

**Profile of the**  
**Diocese of Nova Scotia and Prince Edward Island**  
**February 2020**

The diocese consists of both the civil provinces of Nova Scotia and Prince Edward Island.

The first Anglican worship service in the area took place in 1710. The Diocese was founded in 1787, it is the oldest diocese in the Anglican Communion outside of the UK.

For administrative purposes, the diocese is divided into 10 regions.

There are two Cathedrals in the diocese: All Saints, Halifax and St. Peter's, Charlottetown. The rector of the Cathedral Church of All Saints is the Dean of the diocese.

Mission: To participate in God's mission of reconciling the world to God through Jesus Christ.

Vision: To create and sustain Christ-centered, mission-minded- ministering communities of faith.

By focusing on the Marks of Mission of the Anglican Communion (1984)

to proclaim the Good News of the Kingdom;

to teach, baptize and nurture new believers;

to respond to human need by loving service;

to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation; [revised wording Nov2012]

to strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Our most recent diocesan statistics indicate that there are over 21,000 Anglicans on parish lists.

**Parishes**

There are 96 parishes (224 congregations). Each parish is a body corporate.

37 are currently being served by clergy in part-time appointments, 59 full time rectors

Rural – 42

Urban – 21

Ex-Urban/Small town – 33

46 are multi-point, 50 are single point.

Currently there are 9 parishes at some stage in the Canon 25 (search) process.

Clergy Demographics

20s – 2            30s – 6            40s – 16            50s – 25            60s – 68            Older – 10

This includes all clergy; full time stipendiary, part time stipendiary, associate parish priests and deacons. All but two members of the last two categories are 60 and older, so it ‘skews’ the breakdown. This does not include retired clergy unless they are appointed as a priest in charge.

Our clergy are a homogenous group with little racial or ethnic diversity.

51% of active clergy identify as female, 49% identify as male

There are 26 clergy teams

Since 1993 the diocese has had a program to discern, form, train and deploy clergy in a local context. Originally known as the Non Stipendiary Ordained Ministry program, over the years this work has grown into the Community of Associate Parish Priests and the Community of Deacons. The desire to provide every parish in the diocese with an opportunity to gather for the Eucharist each week led to the creation of a group of priests to support and supplement sacramental ministry in the diocese. At the same time the Anglican Church in Canada was seeking to recover the distinctive diaconate. The NSOM program underwent a multi-year review in 2010-12. As resources to maintain resident stipendiary clergy continue to be stretched, especially in the rural areas of the diocese, there may well be a need to revisit this program again. The changes we are going through give rise to a number of questions for the way we are preparing people for: ordained leadership, for team leadership, for the identification of gifts for ministry within our congregations, for the forming of leaders and disciples. The newly created (Nov. 2019) position of Vocations Coordinator brings together discernment and formation facilitation for the Community of Associate Parish Priests, the Community of Deacons and lay ministries as well as discernment for those considering a call to stipendiary ordained ministry.

Diocesan Staff:

Executive Director	Controller
Parish Vitality Coordinator	Accountant
Youth and Family Ministry Coordinator	Payroll Administrator
Administrative Assistants (3.4 FTE)	Hospital Chaplain
University Chaplain (1 full time, 3 part time)	Vocations Coordinator (part time)
Anglican Formation Director at AST (part time)	Archivist (part time)
Insurance Advisor (part time)	

(The position of Hospital Chaplain is currently vacant and being filled on an interim basis)

There are 10 Territorial Archdeacons and 10 Regional Deans, who support (respectively) pastoral issues and administrative issues in parishes. Their ministries have been described as “Dispersed Episcopal Authority”. All are Parish clergy.

Bishop’s Appointments:

Chancellor	EFM Coordinator
Diocesan PWRDF Coordinator	Refugee Sponsorship Coordinator
Chaplain to the Community of Deacons	
Warden, Licensed Lay Ministers Association (there are 409 Licensed Lay Ministers)	

Both the A.C.W. and Mother’s Union have a presence throughout the parishes of the diocese.

Ministry at the diocesan level is co-ordinated by a number of Vision Strategy and Support Teams. Each with a staff support person. Each team has a number of task groups. The VSSTs report to and take direction from Diocesan Council. The teams are:

- Creating Missional Communities
- Mission/Outreach/Social Justice
- Financial Management and Development
- Youth and Family Ministry
- Human Resources

### Leadership Development

In the past 5 years as a part of the cultural shift to a diocese that seeks to look outward, we have invested significantly in leadership development. This has included: participation in the Inter-Diocesan Learning Community 2014-16 and again 2019-21. Annual “Vital Church Maritimes” Conferences, MORE Mission School (4 modules thus far delivered in each region, modules developed and delivered on an annual basis), New Missional Initiatives grants and the Missional Leadership Cohort. Most of this work is directed to both clergy and lay leaders. In addition the diocese has supported and promoted the work of Education for Ministry (EfM) for more than twenty years.

There is a shift happening in how parishes are led. After 40 years of talking about the ‘lay ministry’ or the ‘ministry of all the baptised’ we are beginning to grapple with what this really means. The change of the title ‘Lay-Reader’ to ‘Licensed Lay Minister’ in 2019 is more than semantics; it opens the possibility to move in a direction of more ‘authorized’ lay leadership in parishes; pastoral, liturgical, outreach, evangelism and perhaps administrative. There are currently more than 400 licensed lay ministers in the diocese. If even a small portion of those persons engage in the opportunities that this change opens up, then there will be a significant impact on our parishes.

We have encouraged lay leadership development through the Lay Leadership Legacy Fund

We have sought to support clergy through: 'Clergy Wellness' grants, support from the 'Friends of the Bishop', annual quiet day, annual clergy retreat and a biennial clergy conference.

