



*We Shall All  
Be Changed*

## Part 4 - *REPORTS*

### Table of Contents

Diocesan Council	2
Parish Vitality Coordinator	6
More Mission School	8
Vital Church Maritimes	10
The Connectors	11
Anglican Foundation of Canada	15
Diocesan Environment Network	18
Anglian Church Women	22
Youth and Family Coordinator	27
PWRDF	30
Refugee Sponsorship Task Group	34
Human Resources VSST	36
Diocesan Archives	38
The Diocesan Times	39
Financial Management & Development VSST	40
Vocations Coordinator	44

## **DIOCESAN COUNCIL**

### ***Report for Synod, 2022***

#### **OCTOBER 4-5 2019**

- Council was informed of the hiring of the Rev. Frances Drolet-Smith as Vocations Coordinator for the Diocese.
- Council had a presentation from Shelburne Catalyst Community Ministry.
- Council heard highlights from General Synod Delegates.
- There was a presentation of the new Diocesan website.

#### **DECEMBER 6-7, 2019**

- Council collectively engaged in the “Mapping The Ground We Stand On” exercise, facilitated by Mike Mackenzie and Jillian Power.
- Archbishop Ron noted he had 22 letters of request to perform same sex marriages and he responded affirmatively to each.
- The Rev. Chad McCharles submitted his resignation as Executive Secretary of Synod, and The Rev. Canon Gordon Redden was appointed as an interim.
- Archbishop Ron announced he would consult with Dr. Robert Blunden on the role and expectations of the Diocesan Bishop.

#### **FEBRUARY 7-8, 2020**

**\*\*Note\*\*** on January 8, 2020 Archbishop Ron Cutler announced his intent to retire effective July 31, 2020.

- This was Council’s first hybrid (in person and Zoom) meeting. Due to the weather, several members joined via Zoom.
- Council appointed the Episcopal Search Committee consisting of Robert Sheppard, Daphne Beeler, Jordon Waterbury, the Rev. Colin Nicolle, the Rev. Brianna Andrews, and the Rev. Laura Marie Piotrowicz with Edith Marshall as Secretary.
- The date for the Episcopal Election was set for May 30, 2020
- The date for the report of the Episcopal Search Committee was set for March 6, 2020, with Council having a Special Meeting March 13 to receive the report.

#### **MARCH 13, 2020 – SPECIAL MEETING**

- Council accepted the report of the Episcopal Search Committee
- Council accepted the General Qualifications and Requirements for Bishop of the Diocese of Nova Scotia and Prince Edward Island.

#### **MARCH 27 2020 SPECIAL MEETING**

- This meeting was held entirely over Zoom.
- Bishop Ron noted for Council the procedure for postponing the planned May 30 Synod if that becomes necessary. The rest of the Episcopal Election timeline, including the deadline for applications remains the same.
- It was decided by Council to waive allotment payments for April and May 2020. March payments had been previously waived

- The Diocese agreed to pay the salaries of all stipendiary clergy in the Diocese from April 1, 2020 until the end of May 2020. Parishes with more than \$500,000 will eventually have to repay the Diocese 18 months after the Financial Management and Development VSST determines which parishes are eligible.

#### **APRIL 17-18, 2020**

- This was the first meeting to use a consent agenda, whereby reports without motions are accepted as a whole without being individually presented. This method was chosen due to the constraints of meeting online.
- September 12 and October 24 were set as the potential alternative dates for the Electoral Synod.
- Council accepted a revised Position Description for Diocesan Coordinating Chaplain.

#### **JUNE 12-13, 2020**

##### *Archbishop Ron's last Diocesan Council meeting*

- The Rev. Canon Gordon Redden, the Very Rev. Paul Smith and the Rev. Laurie Ramsey were appointed by Council per canon 3 as Diocesan Administrators effective August 1, 2020 until a new Bishop be elected or appointed.
- Council named the date of Synod as September 12, and authorized Synod to be held in a disbursed regional format linked via video conference.
- The Fees for Occasional Services were updated and the document revised.
- Council decided the Diocese would cover 75% of stipendiary clergy salaries for June 2020.
- Archbishop Ron announced the Rev. Will Ferrey as the new Executive Secretary of Synod.

#### **OCTOBER 2-3, 2020**

- This meeting was chaired by the Rev. Lori Ramsey, Diocesan Administrator. The meeting was hybrid, held in person and via Zoom.
- Council agreed to a Special Meeting November 6 2020 to discuss the draft Mission Action Plan
- The Rev. Canon Gordon Redden's retirement effective February 1, 2021 was announced.

#### **SPECIAL MEETING NOVEMBER 6, 2020**

- Dr Robert Blunden led Council in an exercise to gather input on the draft Mission Action Plan.

#### **DECEMBER 4-5, 2020**

- Bishop Sandra's first meeting as Diocesan Bishop and Chair of Diocesan Council.
- Bishop Sandra updated council on her transition into the role of Bishop.
- The Budget for 2021 was approved.
- The Very Rev. Paul Smith gave a final report on behalf of the Diocesan Administrators.
- Mike Mackenzie reported on the work of the Communications Task Group.
- This was the last meeting for the Rev. Canon Gordon Redden and for Jan Connors.

#### **APRIL 23-24, 2021**

- Susan Barthos made a presentation to Council on staffing.
- Council agreed to fund a paid Refugee Coordinator position.

#### **JUNE 4-5, 2021**

- Laurie Olmstead gave her first report to Council as Diocesan Coordinating Chaplain.
- Council approved a checklist of parish tasks and responsibilities.

#### **OCTOBER 29-30, 2021**

- The Rev. Dorothy Miller led Council in the *Surprised by the Spirit* exercise from the National Church.
- It was noted for Council that 10 applications from Diocesan parishes or groups had been submitted to the

Anglican Foundation's *Say Yes! to Kids* initiative.

- This was the Rev. Ann Turner's first Council meeting as Executive Director.
- A rationale for a Special Synod for January 29, 2022 was presented.
- Chris Veach was introduced as the new Diocesan Controller.

#### **DECEMBER 3-4, 2021**

- Council heard a presentation from the National Strategic Planning Working Group.
- The Budget for 2022 was passed.
- This was the first in person meeting in over a year.

#### **FEBRUARY 4-5, 2021**

- Council heard a presentation from the Anglican Foundation about the 2022 *Say Yes! to Kids* Campaign.
- The Executive Director shared the VSST Self Evaluation Tool with Council.
- The leadership team was empowered to strike a subcommittee to examine and make recommendations about clergy stipends, housing allowance and scale.

#### **APRIL 29-30, 2022**

- Mike Mackenzie led Council in a communications workshop.
- Bishop Sandra updated Council on her preparations for the Lambeth Conference.
- Chris Veach's resignation was announced to Council.

#### **JUNE 17-18, 2022**

- The results of the Audit for 2021 was presented.
- Council heard a presentation on *Trauma Informed Listening* by Jordan Roberts of Kings University.
- Council reviewed a draft of a Sexual Misconduct Policy.

*Respectfully submitted,*

*The Rev Will Ferrey, Executive Secretary of Synod*

#### **SEPTEMBER 23, 2022**

- The draft Sexual Misconduct Policy, which had been edited quite a bit, was reviewed.
- The motion that Diocesan Council accept and endorse the Diocesan Sexual Misconduct Policy was carried, subject to review and approval from legal counsel.
- Janet Marshall and Ian Alexander of the General Synod's Strategic Planning Working Group talked about visioning and planning for the diocese. They presented a video, which was followed by group discussions.

#### **NOVEMBER 2022**

- The 2023 Budget was approved.
- After much discussion, the motion that the Cost-of-Living Adjustment for 2023 for clergy and staff salaries at 5%, effective 1 January 2023 was carried.
- The motion that parishes consider the same increase for their paid staff was also carried.

#### **DECEMBER 2-3, 2022**

- The meeting was hybrid, held in person and via Zoom.

- There was discussion as to how the budget will be sustained.
  - It was noted that we need to address the financial integrity of the Diocese. We also need a visioning strategy.
- 
- A motion to create a committee under the direction of Diocesan Council to deal with the financial integrity of the Diocese was carried.
  - A new policy relating to Health and Dental Premium Categories was proposed to reinstate the 2015 decision of Diocesan Council to institute three categories of premium payments for health/dental insurance. When we moved to the General Synod Health Plan/Manulife in 2017, these three categories were lost.
  - The motion to allow Finance staff the time to do the necessary internal calculation to reinstate the three categories was carried.

### **FEBRUARY 6, 2023**

- The meeting was held via Zoom.
- The Financial Controller position remains vacant; the position description has been revised to reflect what we need and what we can afford to pay.
- A series of conversations with the Diocese of Fredericton on collaborative leadership is ongoing.
- The motion to accept the Diocesan Sexual Misconduct Policy with the new revisions was carried.
- The team for the Diocesan Financial Sustainability Project is being selected with two members confirmed.
- A Diocesan Resilience Response team has been established to review applications for funding from the PWRDF Hurricane Fiona Relief Fund.
- The amalgamation of St. Augustine, Jollimore with St. James, Armdale was approved.
- Anglican Foundation applications from St. Margaret of Scotland, Halifax and Trinity Anglican Church, Digby were approved.
- Cynthia Pilichos gave a PowerPoint presentation on the ACW transformation process.

*Respectfully submitted,  
Edith Marshall, Interim Executive Director*

# Parish Vitality Coordinator 2023 Report to Synod

April 2019 to April 2023



## What is the PVC?

The Diocesan Parish Vitality Coordinator's role is to empower parishes by helping them discern a way forward to meet their mission-oriented objectives. This includes consulting, inspiring, building up leaders, coaching and exploring options to help congregations flourish.

The PVC is available upon request to work with regions, parishes, groups of parishes, and lay and clergy leaders. She is skilled in consulting, training, and facilitation of processes to help congregations build on their strengths

and reimagine ministry in this post-pandemic change era. This collaborative work may focus on matters related to evangelism, nurturing disciples, spiritual formation, leadership development, healthy structures, new models of team ministry, congregational re-boots, Fresh Expressions of church (starting new missional gatherings), property redevelopment, communication, stewardship matters, and to help create Mission Action Plans (MAPs).

## Summary of Activities & Initiatives Undertaken Since Synod 2019

### Consulting and Vitality Engagement in the following Parishes: *(various levels of involvement)*

All Saints', Bedford	Parish of South Queens
Anglican Churches of Pictou County Cathedral	Parish of Springhill
Church of All Saints', Halifax	Parish of Tangier
Christ Church, Dartmouth	Parish of the Resurrection, Sydney/Louisbourg
Church of Saint Andrew, Cole Harbour	Parish of Three Harbours (Antigonish)
Church of the Holy Spirit, Dartmouth	Parish of St. Martin's, Western Shore
Parish of Annapolis	Parish of Yarmouth-Tusket
Parish of Blandford	Parishes of Musquodoboit & Ship Harbour
Parish of Chester	St. Alban's, Woodside
Parish of Digby	St. Andrew's Locks Rd., Dartmouth
Parish of Fall River & Oakfield	St. Francis by the Lakes, Lr. Sackville
Parish of French Village	St. James', Armdale
Parish of Hubbards	St. John the Baptist, North Sydney
Parish of Lantz	St. Luke's, Dartmouth
Parish of New Germany	St. Margaret of Scotland, Halifax
Parish of Northumberland (+ Amherst)	St. Mark's Halifax
Parish of Port Dufferin	St. Paul's, Halifax
Parish of Rawdon	Trinity, Halifax
Parish of Seaforth	

### REGIONAL WORK:

Cape Breton, Dartmouth, Fort Sackville, Eastern Shore, Prince Edward Island/DCS and Northumbria.

## A SAMPLE of SOME PRESENT & FUTURE TRENDS:

- ❖ **Importance of deeply prayerful discernment (sifting)** for the next steps in ministry. Intentional ‘listening’ for the Spirit’s leading to make decisions and take action.
- ❖ **TELL & TEACH:** Emphasis on the first two Marks of Mission (Anglican Communion). Relates to the beginning stages of building relationships of trust and loving service, while creating environments for curious people to explore Christian spirituality. Involves nurturing existing and disengaged Anglicans in our Diocese to be ‘energized by faith’\*. Requires a highly respectful, gracious, humble, incarnational approach to *holding safe space* for those who are seeking and spiritually restless.

\* *Energized by Faith - the most important mark of flourishing (Robert Warren, Healthy Churches Handbook)*



- ❖ **Laity sensing and responding to an expanded call** to serve in greater leadership capacity, especially participating in missional opportunities in the wider community.
- ❖ **Changing role of Rectors** (stipendiary priests) to more transformational/adaptive leadership, nurturing discipleship, delegation and oversight of day-to-day ministries, encouraging and equipping leaders, and supporting innovative mission-edged initiatives. Growing trust, permissiongiving and coaching support are key characteristics of this new approach.
- ❖ **Missional ministry experimentation and risk-taking.** Parish and Diocesan leaders trusting God to use our abundant gifts/assets to reimagine what church life could look like in a postChristendom/post-pandemic era of change. Actively joining the Spirit at work in the neighbourhood with a focus to make a difference in people’s lives.
- ❖ **Creating authentic, participatory faith community online.**
- ❖ **Cooperative community partnerships and Ecumenical Shared Ministry arrangements.**
- ❖ **Redevelopments and renovations of properties** to serve missional ministry needs and to create new revenue sources.



## MORE MISSION SCHOOL – Module #4



The fourth and final Module of our Diocesan Mission Schools was titled, **MORE Bold**. Ten regional workshops in 2019-2020 had participants rediscovering their faith story and learning how to tell God’s story of hope and good news for the world. It was a dive deep into what it means to be a disciple today, especially related to our Anglican identity (Rule of Life and Creeds). Team facilitators were: Archbishop Ron Cutler; Trudy Cole, Parish of Hatchet Lake & Terence Bay; Rev. Carl Fraser, Parish of Fall River & Oakfield; Ruth MacNeil, All Saints’ Bedford; Tanya Moxley, St. Nicholas’ Westwood Hills and the PVC.

The MORE series built on the ‘*It’s about the World*’ theme, and feedback from delegates to Synods in 2015 and 2019. Hundreds of participants attended each module. MORE was based on God’s desire to give the world MORE of what it really needs – hope, love, and freedom.

