 - Harry Brown, Parish of St. Thomas Fall River
 01 FEB 2011 - Shirley Townsend, Parish of Lockeport-Barrington
 01 FEB 2011 - Elizabeth deMolitor, Parish of Lockeport-Barrington
 01 FEB 2011 - Timothy Keddey, Parish of Lockeport-Barrington
 30 MAR 2011 - Sandra Martin, Parish of New Germany
 30 MAR 2011 - Bruce Veinotte, Parish of New Germany
 30 MAR 2011 - Debbie Smeltzer, Parish of Mahone Bay
 30 MAR 2011 - Rochelle Whynott, Parish of Mahone Bay
 30 MAR 2011 - Ann Gummeson, Parish of New Germany

30 MAR 2011 - Judi Colp, Parish of New Germany
 30 MAR 2011 - Andrea MacMillan, Parish of Pictou
 18 APR 2011 - Verna Fenton, Parish of Maitland
 18 APR 2011 - Beverly Fahey, Parish of Maitland
 18 APR 2011 - LeRoy Hennigar, Parish of Maitland
 24 MAY 2011 - Kathryn Edgett, Parish of Armdale
 24 MAY 2011 - Anne Hockin, Parish of Armdale
 24 MAY 2011 - Doug Fawthrop, Parish of Armdale
 24 MAY 2011 - Frances Bertha Eugene Myra, Parish of Western Shore
 08 JUN 2011 - Geraldine Thomas, Parish of St. Mark's, Halifax
 08 JUN 2011 - David Routledge, Parish of St. Mark's, Halifax
 08 JUN 2011 - Daphne Beeler, Parish of St. Mark's, Halifax
 08 JUN 2011 - Peggy Miller, Parish of St. Mark's, Halifax
 08 JUN 2011 - Mellie Crewe, Parish of St. Mark's, Halifax
 08 JUN 2011 - Donna Swim, Parish of St. Mark's, Halifax
 08 JUN 2011 - Joyce Williams, Parish of St. Mark's, Halifax
 21 JUN 2011 - Lindsay Workman, Parish of New Ross
 21 JUN 2011 - Janice Reeves, Parish of New Ross
 21 JUN 2011 - Shirley Keddy, Parish of New Ross
 21 JUN 2011 - Brian Keddy, Parish of New Ross
 21 JUN 2011 - Elsie Hiltz, Parish of New Ross
 21 JUN 2011 - George Hamlin, Parish of New Ross
 21 JUN 2011 - Rusty Broome, Parish of New Ross
 21 JUN 2011 - Sheldon Broome, Parish of New Ross
 05 JUL 2011 - Lynn Willett, Parish of Musquodoboit & Ship Harbour
 29 AUG 2011 - Jeffrey Graham, Parish of St. John the Evangelist, Crapaud
 29 AUG 2011 - Harleigh MacLeod, Parish of St. John the Evangelist, Crapaud
 29 AUG 2011 - Connie MacKinnon, Parish of St. John the Evangelist, Crapaud
 29 AUG 2011 - Jean Profitt, Parish of St. John the Evangelist, Crapaud
 29 AUG 2011 - Larry MacKinnon, Parish of St. John the Evangelist, Crapaud
 06 SEPT 2011 - Sheila Fudge, Parish of Resurrection, Sydney –St. Bartholomew's
 Louisbourg
 06 SEPT 2011 - Gordon Gabriel, Parish of Resurrection, Sydney-Church of Christ the
 King, Sydney
 06 SEPT 2011 - Jack Compton, Parish of Resurrection, Sydney-Church of Christ the
 King, Sydney
 06 OCT 2011 - Marlene Wells, Christ Church Stellarton
 11 OCT 2011 - Andrea Vokey, Parish of St. John the Evangelist
 12 OCT 2011 - Robert MacMullin, Parish of Greater Glace Bay Pastoral Unit
 25 OCT 2011 - Anne Stott, Parish of Blandford
 25 OCT 2011 - Cyril McDonnah-Harnish, Parish of Blandford
 25 OCT 2011 - Claudia Zinck, Parish of Blandford
 25 OCT 2011 - Phil Lamont, Parish of Blandford
 12 JAN 2012 - Christopher Hiltz, Parish of Cornwallis
 12 JAN 2012 - Michael Flaherty, Parish of St. Andrew, Cole Harbour
 12 JAN 2012 - Natalie Flam, Parish of St. Andrew, Cole Harbour

12 JAN 2012 - Christopher James, Parish of St. Andrew, Cole Harbour
 12 JAN 2012 - Elaine James, Parish of St. Andrew, Cole Harbour
 12 JAN 2012 - Cailean MacLean, Parish of St. Andrew, Cole Harbour
 12 JAN 2012 - Carol Pipes, Parish of St. Andrew, Cole Harbour
 12 JAN 2012 - Hayward Strickland, Parish of St. Andrew, Cole Harbour
 24 JAN 2012 - Joan Halsey, Parish of Christ Church, Dartmouth
 24 JAN 2012 - Marilyn Massie-Clarke, Parish of Christ Church, Dartmouth
 24 JAN 2012 - Shelagh Gordon, Parish of Christ Church, Dartmouth
 24 JAN 2012 - Rick Chenhall, Parish of Christ Church, Dartmouth
 24 JAN 2012 - Jean Thompson, Parish of Christ Church, Dartmouth
 24 JAN 2012 - Christine Ross, Parish of Cornwallis
 25 JAN 2012 - Sherry Lynn Smith, Parish of St Margaret of Scotland
 25 JAN 2012 - Alex Fleming, Parish of St. Margaret of Scotland
 27 MAR 2012 - Marlene Glover-Ridgewell, Parish of Western Shore
 27 MAR 2012 - Berit Anderson, Parish of Western Shore
 27 MAR 2012 - Elaine Linda Bushell, Parish of Canso
 27 MAR 2012 - Maxine Myler, Parish of New Germany
 27 MAR 2012 - Sherman Veinot, Parish of New Germany
 27 MAR 2012 - Carolyn Silver, Parish of New Germany
 25 APR 2012 - Sonia Harrod, Parish of Westwood Hills
 10 JUL 2012 - Bobbi Anne Mosher, Parish of Chester
 17 JUL 2012 - Marilyn Meade, French Village
 01 AUG 2012 - Karen Wood, Parish of All Saints, Springhill
 01 AUG 2012 - Rose Nicholson, Parish of All Saints, Springhill
 05 SEPT 2012 - Gail Lightfoot, Parish of St. James, Kentville
 05 SEPT 2012 - Wayne Hamlin, Parish of St. James, Kentville
 05 SEPT 2012 - Pam Greenough, Parish of St. James, Kentville
 05 SEPT 2012 - William Travis, Parish of St. James Kentville
 05 SEPT 2012 - Sarah MacLeod, Parish of Hatchet Lake, St. Paul's
 05 SEPT 2012 - Wayne Fredrick Manuel, Parish of Hatchet Lake, St. Paul's
 05 SEPT 2012 - Trudy Cole, Parish of Hatchet Lake, St. Paul's
 05 SEPT 2012 - LeeAnne Kendall, Parish of Hatchet Lake, St. Paul's
 05 SEPT 2012 - Jennifer Warren, Parish of Hatchet Lake, St. Paul's
 05 SEPT 2012 - Pam Barkhouse, Parish of Hatchet Lake, St. Timothy's
 05 SEPT 2012 - Laura Shaw, Parish of Hatchet Lake, St. Timothy's
 05 SEPT 2012 - Shelley Gray, Parish of Hatchet Lake, St. Timothy's
 05 SEPT 2012 - Debra Ratcliffe, Parish of St. Nicholas Westwood Hills
 05 SEPT 2012 - Richard Ratcliffe, Parish of St. Nicholas Westwood Hills
 05 SEPT 2012 - Allan Jost, Parish of St. Nicholas Westwood Hills
 05 SEPT 2012 - Nichola Cumine, Parish of St. Nicholas Westwood Hills
 05 SEPT 2012 - Minna Harjupanula, Parish of St. Nicholas Westwood Hills
 05 SEPT 2012 - Colleen Tizzard, Parish of St. Nicholas Westwood Hills
 27 OCT 2012 - Lynn Fitzmorris, Parish of St. Luke's Dartmouth
 01 NOV 2012 - Janet Campbell, Parish of Bridgetown
 01 NOV 2012 - Annette Baker, Parish of Bridgetown
 01 NOV 2012 - Glen Johnston, Parish of Bridgetown

- 01 NOV 2012 - Judy Marshall, Parish of Bridgetown
- 01 NOV 2012 - Joan Dawes, Parish of Bridgetown
- 01 NOV 2012 - Noel Durling, Parish of Bridgetown
- 01 NOV 2012 - James Hunter, Parish of Bridgetown
- 01 NOV 2012 - Karl Cleveland, Parish of Bridgetown
- 21 NOV 2012 - Joan Wooder, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Ian Bowen, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Dawn Upham, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Roxanne Hatley-Leard, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Eileen McCann, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Janet Vieth-Forbes, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Bruce Small, Parish of Summerside/St. Eleanors
- 21 NOV 2012 - Dawn Geizer, Parish of St. Peter, Eastern Passage
- 21 NOV 2012 - Sheldon Broome, Parish of New Ross
- 21 NOV 2012 - Rusty Broome, Parish of New Ross
- 21 NOV 2012 - George Hamlin, Parish of New Ross
- 21 NOV 2012 - Shirley Keddy, Parish of New Ross
- 21 NOV 2012 - Lindsay Workman, Parish of New Ross
- 21 NOV 2012 - Brian Keddy, Parish of New Ross
- 21 NOV 2012 - Janice Reeves, Parish of New Ross
- 21 NOV 2012 - Beulah Barkhouse, Parish of New Ross
- 21 NOV 2012 - Peggy Hamlin, Parish of New Ross

Jana O'Neil
Diocesan Registrar
[2012-Present]

Report of the Administration and Finance Committee to Synod 2013

This is the final report of the Administration and Finance Committee of the Diocese of Nova Scotia and Prince Edward Island as this committee's mandate was completed with the move to the new Diocesan support structure of the Vision Strategy Support Teams. A&F has been replaced by the Financial Management and Development VSST.