There is a Resource Centre located at the Synod Office

The Diocese is a founding partner of the Atlantic School of Theology (since 1971). This ecumenical university located in Halifax provides certificate programs, graduate level degrees, continuing education and distributed education opportunities. It builds on the work of theological education carried out by the University of King's College since its foundation in 1789. The majority of diocesan clergy are graduates of AST. The diocese is represented on the Board of Governors of both AST and King's.

There are currently:

- 5 postulants for stipendiary ordained ministry
- 8 discerners for stipendiary ordained ministry
- 2 postulants for CAPP
- 4 discerners for diaconal ministry

### Finances

Draft figures for 2019 show diocesan income of \$2,143,050 with expenses of \$2,133,691. The 2020 budget and several year's detailed financial statements are available on the diocesan website.

90% of diocesan income comes from Parish Allotments

We contributed \$400,000 to the General Synod in 2019

The Diocese manages a Consolidated Trust Fund consisting of investment and endowment funds for both the diocese and parishes. The fund currently totals more than \$63 million

We are currently reviewing the parish allotment system with a view of making it 'radically simpler'. A report of the work will go to the next regular Synod in May 2021.

### Communications

The Diocese has a website which provides communications and resources to parishes  
[www.nspeidiocese.ca](http://www.nspeidiocese.ca)

We publish 10 issues of the "Diocesan Times" newspaper each year in conjunction with the Anglican Journal. The newspaper has additional web based content.

The Synod Office distributes a weekly e-bulletin known as the "Anglican Net News"

The diocese and many of its component organisations make use of Facebook pages to communicate news, information and resources.

A study of diocesan communications is currently underway with a goal of creating an integrated communication strategy.

### Who we are

Diocesan Synod gathers every second year. Synod deals with both constitutionally mandated business and provides experiential learning opportunities for members. In recent years, membership at Synod has been in the range of 300 people. The last regular session of Synod took place in 2019.

In between sessions of Synod, the Diocese is governed by the Diocesan Council. The 30 members of Council meet 5 times per year.

The diocese has engaged in a culture shift over the past five years as we have struggled to understand church as missional engagement with the wider community. We are the oldest diocese in the Anglican Church of Canada and we love our history and our historic buildings. Culture shift in an organisation this large, dispersed and heritage conscious, is going to be a long process. Our decision making process, due to parochial incorporation, regarding parish realignments, is not centralised. Since 2007 the change in parish alignments has been mostly 'organic' – not driven by an outside planning entity (either bishop or synod). We are aware that the changes we have experienced are nothing compared to what we will experience. There are pockets of excitement and curiosity as well as areas of fatalism around the diocese.

It is difficult to define the liturgical orientation of the diocese. Most of the diocese could be characterised as middle of the road, with a few standout parishes describing themselves as Anglo-Catholic, evangelical or charismatic. There are a couple of parishes which are very experimental liturgically.

Parishes here value pastoral care, and in a small town or maritime way, are deeply conscious of community needs.

We pride ourselves on being the 'birthplace' of the Primate's World Relief and Development Fund following the Springhill mine disaster in 1958. Support for PWRDF remains strong throughout the diocese. Over the past 5 years we have supported 250 refugee sponsorship applications through dedicated volunteer leadership. The Diocesan Environment Network has become a thriving web connecting people from around the diocese with those who are working for climate action in the wider community.

There is very little formal contact with First Nations communities, though local projects do exist. This reflects historic relationships between the Anglican Church and First Nations in both Nova Scotia and Prince Edward Island during the period of colonial settlement. At this point we are focused on education in response to the "Calls to Action" of the Truth and Reconciliation Commission.

The diocese is currently engaged in a planning process that will create a Mission Action Plan for the next 3-5 years. It is anticipated that this plan will be ready for circulation through the regions and parishes of the diocese in the autumn of 2020.

There has been 25 years of structured conversation and reflection in the diocese regarding issues in Human Sexuality. In 2011 a bishop's guideline permitted the blessing of civilly married same sex couples in parishes which had undertaken a discernment process and where the parish council was supportive of such an understanding of marriage. This guideline was created following the approval of a resolution at the diocesan Synod in May 2011 requesting that the bishop do so. At the 2017 Diocesan Synod, members considered the proposed change to the Canon on Marriage. No vote took place however the result of the conversations on the subject provided a clear sense of support for the proposed change to the Canon on Marriage. In September 2019, the current bishop circulated a pastoral letter to the diocese which gave permission to parishes and clergy of the diocese to marry "all duly qualified persons" following a process of discernment in the parish. This decision was based on the opinion of the chancellor of General Synod that bishops had the authority to authorize such a rite in their diocese and that the National House of Bishops issued a statement which " 'made room' for dioceses to exercise a 'local option' to authorize same sex marriage where such a decision is in keeping with their sense of witness and mission." As of February 14 2020, 31 parishes have requested permission to offer marriage rites to all duly qualified couples.

In 2014, after 50 years with two bishops in the diocese, the Diocesan Council decided that at this time there would be no Suffragan Bishop. Instead, funds were re-allocated to create the Parish Vitality Coordinator, Vocations Coordinator positions and dedicated administrative support to the bishop.

There is a great deal of fear in smaller rural communities about the continued existence of rural communities. The economic basis for most rural communities (fishing, mining, logging, agriculture) has been significantly impacted by resource management changes, larger economic shifts or diminishment of resources. In the last 20 years this has led to acceleration in rural depopulation, in the same period of time the Halifax and Charlottetown regions has grown by at least 10% in each of the last three census periods. One third of our parishes are within the core of the Halifax Regional Municipality. There are bright spots of younger entrepreneurs in small towns in both Nova Scotia and Prince Edward Island but in most small communities there has been significant change and these changes look and feel like loss.