### SPRING & SUMMER BOOK CLUBS

Relaxed 1-hour Zoom discussions involving lay and clergy participants from all over the Diocese. Here are the titles we read:

- ✚ **Canoeing the Mountains: Christian Leadership in Uncharted Territory**, *Tod Bolsinger*.
- ✚ **Keep Christianity Weird: Embracing the Discipline of Being Different**, *Michael Frost*
- ✚ **The Screwtape Letters**, *C.S. Lewis*
- ✚ **Why Would Anyone Go to Church? A Young Community's Quest to Reclaim Church for Good**, *Kevin Makins*
- ✚ **The Art of Gathering: How We Meet and Why It Matters**, *Priya Parker*
- ✚ **ReJesus: Remaking the Church in Our Founder's Image**, *Michael Frost, Alan Hirsch*
- ✚ **How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season**, *Susan Beaumont*.
- ✚ **The Post-Quarantine Church: Six Urgent Challenges + Opportunities**, *Thom Raine*



#### SPRING/SUMMER BOOK CLUB

Tuesdays  
9 a.m. – 10 a.m.  
On Zoom

Info here:  
[www.surveymonkey.com/r/SummerBookClub](https://www.surveymonkey.com/r/SummerBookClub)

“Liminal seasons are challenging, disorienting, and unsettling. We strive to move forward with purpose and certainty. Instead, we feel as though we are trudging through mud, moving away from something comfortable and known, toward something that can’t yet be known. ...Liminal seasons are also exciting and innovative. The promise of a new beginning unleashes creative energy, potential, and passion. All truly great innovations are incubated in liminality. God’s greatest work occurs in liminal space.”  
– *Susan Beaumont*



**LET'S GROW! Small Group (Spring) Training** – discipleship workshops – 2019, 2020

**GROWING GRATITUDE: Options For Offerings** (stewardship) - live Zoom series

YouTube links: <https://www.nspeidiocese.ca/programs/covid-19/pages/offerings-stewardship>



## **REVIVE: Equipping Lay Leaders to be Spiritual Leaders**

Revive is a discipleship program for active lay people who are looking to grow and be spiritually nourished. Participants explore prayer, spiritual disciplines, scripture, exciting ministry paths, and are encouraged to engage in deep questions about faith. Revive is written by Canadian Anglican, Rev. Dr. Dawn Davis (formerly St. Luke's, Dartmouth). Hosted on Zoom in 2021, we had 40 participants, including facilitators - Rev. Jackie Warren (Trinity, Sydney Mines), Edith Marshall (Parish of Tangie) and the PVC. Several parishes are running this amazing series! We have copies to borrow from the Diocesan Resource Centre. [www.revive.forwardmovement.org](http://www.revive.forwardmovement.org)

## **DISCOVER YOUR JOY (Eastern Shore Region Series)**

**Exploring Possibilities of Serving Christ and the Community** – A series of gatherings to discover rewarding ways to support our congregations and community members. Planning Team was Edith Marshall, Rev. Evelyn Knorr, Rev. Tricia Ingram and the PVC.

### 2021 Workshops

- Topics: baptismal call, shared ministry, spiritual gifts, funeral care, worship planning for the laity, varieties of ministries, pastoral visits, exploring the diaconate and associate priesthood.
- Presenters: Rev. Evelyn Knorr, Rev. Gary Barr, Edith Marshall, Rev. Tricia Ingram, Joe Young, Alice MacLean, Rev. Cheryl Rafuse, Rev. Bonnie Baird, and Rev. Mike Foley.

### 2022 Zoom Sessions

- Topic: Sharing Stories of Serving Christ and the Community in a variety of ways.
- Children's & Multi-Generational Ministry - Maxine Simpkin, St John the Evangelist, Middle Sackville
- Small Groups & Men's Ministry - Bill Travis, St. James', Kentville.
- Parish Nursing – Sue Duncan, St. John's, Westphal.



## **PHONE MINISTRY:**

### **12 Things to Attend To in Phone Visits**

So many parishioners and community members suffer with isolation and loneliness. Caring phone calls can make all the difference and brighten someone's day! Rev. Bonnie Baird, Associate Priest at Christ Church, Dartmouth, shares practical insights, real-life examples and her passion for visiting with people over the phone. An inspiring and encouraging Zoom session held earlier this year with 100 live guests (+160 online views). YouTube:

<https://www.youtube.com/watch?v=HX7AbdC4EkA>

## SAY SOMETHING: 10 Tips For Sharing Your Faith



It's those moments when you sense there is an opportunity to share faith with someone, but you are uncertain about what to say or how to begin. How do we as Anglicans engage in conversations about Christian spirituality or offer a prayer without seeming pushy? Alice Galpin Nicholson, St. James' Armdale, and Betty Armstrong, Halifax, share practical tips and personal experiences in talking with people about Christ. A Zoom

session hosted in February 2022. YouTube: [https://www.youtube.com/watch?v=6\\_EpD-8qJ\\_o](https://www.youtube.com/watch?v=6_EpD-8qJ_o)

## LIVING WATER: Time at the Well

Online Lenten retreat designed for the laity (on Zoom) – April 1 & 2, 2022. More than 50 people shared quiet time together over 5 hours to engage scripture, worship, quiet reflection, discussion, videos, short talks and music. We explored themes of grief/longing, awareness and blessing. The planning/presenter team included:

Heather Carter,	Cathedral Church of All Saints, Halifax, NS
Eva Evans,	St. James, Brooklyn (Valley), NS
Kent Gregory,	St. Mark's, Halifax, NS
Scott MacQuarrie,	Christ the King/Resurrection, Sydney, NS
Ann Moore,	Parish of Hatchet Lake & Terence Bay, NS
Tanya Moxley,	St. Nicholas' Westwood Hills, NS
Janet Vieth Forbes,	Parish of Summerside & St. Eleanors, PE
Joe Young,	St. Francis by the Lakes, Lower Sackville, NS



## Vital Church Maritimes Conferences

**Three days of exploring mission, sharing stories and best practices for innovative ministry.** We hosted three VCM conferences since Diocesan Synod met in 2019. Participants learn, discuss and dream about how to be bold, risk-taking, and prayerfully discerning leaders. Spark new energy and ideas for mission, including how to start faith gatherings, *Fresh Expressions*.

- **VCM 2019 – Open minds. Open hearts. Open hands.** - Nov. 21 to Nov. 23 in Truro, NS. Keynote speaker: Rev. Jeff Potter, a church planter from Maple, ON.
- **Virtual VCM 2020 – Winds of Change: Finding Our Joy.** - Nov. 14 on Zoom. Keynote speaker: Rev. Tasha Carrothers, Missioner for Parish Development, Diocese of New Westminster, B.C.
- **VCM 2021 – Wilderness Calling: Trusting in Jesus.** - Oct. 14 to Oct. 16, in Truro, NS. Keynote speaker: The Primate, Archbishop Linda Nicholls.



### ➤ **VCM 2023 – Setting Sail**

**April 27 to April 29, in Truro, NS (+ Zoom option)**

Keynote Speaker: **Rev. Dr. Dawn Davis**, Assistant Professor of Contextual Theology and Director of Leadership for Ministry Programs, Huron University College, ON.

Additional speaker: **Stephen Doucet-Campbell**, Registered Psychotherapist (Ontario)/Counselling Therapist (N.S.). He will lead two sessions on leadership mental health and resilience. *More than 100 people participated!*

# THE CONNECTORS

*Listen. Learn. Experiment. Connect.*



## **Missional Leadership Learning Cohort (MLC):**

The Connectors is a group of eager pioneering-type people who gather monthly for 10, two-day sessions (a mixture of residential retreats and Zoom meetings). This is a skill-building environment for faithful Anglicans who want to reach out to others, but aren't sure how. Participants foster connections in missional ministry. They make connections between themselves and God (prayerful discernment), between themselves and one another (peer support) and between the congregation and the community (leadership development). Most importantly, these pioneer ministers learn how to compassionately and respectfully connect with new people in their neighbourhoods, serving them with the love of God.

This missional learning cohort functions as a supportive network of peers, who mutually encourage, challenge and deepen one another, while being held accountable to missional goals. Gathering together once a month, participants explore a fresh focus on prayer, missional listening, servant leadership, how to start new faith communities, nurturing disciples and encouraging other leaders. Through action-reflection projects they partake in mission-related opportunities in their respective communities.

### **The Connectors TWO (2020)**

Amanda Avery	All Saints Bedford, NS
Heather Carter	Cathedral Church of All Saints, Halifax, NS
Patsy Clothier	St. John's Wolfville, NS
Nichola Fish-Cumine	St. Mark's Halifax, NS
Lorraine Fisher	Christ Church, Berwick, NS
Edith Marshall	Parish of Tangier, NS
Gillian Power	Hatchet Lake & Terence Bay, NS
Catherine Robar	Parish of New Germany, NS
Maxine Simpkin	St. John the Evangelist, Middle Sackville, NS
Ashley Slauenwhite	St. James' Mahone Bay, NS

### **The Connectors THREE (2021)**

Deborah Beck	St. James' Pictou/Anglican Churches of Pictou County, NS
Jerry Cavanaugh	Parish of St. Luke's Hubbards, NS
Paula Evans-Bragg	St. John the Baptist, North Sydney, NS
<i>Steve Greene</i>	<i>St. Luke's/St. Thomas' Cambridge, Diocese of Huron, ON</i>
Kent Gregory	St. Mark's, Halifax, NS
Janice Jackson	Parish of French Village, NS
Jacqueline Keddy	St. Luke's, Dartmouth, NS
Annie MacQueen	The Collieries Parish, NS
Betty Mansfield	St. John the Baptist, North Sydney, NS
Janice Robar	Parish of Hatchet Lake & Terence Bay, NS
Janet Vieth-Forbes	Parish of Summerside & St. Eleanors, PE

**The Connectors FOUR** (Jan. 2022 – Jan. 2023)

Loretta Armsworthy	Stellarton, ACPC, Pictou Co., NS
Mary Ellen Finlay	St. John's, Wolfville (Horton), NS
Michael Foley	Parish of Port Dufferin, NS
Pamela Hutchinson	Parish of Fall River & Oakfield, NS
Kim Lively	Parish of Fall River & Oakfield, NS
Valerie Mailman	St. James', Kentville, NS
Robert MacMillan	Parish of Blandford, NS
Melody Rooyakkers	Parish of Strait Chedabucto, NS
Joe Young	St. Francis by the Lakes, Lower Sackville, NS



**Assisting/Planning**

Kent Gregory, St. Mark's, Halifax  
 Rev. Debbie Fice, St. John the Baptist, North Sydney  
 Rev. Frances Drolet-Smith, Vocations Coordinator



A few of The Connectors' mission projects:



- Labyrinth in the park
- Meditation group
- Tea & Talk sessions
- Community Café
- Roadside food cupboard
- Spiritual Café
  - Online group for the 'spiritual, but not religious'
- 'Mission Squad' to plan parish initiatives
- Homemade soup delivered to neighbours
- Sidewalk Prayer Box ministry
- Plant a new congregation for the LGBTQ2+ community
- Seasonal children's packages delivered to rural homes
- Imaginative kids' play group
- Feeding the Need, free lunches from a church parking lot
- 'Blessing by Beagle' on trails
- Messy Church
- Prayer in the Park
- Trail Hike & Discussion group

- ✚ Prison phone ministry
- ✚ Ash Wednesday Ashes-to-Go
- ✚ Vacation Bible Camp
- ✚ Free community fun days
- ✚ Morning Prayer on the Go (Facebook live)
- ✚ Blessing Bags for people sleeping rough
- ✚ Come & See Wednesdays



The *MLC Advisory Task Group* oversees this initiative for the Creating Missional Communities Team (VSST). Members include: Rev. John Ferguson, Alice Galpin-Nicholson, Mike MacKenzie, Rev. Debbie Fice, Rev. Frances Drolet-Smith and the PVC.





**THIS YEAR – 2023 - The Connectors FIVE**

- |                   |                                   |
|-------------------|-----------------------------------|
| Amanda Donovan    | - St. Paul's, Charlottetown       |
| Sue Duncan        | - St. John's, Westphal            |
| Linda Chapman     | - St. Thomas, Fall River          |
| Judy Dow Clarke   | - St. James', Armdale             |
| Paul Fevens       | - St. Peter's, Eastern Passage    |
| Michael Hobson    | - Ch. of St. Andrew, Cole Harbour |
| Ken MacIntosh     | - The Collieries                  |
| Michelle Stone    | - St. James', Stewiacke           |
| Naniya Trevors    | - St. Margaret of Scotland, Hfx   |
| Jennifer Webber   | - St. James', Mahone Bay          |
| Margaret Williams | - St. Luke's, Dartmouth           |

Facilitators: Kim Lively, Ron Cutler, Lisa Vaughn



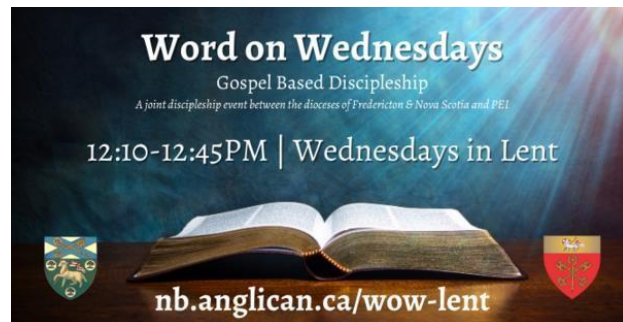
**‘Pew and Beyond:  
Rediscovering Discipleship’**

An initiative of Spiritual Formation for Discipleship: a network of the Anglican Church of Canada – weekly **Facebook live conversations** with Rev. Dr. Neil Mancor, Diocese of Montreal, and the PVC - Tuesdays at 2 p.m. (AST). Some of our guests: Archbishop Linda Nicholls, Ian Mobsby, Brian McLaren, Amy-Jill Levine, Verlon Fosner (Dinner Church), Neil Elliott, Janet Marshall, Susan Bell, Roz Kantlaht'ant Elm, Scott Gunn and Colin Johnson.

Find us here: <https://www.facebook.com/groups/3476114342482094>

**WOW! WORD ON WEDNESDAY**

A mid-week lunchtime discipleship growth opportunity hosted during Lent 2021 on Zoom. partnership between the Diocese of Fredericton and the Diocese of Nova Scotia & Prince Edward Island, co-hosted by Shawn Branch, Parish Development Officer, and the PVC. Format was Gospel Based Discipleship (Gospel at the Centre of the Circle).



A



**ReConnect & ReFrame** is a learning and exploring partnership between the Diocese of Nova Scotia & Prince Edward Island and Diocese of Fredericton. Sessions are hosted Thursday evenings on ZOOM. Each includes a dynamic presentation on a particular theme, several local examples, and may feature small group discussion.

Modules include:

- **Collaborative Ministry Leadership**
- **Rethinking Community Engagement**
- **Funding Sources for Innovation**
- Reimagining Buildings & Property (upcoming)
- Fresh Expressions of Church/starting new congregations (upcoming)

Each of the modules features real-life examples and many Maritime church scenarios. Most of them have been recorded for use anytime. More info here: <https://www.nspeidiocese.ca/pages/reconnect-reframe>

### **Some Other PVC work - Diocese, Province, Region, National Church:**

- ❖ **Creating Missional Communities Team (VSST)** (every 6 weeks or so)
  - Discipleship Drop-Ins (monthly)
  - Men’s Mission Group Zoom discussion - 2020-2021 (monthly)
- ❖ **Vocations, Formation & Discernment Group** (occasional).
- ❖ **Continuing Education for the Newly Ordained** (quarterly).
- ❖ **Common Life** gatherings for theology school students and inquirers (monthly).
- ❖ **The Connectors REUNIONS** – combined members of the first three cohorts (quarterly).
- ❖ **Good news stories & articles** – Facebook, Diocesan Times, Net News, Twitter
- ❖ **Spiritual Formation for Discipleship: A Network for Canadian Anglicans** – various Anglican representatives (every 6-8 weeks).