A&F Committee and its sub-committees have met on a regular basis since the last Synod. The greatest challenge facing A&F Committee was the struggle to develop a Diocesan budget that would support both the programs required of the Diocese as well as the appropriate staff to oversee these programs and to give support to Parishes and Regions. A study was completed on the Diocesan staff and the recommendations on the structure have been implemented. In the last two years some Diocesan programs were able to continue due to monies remaining in the Capital Campaign, but these monies have all but dried up so if these programs are of importance to the Diocese then a funding source or adjustment in other Diocesan programs of staff will be required. In budget deliberations of a few years ago, the possibility of downloading some programs onto Regions was investigated but, after consultation with Regions, it was determined that the desire was for programs to remain at the Diocesan level.

The other challenge was to start the transformation from A&F to the Financial Management and Development VSST. At Synod 2011, it was announced that there would be a Diocesan workshop on Financial Management and Development and one was planned for the fall of 2011 but, due to low registration, this workshop did not happen. This is not an indication of the lack of interest of things financial across the Diocese, but maybe those who have an interest were not aware of the workshop or had other commitments. However, without a wide Diocesan input A&F held a number of internal workshops to develop strategies and objectives and a means to measure success for the Financial Management and Development VSST and also produced a mandate for this VSST. These have been delivered to Diocesan Council for consideration.

The A&F Committee felt strongly that its mandate was from Synod and fulfilled its mandate and held its last meeting in early March. There have been many members of A&F Committee over the years but I would like to acknowledge the work of the final members who participated in all meetings and provided sound advice and recommendations and tried to ensure that financial matters were carefully reviewed and that solid recommendations went forward to Diocesan Council. I offer many thanks to the Rev Charlotte Ross, Heather Whitehead, Ruth Kingsbury, Bernard Liegme and Clair Sudsbury who ably assisted me in my role as Chair. I also appreciate the efforts of Peter Flemming and Canon Gordon Redden who guided us along this journey

Respectfully Submitted

Allan P Turner

HUMAN RESOURCES VSST Report to Synod 2013

Until earlier in 2013 Human Resources operated as a subcommittee to A&F, but with the changes to diocesan structures HR became a VSST. Along with other VSST's we work to interpret the Diocesan Vision of being a "Christ-centered, mission minded, ministering community of faith". Our particular task here is to promote healthy relationships and good working conditions for diocesan employees (clergy and lay) and the Diocese and Parishes of Nova Scotia & Prince Edward Island which employ them. HR aims to monitor and measure outcomes to ensure good working environments and positive relationships, we want to plan for and encourage recruitment, training and continuing development of clergy, as well as respond to specific difficulties in the area of Human Resources as they emerge. The HR mandate pledges us to work collaboratively with other VSST's, particularly with those involving Finance and the Development of Healthy Congregations.

Normally the HR VSST is composed of six to ten lay and clergy members from throughout the diocese who offer varied experiences, concerns and expertise. For some time our member numbers were few, making it difficult to advance positively, but fortunately that has now changed.

The present members are: (chair) Geraldine Thomas, Rev. Judi Phillips, Rev. Tory Byrne, Rev. Kyle Wagner, Patrick Hartling, Jamie Cochran, Edith Marshall and Rev. Canon Gordon Redden who represents the diocesan office and staff. We frequently consult with, or are called upon by Bishops Sue Moxley and Ron Cutler. We are looking for an Archdeacon to join HR.

Over the last year HR has been intending to start a thoroughgoing review of all current Human Resource Policy Guidelines and we have made some slight headway in that endeavour. However, we must also respond to pressing, ongoing needs of the Diocese, and to those ends we have been discussing issues such as the development of a full parish and diocesan screening policy for individuals working closely with children/youths and vulnerable adults. Here we are in consultation with Susan Naylor in her capacity as coordinator of Youth Ministry. Adjustments to the Retirement Fund Membership Agreement are in progress. HR is looking at suggestions to raise the fees for Occasional Services and we are waiting for a report from the Task Group on the Clergy/Staff Medical Plan. Any modifications in HR policy are recommended to the Diocesan Council and or the bishops for their approval and action.

In pursuing many of these issues Human Resources needs the support of diocesan staff and structures, of other VSST's and of the clergy and people of the Diocese at large. At times it is necessary for HR to consult with related groups in the Diocese, whether they are in other denominations or in the secular world, and with different groups outside the Diocese. HR offers support to those employed in this Diocese, to the Synod Office, and to Diocesan Council and to individual parishes which are dealing with HR issues.

If you have questions about any area of the diocesan HR VSST or indeed suggestions for us, please contact the chair, Geraldine Thomas, or any member of the group.

Respectfully Submitted by Dr. Geraldine Thomas, Team Leader, HR VSST

Diocese of Nova Scotia and Prince Edward Island - Five Year Strategic Plan: 2011-2016

SYNOD Priority: Human Resources	Team Leader: Geraldine Thomas	Reporting Period:
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Leadership Team: *Geraldine Thomas; Rev. Tory Byrne; Patrick Hartling; Judi Philips; Rev. Kyle Wagner; Christine Newcomb*

Team: The HR VSST is normally composed of six to eight lay and clergy members who come from throughout the Diocese and who offer varied experiences, concerns and expertise.

Vision: To interpret the Diocesan Vision of being a “Christ-centered, mission minded, ministering community of faith “ in regard to healthy relationships and good working conditions for diocesan employees (clergy and lay) and the Diocese and Parishes of Nova Scotia and Prince Edward Island which employ them.

Goals/Strategies: To develop and maintain human resources policies and procedures which help build healthy working relationships in the Diocese; to monitor and measure outcomes to ensure good working environments and positive relationships; to plan for and encourage recruitment, training, and continuing development for clergy; to respond to specific difficulties in the area of Human Resources as they emerge. This HR VSST mandate pledges to work collaboratively with other VSSTs, particularly with committees on Financial Management and the Development of Healthy Congregations whose work interacts closely with that of Human Resources.

Support: Human Resources needs the support of the Diocesan Staff and structures, of other VSST groups, and of the clergy and people of the Diocese at large. At times, it is necessary for HR to consult with related groups in the Diocese, whether they are in other denominations or in the secular world, and with differing groups outside the Diocese. HR offers support both to those employed in this Diocese, to Synod Office and to Diocesan Council, and to individual parishes which are dealing with HR issues.

Priorities:	Objective	Action/Tasks	Cost/Resources	Timeline	Target Groups	Partnerships	Outputs	Outcomes
Medical Plan Review	Annually review the plan in advance of renewal.	Annually review the plan in advance of renewal.			Clergy & Lay Staff	Finance VSST and Diocesan Council		This was done in advance of the September 1 2012 renewal date.
Professional Development for Clergy	To help plan the recruitment, training, and professional development of clergy.	Review policies and procedures to ensure clergy are encouraged to attend ongoing Continuing Education. To consider the needs for deployment of clergy in coming years.			Parish clergy and Diocesan chaplains.			Review of policies for continuing education, study leaves, sabbaticals and retreats was started in 2012.
Clergy Moving Policy	To ensure the Moving Policy is kept current.	To review the policy periodically.			Clergy & Lay Staff	Finance VSST		
Pandemic Preparedness	To be ready to respond to pandemics.	To monitor news releases relating to pandemics and to ways to encourage parish leaders to be aware of issues relating to pandemic preparedness.			Clergy, Lay Staff, & Parishes			

Review of Human Resources Policies	Promote healthy relationships and good working conditions for clergy and lay staff.	Review policies and procedures to ensure they are address current needs and support clergy, staff and parish leaders in their various ministries.	Clergy, Lay Staff, Parishes	This group reviewed a selection of HR policies and procedures, including the Screening Policy, in 2012 and this work will continue in 2013-2016.
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Healthy Parishes VSST - Report to Synod 2013

SYNOD Priority: Healthy Congregations/Parishes	Reporting Period: Sept 2012 - March 2013
Team Lead: Pastor Lisa Vaughn	

Leadership Team: John Aikenhead, Gary Cox, David Harrison, Trevor Lightfoot, Tanya Moxley, Ed Trevors, Lynn Uzans

Task Groups: Worship Project, Reimagining Church Project, Survey Team, Parish Relations

Vision: To build healthy parishes and congregations.

Strategy/Goals:

- Five Marks of a Healthy Parish: 1. Identity: our congregation knows who they are before God; 2. Vision: our congregation knows what it is called to do; 3. Stewardship: our congregation has the resources & leadership necessary to carry out its calling; 4. Worship: people experience the power and energy of the Gospel in their worship and life together; 5. Outreach: the activities of the congregation make a discernable difference in individual lives and in the world around us. Conflict Transformation: Congregation can transform conflict into positive energy for the Gospel.

Priorities:	Objective	Action/Tasks	Cost/Resources	Timeline	Target	Partnerships	Outputs	Outcomes	Benchmarking
<p>1. Strong Clergy & Lay Leadership</p> <p>2. Evangelism</p>	<p>For Parishes to participate in "Reimagining Church" as a beginning point to consider future ministry goals</p>	<p>This packaged program will assist leaders and members in introducing the basic ideas of being a missional church. It will help participants understand their discipleship and how to make disciples. It will also serve as an opportunity for learning and growth, a way to train new leaders and assist to address 21st century spiritual needs in a particular community</p>	<p>\$7800 has been allocated from Healthy Congregations funds remaining from the capital campaign</p>	<p>Fall 2013- Winter 2014</p>	<p>parishes</p>		<p># of parishes participating; feedback from participants; improved scores on parish health index.</p>	<p>Parishioners feel enabled to invite new members to the parish. Parishioners are more confident in their own discipleship</p>	
<p>3. Engaging worship esp. music</p>	<p>To offer worship in which people experience the power of the Gospel.</p>	<p>A small team is developing a workshop series on worship. They will be presenting to Synod 2013 to collect feedback on the types of content people are most interested in, from a series of topics that have been developed.</p>	<p>\$5220 has been provided from Healthy Congregations funds remaining from capital campaign</p>	<p>2013-14</p>	<p>lay people & clergy</p>		<p># of people attending 2 1-day workshops, and liturgy resources posted on web site. Improved scores on #4 Mark of Mission, measured by parish health index</p>		
<p>4. Conflict transformation</p> <p>5. Understanding and welcoming diversity</p>									

6. Education & formation as Anglican Christians	Create an 'index' that accurately measures parish health via a variety of indicators related to the Marks of Mission	Modify the surveys from the "Healthy Churches Handbook" to a format and style that works in NS/PEI.	VSSST member time to modify survey. Need facilitators to distribute to parishes. Need 'pilot' parishes.	Advent 2013	12 parishes from each of 4 regions, including PEI		A statistical report for each parish, and a sense for how well the index works as a baseline measure. Each parish will also receive suggestions for programs that could help address challenges, or further engage areas of	Interest from other parishes in trying the index; pilot parishes try some new initiatives based on their initial results.
Key Performance Indicators: Healthy Congregations/Parishes								
Number of parishes participating in #7: 12 pilot sites								
For #3 - Two one-day workshops to be developed in 2013. The first one to be offered 5 times in fall of 2013								
Second workshop to be offered in 2014								
Target attendance is 30 people per workshop offering, for a total of 150 for each workshop type								
For #2: Target: at least one parish in each region will participate in 2013.								
Notes:								

Healthy Leadership VSST Report to Synod 2013

Chair: Don Brushett	Reporting Period 2012-2013
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Leadership Team: *The Right Rev. Ron Cutler, Suffragan Bishop (support staff); Cynthia Pitchos; Wayne Hamlin; Rev'd Neale Bennet; Rev. Canon David Fletcher; Rev'd Trevor Lightfoot; Don Brushett.*

Task Groups: *Non-Stipendiary Ordained Ministry; Episcopal Ministry; Anglican Formation, Diocesan Postulants, Curacy; AST;*

Vision: To build strong leadership for Lay and Ordained

Vision/Strategy: Develop a comprehensive list of programs available for lay and clergy leadership development is compiled in first year; 2. Teams of leaders to work effectively in at least 50% of parishes. **Strategy:** Diocesan or Regional workshops on team development for parish leaders. 3. All parish and diocesan leaders are able to articulate clearly their own faith story, as well as the Gospel story. **Strategy:** Story telling workshops offered in regions with opportunity to practice.

Clergy: Goals: 1. The criteria for selection of people to be ordained are brought in line with the Theological Education in Anglican Communion grids; 2. 75% of the clergy report themselves to be "healthy" on a self-report survey. Number of clergy on sick leave due to stress declines over the five years; 3. 95% of clergy engage in a spiritual renewal event each year. Concept of stewarding one's vocation has been adopted by 90% of clergy; 4. There is an increase in the number of clergy accessing continuing education.

Lay: Goals: To have educated, confident lay leaders in every parish. **Strategies:** EFM, Alpha, Lay Readers' training, spiritual gifts workshops, Diploma in Ministry at AST, continue to be offered in the diocese; Training workshops for parish officers to be offered in all regions over five years; Leadership development programs for youth ministry continue to be available in the Diocese: DYC, TEC, Ask & Imagine, CLAY, Youth Ministry Diploma at AST. Adults who work with youth are equipped to do so through regional workshops. Young adults and emerging youth leaders receive training for parish or regional youth ministry. The Lay Leadership Legacy Fund continues to be available to enable lay leaders to access courses that have tuition fees. Diocesan or Regional Conferences - 2 regions per year - topic to be determined by regions. Re-develop the diocesan website so that courses may be offered on-line. Training workshops for parish officers are offered in all regions over 5 years. Establish long-term youth ministry plans that include Regional Peer Ministry Training groups and/or other youth leadership programs in at least five regions.

SYNOD Priorities	Objective	Action/Tasks	Cost/Resources	Timeline	Target	Partnerships	Outputs	Outcomes	Benchmarking
1. Workshop training for leadership with Youth.					Youth				Report on any activity that has been done to date, record as starting point.
2. On-line training for a variety of leadership roles especially Parish Officers.					Parish Officers				
3. Diocesan and regional conferences for laity leadership development.	to have leadership development opportunities reflect the vision of what constitutes healthy leadership	Identify: 1. key characteristics of healthy leadership, referencing two specific models: transformative & collaborative; 2. competencies for leadership, including clear, comprehensive guidelines on the role and function of every form of ministry			Laiety				Key words for an evolving vision of healthy leadership are: transformational, collaborative, collegial (sense of community), confident, capable, competent, challenging, courageous, hopeful, and able to respond to change. Past and current leadership development opportunities have been identified and validated.

4. Good communication of what courses and financial support are available to laity to develop leadership skills.					Laity					
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MISSION OUTREACH AND SOCIAL JUSTICE TEAM MOST

Deuteronomy 15.11: Since there will never cease to be some in need on the earth, I therefore command you, 'Open your hand to the poor and needy neighbour in your land.'

Dear Friends in Christ,

It has been two years since the last Synod and I am please to report that the transition from National World Mission Committee to our new MOST team has been completed.

Some of you, who were at last Synod may remember that we as a group decided to go in a different direction and end many of the standing committees such as National World Mission and move towards specific Vision Strategy Support Teams, which could respond to the needs of the diocese and the wider community more quickly.

Our Vision

To interpret the Diocesan Vision of being a “Christ-centered, mission-minded, ministering community of faith” in the light of the needs of the wider community.

1. To make real God’s vision of a world which is peaceful, just, equal and in right relationship with each other and creation.
2. To interpret to the parishes three of the Anglican Communion’s Marks of Mission:
 - a) To respond to human need with loving service.
 - b) To seek to transform the unjust structures of society.
 - c) To strive to safeguard the integrity of creation and to sustain and renew the life of the earth.

This vision and our terms of reference came from a visioning process and from the 2011 Synod, where every delegate was encourage to write down their outreach concerns. I had the good fortune to take all of those sticky notes and to tabulate them. I thought you might be interested in some of the results.

189 comments related to the environment and being green.

107 comments related to ensuring basic needs are met - food, clothing and shelter, for our parishioners, the community and the world.

76 comments related to outreach and justice issues with emphasis on advocacy for seniors, first nations peoples, those on the fringe, not only in our communities, but in Canada and the world.

PWRDF was mentioned often as being one of the major ways of supporting outreach.

As a result we now have 5 task groups set up to move our work forward they are :

PWRDF – Lead by Chris Pharo

First Nations Relationships - lead by Ted Hasham

Refugees – lead by Sharon MacLeod **Environment** –lead by Rev .Marian Lucas Jefferies

Fairness in basic human needs - lead by Rev. Kees Zwanenburg

We are in the process of having MOST members visit each region to explain our new structure and to encourage regions to provide a representative on each of the five task group. It is our hope to provide a framework of committed people within the diocese who can respond to both present issues and new ones that may come before them.

We have already begun to support parish initiatives to raise awareness of first nations issues. We have provided for two to attend a *Return to the Spirit Conference*, and we have responded to the Nova Scotia's government request for submissions on housing issues. We are providing an information package to each parish on Greening Churches, in the hopes of reducing our environmental impact. We are hoping to hold workshops on advocacy and training the trainers. There are many good things happening in parishes, and the diocese and there are many good news stories. But there is much left to do and many issues to tackle. We need your support, we need committed people in every region to be part of our group. If this has not happened in your region please make sure it does. Working together, moving in the same direction, we as a diocese, as a region, as a parish, can do the outreach*we are called to do.

*OUTREACH: The activities of the congregation make a discernible difference in individual lives and in the world around us.

Respectfully submitted

Reid Moore

Report of the Diocesan Representative for the Primate's World Relief and Development Fund

He has shown all you people what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.
Micah Chapter 6, verse 8

The role of the Diocesan Representative for the Primate's World Relief and Development Fund (PWRDF) is to:

1) Provide Liaison between the Diocese and the National office of PWRDF

This involves keeping current of activities and new initiatives launched by the national office and Board of Directors and feed this back to the Diocese. This is accomplished by participating in regular teleconferences with the PWRDF staff as well as participating in the biennial forum for diocesan representatives.