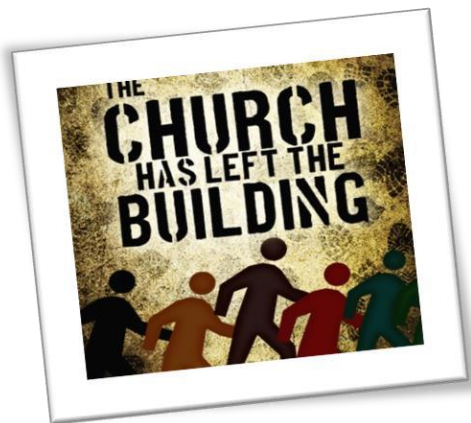
❖ **Maritime Ecumenical Network** - congregational development representatives from Anglican Diocese of Fredericton; Canadian Baptists of Atlantic Canada; Presbyterians of Atlantic Canada; Fundy St. Lawrence Dawning Waters Region of United Church; Region 15 of United Church; Roman Catholic Archdiocese of Halifax/Yarmouth. (monthly)

❖ **Stewardship Network** – Anglican, Lutheran, Mennonite Canadian reps. (occasional)

❖ **Other:** Diocesan Leadership Team; Synod Office Staff meetings; Anglican Diocesan Centre Corporation Management/Board (ea. meets approx. monthly)

**Yours most sincerely in Christ Jesus, Lisa <><**

The Rev. Canon Lisa G. Vaughn  
Parish Vitality Coordinator  
Diocese of Nova Scotia & Prince Edward Island  
1340 Cathedral Lane, Halifax, NS B3H 2Z1  
Office: 902-420-0717, Ext. 1169 Cell: 902-789-4840 [lvaughn@nspeidiocese.ca](mailto:lvaughn@nspeidiocese.ca)  
[Facebook - Parish Vitality Coordinator](#)



**“Mission is both the announcement and the demonstration of the reign of God through Christ.”**  
– *Michael Frost, missiologist*

I acknowledge that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the “Treaties of Peace and Friendship” which Mi'kmaq and Wolastoqiyik (Maliseet) people first signed with the British Crown in 1725.



# ANGLICAN FOUNDATION OF CANADA

## Report for Synod 2022 – February 2023



**Diocese of Nova Scotia & Prince Edward Island Representative for the Anglican Foundation of Canada:** Cynthia Pilichos (Report Author – [cjp2320@gmail.com](mailto:cjp2320@gmail.com))

**Mandate of the Anglican Foundation of Canada (AFC):** *To provide abundant resources for innovative ministry across the Canadian church.* Fundraising is AFC’s ministry and the Foundation is very skilled at it! Fundraising is not something to be ashamed of; it is not begging; and it is not something that is done only in a crisis. Fundraising is an ongoing ministry: it is missional, invitational, and both community and capacity building.

**AFC Funding Streams:** Grants, Bursaries, Loans, and, from time to time, Requests for Proposals (RFPs) to resource the following **Areas of Impact:** *Community Ministries, Diverse Infrastructure, Leadership & Education, Sacred Music & Liturgical Arts, Indigenous Ministries*

**How the Foundation makes financial resources available:** Endowment Funds, Trusts, Current Donors, and **Special Campaigns**, such as *Say Yes! to Kids 2021* and *2022*.



**Special Campaigns:** *Say Yes! to Kids 2021* and *2022* were, and are, designed to build on and enhance AFC’S decade-long focused support for kids, youth, and young adults that brought in \$1,000,000 for 165 recipients, 2011 - 2020. In 2021, close to half a million was raised because of the Foundation’s embrace of Peer-to-Peer (P2P) fundraising, a new approach for AFC, with *Say Yes to Kids*. There was a real sense that something significant was needed now to address in a meaningful way the impact of the Covid-19 pandemic on young people. The 3-month campaign (April – June, 2021) for this inaugural initiative raised over \$110,000, but the demand for funding, through the RFPs that followed several months after the close of the campaign, was for \$500,000!! AFC worked tirelessly in the weeks following the receipt of the RFPs to close the gap between funds and requests, with the result that **79 recipients** (almost all who had applied, as most RFPs met the criteria) **received \$470,000 in funding from Say Yes! to Kids!**

***Say Yes! to Kids 2021 Impact Zones:*** *Resilience & Mental Health; Faith Formation; Alleviating Hunger & Poverty; Education Enrichment; Capacity-building for Youth Ministry; Arts & Music; Outdoor Recreation; Tech & Emerging Opportunities; Indigenous Reconciliation; and, Youth & Climate Care.*

***Say Yes to Kids 2021 and the Diocese of Nova Scotia & Prince Edward Island:*** We were one of the top dioceses for bringing in funds, and our early generous gifts from the Anglican Church Women Diocesan Board and the St. Catherine’s Women’s Group at the Cathedral Church of All Saints, Halifax encouraged other ACWs in other dioceses to contribute to *Say Yes! to Kids 2021* and inspired generosity in our own diocese and beyond from a number of individuals.

With respect to RFPs, we had 10 approved and funded for a total of **\$61,650**, more than any other diocese! This news in late November 2021 was beyond exciting – an early Christmas gift! The creative and missional thrust of the diocese’s RFPs, with clear evidence of one or more of the marks of mission, was very validating. As the AFC Diocesan Representative, I appreciate being in a diocese that champions youth and family ministry and further appreciate knowing that there are excellent infrastructure features in support of that ministry: *Youth and Family Ministry Coordinator*, Allie Colp; a vibrant *Vision, Strategy, and Support Team (VSST)* for Youth and Family Ministry; and a very committed Diocesan Bishop.

**Say Yes! to Kids 2021 Projects, Diocese of NS & PEI:** **A. Resilience & Mental Health:** 1. St. Nicholas, Upper Tantallon – *You’re Invited*: Bi-monthly community family supper night; 2. St. Paul’s, Halifax – *Youth Retreat* – an opportunity to recharge; 3. Youth & Family Ministry VSST – *Social Justice Conference*; and, 4. Collieries Parish, Cape Breton - *Go Girl! Game On!* - Youth Mentoring Program. **B. Arts & Music:** 1. St. Margaret of Scotland, Halifax – *North End Ukulele Band*; and, 2. Ward 5 Neighbourhood Centre in St. Mark’s, Halifax – *Joyful Sounds!* After School Music Group. **C. Capacity Building & Youth Ministry:** 1. Church of Saint Andrew, Cole Harbour – *Comfort area for children, families, and nursing mothers*; and, 2. Youth & Family Ministry VSST – *Community Roots Day Camp*. **D. Outdoor Recreation:** 1. Parish of Avon Valley – *A vision for St. Anne’s Anglican Youth Camp: Rediscovering friendship in a post-pandemic world*. **E. Indigenous Reconciliation:** 1. Parish of French Village, St. Margaret’s Bay – *Peace & Friendship Garden: ReconciliACTION in St. Margaret’s Bay*.

**Say Yes! to Kids 2022 – Growing a brighter future, today:** The **Anglican Foundation** learned a lot from the 2021 **Say Yes! to Kids** campaign and they wanted these insights to be reflected in the 2022 campaign design. It was clear from 2021 that there was a need to fund both new and current initiatives and that the demand was higher than anticipated. It was also evident that P2P fundraising that reaches into the community is both fun and effective. P2P fundraising that is well organized and effectively presented attracts new donors, and often at a leadership level of giving (\$5,000 +). However, there were barriers to giving at the local parish level, as the parish and parishioners wanted to see direct benefit in their parish. It was this insight in particular that gave rise to the partnership-sharing model for **Say Yes! to Kids 2022**, whereby a parish or church organization would identify a project up-front, the amount of money needed to fund the project, register an **AFC Say Yes! to Kids** team, and, with the mentorship support and fundraising expertise of the Foundation, proceed to bring in funds. The partnership-sharing aspect has 60% of the total funds raised, including **AFC** matching and leadership boost gifts, given directly to the parish / organization / local project; 20% of the funds raised given to an identified diocesan project, which, in our diocese is the *Community Roots Camp*; and, 20% for *Indigenous Youth Ministries* at the national church level. **All Say Yes! to Kids** funds raised benefit kids, youth, and young adults in some way, as all administrative costs are carried by the Anglican Foundation. In particular, the support of Michelle Hauser, **AFC**’s Development and Communication Consultant, is outstanding and one learns so much from her regarding successful P2P fundraising and inspiring messaging. **AFC**’s matching funds and leadership boost gifts are amazing!

**Say Yes! to Kids 2022 Projects, Diocese of NS & PEI:** As the Diocesan Representative for **AFC**, I am thrilled to note that again we were, and are, leaders in 2022 for **Say Yes! to Kids**. We were the only diocese with **4 Say Yes! to Kids P2P teams** and the only one to have the Anglican Church Women Diocesan Board with a **SYTK** team. The close of the **SYTK** campaign, extended, from June 30<sup>th</sup> to July 15<sup>th</sup>, has not stopped contributions being received at the **Foundation** in August! At the time of writing this report, with some final numbers still pending, the total raised from our 4 diocesan P2P teams is **just over \$30,000** and **Christ Church, Amherst was the top P2P team in the country coming in just shy of their \$15,000 goal. Bravo!**

1. **Anglican Church Women Diocesan Board – All In For Youth!** The Board chose to “jump start” its nationally-focused Annual Project 2022/23 with a **Say Yes! to Kids** P2P team. Monies raised will help ensure Indigenous youth are not hampered by financial barriers in attending the *Canadian Lutheran Anglican Youth (CLAY) Conference* ’23. The **SYTK** “head start” will inspire continued giving directly to the Board, until March 31/23.
2. **Cathedral Church of All Saints, Halifax – Operation Summer Day Camp.** The kids in the summer day camp of the Ward 5 Neighbourhood Centre at St. Mark’s, in north end Halifax, are the local beneficiaries, as the funds raised are to underwrite the registration costs for the 8- week camp. The generosity of the Cathedral congregation and others beyond the Cathedral has meant that the **Say Yes! to Kids** campaign goal was exceeded by almost \$3,000.
3. **Christ Church, Amherst – Hope for our Community Youth.** Funds raised through **Say Yes! to Kids** will support the parish’s work with community partners to launch a *Youth Navigation Fund* and invest in the

specialized training which will help the parish be strong program partners and champions for vulnerable youth, especially those who are homeless or housing insecure. The number of contributors, the range of giving, and the partnerships already forged for this very ambitious project are inspiring.

4. **St. Paul's, Halifax - Youth in Nature. Say Yes! to Kids** funds will increase the opportunities for the parish youth to enjoy out trips and retreats in nature that enhance connections with one another and their exploration of faith.

The combined efforts of our **SYTK** teams raised **\$6,000 in support of our Diocesan Community Roots Day Camp** and another **\$6,000 in support of Indigenous Youth Ministries nationally**.

In addition to **AFC's** fundraising mentorship, and marketing and communications support to all P2P teams, the **Foundation** directed nearly **\$10,000 in matching gifts and other leadership giving boosts in support of the four local teams in our diocese**. This is amazing support!

Combining 2021 and 2022, **Say Yes! to Kids** has enabled **more than \$90,000 in youth-focused funding to flow into the Diocese of Nova Scotia and Prince Edward Island and we continue to be a national leader in this important youth-focused movement**.

These **success stories** are uplifting and they are **great evidence of our Synod 2022 theme: We Shall All Be Changed**. At the time of writing, we are hoping for a number of **Say Yes! to Kids** P2P team for 2023 to support kids and youth in our parishes and/or communities. **Say Yes! to Kids** is an established feature of the Anglican Foundation; indeed, **Say Yes! to Kids** is not only a fundraising campaign, it is now a movement! And . . . it is a movement you can be part of. **Do not miss out!** Contact me at: [cjp2320@gmail.com](mailto:cjp2320@gmail.com) about **Say Yes! to Kids** and **other AFC features**. There are changes to the Foundation's granting process and schedule that further benefit parishes. As your Diocesan AFC Representative, **I welcome hearing from you**.

An obvious great approach to learn more about the **Anglican Foundation** and how your parish can receive funds for projects that fit the criteria of **AFC's impact zones** (noted at the beginning of this report) is to **visit AFC's very engaging website: [www.anglicanfoundation.org](http://www.anglicanfoundation.org)** Register to receive on-line Updates and Newsletters. **AFC's** stories are uplifting!

Contributions to the **Anglican Foundation of Canada** can be made on-line, or with a cheque sent to: **Anglican Foundation of Canada, 80 Hayden Street, Toronto, ON M4Y 3G2**.

**Cynthia Pilichos, AFC Diocesan Representative NS & PEI** Home office: 902-858-2350 | [cjp2320@gmail.com](mailto:cjp2320@gmail.com) | [www.anglicanfoundation.org](http://www.anglicanfoundation.org) | [Facebook](#) | [YouTube](#)



# **Diocesan Environment Network (DEN)**

## **Report to Synod 2022**

Synod in 2019 concluded with the passing of a unanimous motion that read:

### **Resolved that this Synod of the Diocese of NS and PEI:**

- 1. Recognizes that there is a global climate and ecological emergency,**
- 2. Encourages churches and parishes of the diocese to make the Fifth Mark of Mission ('To strive to safeguard the integrity of creation, and sustain and renew the life of the earth') a living testament to our faith, and calls upon churches and parishes of the diocese to:**
  - a. observe the Season of Creation (Sept. 1st to Oct. 4th), setting aside a day in that season as a day of public repentance,*
  - b. plan and gather resources that would promote ecological action, including minimizing water-use, setting aside available land for natural growth of plants and trees, transition to renewable energy sources and incorporating creation care into liturgical practice,*
  - c. prepare or use an existing Lenten practice focused on Creation*
  - d. form small groups to take leadership on environmental issues within each parish and to connect with the Diocesan Environment Network,*
  - e. identify environmental and climate-related threats in their context and to develop or adapt existing tools on disaster preparedness and mitigation.*
- 3. Encourages the organizers of both Diocesan and General Synod to make each session of synod as environmentally sustainable as possible.**

### **THE DIOCESAN ENVIRONMENT NETWORK (DEN) RESPONSE TO THE SYNOD 2019 MOTION:**

#### **1. The diocese recognizes that there is a global climate and ecological emergency**

**Response:** *The motion itself recognizes that there is a global climate and ecological emergency.*

#### **2. Encourages churches and parishes of the diocese to make the Fifth Mark of Mission ('To strive to safeguard the integrity of creation, and sustain and renew the life of the earth') a living testament to our faith, and calls upon churches and parishes of the diocese to:**

**A)** *observe the Season of Creation (Sept. 1st to Oct. 4th), setting aside a day in that season as a day of public repentance*

**Response:** *Our diocese continues to have more parishes involved in Season of Creation than any other in Canada.*

**DEN:**

- *continues to promote Season of Creation (SOC) through social media, our Enews and directs parishes to the SOC website.*
- *offers guest preachers and presentations to parishes during SOC (or any time during the year).*
- *profiles SOC involvement and activities in local parishes as examples of creativity and the possibilities.*
- *in partnership with St. Marks, Halifax hosted an Eco Justice Fair during SOC 2019*
- *was featured in Halifax Today Sept. edition SOC 2019*
- *a number of Anglicans marched in the Global Strike during SOC 2019*



- *had planned to hold an Art Show during SOC 2020 on the premise that art expresses ideas that words cannot and projects dreams we cannot accomplish in other ways that was delayed because of the pandemic but held later, in Nov and on line and an online Gallery of the Arts was established.*

**B)** plan and gather resources that would promote ecological action, including minimizing water-use, setting aside available land for natural growth of plants and trees, transition to renewable energy sources and incorporating creation care into liturgical practice