I also from time to time receive requests from the national office staff to participate in national activities or initiatives. For example, I have assisted with the organization of a 50 Leaders weekend as well sit on the Working Group for Food Security.

2) Provide Support to PWRDF Parish Representatives

This responsibility involves keeping in contact with PWRDF Parish Representatives and assisting them in keeping their respective Parish connected to the PWRDF. This means providing them with new information and material as well as responding to questions or inquiries about the work of PWRDF.

I also receive invites and requests from Parish Representatives and /or Rectors to speak at Sunday services or at other special events about the work of the PWRDF. To date, I have visited over 30 churches within the Diocese.

To provide support to all Parish Representatives in a diocese as large as ours can be challenging. Although I am able to communicate with a large number of parish representatives electronically, parish representatives change often and some do not use electronic media. Therefore, I am attempting to establish a network of Regional PWRDF Representatives to assist me with communicating with Parish Representatives that may not be on my electronic distribution lists. I am also encouraging these Regional Representatives to consider holding regional PWRDF events modelled by the one held on the South Shore in 2011.

3) Organize Annual Diocesan Workshop

Since being appointed as Diocesan Representative for PWRDF, I have committed to organizing an Annual PWRDF Workshop for Parish representatives and friends of

PWRDF. As previously mentioned, the large size of the parish can represent challenges in terms of travel costs, so I have made deliberate attempt to have the workshop held throughout the diocese. To date annual workshops have been held in Halifax, Sydney, Charlottetown and Kentville.

The workshops are usually attended by a PWRDF staff member when possible, PWRDF partner representatives (i.e. KAIROS, Canadian Food Grains Bank), PWRDF Youth Council members as well as by one of our Bishops who are very supportive of PWRDF. The workshops provide an excellent opportunity to learn about the work of PWRDF but also network with each other to get ideas for parish activities.

For more information and resources on PWRDF please visit www.pwrdf.org.

Respectfully submitted,

Chris Pharo
Diocesan Representative – Primate's World Relief and Development Fund

February 12, 2013

DIOCESAN REFUGEE SPONSORSHIP COMMITTEE

Report to Synod 2013

During 2011 & 2012 Citizenship & Immigration (CIC) and Minister Kenney have made many changes to the Private Sponsorship of Refugees Program. The two most significant are the elimination of the Interim Federal Health Program that was available for their first 12 months in Canada and the allocation of sponsorship spaces.

CIC now decides how many refugees each Settlement Agreement Holder (SAH) can sponsor and from which country. At the beginning of the calendar year we know exactly how many spaces we have and from which countries the refugees can be sponsored. For example, our Diocese (SAH) may have been allotted four Cairo spaces and we need six Nairobi spaces. In order to get the Nairobi spaces I have to find another SAH that will trade Nairobi spaces for Cairo spaces. If I can't find someone to trade then I can't sponsor the people from Nairobi until next year. Unfortunately, then I may be still in the same situation.

As of April 2012 all sponsorship applications are processed through a central office in Winnipeg. Most of the local CIC Offices have been closed or reduced to minimal staff. Because of central processing and the allocation of spaces, most of the applications were not submitted until the last three months of the year. Consequently, the Winnipeg Office was swamped and applications still have not been processed.

Presently our Diocese has four applications in various stages of activity – one Palestinian family in Cyprus waiting to have their file reviewed in Tel Aviv; one Palestinian family in Damascus waiting for departure procedures to be completed while bombs are falling all around them; one family in Cairo with their application still somewhere in the Winnipeg Office; and one family in Iran with their application sitting in Ankara, Turkey.

The PWRDF Refugee Network decided Anglican SAHs across Canada could/would sponsor 50 refugee families to mark the 50th Anniversary of PWRDF. When the Palestinian family living in Damascus arrives in Halifax, hopefully soon, they will be the 50th family. Where better to arrive than in the province where PWRDF began? Also, the \$25,000 needed to support the family for 12 months is being provided by Anglican SAHs and individuals from across our glorious and free country. With the arrival of the 50th family, our Diocese will have been the SAH for six of the fifty.

As you can realize from the many changes taking place, it is becoming more and more difficult to privately sponsor. More money is needed and less is available, spaces are limited, forms are more complicated and processing time is longer. The bottom line is that CIC wants to almost exclusively name the refugees that come to Canada. It is becoming very difficult for refugees families have their extended family members join them here.

We have an excellent working relationship with the local Roman Catholic, United, Salvation Army and ISIS (formerly MISA) SAHs. Unfortunately, the National SAH Forum is now held during the same time as our Synod. Last year it was in Fredericton and this year is Vancouver.

Please feel free to e-mail me sharonmacleod@eastlink.ca if you have any questions concerning anything about our Diocesan Refugee Sponsorship Program.

Sharon MacLeod
Diocesan Refugee Sponsorship Coordinator

Youth and Family Ministry VSST Report to Synod 2013

SYNOD Priority: Youth Engaged

Chair: Bonnie Skerritt Youth & Family Ministry VSST Reporting Period: May 2011 - March 2013

Leadership Team: Rev. Brianna Andrews, Rev. Sandra Fyfe, Rev. Gary Giles, Fiona Morrison, Tyler Nieforth, Kathy Petite, Bonnie Skerritt, Jennifer Warren, Susan Naylor, Youth Ministry Coordinator, Rt. Rev. Ron Cutler, Episcopal Liaison

Task Groups: Faith Formation in the Home; Children's Ministries; Younger Youth; High School Ministry; Young Adults; Campus Ministry; Training for Youth Ministry/Care 2 Screen; National Youth Ministries; Conference Style Youth Ministry; Communication.

Team: Lay, Clergy, Youth, Parents and those committed to working together to make youth ministry thrive.

Vision: Interpret the Diocesan Vision of being a "Christ-centered, mission-minded, ministering community of faith" in the light of the children, youth and families who are currently within the Anglican community and with those of the wider community.

Strategy/Goal: Develop short-term and long-term strategies for implementing the vision in parishes, regions and throughout the Diocese.

Support/Resources: Needs assessment: financial, volunteer staff, office staff, technology, training & equipping leaders.

Determination of top priorities has been evaluated through several means including a consultation and the sorting of ideas from Synod 2011. The items below are all carried out to some extent and a new reordering of priorities will need to occur in the summer of 2013.

This VSST began work in the summer of 2012 and elected a convener in October. It builds on the work of the Youth Ministry Subcommittee of the Ministry Committee.

Priorities:	Objective	Action/Tasks	Cost/Resource	Timeline	Target	Partnerships	Outputs	Outcomes	Benchmarking
<p><i>Priorities include a listing of tasks that fall under the Task Groups of the VSST and also the items from the Five year plan of Synod 2011 Vision 2019 items and the Marks of Mission - notes about these at bottom</i></p>			<p><i>Cost/Resource column is problematic as almost all activities are either led by or shared with the Diocesan Youth Ministry Coordinator. Without this position, the 5 year plan cannot be achieved.</i></p>	<p><i>Timeline is dependent on staff support and availability of willing volunteers.</i></p>		<p><i>Partnerships are more easily established through a visible "point person" who is known to hold expertise in the area of youth and family ministry.</i></p>			
<p>1. Faith Formation in the Home Vision 2019 #1, #5, #7 Marks of Mission - all</p>	<p>To increase the awareness of the primary role of parents in forming faith in their children, youth and families.</p>	<p>Would like to see a partnership form with Mother's Union and ACW to provide mutual support</p>		<p>Year 2 & 3</p>	<p>Children, youth and caregivers</p>	<p>Mother's Union & ACW</p>	<p>Provide local resources such as curriculum - drawing on concepts from the Splash! Resource of the Lutheran Church. Use media to encourage networks among parishes striving to improve ministry in this area. Reach families with supports that make a difference in their ability to share their faith.</p>	<p>Deeper faith development in families. Closer ties through increased sharing of rituals and Christian practice. Churches where Bible literacy and increased levels of faith formation among the members will be more effective in making disciples in other areas.</p>	<p>Include one member from Mother's Union and one member from ACW on VSST.</p>

<p>From 2011 Synod 5 Year Plan Vision 2019 #1, #5. Marks of Mission #1, #2.</p>	<p>To improve evangelism through a ministry of invitation and to support growth in membership</p>	<p>Each parish invited to review baptismal and confirmation records and follow up with families, discussing and celebrating how they are nurturing these new believers in the faith.</p>	<p>Meetings with parishes to develop system to discuss, celebrate and report.</p>	<p>Development in Year 3 and implementation in Years 4 & 5</p>	<p>Clergy and laypeople in parish including wider community connections</p>	<p>Parish council and larger parish</p>	<p>Formulation of an appropriate questions and maybe a Bible study format to prompt discussion. Question added to Parochial Return to indicate whether or not a discussion about this was held in the previous year. Goal to have at least 75% of all parishes complete this in Year 4 and the other 25% in Year 5.</p>	<p>Short term - Growing awareness of who is a part of the parish. Longer term - changes in how parish practices so that meaning and value of new believers is realised. Could have an impact on decision making in the future. Reference are being shared to identify commonalities.</p>	<p>Has been happening informally when the youth ministry coordinator has been involved with helping a parish. Suggestions in Diocesan Times. Youth Ministry Coordinator brought "Greetings" to the Mother's Union Diocesan Installation and has attended meetings. VSST Terms of Reference are being shared to identify commonalities.</p>
<p>2. Children's Ministries Vision 2019 #1, #5, #6, #7 Marks of Mission #1, #2, #3.</p>	<p>To provide loving connections to the church family</p>	<p>1. Messy Church Fiestas used to train adults and youth for ongoing leadership roles in parish based Messy Church congregations; 2. Examine current practice and support wider use of the Life in the Eucharist program 3. Sunday School curriculum support</p>	<p>Fiestas require training in region by Youth Ministry Coordinator; level of curriculum support needed/welcomed to be investigated</p>	<p>Year 2, 3 & 4</p>	<p>Children and families both those with church connections and those more loosely connected.</p>	<p>Mother's Union, families, clergy, lay readers</p>	<p>1. Conduct workshops to introduce people to Messy Church. 2. Gather best practices in Life in the Eucharist program and share the knowledge. 3. Use media to continue to make people aware of options for Sunday school.</p>	<p>More opportunities for appropriate worship and fellowship for children, youth and families through exploration of Messy Church concept. Greater appreciation of the spiritual needs of this age group by clergy and parishes. Practices will shift so that alternative times for worship and worship will be available.</p>	<p>Sunday school programs vary widely and suit the needs of each parish. Support is offered when asked. Resources are shared. Five Messy Church Fiestas and Messy Church events have been held in five different regions. Two more are planned. Forty people were trained how to deliver the program; over one hundred attended a Messy Church event. Messy Church, as it has been implemented here, is putting a priority on making Jesus and his prayer for his disciples at the centre of all that is done.</p>
<p>Healthy Parishes - Education - from the 2011 5 Year Diocesan Plan Vision 2019 #1, #5, #7 Marks of Mission all</p>	<p>Healthy Parishes - Evangelism: 100% of parishes have a Christian Formation plan in place for children who are baptized (and appropriate encouragement towards baptism)</p>	<p>1. Communication through a central system to help parishes develop creative ways to ensure Christian formation and a ministry of presence - walking alongside and being in relationship with and for all who have been baptized 2. Each parish to discuss how to the parish could take on some tasks done by clergy or how time may be managed so that work on Christian Formation with Children & Youth may be given to 2 hours more per week.</p>	<p>Youth Ministry Coordinator needed to implement this item.</p>	<p>2. Year 3 - add question to parochial return and articles in Dio Times to assist in preparing parishes; Year 4 assess results</p>	<p>Parishes, clergy, Sunday Schools, Youth groups and parents, Lay Readers</p>	<p>Mother's Union, Healthy Parishes VSSST and Dio Times</p>	<p>1. Could be a blog where "good news" stories are told or could be a place on the website with "good news" stories 2. If parishes were able to increase time for Christian formation with children and youth it could have a huge impact Diocesan-wide. If our 97 parishes gave 2 hours of youth work more/week it would equal an additional 10,000+ hrs of intentional youth ministry in parishes.</p>	<p>Short term outcomes would include an improvement in relationships with families within the parish. There would be a greater awareness of the importance of children's and youth ministry to the parish because the clergy were more involved. The children, youth and families could have a greater sense of belonging and a stronger desire to serve. Discipleship would be increased.</p>	<p>The youth ministry coordinator has intentionally worked on these items. During parish visits and in conversation about other topics, the question is regularly asked and parishes without Spiritual Development Committees are encouraged to form them and parishes without ministries for children and youth are given tools to approach the topic. It would be useful to know, which parishes have considered #2 and measure the impact.</p>

<p>3. Younger Youth: Gr. 5-8 Vision 2019 #1, #5, #6, #7 Marks of Mission all</p>	<p>To provide a safe place to explore personal faith in creative ways</p>	<p>1. Day rallies, sleepovers or regional summer camps for Gr 5 & 6. NB: Gr 7 & 8 are included in NYC; 2. Worship weekends led by young adult leaders where the primary focus is on developing worship arts skills to enhance Sunday worship in the parish.</p>	<p>Either regional funding or apply to host event and receive a grant</p>	<p>Year 4 & 5</p>	<p>Youth: Gr. 5-8</p>	<p>Regions and young adult leadership</p>	<p>By Year 5, establish annual events in the regions and help with leadership and promotion.</p>	<p>Overall recognition of enthusiasm of this age group's faith leads to greater faith in other members. Service oriented events lead to better sense of mission and growth of the community.</p>	<p>Support has been given to events and activities involving this age group but multi-parish events have been few. Grade 7 and 8 students have received good support at NYC in recent years including age appropriate activities and TEC table meal in 2012.</p>
<p>4. High School Ministry Vision 2019 # 1, #4, #5, #6, #7 Marks of Mission all</p>	<p>To equip youth for life and ministry among their peers.</p>	<p>1. Network via social media connecting youth and youth workers to one another for mutual Christian fellowship and support in faith development. 2. support to adults who minister to high schoolers in the parish</p>	<p>Youth ministry coordinator maintains social media contacts and encourages others to contribute. Networking by youth ministry coordinator raises the profile of ministry with youth.</p>	<p>Year 1 & ongoing</p>	<p>youth and adult youth workers</p>	<p>1. Other dioceses social media contacts 2. local youth workers and parishes</p>	<p>1. Maintaining and developing community through social media connections with youth and those who work with youth. 2. Provision of consulting services to all who inquire and sharing of resources with those in ministry with high school students.</p>	<p>1. Closer relationships allow for greater capacity for mission and ministry. Young people who are able to share their faith with one another are motivated to serve and to further develop their faith lives within the church. 2. Greater capacity in local providers of youth ministry leads to deeper relationships with youth and greater discipleship.</p>	<p>1. Social media connections continue to provide a sense of community to isolated youth and those who need connections to other young Christians 2. Phone calls, email inquiries, parish visits, informal answers to questions and networking at other events and sharing of resources is ongoing and critical way of meeting people where they are and helping them to connect.</p>
<p>5. Young Adults Vision 2019 #1, #4, #5, #6, #7 Marks of Mission all</p>	<p>To provide support to continue to develop faith and having a place in the church</p>	<p>1. Network of communication; 2. Opportunities for personal development and leadership 3. Youth delegates at Synod participate as full members with voice and vote.</p>	<p>Supplementation of fees when attending events.</p>	<p>Ongoing and particularly at NYC and TEC. Synod youth delegates each time Synod meets and in period leading up to Synod through Facebook group and other preparations.</p>	<p>Post-high school up to age 26</p>	<p>Healthy Leadership VSST Parishes and parish councils</p>	<p>Mentoring for leadership builds confidence. Pre-event training allows for young adults to gain needed skills.</p>	<p>Greater base of leaders with positive experiences. Development of each person has crossover benefits to parishes and the wider community.</p>	<p>Increasing provision of times for young adults to explore role in the church at NYC events over the past two years. After two years without TEC, opportunity for leadership at 2013 event. Young adult ministry is an emerging ministry. Should be helped by increase in age for Synod delegates. Young adults from this Diocese sit on CoGs, Prov. Council, and Diocesan Council.</p>
<p>6. Campus Ministry Vision 2019 # 1, #4, #5, #6, #7 Marks of Mission all</p>	<p>To support parishes in relationship with colleges and universities</p>	<p>University Chaplains, parishes and local church leaders are in ministry with student populations; promoting partnerships with other institutions through an assessment tool for parishes to assess whether or not they should get involved in Campus Ministry</p>	<p>Grants program to parishes for university chaplaincy. Salary for University Chaplain Dal/King's. Support in implementing assessment tool.</p>	<p>Ongoing (with new VSST structure, relationships with chaplains will need to be developed)</p>	<p>Students, faculty and staff at Dal/Kings, Acadia & St.F.X.; emerging contacts at other campuses</p>	<p>Chaplains, regional Clericus groups, universities and colleges</p>	<p>Maintain relationships with current chaplains. Partner with parishes able to provide campus ministry. Provide resources for assessment.</p>	<p>Growth in relationships between students and those in parishes. Awareness of capacity of parishes to relate to universities and colleges.</p>	<p>Commitment to providing a chaplain at Dal/Kings is significant. Two parish based chaplains one of whom sits on VSST. Chebucto Region exploring other campus ministry options. No formal connections with SMU, NSCCs, Holland College, UPEI, UCCB and others.</p>