**Response:**

- *Eco Justice Fair displays and speakers included everything from recycling, deforestation, advocacy and solar energy to green burial. Thanks to the planning committee and all the organizations that participated.*
- *DEN offered Zoom gatherings on gardening tips. During Covid we hosted weekly Thursday evening gatherings on a variety of topics with excellent guest speakers. DEN also hosted sessions on energy reduction in church buildings and had hoped to hold a GreenCent\$ Symposium in the fall of 2021 that was cancelled because of lack of registration. However, DEN is involved with the Ecology Action Centre in an event with the same focus to be held Oct. 1, 2022.*
- *DEN has local people connected to the network who are knowledgeable about energy reduction and willing to share information with parishes. DEN needs parishes that are undertaking that kind of project to keep us and other parishes up to date on the experience and results.*
- *DEN provided a grant to one of our clergy with the agreement that he would share research on his success in reducing fossil fuel consumption in ministry by using an E-bike instead of a car.*
- *DEN provided funding to Maggie's Place in Truro to promote active transportation. As a result, Maggie's Place was able to buy two child carriers and 3 child bike helmets and distributed them to families. One of the participants received a carrier and helmet for her son. "She was the inspiration for applying for the grant as she attended our workshop last summer on Biking With Your Littles that we offered in partnership with Bicycle Nova Scotia. She was keen on biking with her son but did not have the financial means to buy a carrier and helmet for him. Since receiving the carrier, the mom has joined our local Women on Wheels bike group and she and her son bike weekly with the group. This summer, a local bike store donated a new bike to her." Maggie's Place also promoted a local Bike Week.*
- *DEN has applied for funding from the diocese to explore the possibility of installing EV charging stations in church parking lots as part of our commitment to being a missional ministry. Thanks to the planning team.*
- *Green Burial and land conservation: DEN deeply appreciates the example set by the Parish of French Village. Special thanks to Ray and Louisa.*
- *DEN shares Season of Creation, Earth Day and Rogation Sunday liturgical resources and offers a meditative practice developed for Lent 2019 that can be used any time of the year called Stations of Creation. There is also an updated one called The Art of Sharing, DEN promotes Green Anglicans Sunday School resources, offers guest preachers/preachers to local parishes and a weekly online worship called Praying with the DEN Community that can be accessed live on Friday mornings at 9:00 am. Lay and clergy and all denominations are welcome for worship and the discussion/social time following.*



**Listen to the  
Voice of Creation  
SEASON OF CREATION 2022**

**C) prepare or use an existing Lenten practice focused on Creation**

**Response:**

- *Thanks to Donna Giles for the meditative prayer practice called Stations of Creation.,*
- *DEN updated a meditative practice called The Art of Sharing. (Dale Cook artist)*
- *DEN planned to hold an Art Show called Hope & Inspiration Gallery of the Arts during SOC 2020 on the premise that art expresses ideas that words cannot, and projects dreams we cannot accomplish in other ways. It was delayed by the pandemic and moved online in November. In all its forms, art can remind us of the beauty in the world. Recognizing that the climate crisis is the most significant crisis of our time, art can inspire us to reconsider our relationship with creation and point the way to a different, more sustainable world. It is our hope the art will reconnect you with the beauty of the earth. Allow the art to inspire you to face the climate crisis and vow to take better care of our world. The Gallery has gained momentum, has an administrative team of seven and the number of contributing artists is growing. Thanks to Carole Aylard, Murray Elliott and the artists for their contribution.*

**D) Form small groups to take leadership on environmental issues within each parish and to connect with the Diocesan Environment Network,**

**Response:**

- *DEN provides support for Green groups in parishes and encourages parish priests and other parish leaders to encourage their parishioners to develop Green groups.*
- *DEN also offered four “seasons” of Thursday evening gatherings online, a Zoom discussion group held weekly, from the spring of 2020 to the winter of 2021, addressing a variety of topics organized by Nancy Blair, Margaret Bateman Ellison and myself. The recordings can be viewed through DEN’s webpage. <https://www.nspeidiocese.ca/ministries/diocesan-environment-network>*

**E) Identify environmental and climate-related threats in their context and to develop or adapt existing tools on disaster preparedness and mitigation.**

**Response:**

- *appointed Eva Evans as Advocacy Coordinator (disseminating information on petitions, letter writing campaigns and demonstrations)*
- *works with, promotes and shares information from advocacy groups like Alton Gas Water Protectors, SuNNS (gold mining), Eisner Wetlands, Council of Canadians, Last Hope Camp, and other groups dealing with local issues like de-forestation and destruction of wildlife habitat.*
- *Representatives from DEN travelled as part of a faith-based delegation to the Saulnierville Wharf to stand with First Nations people. Thanks to DEN coordinator The Rev. Tory Byrne, DEN co-coordinator, for her involvement and commitment.*
- *has supported and stood with Extinction Rebellion, Friday Student Strikers, NS Environmental Network and other environmental groups.*
- *offered to support PWRDF in its commitment to disaster preparedness and mitigation due to the climate crisis.*
- *is actively engaged in the Nova Scotia Environmental Network (thank you Rev Tory Byrne), Council of Canadians Halifax, Ecology Action Centre etc.*
- 



- *meets annually with the Environment Minister during the winter as part of an NSEN delegation.*
- *offers pastoral care to environmental activists through an online Ecological Grief Support Group, then in person at the Climate Café organized and led by Nancy Blair.*
- *offers free meeting space to environmental groups that could not afford to rent space thanks to the co-operation of local parishes*

**3. Encourages and offers support to the organizers of both Diocesan and General Synod to make each session of synod as environmentally sustainable as possible.**

***Response:*** *DEN encouraged Synod planning committees in 2019 and 2017 to reduce use of plastics and waste and encourages Synod delegates to bring reusable water bottles and travel mugs. And a new video highlighting our diocese and DEN will be presented at the upcoming General Synod*

**In conclusion:**

**Thanks to Carole Aylard, editor of the DEN Enews, for her contribution to dissemination of information, to Eva Evans and Jesse Hamilton for their dedicated weekly contributions towards Advocacy and Claudia Zinck who has amazing ideas for the younger ones in her Grandma’s Going Green column.**

Thanks to all who post on our FB group <https://www.facebook.com/groups/101542159983749>

***Thanks to all the people who contributed to DEN this past three years, too many to name.***

***Thanks to all the parishes and Anglicans in our diocese and others connected to DEN who are making a difference.***

*Respectfully submitted,  
The Rev Marian Lucas-Jefferies*



# ANGLICAN CHURCH WOMEN

Diocese of Nova Scotia & Prince Edward Island



**Co-Coordinator:** *Connie English and Cynthia Pilichos (Report Author)*

**Current Board Members and Associates:** Carolyn Chenhall, Marjorie Davis, Selma Doucet, Connie English, Sally Goddard, Shelly Hubley, Sheila Hulford, Janice Jackson, Ethel Nelson, Donna Parsons, Cynthia Pilichos, Rev. Lori Ramsay (Chaplain), Bev Scammell, Maxine Simpkin, Sue Slauenwhite, and Anne Williams (reflecting every Diocesan Region, with the exception of Northumbria).

**Annual Anglican Church Women Theme 2022/23:** *New and Wondrous Ways* (from the last verse of the Anglican Church Women hymn, *The Love of Jesus Calls Us*)

**Reporting Period:** June 2019 – February 2023

**Synod Priority(ies):** While there are no specific priorities set by Synod for the Anglican Church Women Diocesan Board, there is a strong sense with the Board that an overarching aspect of its mandate is to encourage the advancement of the Diocese's Mission (***to participate in God's mission of reconciling the world to God through Jesus Christ***) and Vision (***to create and sustain Christ-centered, mission-minded, ministering communities of faith***) while encouraging and supporting the women and their organizations in the parishes in this Mission/Vision advancement enterprise. The stated mandate/purpose of the Anglican Church Women Diocesan Board is ***to encourage and support all women in the Diocese of Nova Scotia and Prince Edward Island to participate 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 God's mission and Christian service in the parish, community, diocese, nation, and the world.***

**Ministries:** In order to give life to this stated purpose/mandate, the Anglican Church Women Board and its activities are organized into **five broad areas of interconnected ministry:** *The Ministry of: 1. Planning & Administration; 2. Communication & Relationship Building; 3. Education; 4. Leadership Development; and, 5. Spiritual Development.*

## **Activities:**

1. The ***Ministry of Planning & Administration*** encompasses the "nuts & bolts" of the Board's functioning so that the other ministries can be accomplished. Most Board meetings (every second month – September to May) since the spring of 2020 have been on-line. The Board has a physical office in the Anglican Diocesan Centre. We have Anglican Foundation *Hope Bear* items available for sale in the ACW office. The Board maintains an annual membership in the Anglican Foundation and encourages parishes, women's groups, and individual Anglicans to do the same.

For years, the Board has coordinated the sale of the *Canadian Church Calendar* to the parishes out of the ACW office, but the Anglican Church of Canada has an e- store now that is able to service the parishes very successfully with the annual parish calendar order. Accordingly, the fall of 2022 is the first year that the Board will not be coordinating the sale of the *Canadian Church Calendar* to the parishes.

2. Within the **Ministry of Communication & Relationship-building**, we have the following specific communication vehicles: regular **NetNews** postings; a monthly column in **The Diocesan Times**, along with an ad; an-every second month 2-page e-Newsletter, **Let's Keep in Touch** (new since Synod 2019); a 3 X's a year magazine, **Keeping in Touch**; a **facebook** page, and a **webpage** on the diocesan website under Ministries. There are many features of the webpage that have been updated and a number that are still "under construction". The Board has no control in bringing these "under construction" features to a more complete state.

Connecting directly (phone and e-mail) with women in the parishes is the key role of the **Board's Regional Representatives**. Names, addresses (postal and electronic) and phone numbers for many women and some men are maintained. The Board has an e-mail address: [acw.nsboard@gmail.com](mailto:acw.nsboard@gmail.com) Regional Gatherings for women for the purposes of encouraging fellowship, providing a corporate worship service, and offering an educational opportunity, with at least one Board member attending and reporting, have been an annual feature, until the fall of 2020, when Covid made such gatherings impossible. In November 2022, the Board offered two very successful and well-attended "*Coffee & Conversations*", one hosted by the women at St. John's, Lunenburg and the other by the women at St. Luke's, Dartmouth.

A key communication focus of the Board is to promote the concept that **every baptized Anglican woman is an Anglican Church Woman**, regardless of how her ministry is demonstrated and in what fellowship / organizational context she finds herself. This has been, and continues to be, a challenging idea, in our diocese and throughout the country, as there is an assumed sense that an Anglican church woman is one who belongs to a parish group that identifies as, and calls itself, ACW; a broader understanding has not been successfully embraced.

3. Activity within the **Ministry of Education** has continued throughout Covid-19. The Board administers the **Kingston Memorial Fund bursaries** for **qualifying Anglican postulants studying at AST**, presenting bursaries each fall (no application required), and awards annually (an) **Anniversary Bursary (continuing education bursary/ies) to (a) woman/en studying in a recognized program – application required**). Contact [acw.nsboard@gmail.com](mailto:acw.nsboard@gmail.com) for an application form.



The Board provides leadership for the **White Ribbon Campaign** (late November into early December), in collaboration with the Diocesan **Mothers' Union**, to advocate for the safety, security, and well-being of all those affected by gender-based violence and discrimination. **The Board's collaboration with the Diocesan Mothers' Union around the matter of gender-based violence and human trafficking has been very validating and provides a model in our diocese and beyond for how these two organizations can work together for mutual benefit.**

The Board continued to sponsor and promote throughout Covid an **Annual Outreach Project** (one year with a local focus, another year with a national focus, and a third year with an international focus), which both raises funds for and awareness about the subject of the project. In 2019/20, we brought in \$17,000 to send 5 youth in Kikima, Kenya to post-secondary institutions (**Education – a life changing gift!**), having partnered with the Kings/Kikima "Grannies" in the Annapolis Valley. In 2020/21, **Supporting Parents: Stories that Matter**, raised

\$10,000 for the highly recognized parenting program of the Mothers' Union so that it could be expanded in the Anglican Church of Canada's Council of the North. In 2021/22, the **Marguerite Centre: A Future with Hope** project raised \$10,000 to help women recovering from addiction in a local residential place of holistic healing – the Marguerite Centre. The current Annual Project for 2022/23, **All In For Youth!** will have concluded (March 31/23) by the time Synod meets in May. At the time of writing, there is more than \$11,000 raised to send Indigenous youth to the *Canadian Lutheran Anglican Youth (CLAY) 2023* gathering. Prohibitive costs have made it virtually impossible for Indigenous youth to attend and participate in CLAY in the past – we hope to help change that for 2023!

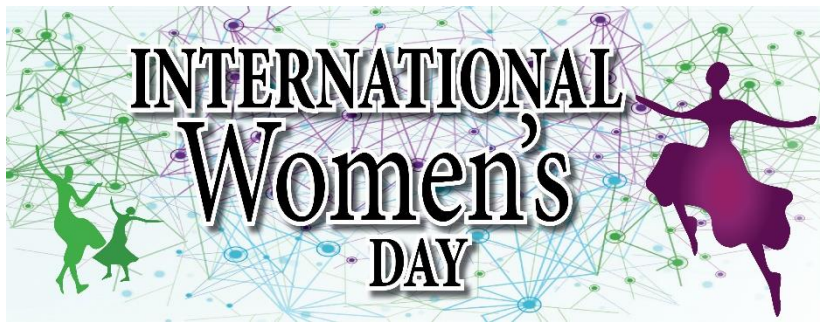


A new feature for the 2022/23 project, **All In For Youth!** was to “jump start” the raising of funds through the Anglican Foundation's **Say Yes! to Kids 2022 – Growing a brighter future, today** movement by registering a **peer-to-peer (P2P) team**. This proved very successful, as over \$3,000 was raised. **We are very appreciative of the support within the diocese for the Board's Annual Projects – they are missional initiatives that everyone in the Diocese of NS & PEI can both support and be proud of – they are “equal opportunity” giving enterprises! In 24 years, over \$200,000 has been raised for these initiatives!**

4. & 5. The **Ministries of Leadership and Spiritual Development** are inextricably linked, being closely connected, as well, with the other ministry areas. The “connective tissue” is the **annual theme**. The annual themes since Synod 2019 are: 2019/20: **Mission is Possible: Empowered by God**; 2020/21: **Do Justice . . . Love Kindness . . . Walk Humbly with Your God**; 2021/22: **The 4 C's of Community: Care . . . Courage . . . Compassion**; and, 2022/23: **Embracing Change in New and Wondrous Ways**.

The Board encourages **spiritual development** in all its activities and communications, both to foster one's individual spiritual growth, as well as to enhance the ministry and mission of the parish and diocese, as noted in the Board's purpose/mandate. The Board has a history of encouraging women to participate in whatever learning opportunities are available in the diocese (Board organized and others), and promotes the significant **leadership potential** of organized women's ministry in support of a parish's vision and priorities and the diocesan mission and vision. Moreover, the Board encourages women to exemplify the diocesan vision of the 5 - Cs for healthy leadership for lay and ordained for our diocese: *the ability to promote positive change in seeking God's mission, while building capacity, fostering community, enhancing confidence, and developing competence*.

However, the area of the Board's activities that has suffered the most in recent years, and not just because of the pandemic, is the **leadership development** component. A major factor has been the increasing age of the women in the organized women's ministry groups where the ability, plus the interest, to take advantage of any leadership development opportunities the Board organizes is very limited. As well, there is the prevailing sense that whatever the Board organizes is for those who identify as ACW alone, despite promotion welcoming all, women and men. However, the Board continues to advocate for the considerable leadership potential and reality of women's ministry in the parishes and the diocese, especially the mutually supportive role of organized women's ministry in the parish with other parish entities, notably the Parish Council.