<p>7. Training for Youth Ministry/Care 2 Screen Vision 2019 #1, #4, #5, #6. Marks of Mission all</p>	<p>Training our adults to be in effective ministry</p>	<p>Local training in regions; support to new requests for youth ministry trainings; Train the trainer strategy through Province of Canada program</p>	<p>Youth Ministry Coordinator to provide staff support/coordinator on of effort to set up training system and deliver training with other leaders.</p>	<p>Ongoing: Year 3 - Train the trainer planning meeting; Year 4 - Youth ministry training event (Province of Canada)</p>	<p>Young adults and youth workers with responsibility for developing and delivering youth ministry within the parish and those with more training able to be trainers within the Diocese.</p>	<p>Province of Canada Youth ministry leadership training plan; diocesan youth workers</p>	<p>Deliver training event and ongoing supervision for Diocesan trainers and facilitate the delivery of training for those in parishes.</p>	<p>Development of leadership skills among those in parish ministry will create social change in each parish and enhance the ability of parishes to deliver appropriate ministry to families. Investing in training for trainers improves knowledge and skills for trainers and translates directly to effectiveness in training parish leaders.</p>	<p>Prov. Synod September 2012 passed motions to provide for a Train the Trainer leadership event in 2014. A planning event is to be held in 2013.</p>
<p>From the 2011 Synod 5 Year Plan Vision 2019 #5, #7 Marks of Mission #4</p>	<p>To ensure a climate of safety for all children, youth and vulnerable adults; To create an awareness of the need to protect our young people and the adults who provide leadership for them.</p>	<p>1. design and develop a five stage method of screening for positions 2. implement each stage and troubleshoot while developing each 3. promote screening program to create culture of safety 4. engage parishes and clergy in comprehensive assessment/change 5. develop written policy and amend Constitution accordingly 6. ongoing education and assessment of risk training. Action/Tasks Revised March 2013</p>	<p>Youth ministry coordinator has designed and done direct support for this since its inception. The development is at a stage where significant work is to be done in order to implement parish based screening and education materials. This is beyond the scope of volunteer committee members.</p>	<p>4. and 5. Year 3 6. Year 3,4,5</p>	<p>Children, youth and vulnerable adults and those who are in contact with them. Parish Councils and leaders of events and activities.</p>	<p>Lorraine Street HR Committee +Ron Cutler</p>	<p>1. Workshops for Regional Deans to help them learn to deliver information on Risk Assessment and how to use Sample Position Audits 2. Brochure for parents 3. Lesson plan to use with children and another to use with youth. 4. Preparation of an assessment tool for parishes.</p>	<p>Diocesan-based screening in place for all adults who participate in conference-style youth ministry (2010), students and postulants(2011), and clergy(2012). Parish-based screening has increased and level of screening is becoming consistent with Care 2 Screen values.</p>	
<p>From 2011 Synod 5 Year Plan Vision 2019 #1 Marks of Mission #1, #2</p>	<p>To enhance levels of training for those engaged in ministry with children and youth - recognizing that many are volunteers or part time staff - ensuring that opportunities are available at 2x per year for ongoing education of clergy and laity</p>	<p>1. Local training offered in each region annually for Sunday School teachers, children's ministry leaders and youth workers 2. work out a shared support system for parish youth workers to participate in the AST Diploma in Youth Ministry 3. offer leadership training to young adults at DYC</p>	<p>Training sessions require staff support and financial support as well as locations to host.</p>	<p>Years 1-5</p>	<p>Sunday school teachers, children's ministry leaders, youth workers, AST Diploma in Youth Ministry students, young adults and trainers.</p>	<p>Atlantic School of Theology Diploma in Youth Ministry Program, youth ministry trainers, regional deans</p>	<p>Conduct workshops for leaders in parishes. Provide tools for discernment for those considering DYM at AST. Facilitate mentoring relationships with young adults in leadership.</p>	<p>Skills acquired by teachers and leaders will improve delivery of youth and family ministry at the parish level. Enhanced decision-making for potential DYM students. Increase in retention of young adults in the church and clearer understanding of what they have to offer.</p>	<p>Training held in 5 regions. Students enrolled in DYM at AST. Young adults sessions at DYC and given roles with mentors. A promotional training video was made in Feb. 2011 and circulated to all Regions.</p>

<p>9. Conference Style Youth Ministry Vision 2019 #1, #4, #5, #6 #7 Marks of Mission all</p>	<p>To provide times and places for youth to gather in Christian community</p>	<p>1. Major annual event is NYC - separate entry below. 2. Providing support to Teens Encounter Christ 3. Promoting Christian camping 4. To provide support as needed and share stories of mission partnerships and trips.</p>	<p>2. Expenses up to \$500 for TEC</p>	<p>2. No event in year 1 or 2 but events planned for years 3-4,5. 3. Ongoing plus Year 4-5 4. Ongoing as needed</p>	<p>2. Teens 16 years and older as candidates and past participants serve on leadership team. 3. Children, youth, families, young adults 4. Young adults</p>	<p>2. TEC Steering - one member also sits on VSST Cursillo 3. St. Anne's Camp, Camp Bretondean, other camps as appropriate 4. Parishes and Regions</p>	<p>2. Delivery of TEC weekend in May and provision of a training weekend in April. Meetings throughout year for TEC Steering 3. Leadership development and program planning skills acquired through participation in camp meetings. Consult with camps with regard to their needs and what they would like to have help with from the Diocese. 4. Education about partnerships for mission and assistance with publicity throughout process. Matching with partners.</p>	<p>2. A positive experience with TEC develops faith and leadership skills which are useful within the parishes. 3. Gains in understanding how the Diocese can assist with camping ministries in a way that enhances what is currently done. Recognition for the work done to carry out a camping ministry. Awareness of the role camping has in the development of Christian faith and in the level of fellowship experienced at camp. 4. Experience of the wider church. Growth in relationships with those in different locations. Faith development and skill acquisition on the part of the participants.</p>	<p>2. TEC reunion and wider group meetings to examine how to continue to deliver this event has led to revisions in Team preparation. Improvements in communication and capacity of volunteers. TEC due to be held in May 2013 and a suitable debrief should help to assess the overall role in a comprehensive Diocesan youth ministry strategy. 3. Camps are happening but there is little awareness within the wider church. Family camping would fit in well with the work of the Youth and Family VSST and a proposal for funding in Year 4 and 5 would be a positive move. 4. Matching Rebecca McLeod in the partnership with the church in Cuba and assisting with arranging speaking engagements following the event. Publicity through NetNews for fundraising enterprises. Possible trip to Israel in Year 5.</p>
<p>From 2011 Synod 5 Year Plan Vision 2019 #1, #5, #6, #7 Marks of Mission all</p>	<p>To improve attendance at the Diocesan Youth Conference - both in numbers of youth and adults, and in the number of parishes represented</p>	<p>1. offer one night events in regions that do not already have any regional youth events as stepping stones to participation in NYC; 2. have a "champion" in each region who will advocate for youth ministry; 3. develop good communication methods among young people in their own parishes - and with the leadership - inviting each other to participate in NYC</p>	<p>Participants pay for some costs and adults in leadership also pay a portion.</p>	<p>Annual - all five years - 2012 event was the 10th annual event.</p>	<p>Youth from grades 7-12 Young adults and adult youth workers</p>	<p>Other VSSTs as appropriate Parents Parishes Families Youth Workers Young Adults</p>	<p>Design Team meets regularly to put elements in place for event. Partnerships with other organizations are developed. Major part of work is publicity, awareness and promotion with youth, parents and parishes.</p>	<p>A well organised event produces a leadership that has grown and has greater abilities than when they began. Their cohesiveness is evident to the youth and adult participants. The event helps to create an atmosphere where worship, social justice, recreation, and relationships are meaningful. Participants of all ages return to their parishes ready to share their experience and have it inform their life in the</p>	<p>108 youth, young adults and adult leaders attended in 2012. Design Team established for work in 2013. Mixture of clergy, lay, young adult members. Planning for a 10-20% increase in # of participants and # of parishes for 2013.</p>

<p>10. Communication</p> <p>Vision 2019 Practices for the Church - #2, #3 Marks of Mission all</p>	<p>To encourage communication among: youth to youth; youth to adults; adult to adult; family with parish; parishes within regions; regions and diocese</p>	<p>Actions - no formal actions yet established. Recognition that this is a key element of all Objectives. Effective communication strategies are multi-faceted and require agility and readiness to respond to changing trends in social media and informal and formal applications.</p>	<p>Youth Ministry Coordinator serves as "hub" for information traffic and point person for initial contacts connecting people. Youth and young adults are encouraged to share information with their peers. Diocesan resources such as the Net News, Clergy email lists and, to some degree, the website.</p>	<p>ongoing</p>	<p>Youth, adults, parishes, regions, diocese</p>	<p>Editor of Diocesan Times Participants in Facebook group and pages National Church websites and blogs including The Community</p>	<p>Facilitate communication through various means. Appreciating the need to inform in multiple ways. Provide media services to parishes such as help with posters, post cards, video, websites, etc.</p>	<p>Greater awareness of the joy of having children and youth engaged in a parish is shared through media and good news stories. Changes are effected on many levels as people notice that others are providing for ministry to children and youth in their parishes. Celebration of ministry with children and youth encourages all in their ministry.</p>	<p>Have used a blog and a forum each on a trial basis to establish better networking and communication. Youth ministry Facebook group has a membership of 190 and Dio. Facebook page has 164. Posts are made at least daily. Email is used to share newsletters and other resources.</p>
<p>Healthy Parishes - Worship - taken from the 2011 5 Year Plan Vision 2019 #1, #5, #6 Marks of Mission #2</p>	<p>Healthy Parishes - Worship in which people experience the power of the Gospel</p>	<p>#1 and #2 apply to other VSSST) 3. Diocese provides resources to aid understanding and participation for children and youth 4. Consultation with 20 & 30 year-olds to find out what they are seeking in worship</p>	<p>There will be production costs to this item.</p>	<p>3. Ongoing 4. Year 4</p>	<p>3. Children and youth and their caregivers 4. 20 and 30 year olds</p>	<p>Healthy Parishes</p>	<p>Social media connections established and online community for family ministry. Method to work on 4. not yet established.</p>	<p>Worship experiences will make it possible for more people to have a deeper experience of the power of the Gospel. Personal transformation will be evident. Worshipping communities will be changed.</p>	<p>Resources distributed electronically and through contact at meetings and other sessions where Youth Ministry Coordinator sets up displays and encourages networking. Visits to parishes, Regional Council meetings, ACW, Mothers' Union, etc.</p>
<p>Healthy Parishes - Evangelism - taken from the 2011 5 Year Plan Vision 2019 #1 Marks of Mission #1, #2</p>	<p>Ministry of invitation operational in 75% of parishes</p>	<p>3. Family ministries are encouraged through a parish assessment tool that identifies areas for growth</p>	<p>Informal - has been happening when youth ministry coordinator is asked to visit a parish. Formal assessment tool should come next.</p>	<p>Work to be done after Care 2 Screen has been successfully implemented.</p>	<p>Families within the church and those who are not regularly in attendance. Families who are not a part of the Sunday worshipping community.</p>	<p>Healthy Parishes Assessment of other assessment tools which are available and the tailoring of those that would be useful to our purposes.</p>	<p>Development of a resource to be used by parishes.</p>	<p>Ministry of Invitation will result in wider/more diverse membership and reach. Will enhance the youth ministry coordinator visits a parish.</p>	<p>No formal action on this item as yet. Informally - needs assessments are done when the youth ministry coordinator visits a parish.</p>