Increasingly, we encourage parishes to have a Sunday that honours the lay ministry of its congregation. While the Board has established the first Sunday in March as **Women's Ministry Sunday** (close to the March 8<sup>th</sup> date of *International Women's Day*), we promote the idea of honouring and recognizing the ministry of all lay persons, so a **Ministry Sunday**, in line with the verse in the Anglican

Church Women hymn, *The Love of Jesus Calls Us: That God with men and women may so transform the earth/That love and peace and justice may give God's Kingdom birth.*

Another way the Board endeavours to demonstrate that its ministry is available to all, and not just women identifying as ACW, is the **Prayer Partner Ministry** that the Board initiated at Synod 2017 and reinforced at Synod 2019. This is a ministry for the whole parish (not the women only), as each parish in the diocese has been partnered. The list is meant to be available on the Board's webpage for reference, but is one of the features yet to be completed. The Prayer Partner pairings will be available at Synod 2022, a copy of the list available for each parish unit, because . . . "*more things are wrought by prayer than this world dreams of*" (Alfred Lord Tennyson).

**Reality Check:** There is no question that the presence of a global pandemic has had a huge impact on the life of the Board: it made usual in-person events impossible: Regional Meetings (2020-2022), Lenten Quiet Days (2020-2022), Faith & Fellowship Gatherings (2020-2022), and, in so doing, affected the manner in which we solicited funds for the Board's Annual Projects. Regardless, we are still very pleased that we were as successful as we were with bringing in funds for the Board's 2020-22 Annual Projects. As of writing, there is a virtual Lenten Reflections planned for March 15, 2023

Very few Board meetings have been "live" and in "real time" since the spring of 2020, with the majority being on-line, thanks to Zoom. This is now the norm. The pandemic did provide the impetus for exploring on-line possibilities for more than meetings: specifically, an on-line Faith & Fellowship in February 2021 and an on-line Lenten Reflections Event, in collaboration with the Diocesan Mothers' Union, and with AST students offering excellent reflections, in March 2022.

**However, the pandemic's biggest impact for the Anglican Church Women Diocesan Board was to accelerate the soul-searching the Board was already doing regarding its future, as we realized that the status quo was, and is, not sustainable.** We really took to heart the results of focus group sessions from 2018, the considerable body of research on shifts in volunteerism, a shift that we learned has been decades in the making, and insights from the change literature, while engaging with an exploration and decision-making framework called "strategic doing". The Board was extensively involved with all the foregoing, with both internal and external facilitation, from November 2021 to May 2022, with a vision for a possible future emerging from our soul searching. Consequently, the Board is well positioned for Synod 2022 with its theme: ***We Shall All Be Changed.***

**The Board members have been immersed in change ideas and we are being changed!**

With respect to shifts in volunteerism, we learned that membership in volunteer organizations, church and community, as we know them, has declined significantly over the space of decades, and the majority of those who are sustaining the membership currently are either senior in age (often very senior) or approaching

senior age. There is limited interest among a younger demographic in “joining” organizations styled as we have been used to. The sense of belonging, status, even a way of life that these organizations in the church and community offer to long serving members does not appeal to many under the age of 55. Moreover, connecting for this younger demographic is predominantly electronic and accomplished in a compressed time frame, irrespective of Covid. Generally, a younger demographic sees these organizations we are used to as having a senior age membership, a reality that is typically the case, unless the organization has undergone a radical change, with specific appeal to a younger element.

This shift in volunteerism has changed not only social and fellowship engagement in the unpaid sector, but the very way service and commitment are realized. This waning, even loss, of allegiance to institutions is accompanied by a desire for less formality and structure. Involvement today is more likely to be associated with a cause in order to have impact, will be for a specific space of time, not long term, and not to serve in an identified position in an organization. And . . . **a feature that is significant for the Anglican Church Women Board, and all women’s groups generally, is the noteworthy reduced interest in gender-specific organizations.**

Absorbing this knowledge about shifts in volunteerism that matched what we were experiencing freed the Anglican Church Women Board members to experiment with new ideas and possibilities for the future. We allowed ourselves to question the current state and to create space, therefore, for ideas that might have been unimaginable previously. This was a benefit, a positive by product of the reality of Covid! Kudos go to the Board members for recognizing that the Board is at a crossroads and taking the leap to engage in new possibilities, even when this meant that the Board, as we know it, would cease.

**Future Vision:** So, how is Board evolving? The most dramatic change in 2023 is for the Board to become a **gender inclusive entity, which means a name change.** That in and of itself is significant! We will, however, do a great celebration of thanks for the Board’s ministry on October 14, 2023 as we close a 50 plus years chapter as the Anglican Church Women Board. There is an increased awareness and appreciation that there needs to be a **purpose to this changed entity that is distinctive, even irresistible,** with the **potential to have wide appeal.** Using **identified strengths of the Board** (sound financial stewardship of endowed funds, fundraising ability, partnership-building capacity, and a missional focus) the idea is to act as **a catalyst and resource to enhance capacity for innovative ministry** in the diocese and beyond. This would have the Board evolve into an entity **patterned on that of a foundation,** in our case, a mini foundation. We are imagining a **social transformational focus** to this foundation-style ministry, aligned with the 4th Mark of Mission: *To seek to transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation.* The proposed name change is **Anglicans Powering Potential (APP).**

This imagining and preparing for a different future is both anxiety-producing and energizing, often at the same time! It is calling us to be risk-takers, to be brave and courageous! It is compelling us to **Embrace Change in New and Wondrous Ways,** according to the 2022/23 theme of the Board. **Our possibilities for a new future for the Board are transformational! As the theme for Synod makes clear: We Shall All Be Changed.** We pray, therefore, that the power of God is working in us and is doing infinitely more than we can ask or imagine – thanks be to God!





## YOUTH AND FAMILY MINISTRY COORDINATOR

**Priorities – The priorities identified in my job description have defined the areas of priority in my work since starting in this ministry in September 2015.**

- To engage and equip leaders in youth, family, and children’s ministry in parishes, regions, and at the diocesan level.
- Developing, researching and securing resources to encourage and enhance youth, family and children’s ministries.
- Participating in the ongoing work of the Youth and Family Ministry VSST and national youth ministry bodies and initiatives such as Stronger Together and the youth initiative of the Primate’s World Relief and Development Fund to maintain and/or develop connections and relationships within this diocese and to other dioceses.
- Sharing information and stories about youth, family, and children’s ministry to encourage and empower leaders in those ministries.
- Organizing, with teams of clergy and lay leaders, diocesan youth events such as our Diocesan Youth Conference (DYC), and our participation in other events like the Canadian Lutheran Anglican Youth (CLAY) Gathering, and ensuring that all SafeR church requirements are met for those events.

### **Summary of Activities/Initiatives since Last Synod**

*Note: I was on parental leave from late August 2019 until the end of February 2021, so this report will summarize activities and initiatives that took place from May to August 2019 and from February 2021 to August 2022.*

Perhaps the most logical place to start this is to name the impact that the COVID-19 pandemic has had on this work. When we entered into lockdown in March of 2020, many church communities did what they could to meet the very real and present needs in their communities and to keep worship going, but there was very limited capacity to maintain ministries for children, youth, and families. In some places, Sunday Schools and youth groups transitioned to online, others put together packages for families, and others went on hiatus. As the pandemic continued, some communities started up these ministries in person again at various times, but many were stop and go as the covid situation fluctuated. This led to a significant loss of momentum in many communities, and has led many communities to a place of rebuilding or completely reimagining ministry for children, youth, and families in their communities. This is true at the diocesan level too, as many of our ministries have changed form, and now we are figuring out the best ways to move forward as we continue in this ongoing pandemic.

*This has been, and continues to be, a time of change and challenge, but many good and meaningful things have taken place for children, youth, and families throughout the pandemic so far, and that is a true testament to the care and dedication of lay people and clergy throughout the diocese who are committed to serving the children, youth, and families in their midst. It has been a real joy to support parishes as they’ve been working on refocusing or seeking new vision for existing Sunday School programs, youth groups, and family ministries.*

The Community Roots Day Camp Program was held in the summer of 2019 and the summer of 2022. This ministry began in 2018 and has two aims, which work side-by-side. The first is to provide opportunities for children to attend day-camps in communities throughout the diocese in the summer, and the second is to equip and enable parishes to continue to engage with children throughout the year and to work towards being able to run their own day camps in the future. The two-year hiatus provided opportunity to take a detailed look at the program, figuring out what worked and what didn't, and what changes needed to be made for the program to be worthwhile. Numerous changes were implemented prior to the summer of 2022, including establishing a task group of the Youth and Family Ministry Vision Strategy and Support Team (YFM VSST) to support this work, and a new staffing model. This year, we had a three-person summer staff team, composed of one Program Administrator and two Program Architects and developed and facilitated camps in six communities throughout the diocese. Parishes can participate in the program for up to three years, taking on more leadership and ownership of the camp with each successive year. One parish finished their third year this year, and is planning on running a camp on their own next year, and others who participated for the first or second year this year are hopeful about participating again next year and continuing to build their capacity for meaningful, local ministry for children in their community.



The Diocesan Youth Conference (DYC) is one ministry that managed to continue without a pause over the past few years. In the fall of 2019, a task group led a weekend with the theme Hunger + Thirst, based on the Five Marks of Mission at Malagash Bible Camp in Malagash, Nova Scotia. In October 2020 we held a one-day DYC in Halifax, with a theme of Speak Out, with El Jones as our keynote speaker. In 2021 we held a joint event with the virtual Canadian Lutheran Anglican Youth Gathering (CLAY) in August at the Debert Hospitality Centre. 2022's



DYC took place in August at Camp Mockingee near Windsor NS, and our theme was Retreat, Recharge, Reconnect. There has been a trend over the past several years, even pre-pandemic, of smaller DYCs than we had in the past, and since 2020 that has been a much more dramatic shift. These smaller DYC gatherings, with anywhere from four to 15 participants don't have the same high-energy feeling as DYCs of the past, but have provided a meaningful opportunity for young people to connect with one another and their faith in a more intimate way. Each year we have an open and honest conversation about whether or not DYC should continue for another year, if it is still offering something worthwhile for the youth in our diocese, and so far it has continued to do so.

Teens Encounter Christ came to a final close since the last meeting of Synod. Despite efforts to hold one last gathering to mark the end of this ministry, it just wasn't possible, and the YFM VSST decided to not pursue it any further. This ministry continued for more than two decades in this diocese, and was a significant part of formation for numerous leaders (both clergy and lay) in our diocese, so while it was the right time for this ministry to come to an end, I give thanks for it and for the many people who helped make it happen over so many years.



Before the pandemic, I worked with a small task group of volunteers to develop a series of training sessions and workshops for leaders in children’s, youth, and family ministry. These primarily took place in person, but occasionally we recorded online versions or held them via Zoom. These training sessions became the foundation of training required for leaders at DYC and for volunteers for Community Roots, so in the pandemic, with in person events being much more complicated, I developed an online hub for these courses. It’s the same website as our previous youth and family ministry website, [www.sharenspei.ca](http://www.sharenspei.ca), but is now entirely dedicated to online courses on various topics relating to children’s, youth, and family ministries. There are a number of courses available now, and more are in the works. Hopefully, we will return to have some in person training events soon, but in the interim, this online learning hub has been a simple way for leaders to continue to learn and grow in their ministries. Another area of work that has come up within the YFM VSST umbrella has been around intentionally welcoming families into our church communities. This work has two streams, one focused on policies and procedures that support and encourage the involvement of parents and families in the structures of the church (for example, things like reimbursing the cost of childcare for parents to attend meetings) and the other focused on creating resources to support parishes in doing the work of more explicitly welcoming families. At the time of writing this report, we are in the final stages of creating an audit tool that parishes can use to take a closer look at where they are with this work, and to map out a plan of where they are going. I hope that this will be complete and ready to share with parishes by the time Synod gathers.

***It is important to note that none of these ministries – at the diocesan or local level – would be possible without the countless dedicated volunteers and thousands of hours of time and care that they share.***

**Plans for the Future** The main plan for the future is to continue focusing on those seven priorities and sustaining and revitalizing ongoing ministries, and seeking opportunities for new initiatives and new ways to connect with youth, children, and families. Part of that plan is continuing to fine tune the Community Roots Day Camp Program, as well as seeking to secure sustainable funding to ensure that the program can continue. I’ll also continue working with the YFM VSST on the various ministries of their task groups, picking up new areas of work and setting down old ones as the Spirit moves us.

One piece of work that has bubbled up over the last year or so that will also continue is an intentional effort to build a sense of community amongst youth in the diocese. With fewer parishes having youth groups, this intentional effort has provided young people a way to connect with others, share their faith, and have some fun. The plan for this is to hold several events throughout the year where youth can gather to do something fun together, share in a time of prayer or reflection, and get to know one another.

I also look forward to connecting and working with parishes and regions to find ways to deepen their engagement with youth and families in their communities, and am always willing to meet with people interested in having those conversations.

Respectfully submitted,  
Allie Colp [acolp@nspeidiocese.ca](mailto:acolp@nspeidiocese.ca)





# PWRDF

The Primate's World Relief  
and Development Fund

*He has shown you, O mortal, 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 6:8*

## **What Is the Primate's World Relief and Development Fund (PWRDF)?**

PWRDF is the Canadian Anglican response for emergency relief, refugees, development and justice. As an instrument of faith, PWRDF connects Anglicans in Canada to communities around the world in dynamic partnerships to advance sustainable development, to respond to emergencies, to assist refugees, and to act for positive change.

## **THE PWRDF HAS ITS BEGINNING HERE IN OUR DIOCESE!**

The PWRDF has its beginning here in our Diocese! The Primate's World Relief Fund, as it was originally known, emerged in response to Anglicans across Canada coming to the residents of the Town of Springhill after the mining disaster of 1958. We are now celebrating 64 years of providing hope to those in need all over the world.

The P stands for *Primate* (the head of the Anglican Church of Canada) but it also stands for our partners in Canada and around the world, people-centered development and for the parish volunteers who engage Canadians with our work.

## **Programs focus areas include;**

[Preventive Health, Food Security, Empowering Women, Indigenous Programs, Humanitarian Response and Accompanying Refugees.](#)



PWRDF is also a member of the Canadian FoodGrains Bank. Donations can be directed to CFGB through PWRDF where they are matched 4:1 by the federal Government.

The COVID pandemic has required PWRDF to re-examine how it delivers and monitors programming but also has given rise to new needs in the world. PWRDF has adapted and is responding to the new realities it is facing and in keeping with the theme of the Synod "PWRDF has been changed".

## Outlined below is a brief update of the current work of PWRDF.

### **HUNGER APPEAL**

PWRDF, through its membership in the Canadian Foodgrains Bank, is participating in the Humanitarian Coalition appeal to end hunger, where every dollar donated by July 17 was doubled by the Government of Canada. PWRDF is already working and supporting partners in South Sudan and Kenya, where people in the north cannot provide feed or water for their livestock and have no choice but to sell their animals in order to buy food for their families. The matched funds from the Government of Canada will directly support PWRDF's program in northern Kenya, in Marsabit County, where we are partnering with Church World Service.

### **EMPOWERING WOMEN**

In 2022, PWRDF is supporting partners in 20 countries around the world. We continue our support for women and fair access to land in Colombia, for girls and women who have suffered sexual assault in Uganda and the Democratic Republic of Congo and for indigenous midwives in Mexico and Peru who wish to ensure the right to a safe and cultural birth in their own communities with full support from their national governments and departments of health.