<p>Healthy Leadership - Lay Leaders - taken from the 2011 5 Year Plan Vision 2019 #1 Marks of Mission #1, #2</p>	<p>Educated, confident lay leaders in every parish</p>	<p>3. Leadership development programs - DYC, TEC, Ask & Imagine, CLAY, the DYM at AST 5. Establish long-term youth ministry plans that include Regional Peer Ministry Training groups and/or other youth leadership programs in at least five regions #6 Adults who work with the youth are equipped to do so through Regional workshops 7. Young adults and emerging youth leaders receive training for parish or regional youth ministry 8. The Lay Leadership Legacy Fund continues to be available to enable lay leaders to access courses that have tuition fees</p>	<p>Costs associated are complex and to be determined.</p>	<p>3. Ongoing 5. Year 3 & 4 through Prov. Canada 7. Year 4 & 5 8.ongoing</p>	<p>Adult youth workers young adults emerging youth leaders youth interested in leadership</p>	<p>Ask & Imagine (2011, 2013, 2014) DYM at AST Province of Canada Lay Leadership Legacy Fund</p>	<p>Provide scholarship programs to travel to training events Discretion assistance for those considering participation. Delivery of wide variety of opportunities for training.</p>	<p>Increased capacity in those who participate. Sharing of skills and knowledge in groups and parishes after return. Expansion of knowledge and experience of the wider church. Improved confidence.</p>	<p>Have confident and educated lay leaders in many parishes as a result of many efforts to date. As more opportunities are offered, this base will grow and the whole church will become better able to serve.</p>
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Vision 2019

Priorities for the Church Living into God's Mission <http://archive.anglican.ca/gs2010/wp-content/uploads/019-GS2010-Vision-2019-Report-and-Appendices.pdf>

Responding to the Marks of Mission, the church nationally is challenged to

1. Develop leadership education for mission, evangelism, and ministry

Implement recommendations from the 2010 National Gathering for Theological Education in order to develop lay and ordained leaders who will lead vital, intergenerational congregations who will serve the mission of God in worship, learning, evangelism, witness, and service.

2. Support ministry through the Council of the North

Develop across the Anglican Church of Canada, and in consultation with the Council of the North, our whole church's capacity to support pastoral and sacramental ministry in the dioceses of the Council of the North

3. Walk with Indigenous Peoples on a journey of healing and wholeness

Foster across the Anglican Church of Canada, and in continuing partnership with the Anglican Council of Indigenous Peoples, a sustained commitment to the journey of Indigenous Peoples in their self determining ministry. Continue to explore their relationship with the Anglican Indigenous Network.

Continue the church's advocacy for the resolution of Indigenous justice issues, with a commitment to ensure that Indigenous voices are clearly heard as our society works toward that resolution.

4. Work toward peace and justice

Establish a government relations presence in Ottawa that will both advocate for just national policies and motivate local grassroots strategies.

5. Engage young people in mutual growth for mission

Implement the recommendations of the Youth Initiatives Working Group for the strengthening of the church's engagement with young people as servants of the mission of God, and for the renewal of the whole church as partners in God's mission.

6. Enliven our worship

Proceed with a revision of liturgical texts and a renewal of worship practices based on principles emerging from reflection on the church's experience of worship through the ages and across cultures and from engagement with scripture and the call of discipleship.

7. Be leaders in the Anglican Communion and in ecumenical actions

Foster a common sense of participation in God's mission that honours the depth and breadth of Anglicanism in our Canadian church, develops our relationships with other parts of the

Anglican Communion, and deepens our ecumenical partnerships.

Adopt the Marks of Mission of the Anglican Communion as a primary framework for ministry development in service to God's mission, and commend them as a framework to those we serve and support in provinces, dioceses, and local ministries.

Practices for the Church - Vision 2019

Ready for God's Mission

1. Create structures that work for the church now and for God's mission
2. Improve and enliven communications
3. Keep an eye on statistical trends
4. Gather financial resources to equip ministry across Canada
5. Build bridges, not fences

Marks of Mission: a framework used to describe and encourage ministry throughout the worldwide Anglican Communion.

<http://www.anglican.ca/marks/about>

1. **To proclaim the Good News of the Kingdom**
2. **To teach, baptize, and nurture new believers**
3. **To respond to human need by loving service**
4. **To seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation**
5. **To strive to safeguard the integrity of creation and sustain and renew the life of the earth**

Report of the Archives Committee to Synod, May 30 – June 1, 2013

Archives Committee members:

The Rev. Tom Kerr, Chair
Taunya Dawson, Diocesan Genealogist
William Canning, St. John's, Truro
Rosemary Barbour, Archivist, Preservation Management, Nova Scotia Archives.

The Rev. Glen Kent
Roger Demone, St. John's, Lunenburg
Lorraine Slopek, Diocesan Archivist

In 2013 we are celebrating the fruition of a 7-year plan to house the entire Archives collection within our Synod office at Parkland, with ideal environmental conditions, made possible by the installation of our new system of compact mobile shelving in the Archives vault, where we can fully control its preservation and access. In July 2011 we received a grant of \$15,000 from the Anglican Foundation enabling us to secure the shelving contract with Spacesaver Systems Maritime at the comparatively low cost of \$45,225, including everything. This shelving system, having gone through many design changes since 2006, was finally installed to our specifications (upon the readiness of the Parkland construction) in Nov. 2012. Additional monies (\$9,884) were raised from Sept 2011 through 2012 due to generous donations of parishes and individuals. Diocesan money was allocated to complete payment for the shelving by Dec. 2012, but we are still accepting donations to meet our goal of replenishing \$20,341.

In the latter part of 2012, the focus of Archival work was cleaning, re-boxing, describing and finally packing the collection in offsite storage in preparation for the final move on January 18, 2013. Formerly used shelving was put to use in other storage areas of the Synod Office, and the remaining Archives shelving will be used in our basement storage at Parkland. After six weeks of unpacking and internal arrangement, as of March 4, the entire collection (1,200 boxes) is now in retrievable order, with spaces between major record groups, and 90 shelves of extra space for future deposits.

From Sept 2011 to Nov 2012, the Archives researched its collection and collaborated with our parishes and administration to participate in the document collection process for the Truth and Reconciliation Commission's (TRC) National Research Centre as part of the "Legacy of Hope" for students and survivors of the Indian Residential Schools. Although our diocese did not operate any schools, we were asked to search for records relevant to the support of western schools through donations from our parishes, which we found to come largely out of the great work of our parish Women's Auxiliary groups between 1924 and 1953. With diligent searching and timely response of our parish clergy, we submitted digital copies of relevant documents to the TRC in November 2012. Our efforts have been acknowledged in the national reports of the TRC, who still have much to gather and process from other dioceses.

Since Synod of 2011, the Diocesan Archives has processed over 900 research requests and 23 linear metres of records deposited by parishes and the Synod office. There has been a slight decrease in genealogical requests from the public due to the increase in public resources. Those we receive are referred to the Diocesan Genealogist, Taunya Dawson, or to the Nova Scotia Archives (NSA), who practice our public access restrictions as described in our Archives Policies. The bulk of our collection remained in offsite storage lockers until Jan 2013, so we have not had researchers working in the Quinpool offices, with the exception of the former Chancellor, John Arnold, who has compiled a very useful history of our oldest parish formations and boundary descriptions using our Registrar's records and government record sources.

In 2013, while we may not be able to develop a volunteer program due to weekly time constrictions, we are looking forward to working in our new efficient space to complete our goals of preservation and intellectual control of the collection, and provide timely and accurate information retrieval services to our parishes and Synod officers.

Lorraine Slopek, Diocesan Archivist, The Rev. Tom Kerr, Chair, March 28, 2013

Anglican Church Women Nova Scotia Board Report for Synod 2013: *Come to the Waters*

The theme for Synod 2013: *Come to the Waters* could equally be the theme for the Anglican Church Women Nova Scotia Board in our continuing quest to convey the message to all women in Nova Scotia that the **NS Board's purpose is to support all women in their ministry, by whatever way or ways they live out their mission.** All women in the diocese are encouraged *to come to the waters* that carry the title, Anglican Church Women. For instance, in any and all events for women that the NS Board either directly sponsors or supports, we are clear that **all are welcome**, including, very often, men! Women in parishes that do not have an organized women's ministry group with the actual name, Anglican Church Women, or the shorter form, ACW, are all encouraged to see that the Anglican Church Women Nova Scotia Board is there to support them. However, **this concept is a hard sell!**

So, with that reality, the actual Anglican Church Women theme that has just concluded (with our recent Faith & Fellowship Gathering, with Annual Meeting - April 20, 2013 and Leadership Workshops - April 19, 2013) was *To Challenge All that Limits*. This is a phrasing drawn from the hymn that has been adopted as the hymn for Anglican Church Women in Canada, *The Love of Jesus Calls Us*. The women of our diocese and country are no strangers to challenge, and I draw inspiration from being in contact with Anglican women, and other women of faith, as one is energized and revitalized by their commitment and dedication.