### **SUPPORT TO UKRAINE**

PWRDF supporters have now contributed \$1 million for our work and partnerships in Ukraine. Donations have come from individuals, parishes and foundations, as well as the province of Manitoba through the Manitoba Council for International Cooperation. The war in Ukraine has brought much pain to its citizens. Already more than six million Ukrainians, women, children and the elderly have left the country while another seven million have been displaced within the country. The death and destruction have been profound.

### PWRDF has been quick to partner with six organizations, providing funding for:

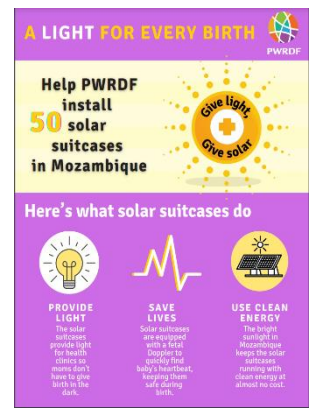
- Life-saving medicine and equipment, including two ambulances, to civilian and military hospitals, first aid kits and PPE to first responders;
- Assistance to disabled adults and families with disabled children such as a 24-hour hotline, accommodations, wheelchairs, and medical, legal, psychological and evacuation support;
- Food, water, basic goods for daily living (hygiene kits, personal care items, special dietary needs)
- Care for Ukrainian refugees, including unaccompanied children, through emergency accommodation centres and child friendly centres in Moldova and Hungary;
- Psycho-social support to children and their families in the de-occupied areas around Kyiv; and
- Funding for improving the heating system of a Lviv-based children's rehabilitation centre hosting displaced children with disabilities and their families.

### **COVID RESPONSE**

In 2022, PWRDF continues to support partners in five countries in Sub Saharan Africa with grant money from the Government of Canada, in support of effective COVID response and training of community health workers as they provide care, counselling, treatment and referrals. The funds also support the maintenance and strengthening of other health care, to support overall community well-being. Through our Vaccine Equity Fund, PWRDF also supported COVID responses in Lesotho and Liberia where remote and vulnerable populations are getting better access to vaccines and pandemic educational supports to prevent the spread of the coronavirus.

## SOLAR SUITCASE UPDATE

Our partner in Mozambique, EHALE, is installing of 50 solar suitcases in very rural, off-grid health centres as part of last year's Light for Every Birth program. The installations are enabling safer births and a healthier work environment for health workers. The installations were impacted by a cyclone that tore through EHALE's working area in March 2022. PWRDF contributed further funds to ensure a safe completion of the project and for the health centres to be ready and accessible day or night.



## CLIMATE ACTION

A growing number of PWRDF partners are taking climate action in their programs by planting trees, managing erosion and water and caring for crops. We recognize that our partners in the Global south do not produce a lot of greenhouse gas emissions yet bear the brunt of climate change. They stand to lose the most unless action is taken to reverse these impacts. With the support of the Canadian Foodgrains Bank and others, we are looking to support our partners in even greater ways and to complement our educational focus on Creation Care. In this past six months, we shared Learning Module #4 (Sabbath Rest), and Learning Module #5 (Waiting and Preparing). These modules encourage individuals and groups to explore the connections between climate change and food security through reflection, learning, prayer, action and giving.

## SUPPORT TO INDIGENOUS COMMUNITIES

PWRDF has supported Indigenous organizations and communities in Canada for more than 25 years. In 2022, PWRDF supported communities in northern Ontario and northern Manitoba responding to COVID 19. We are supporting the KOR Language and Culture Centre in Mohawk Territory, near Montreal with funds for language reclamation, community well-being and helping to leverage further funds for a new cultural museum. As part of our new responsive programs grant, we are supporting elders in Winnipeg and a Seed Sanctuary program the Highland Waters Métis Council that aims to reconnect Indigenous food and farming practices to Indigenous culture and knowledge recovery.

with



Closer to home, this past August, PWRDF also entered into partnership with the Mi'kmawey Debert Cultural Centre (MDCC) here in Nova Scotia. This project seeks to return Mi'kmaw collections to Nova Scotia that are currently housed at the National Museum of the American Indian (NMAI) of the Smithsonian Institution in Washington DC.

## IN CANADA EMERGENCIES

We are encouraged by the effective work coordinated by the Territory of the People in supporting individuals and families impacted by fires and floods in Lytton, B.C. A committee is in place to allocate funds raised in 2021 to those most in need, who have lost homes and property and who are in need, also, of post traumatic care and support.

Following floods in southern Manitoba in April 2022, PWRDF supported the Diocese of Rupert's Land to enable emergency support for Peguis First Nation. Funds supported the purchase and distribution of games, books and materials for youth and adults staying in temporary accommodations while their own homes were being repaired.

More recently, our Diocese has been the beneficiary of In Canada Emergency Assistance. On September 24, 2022, Hurricane Fiona passed through Nova Scotia and Prince Edward Island causing unprecedented damage. Soon after PWRDF launched an appeal and Anglicans from across the country responded generously by donating \$37,000 which was topped up to \$50,000 with a \$13,000 grant from PWRDF. This funding will be used to support projects from parishes which will increase preparedness and resiliency to future extreme weather events.

Much more information and detail on each of these initiatives is available on PWRDF’s website at [www.pwrdf.org](http://www.pwrdf.org)

**NAME CHANGE**

After sixty-five years, our PWRDF will soon have a name change. The PWRDF Board of Directors recently made the decision to change the name in response to its strategic direction to increase its brand awareness among Anglicans but also non- Anglicans. Among non- Anglicans the word Primate is not associated with the Anglican Church of Canada. There is no definitive timeline for this change as it is important to undertake sufficient consultation with staff, Board members, volunteers and others to find the right name. The new name will be integrated with the current multi-colored globe, introduced in 2018 as part of 60<sup>th</sup> anniversary commemorations.

**LOCAL CONTEXT**

The Diocese of Nova Scotia and Prince Edward Island continues to be a very strong supporter of PWRDF. As the COVID pandemic required in-person worship services to be suspended for most of a two year period, parishes and parishioners continued to contribute generously to PWRDF as demonstrated in the table below:

Financial Contribution of the Diocese of Nova Scotia and Prince Edward Island to PWRDF 2017 - 2021

2017	2018	2019	2020*	2021*
\$259,605	\$265,511	\$281,361	\$263,803	\$261,460

\*Pandemic years

This commitment to our PWRDF during a very challenging time speaks to the depth of faith and commitment of Anglicans in this Diocese to living out their baptismal covenant to seek peace, justice and dignity for all. Thank you.

**I also want to acknowledge the network of volunteer Parish Representatives in the Diocese. They do a tremendous amount of very creative work around organizing parish events, ordering resources and educating Anglicans about the work of PWRDF at the parish level. THANK YOU FOR ALL YOU DO.**

For more information on PWRDF’s work, priorities, finances, educational resources and its policies please visit the website at [www.pwrdf.org](http://www.pwrdf.org).

On behalf of PWRDF, thank you for your support.  
*Respectfully submitted,*  
*Chris Pharo PWRDF Diocesan Representative*  
*August 10, 2022/Updated March 21<sup>st</sup>, 2023*

# REFUGEE SPONSORSHIP TASK GROUP

The Refugee Sponsorship Task Group has been very busy over the last few years. We have had some recent changes to our Group.

The current members of the Task Group are:

*Sarah Cooper, Coordinator, Cathedral Church of All Saints*

*Marie Kettle, Parish of French Village*

*Bishop Sandra Fyfe*

*Retired Bishop Sue Moxley*

*Rev'd Ray Carter, Cathedral Church of All Saints*

*Sharon MacLeod, (Past Refugee Coordinator), St. Mark's Church, Halifax*

*Ian Gillis, St. Stephen's Church Chester*

The vision of the Refugee Sponsorship Task Group is to increase awareness and the possibilities of private refugee sponsorship by Anglican Churches and affiliated groups in the Anglican Diocese of Nova Scotia and PEI.

The Task Group is very grateful to the Diocese for their support of our work. In July, 2021, we were able to hire a part-time Refugee Sponsorship Coordinator. Reverend Elizabeth Huether did a wonderful job of jumping right in and navigating us through a difficult time. Rev. Elizabeth recently left the role of Refugee Sponsorship Coordinator. We were sad to see her go! I began in her place on August 15, 2022.

It has been a rather tumultuous time for everyone these past few years. Refugee resettlement had to slow down considerably when the pandemic hit. We have continued to work hard, focussing our efforts on making sure the refugees (and their sponsors) who were in their first year of settlement received information about COVID-19, keeping abreast of the ever-changing information around travel precautions and procedures, updating sponsoring church groups and families of the application process as we found out more information, and discussing as a group what we want this important ministry to look like into the future.

This November, we completed the rigorous national Program Integrity Framework (PIF) process that all Sponsorship Agreement Holders were required to go through. This was ostensibly an audit of our program and an evaluation of our accountability and oversight procedures. We submitted many supporting documents to show we have been doing our due diligence in holding and dispersing funds in trust, monitoring newcomers' progress post-arrival, and complying with the training requirements of Immigration, Refugees, and Citizenship Canada (IRCC). While we do not have our results yet, we feel confident we offered a very solid presentation of our Refugee Sponsorship Program.

COVID-19 delayed the announcement for allocations for 2022 considerably. We were given 35 spots in late spring 2022. These spots were for individual refugees (i.e. a family of 5 would require 5 spots and usually one application). We submitted all our applications by the end of December 2022 and filled all our 35 spots except for one which we have carried over into 2023 without any consequences.

We also worked with sponsors supporting refugees under a new stream called Operation Afghan Safety (OAS). OAS was created to respond to the crisis in Afghanistan. We submitted applications for 15 people under this program. It is disappointing to hear that the program has not been continued for 2023 as there is still overwhelming need in that part of the world.

This year we have been given the same number of spots (35). We are also hoping to take a couple of left over spots from the OAS program from SAHs who did not use theirs in 2022. All sponsors have been selected for the 2023 year and all spots have been filled.

People often ask us if we will be supporting Ukrainian sponsorships. The Ukrainians are not coming to Canada under our refugee program; therefore, private sponsorship right now is generally not suitable for them. We know that several Anglican churches within the Diocese have been working hard to welcome Ukrainians in their community and it is lovely to see.

In spite of COVID-19 and huge delays in processing times, by March 31, 2023 we will have 50 people in Nova Scotia enjoying their first year in Canada! Sixteen of those people have arrived or will be arriving since January. All but two people have stayed in Nova Scotia. Almost all adults have found jobs within the first year of arrival in Canada. While there are certainly challenges, it is such a hopeful and positive experience to watch people settle in a place where they feel safe, reunite with loved ones, and achieve goals they had to put on hold for many years.

Refugees settled in Nova Scotia since March 2022 have come from: Eritrea, Ethiopia, Iran, Somalia, South Sudan, Sudan, Syria, and Yemen.

Refugees settled in Nova Scotia since January 2022 have come from:				
Eritrea	South Sudan	Ethiopia	Somalia	Yemen
	Iran	Sudan	Iraq	Syria

We have over 50 people overseas who have been waiting to come from Canada, some since 2018 and some only since December 2022. They are all living in a second or third country of asylum but are originally from: Afghanistan, Eritrea, Ethiopia, Somalia, South Sudan, Syria, and Venezuela.

I would like to leave you with a comment I received by email from a person who sponsored his extended family. They arrived just before Christmas and are very happy to be reunited:

*As a family we had a wonderful Christmas and New Year Celebrations. The family is settling well in Nova Scotia. The parents already started work. The older children are communicating with universities and colleges regarding their future education. The three younger children are attending school. The family is familiar with the city now, and they can go by themselves using metro transit. The father is working to get his Nova Scotia Drivers License. Once he gets his license, we are going to give them our family van. Hopefully, it will help them to settle in Nova Scotia. Thank you for the great opportunity the Anglican Church gave to our family.*

If your parish is interested in working with the Diocese to sponsor a refugee or refugee family, please contact me at [anglicanrefugees@nspeidiocese.ca](mailto:anglicanrefugees@nspeidiocese.ca) to discuss your options.

Thank you!  
Sarah Cooper,  
Coordinator, Private Refugee Sponsorship Program



# HUMAN RESOURCES VSST

*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 clergy and laity employed by the Diocese and Parishes in Nova Scotia and Prince Edward Island.*

## Strategy:

- To develop, maintain and upgrade 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 of clergy;
- to respond to specific difficulties in the area of HR as they emerge
- As needed, we work with other diocesan committees and VSST as well as reporting on a regular basis to Diocesan Council meetings.

## Membership: The current members of the HR-VSST include:

- *Rev. John K. Morrell, PIC, Parish of Northumberland – TEAM LEADER*
- *Allan Turner, NOTE TAKER, St. Andrew’s, Cole Harbour*
- *Carolyn Chenhall, Christ Church, Dartmouth*
- *Jeff Marshall, Christ Church, Amherst*
- *Edith Marshall, Parish of Tangier*
- *Jordan Waterbury, Parish of St. James, Armdale*
- *Rev. Falen McNulty – on leave*
- *Rev. Katie Taylor-Flynn – Regional Dean and Rector – St. James, Armdale*
- *Rev. Patti Brace, Rector, Parish of Mahone Bay*
- *Need another Clergy Person*
- *STAFF LIAISON - Rev. Ann Turner, Diocesan Executive Officer*

It is noted that the Rev. Gordon Redden has supported the work of HR since becoming Executive Assistant for the Diocese. His retirement was recognized at our in-person meeting on February 11, 2021.

In the past three years, we have completed the following Actions:

## Policies Revised

- [Policy 2.1.2 - Diocesan Travel -- June 2022](#)
- [Policy 2.1.4 - Remuneration of Priest-in-Charge – Revised travel](#)

## Reimbursement - December 2020

- [Policy 2.1.6 - Family Leave – October 2021](#)
- [Policy 2.1.9 - Fees for Occasional Services Outside the Parish Where the Individual](#)

## Holds a License – December 2020

- [Policy 2.1.18 - Remuneration for Part-time employment of Clergy -- Revised travel](#)

## **Reimbursement - December 2020**

- [Policy 2.1.19 - 2022 Clergy Minimum Stipend Scale – October 2021](#)
- [Policy 2.1.21 - Personal Loans - Reviewed – January 2020](#)

## **New Policies Instituted**

- [Policy 2.1.24 - Breastfeeding](#) \* Breastfeeding Friendly Church Toolkit, \* Checklist for Becoming a Breastfeeding Friendly Diocese -- April, 2020
- [Policy 2.1.25 - Calculation of Cost-Of-Living Increases -- October 2020](#)
- [Policy 2.1.26 - Checklist of Tasks](#) and Responsibilities for Parish Ministry and Mission -- June 2021
- [Policy 2.1.27 - Confidentiality and Non-Disclosure Agreement -- February, 2022](#)

## **Reviewed the following Position and Job Descriptions**

- Diocesan Coordinating Chaplain
- Diocesan Controller
- Archivist
- Payroll and Benefits Administrator
- Diocesan volunteer positions
- Volunteer Job Description for Members of Diocesan Synod
- For members of the “Investment Task Group” of the Financial Management

## **Development VSST**

Employee Assistance Program to be re-instated.

Each member participated in an evaluation of the work of the HR VSST as part of a general evaluation of all VSST's.

The following items are still active on our Agenda.