The complete phrasing of the theme just concluded is *to challenge all that limits, to change, to learn, to grow*. With the recognition that there are numerous challenges in doing God's mission in today's world, there is the accompanying recognition that, with God's grace and the power of the Holy Spirit working in and through us, we can *change, learn, and grow* to meet the inevitable challenges. It is a privilege to be a co-challenger with colleagues in this growth enterprise. Still the core challenge of having all Anglican women in Nova Scotia see the Anglican Church Women NS Board as an entity that supports their ministry is not embraced by all, so that remains a challenge for us as a Board, and one that we hope to explore in a more in-depth way with a Board Retreat in the relatively near future.

Our previous theme to the one just concluded was *Companions on a Journey* (spring 2011 – spring 2012). This was the theme that we had just started when Synod 2011 met and had as its theme, *Called into Community*. Also a phrasing drawn from our hymn, *The Love of Jesus Calls Us*, our emphasis as an Anglican Church Women Board with the theme, *Companions on a Journey*, was to validate and honour the many and varied gifts that women bring to their ministry, with the strong message that all are needed for the mission of building the Kingdom of God here on earth. Moreover, using these gifts in a way that brings women and men into community for mutual support and combined synergy (*companions on a journey*) is a strong New Testament message and image.

So, with this brief overview of the broad strokes since Synod 2011, what lies ahead for the Board, apart from a Retreat to address in a focused way the core challenge of having women in Nova Scotia see the Board as a direct support for them in their parish and region? Well, what is coming soon to a diocese near you (ours) is the ***National Executive Conference of Anglican Church Women Diocesan Presidents and Coordinators (October 3 – 6, 2013)***. It is the turn of our diocese to host this annual event, and we need the prayers and support of the whole diocese to ensure the success of this event, and to offer a true Maritime welcome to the delegates from all parts of Canada.

I am thrilled to share our National Conference 2013 theme with you, and to say that it will also be the theme for Anglican Church Women in Nova Scotia, up to and including the Faith & Fellowship Gathering 2014 – *Come to the Water: Women of Faith, Women of Courage*. Preliminary plans are exciting as we work with a **strong National Conference 2013 Planning Team**, and the **Anglican Church Women Nova Scotia Board Chaplain and National Conference 2013 Facilitator, the Rev. Cathy Lee Cunningham**, to design the 4 day event. The initial plans are to have us offer opportunities for the women and men in our diocese to meet and interact with the delegates, while also ensuring that there is focused time for the National Executive to meet and engage with key aspects of the theme. In all, the hope is that the National Conference 2013 - *Come to the Water: Women of Faith, Women of Courage* will accomplish the following outcomes: **1. spiritual renewal; 2. fellowship in Christ’s body; 3. the opportunity to showcase, share, and learn from “best practices” in women’s ministry; and, 4. a “go forth” commissioning, energized by our spiritual renewal, fellowship in Christ’s body, and the examples of best practices.**

With respect to our own Anglican Church Women Nova Scotia Board with its stated purpose of: *to unite all women of the Diocese in a fellowship of worship, study, and offering, with the aim of deepening and strengthening their individual spiritual lives and of awakening a greater desire for Christian service in the parish, community, and the world*, what are initiatives that we undertake, either directly, or as a support: .

- An annual interactive **Faith & Fellowship Gathering / Conference with Annual Meeting and Leadership Workshops**
- An **Annual Project** that supports, in turn, an enterprise focused locally, then nationally, then internationally
- Continuing support in the Anglican Church Women Office to the women in the parishes for their *on-going ministry* and *range of social action activities*
- Board attendance and presence at the various Anglican Church Women **Regional Meetings and Gatherings**
- Leadership for the **White Ribbon Campaign**, in companionship with the **International Anglican Women’s Network (IAWN)** and the diocesan **Mothers’ Union**, to advocate for the physical safety and psychological security of girls and women worldwide
- Ongoing exploration with the **Mothers’ Union** on matters of joint interest and concern
- The continued development of **Women’s Ministry Sunday** when we honour the many ways that Anglican women live out God’s mission in the church and beyond
- The coordination of the **Canadian Church Calendar** campaign (ordering & distribution)
- Ongoing support for Anglican Church Women to be members (individually and / or as a group) in the **Anglican Foundation** and to get involved with **Hope Bear**
- The presentation of **Kingston Fund bursaries** to **AST students** and the **Anniversary Bursary** for **continuing education to deserving women**
- The successful execution, with AST students and their Formation Director, our Board Chaplain, and hosting parish of the **Lenten Quiet Day**
- The 3 times a year publication of our **Newsletter, Keeping in Touch**, recognizing its value to women and others in the parishes, the diocese, and the country

In closing, while the Anglican Church Women NS Board, as a corporate entity, wants to be a support to

all Anglican women in Nova Scotia, it, in turn, needs the support and prayers of everyone in our diocese as it gives thanks for the ministry of women in our diocese since the last Synod, and, significantly, as it moves forward in the years ahead, **with faith and courage**. Thanks be to God!

Yours in Christ,

Cynthia Pilichos
President, Anglican Church Women Nova Scotia Board

Mission to Seafarers' Halifax

Report to Synod

March 28 2013

The first four months of 2012 were busy, with only one paid member of staff it meant long hours of keeping up with administration as well as caring for the seafarers. The volunteers were amazingly helpful during this difficult time.

In April the Mission hosted Ken Peters, Director of Justice and Welfare for the Mission to Seafarers, based in London. Eleven people attended his seminar on the Maritime Labour Convention 2006.

Within the same month the Mission hosted Huw Mosford, Director of Chaplaincy at the Mission to Seafarers, London. He had arrived in Halifax on the Balmoral and had been the chaplain onboard for the services commemorating the sinking of the Titanic. He spent the day touring the port and discussing seafaring issues. It was whilst he was here that Tom Heffer, Director General of the Mission to Seafarers, worldwide became ill and was placed on life support.

Shortly after Huw's visit the first Mission to Seafarers, Canada meeting in 18 years was held in Thunder Bay. This was a wonderful informative time led by Ken Peters. It is hoped that all Canadian Mission to Seafarers can form an organization that will benefit them as a group and work is ongoing to organize this. Unfortunately the last day of the meeting was marred by knowing that Tom was only being kept alive until Ken could make it home to be with Tom's family.

Helen Glenn started work at the end of April in the position of manager and Maggie Whittingham-Lamont moved into the new position of seafarer coordinator.

In May Maggie had the honour of christening the new pilot boat and would like to thank Captain Anthony McGuinness for the opportunity to represent the Mission at such an important event.

In May the Mission encountered the first of two detained ships in 2013. Maggie had built a very close relationship with the crew, visiting each time they were in port and receiving messages from her counterpart in Portland and sending return messages to him. Dominion Diving were gracious in providing transport out to the ship when it was docked in Bedford Basin and facilitating the delivery of fresh food provided by the Mission.

The Mission received a grant from the Sailors Society of Canada which enabled them to purchase a new pool table to replace the old one which was looking very worn-out.

Deacon Jim McLevey and Maggie took part in the blessing of the Tall Ship Fleet which has led to a great relationship developing with Waterfront Development Corporation who donated several thousand tee-shirts left over from the festival. It has been great for the Mission to have some new items of clothing to give to the seafarers. Edna Vieau also sourced a large amount of new sweaters that have been gratefully received during this past winter.

In September Maggie assisted Bishop Moxley with the service held on September 3rd to commemorate Merchant Navy Day. It was well attended and great exposure for the Mission. Thanks go to Bishop Sue for including the Mission in this.

September and October saw many cruise ship visitors requesting money transfers. The majority of the crew members came from the Holland America Line although by the end of the season we were seeing some crew members from other lines so it is hoped that by this year we will see even more visitors from the cruise ships.

On November 4th we hosted the Great Sea Tea. This was the second year to host the tea which will now be a yearly event.

As in previous years Maggie precepted for Dalhousie school of Nursing. Three students were assigned to the Mission this past school year and they did a project on seafarer's families.

Early December was dominated by preparations for the Christmas Luncheon which was well attended. The luncheon for 2013 is on December 11 at the Cunard Centre.

Our second detained vessel arrived on December 18th and a frenetic month of caring for an abandoned crew and fundraising to meet their needs ensued. The outpouring of help from the general public was amazing and overwhelming and the Mission would like to thank anyone who contributed to the care of this gentle crew who remained calm in such adversity.

The monthly luncheons continued throughout the year with the usual fluctuation in attendance.

Over 1600 shoebox gifts were given out. Thanks go to Edna Vieau and her team for giving seafarers a little bit of joy at such a poignant time of the year. Thanks also go to everyone who donated to the programme. Most of the boxes come from members of the Anglican community.

Respectfully submitted:

Margaret Whittingham-Lamont