## **Reviewing and Revising the following HR Policies**

- Policy 2.1.4 – Remuneration of Priest-in-charge – June, 2002
- Policy 2.1.5 - Performance Appraisals – December, 2020
- Policy 2.1.12 – Vacation – November, 2003
- Policy 2.1.17 – Sexual Misconduct Policy – November , 2011
- Policy 2.1.18 – Remuneration for Part-time employment of Clergy – June, 2004
- Policy 2.1.23 – (formerly 2.1.17a) - Screening Guidelines – April, 2003
- Holding a Retirement Planning Session
- Developing Manuals for Archdeacons, Regional Deans, Parish Officers, Parish Council Members, Pre-retirement Information

*Respectfully submitted,  
The Rev. John K. Morrell  
Team Leader/Chair  
HR-VSST*

# DIOCESAN ARCHIVES REPORT TO SYNOD

Since the last Synod in 2019 the [Diocesan Archives](#) has focused on the processing and preservation of parish records deposits and cleaning various parts of the collection, while updating the finding aids description, including indexing and filing legal documents of the Synod Office and the parishes. In October 2021 the Archivist created a Diocesan Trusts database for the Finance Office to track terms of reference for use of funds.

Over these years we have answered an average of 35 research requests per month. During COVID shutdowns the Archivist was present in the Archives 1-2 days a week. We have, as always, used as our guideline for preservation, the input from the Anglican Diocesan Archives (ADA) Network and the General Synod Archives (attended ZOOM meeting in 2020).

Despite a reduction of days in the Archives due to COVID restrictions, our Special Projects have resulted in 122 parish registers and 150 legal documents cleaned and deodorized, 1500 pages of Synod yearbooks digitized, and database description of 114 photographs. Our Archives Assistant's part time hours over nine weeks also achieved the filing of legal documents, the description of 58 accessions and the preservation scanning of 5 parish registers.

The Archivist has also participated in online events of the Council of Nova Scotia Archives and the Canadian Conservation Institute Workshops in 2020 and 2021, adding to our knowledge of current technology for effective digital preservation, among other things.

We have received 27 linear metres (27 shelves) of records from the parishes since May 2019. Since December 2022 we have been re-arranging the shelf contents in the vault to make room for the last 15 metres of parish records just received in December 2022.

In November 2021, the extra hours reserved for Special Projects were added to the Archivist's regular pay, making it easier to manage time to achieve our goals within prescribed timeframes. Our continual goals from 2020 up to the present have been to describe and arrange the backlog of accessions (deposits), to clean and re-house fragile registers in order to make records safe, and to free up shelf space in the vault, with a view to eventually collecting more records from the parishes in 2023.

In October 2021 the Archivist announced her retirement to occur by December 31, 2022, and a budget amount was allocated for a trainee's wages, to be trained for a period of 3-6 months by the Archivist. Since that time, we have submitted documents to the Executive Director and Human Resources i.e.: official job descriptions, archives tasks and duties required, archivist's qualifications necessary to fulfill the job duties, a detailed training schedule designed to acclimatize the trainee to the needs of the collection and the organization's purpose and operations, and a suitable job posting document, to aid Human Resources in the hiring process.

These can still be used for a new plan adopted for 2023. As other urgent Human Resource issues have taken priority in 2022, the Archivist's retirement is postponed until at least end of June 2023, or until the hiring and training of a new Archivist can be achieved. The Archives Committee is resolved to fulfill its Mandate by ensuring that the Archives continues to be staffed to give consistent care to the collection and uninterrupted services to the parishes.

## Diocesan Archives Committee:

*Lorraine Slopek. Diocesan Archivist*

*The Rev'd Glen Kent, Chair, Diocesan Archives Committee (original member)*

*The Rev'd Taunya J. Dawson (Diocesan Genealogist, Rector, Parish of Hubbards)*

*Rosemary Barbour (Senior Archivist, Preservation Services, Nova Scotia Archives)*

*The Rev'd Tom Kerr, (original member)*

*Darryl Spidell – corresponding member – historian at Sackville and Westwood Hills*

## **I. Priorities;**

- Ongoing coverage of news and stories around the diocese
- Retain existing and encourage new contributors
- Increase financial level of donor sponsorship
- Increase financial level of advertising
- Moving toward electronic publication

## **II. Summary of activities and/or initiatives undertaken since Synod 2019;**

- Angela Rush retained to serve as advertising agent
- Monitoring advertising sales and accounts payable
- Encouraging reader subscription following national decision to cull old mailing list. Subscriptions declined significantly.
- Participating in Anglican Journal consultations concerning continued print edition of national and diocesan papers
- Participating in Communications Strategy study in Diocese
- Upgrading editor hardware and software for editing and publication
- Retraction and apology for a published story, followed by a review of the Editorial policy

## **III. Plans for the future;**

- Re-engaging finance office concerning reports of outstanding advertising payments.
- Continued monitoring and participation in decisions being made at national level concerning the Anglican Journal.
- Launching <https://diocesantimes.ca/> publicly, part of a National Church news sharing database.

## **IV. anything else you want members of Synod to know about your group/organization.**

- Looking for members for the Management Board to represent a variety of readers.

*Submitted by Paul Sherwood and The Rev. Matthew Sponagle Editor, The Diocesan Times Chair, Diocesan Times Management Board*

# FINANCIAL MANAGEMENT AND DEVELOPMENT VSST

Covering May 2019 - July 2022

## Membership as of July 2022:

*Derek Hounsell Sarah-Jane Raine*

*Ted Johnson The Rev. Matthew Sponagle (Team Lead)*

*Jack Marshall The Rev. Nicole Uzans*

*Sarah-Jane Raine*

*The Reverend Nicole Uzans*

*Staff Support: Peter Flemming (Acting Controller and Insurance), The Rev. Ann Turner (Executive Director)*

## Other participants since last Synod:

*Andy Carras (Budget)*

*The Rev. Carl Fraser (Team Lead)*

*Glen Greencorn (Controller)*

*The Rev. Andrew Mortimer (Budget)*

*Eugene van den Berg (Acting Controller)*

*Chris Veach (Controller)*

## Introduction

Much of the work of the Financial Management and Development (FMD) VSST involves monitoring the financial health at the parish and diocesan levels of the church. This work includes regular monitoring of investments, allotment, payroll, accounting policies, budgets, etc. We also are called upon to support Diocesan Council and other VSSTs by having input into diocesan policies and operations. At the 2019 session of Synod a proposal for missional allotment was approved, as well as a motion concerning a report on a simplified allotment system. As a result of the feedback on these motions, it was evident that the allotment system was perceived as labour intensive, overly complicated, and not fairly representing a parish's ability to contribute to the wider church. FMD added three new, but related, tasks to their work: The implementation of the Missional Allotment proposal, redesign the parochial returns and to consider a radically simplified allotment system.

## Financial Health of Parishes and the Synod of the Diocese

The Covid-19 pandemic upset many aspects of life, and the church was no exception. The shut-down of in-person worship saw many ministries evolve, as did our financial operations. Many of the traditional methods of giving, like the offering plate, were modified by electronic offerings. Without in-person fundraisers, some parishes experienced significant losses. Diocesan Council was able to support parishes by waiving allotment payments in 2020 for the months of March, April and May, and agreeing to pay certain personnel expenses of April, May and June 2020. The finance office also oversaw the CEWS support being offered by the federal government for the benefit of parishes. Slowly, worship and gatherings returned, but the full financial impact of these last two and a half years are yet to reveal themselves. At the diocesan level, budgets continued to look healthy, largely because many ministries did not get done.

The pandemic also saw significant changes in staffing at the diocesan office, after a series of retirements. Our controller, Glen Greencorn retired in April of 2021. To assist operations in the financial office, Peter Flemming returned to assist as the acting Controller in the interim. Chris Veach started the position of controller in October 2021, but resigned in March of 2022. Eugene van den Berg was contracted to act as controller as the process of hiring commenced. With three different controllers at the helm in 2021, the audit process was more challenging, and we thank the finance office for their dedication to getting the necessary information to the auditors in a timely manner. With that contract ending, Peter Flemming returned to support the finance office.

2022 saw a push to re-establish membership in several of the financial oversight groups. These groups had experienced a decline in participation and membership during the pandemic, and needed to be re-energized to provide the necessary oversight. New members were appointed to the Investment liaison task group, budget sub-committee, and FMD. Regional Deans are once again receiving arrears reports for their region and can help to identify issues and offer supports in a timely manner.

### **Implementation of Missional Allotment System**

After the 2019 Synod approved missional allotment, a Missional Exemption Reporting Form was developed and circulated. For 2019, parishes were asked to share with the Diocese, what activities/programs and initiatives they would include for exemptions had the missional exemption been in place for 2019. This information was used to analyze what parishes are doing and what they may claim for 2020. The form provided many examples to assist parishes to be able to both match their activities with the 5 Marks of Mission, as well as serve as a “seeding tool” with ideas for parishes to possibly explore.

Each year, parishes were to report their missional expenditures and would receive partial benefit as the transition from maintenance to mission was introduced over a four-year period. However, the budget for 2022 required a change in the implementation process concerning caps on allotment. The caps were removed from the implementation process for 2022 due to the potential impact on the diocesan revenues. This would only impact a select few parishes, as most parishes would be paying less than their previous allotment. The controller offered to meet with parishes if they were concerned about their ability to meet the allotment request. Chris Veach prepared a letter for parishes which included supporting documents from the 2019 Synod concerning missional allotment.

One error was noted, and needs to be corrected, concerning the implementation process. The inclusion of snow plowing/lawn care in the example list of maintenance items needs to be removed and a correction sent out. This listing would suggest that these items could be included in the maintenance exemptions being phased out. This type of maintenance was not previously allotment exempt on parochial returns, and thus should still not be included during the phase-out.

Further discussion concerning the parochial returns submissions during the time of controller transition was held. Checks had been done via volunteers through the budget sub committee, but this did not happen during this period. This presents as an opportunity to reflect on how this task may now be best accomplished, but it is an important step to examining the impact of missional allotment on parishes and the Diocese.

### **Parochial Return Redesign**

A simplified parochial return form and instructions was drafted and circulated by e-mail for comment in 2019. Glen Greencorn received feedback and adjusted the draft accordingly. The final product included explanations for line entries which helped parish officials considerably. One area for continued conversation is how the information is collected and stored. At present, forms are scanned as .pdf for storage. Parochial return information could not easily or quickly be extracted for analysis in a timely and efficient manner. This should be addressed after a new controller is hired.

### **Radically Simplified Allotment System**

Following the 2019 synod, a working team was drawn together in October 2019. The team gathered information from dioceses across the Canadian Church as well as some Episcopal dioceses in the U.S. concerning their allotment systems. Their findings suggested that there are broadly 4 different approaches to Allotment – Flat Tax (with/without Exemptions), Progressive Tax (as income increases, rate increases), Consumption



(Allotment based on expenditures, not income) and Pledging (where Parishes make decision/gift to the Diocese). The group circulated a memo outlining their review of Allotment Processes from other Dioceses, sketching the most common models in use – including the pros and cons of each particular model. They invited feedback, and 30 responses from parishes were received to be reviewed. The work of this group was sidelined with the resignation of the controller. In 2021, a few members of the group were contacted to assess what needed to happen to proceed with this work. The task group had been waiting for Glen to process the feedback and write the report. Chris Veach was tasked with finding the previous Controller’s notes and feedback for this project, but this was not completed before his resignation. The task group had not received anything, but a member of the group was preparing draft motions for Synod and circulating them to FMD for feedback.

### **5-Year Plan**

In recent years, the Diocese has experienced a surplus of revenues over expenses, adding to the unrestricted working fund of the Diocese. FMD had heard reports over those years that the budget sub committee was amazed at these results, and did not expect the trend to continue. However, this trend did continue until recently. With dropping assessable income, the budget sub committee requested the development of a 5 year plan, later called the Mission Action Plan, to help set priorities.

A consultation process was held across the Diocese to draft the plan. Diocesan Council held a special meeting to gather and prioritize input into the plan. Diocesan Council members are being asked to read and reflect on this document. The intent was to deliver the Mission Action Plan to the next synod, originally scheduled for 2021. However, the pandemic introduced so many challenges to daily operations, let alone long-term planning, that the Mission Action Plan was set-aside.

### **Other**

A Single Access point for grant applications was a project undertaken by FMD over the past few years. The idea was to develop a process where parishes or other church organizations could describe their project needing funding, and a group would vet each application suggesting which grants would best apply. This should help parishes by only having to complete one application and help to guide them to the most appropriate sources of funding. A form was drafted and approved by Diocesan Council and we now await the appointment of a group to vet the applications.

Another advancement by FMD was the review of the financial checklist, formally called an audit checklist. This form was redesigned to make it easier to use. This check-list is a basic review to help parishes follow established policies and practices which provide protection to the parish as well as its supporters.

Finally, diocesan council directed the VSSTs of the Diocese to do a self-review. This was completed by members in the Spring of 2022.

### **Conclusion**

The pandemic, as well as the many changes in leadership, has provided many challenges to the life of the church. Many thanks must be provided to those who provided leadership over the past few years, especially the controllers, executive directors and the bishops. Special recognitions is due to the Rev. Carl Fraser who served as the team lead of FMD since its formation. We give thanks for his dedication to this ministry, and his many gifts and talents. We also acknowledge the work of the finance office staff, acknowledging the demands placed upon them during these times of transition. Thank you for all you do to help the parishes and the synod office.

### Update to cover period from July 2022-Feb 2023

- The controller position continues to be vacant. Peter Flemming is providing support for the finance office. New strategies are being considered to fill the vacancy.
- FMD met with mover of proposed motions concerning allotment and parochial returns. Feedback was provided and concerns flagged. We feel a controller will need time to establish themselves in the new role and then engaged to offer recommendations on operations.
- Budgeting for 2023 included using the remaining funds from previous capital campaigns. This allowed current operations to be maintained without increasing allotment, but these funds are now depleted. Diocesan council has requested a group be formed to help set priorities that will guide the budgeting process moving forward.
- FMD is planning a zoom meeting for those who provide financial leadership in parishes. This will be hosted after the annual meeting deadline and before parochial returns are due. The concept would be to encourage parishes to ask questions, seek support or guidance, and share information. It will also offer FMD insight into parish operations and what resources and supports may need to be developed.
- A special meeting was held to discuss the insurance renewal. Premiums will see a greater than expected increase, due to rising settlement amounts for abuse claims being awarded by courts and inflation impacting replacement costs. One of our members experienced in the insurance business assures us that we are receiving excellent coverage at a favorable cost.

*Respectfully Submitted*  
*The Rev. Matthew Sponagle*  
*Team Lead, FMD VSST*

## VOCATIONS COORDINATOR

What attracted me to say “yes” to the offer of this position as Vocations Coordinator in November 2019 was that the scope of the work had been significantly redefined with a much broader emphasis than when I previously held this position 1998-2005. Along with assisting individuals to discern God’s call to stipendiary ordained leadership as Rectors in addition to those discerning a call to the supplemental, sacramental ministry of Associate Parish Priests, the work was reimagined to include raising the profile of the particular ministry of Vocational Deacons and even more widely, to affirm and encourage the ministry of lay people. In short, this reimagined focus encompasses the discernment, training and formation of the call to Ministry of All the Baptised.

In the course of doing so, I’ve also had the pleasure of assisting parishes in discerning the ministry needs of their communities, in assessing the gifts they already have among them or which can be developed to meet those needs. Here my work has over-lapped on several occasions with that of the Rev. Canon Lisa Vaughn, the Parish Vitality Coordinator. I’ve also collaborated with her in the Connectors program, a missional ministry cohort of primarily lay but also ordained persons seeking to be equipped for ministry among those who have either never been part of a church family or who have left for the institution. Remembering the call to the ministry we have all received in our Baptism has strengthened the resolve of participants and this collaboration has been instrumental in developing a strong network throughout the diocese.

When the World Health Organization declared a global pandemic in March 2020, many things, including in-person worship and the ability to gather were curtailed. Having to “stay the blazes home” challenged us to find new ways to connect and technology has influenced – and changed – the way we communicate. Many of us became Zoom aficionados and overnight YouTube sensations, but something else began happening as well.

*“This is our true vocation—  
what we are supposed to do  
when we grow up, each of us  
in our own ways. We are  
called to sing these words—  
'You are beloved'—to each  
other. And we are called to do  
so amid the brokenness of this  
world.” I ---  
Mihee Kim-Kort*

Some, particularly lay people, and more than a few clergy, became a little braver, or at least, brave enough to explore old ways to reconnect. We saw the revival of the “telephone tree” to check-in with folks, as well as new ways to engage while socially distance. I don’t have any hard statistics, but a quick search of YouTube reveals that a significant number of parishes and individuals are hosting study groups, leading Morning, Evening and Compline services. In some parishes, this online presence made it possible to engage in worship and other programs across communities, provinces and even continents, hosted by those new to such roles. This is all ministry, exercised by those who had not previously seen themselves as “ministers”. As our worship, parish meetings and even coffee hours moved on-line, so too did the annual Discernment Retreat, which, interestingly, enabled people from outside our geographic location

to participate remotely in sessions held over three days.

Sometimes a person may begin to explore the notion of ministry when invited to take on a specific role. Often, it can be others who acknowledge the presence of particular gifts and offer encouragement. Other times, it may suddenly, or even gradually dawn on someone to ask what “more” they can be doing. All of this is called “discernment”, and it can lead not only to ordination, but can also deepen one’s understanding of baptismal identity as beloved child of God.

Some of you at this Synod may recall when we used a “flow chart” to illustrate the steps to take or the boxes to tick in the “Discernment Process”. The flow chart was once described to me as “like the yellow brick road, where every once in a while, the Vocations Coordinator pops up like the Good Witch Glenda to point the way”. The glaring problem with that model was that there were no “off ramps”. The assumption was made that if all the steps were taken, all the boxes ticked, at the end of the “road” a person would be ordained. The emphasis was on filling requirements and less about listening for God’s plans in response to the needs of the Church or the world. But that is not how discernment unfolds, is it? We cannot say to God, “Here I am” and then proceed to tell God where best to use us.

I am learning, as, I think, are many Inquirers and Discerners, that “discernment” is not linear. Oh, sometimes it may seem to move in a straight line but it is really more of a spiral, not spiraling out of control but rather, deepening as we grow into our Baptismal identity and begin to accept ourselves as, and believe ourselves to be, the Beloved children of God, with a treasure to share with the world so in need of grace and forgiveness and joy – and especially, God’s love. And all of this happens, not in our timetable but rather in God’s time.

Though many of us may have been feeling at a stand-still during these Covid-days, it is clear that God has been busy inviting people to respond – and people have been busy responding! There has been renewed interest in the ministry of Deacons and in the Community of Associate Parish Priests. Those discerning a call to full-time stipendiary priesthood are also exploring new models of collaborative ministry teams, possibly on a regional basis or sharing resources between adjacent parishes. People are also renewing their Baptismal Promises and giving serious thought to how they might serve God and neighbour in the places where they live, work, study or play.

I hope this report enables you to see how our way of discerning call is evolving in response to dramatic shifts laid bare by the pandemic, but also in recognition of the changing needs of both church and society. The Discernment and Formation Task Group, which oversees the breadth of what I do, has been working diligently to determine how to best foster and equip all the Baptised to serve. No small task! We’ve been consulting with Susan Barthos, who is skilled in change management, to design a structure and process to meet the ministry requirements going forward. She has been an invaluable guide.

While we may long for the neater, tidier look of a flow-chart, we are trying to be responsive and open, trusting that God has and will provide the gifts and persons needed. It will be a little messy for a time, I’ll admit. It is challenging to enact change in the way of doing things when you’re in the midst of it, or when the “new way” is not quite ready yet!

*In the meantime, we have some singing to do and. As we’ve seen, there are plenty of disciples willing to sing a new song. Thanks be to God!*

Respectfully submitted, The Rev. Frances Drolet-Smith [vocationscoordinator@nspeidiocese.ca](mailto:vocationscoordinator@nspeidiocese.ca)

---

*1 Kim-Kort, Mihee "Our vocation: It's about learning to sing," November / December 2021 issue of Gather, a publication of the Women of the Evangelical Lutheran Church in America Chicago, IL USA*

# THE DIOCESAN REGISTRAR

*For the Period January 01, 2019 - December 31, 2021*

## ORDINATION AND CONSECRATION

November 2020 Sandra Fyfe, Diocesan Bishop

## ORDINATIONS

May 2019 Dorothy Miller, Priest  
Nichola Fish-Cumine, Priest  
Bonnie Skerritt, Priest  
Douglas Beck, Deacon  
Taunya Dawson, Deacon  
Benjamin Lee, Deacon

December 2019 Douglas Beck, Priest  
Taunya Dawson, Priest  
Benjamin Lee, Priest

November 2021 Dr. Phillip Cooper, Deacon  
Ron Nikkel, Deacon

## CLERICAL LICENSES

January 2019 Laura Marie Piotrowicz, Rector, Lunenburg  
Dorothy Miller, Deacon, Trinity, Halifax  
Nichola Fish-Cumine, Deacon, French Village

June 1019 Bonnie Skerritt, Incumbent, Hatchet Lake/Terence Bay

May 2019 Deborah Lonergan-Freake, Rector, Bridgetown

July 2019 Nichola Fish-Cumine, Rector, St. Mark's, Halifax  
Ruby Carter, Rector, St. John the Evangelist, Middle Sackville  
Dorothy Miller, Rector, Collieries  
Comm. The Rev. Canon Jennifer Gosse, Interim Priest, Jollimore

September 2019 Douglas Beck, Interim Incumbent, North Sydney  
Laura McCue, Rector, New Ross

December 2019 Katie Taylor-Flynn, Rector, Armdale  
Shirley Cole, Rector, Kentville

February 2020 Benjamin Lee, Rector, Trinity Halifax

July 2020 Douglas Beck, Rector, North Sydney

July 2021 Shirley Cole, Rector, Kentville  
Ann Bush, Rector, Port Hill and Alberton/O'Leary  
Gary Barr, Rector, St. John's Westphal  
Nicole Uzans, Rector, Horton

September 2021 Ed Trevors, Rector, St. Margaret of Scotland

November 2021 Dr. Patti Brace, Rector, Mahone Bay  
Dr. Phillip Cooper, Deacon, Antigonish  
Ron Nikkel, Deacon, Hubbards

## **LETTERS BENE DECESSIT**

February 2020	Chad McCharles
September 2020	Bonnie Skerritt
January 2021	Catherine Desloges
August 2021	Lorraine Otto Jennifer Gosse
September 2021	Deborah Lonergan-Freake

## **ACCEPTANCE OF LETTERS BENE DECESSIT [GENERAL SYNOD CANON XV11, SCHEDULE “C”]**

September 2021	Ann Turner
----------------	------------

## **APPOINTMENTS: HONORARY ASSISTANT**

January 2019	Bonnie Baird, Christ Church Dartmouth Gary Giles, Cole Harbour
May 2019	Jody Clarke, Christ Church, Dartmouth
February 2020	Rt. Rev. Sue Moxley
March 2020	Glen Kent, St. Peter’s Birch Cove Dennis Walsh, St. Peter’s Birch Cove
July 2020	Judi Philips, Bridgewater and Conqueralls Fran Boutilier, Bridgewater and the Conqueralls
November 2020	Marian Lucas-Jefferies, Cole Harbour
February 2021	John Ferguson, St. Paul’s Halifax Canon Carolyn Tomlin, St. Paul’s Halifax

## **APPOINTMENTS: ARCHDEACONS**

June 2021	Katherine Bourbonniere, Dartmouth Paul Smith, Chebucto John Clarke, Prince Edward Island Tom Henderson, Valley Glenn Eason, Chignecto Simon Davies, South Shore Marilyn Newport, Eastern Shore Sue Channen, Cape Breton & Northumbria Tammy Hodge-Orovec, Fort Sackville
-----------	--

## **APPOINTMENTS: REGIONAL DEANS**

November 2019	Elliott Siteman, Chebucto
June 2021	Matthew Sponagle, Dartmouth Carl Fraser, Fort Sackville Mel Malton, Valley



Dr. Susan Slater, Northumbria  
Dr. Brian Spence, Chignecto  
Andrew Mortimer, Eastern Shore  
David Garrett, Prince Edward Island  
Carolyn Sharp, Cape Breton  
Katie Taylor-Flynn, Chebucto

November 2021 Shirley Cole Valley  
Brieanna Andrews, Fort Sackville

**APPOINTMENTS: HONORARY CANONS**

December 2019 Lisa Vaughn  
Brenda Drake  
Dr. Paul Friesen

**PERMISSION TO OFFICIATE**

January 2019 Bill Cooke  
Judi Phillips

April 2019 G.E. Henthorn  
Stephen Silverthorne  
Marie Warner  
Mary-Cate Garden  
Kevin Flynn  
Jasmine Chandra  
Terrence Chandra  
John Saynor  
Ed Coleman

July 2019 David Greenwood  
Patrick Bright

September 2019 Art Bourre

December 2019 Brenda Clark

February 2020 Kent Greer

March 2020 Nicole Uzans

December 2020 Lorraine Street

February 2021 David Puxley  
Most Rev. Ron Cutler

July 2021 Edwin Ebsary  
Liz Early  
Falen McNulty  
Peter Armstrong  
Brenda Clark

August 2021 AJ Cottreau

September 2021 Gordon Hamilton

December 2021 Mellanie Cohoon  
Gordon Redden  
Charles Bull

## **CONSECRATIONS**

October 2021 Holy Trinity Middleton, Parish of Wilmot

## **DECONSECRATIONS**

July 2019 St. Martin's Anglican Church, Lunenburg  
St. Mary's Anglican Church, Chester  
St. Mark's Anglican Church, Chester

September 2019 Church of the Resurrection, Shelburne

October 2019 St. Paul, New Germany

January 2020 Christ Church, East Chezzetcook, Parish of Seaforth

March 2020 St. George's Church, Parish of Northumberland

April 2021 St. John's Necum Teuch, Parish of Ecum Secum

September 2021 St. David's Church, Parish of Rawdon  
St. Mark's Church, Parish of Porters Lake  
St. Barnaba's Church, Head of Chezzetcook, Parish of Seaforth

## **EUCCHARISTIC MINISTERS: HOLY EUCHARIST**

February 2019 Linda Gray, Cole Harbour

April 2019 Marian Hickey, St. John the Evangelist Sackville

July 2019 Ashley Slaunwhite, Mahone Bay

September 2019 Dr. Geraldine Thomas, St. Mark's, Halifax  
Kent Gregory, St. Mark's, Halifax  
Daphne Beeler, St. Mark's, Halifax  
Amelia Crewe, St. Mark's, Halifax  
David Routledge, St. Mark's, Halifax  
Carrie Goulden, St. Mark's, Halifax  
Robert MacMullin, Collieries  
Doreen Hatcher, Collieries  
Carolyn Silver, New Germany  
Bruce Veinotte, New Germany  
Patricia Mayo, New Germany  
Sandra Martin, New Germany  
Sherman Veinot, New Germany  
Doreen Hart, New Germany

October 2019 Chantil Cooper, St. John the Evangelist  
Alan MacLeod, St. John the Evangelist  
Bruce Moxley, St. John the Evangelist  
Marsha Park, St. John the Evangelist

Alana Foster, St. John the Evangelist  
Marion McKinnon, St. John the Evangelist  
Walter Westwood, St. John the Evangelist  
Sheila King, St. John the Evangelist  
Kelly Messervery, St. John the Evangelist  
Steve Woodend, St. John the Evangelist

November 2019

Wayne Manuel, Hatchet Lake & Terence Bay  
Dennis Slaunwhite, Hatchet Lake & Terence Bay  
Bertha Slaunwhite, Hatchet Lake & Terence Bay  
Bob Slaunwhite, Hatchet Lake & Terence Bay  
Bonnie Moran, Hatchet Lake & Terence Bay  
Brenda Cowie, Hatchet Lake & Terence Bay  
Dawn Purcell, Hatchet Lake & Terence Bay  
Elizabeth Arsenaault, Hatchet Lake & Terence Bay  
Frank Kendall, Hatchet Lake & Terence Bay  
Nancy Slaunwhite, Hatchet Lake & Terence Bay  
Pam Barkhouse, Hatchet Lake & Terence Bay  
Paul Garrison, Hatchet Lake & Terence Bay  
Shelley Gray, Hatchet Lake & Terence Bay  
Shirley Jollimore, Hatchet Lake & Terence Bay  
Wanda Slaunwhite, Hatchet Lake & Terence Bay  
George Follett, Hatchet Lake & Terence Bay  
Helen Murphy, Hatchet Lake & Terence Bay  
Lee Ann Kendall, Hatchet Lake & Terence Bay  
Wayne Manuel, Hatchet Lake & Terence Bay  
Natalie Nymark, Hatchet Lake & Terence Bay  
Benjamin Alexander Freiherr von Bredow, University of King's College, Chapel  
Jonathan Michael Blake Downing, University of King's College Chapel  
Aidan Michael James Ingalls, University of King's College Chapel  
Samuel Richard Landry, University of King's College Chapel  
Virginia Lee Wilmhoff, University of King's College Chapel  
Phyllis Ehler, All Saints by the Sea  
Marie Fitzgerald, All Saints by the Sea  
Arnold Hendsbee, All Saints by the Sea  
Selena Turner, All Saints by the Sea

December 2019

Michelle Flaagan, St. John the Evangelist

January 2020

Donna Swan, Clements  
Mary Lou Myers, Cole Harbour

February 2020

Marian Hickey, St. John the Evangelist, Sackville

July 2020

Liselotte Sawh, St. Margaret of Scotland

## **EUCCHARISTIC MINSTERS: SICK AND SHUT-IN**

April 2019

Gerald Cavanaugh

May 2019

Selma Doucet, Resurrection Sydney  
Shirley Sampson, Resurrection Sydney  
Georgina Granchelli, Resurrection Sydney  
Betty Bowdridge, Spryfield  
Debby Kelly, Spryfield  
Barb Patterson, Spryfield  
Roxanne Petrossie, Spryfield  
Marsha Slauenwhite, Spryfield

June 2019

Graham Lavers, Bedford  
Linda Stewart, Bedford  
Dianne Nickerson, Bedford  
Sue Burbury, Bedford  
Candice Chapman, Bedford  
Mary Leigh, Bedford

September 2019

Anthony Chapman, ACPC  
Deborah Beck, ACPC  
Fern White, ACPC  
Loretta Armsworthy, ACPC  
Harold Lacey, ACPC

November 2019

Bill Colburne, ACPC  
David Harrison, ACPC  
Keith Campbell, ACPC

June 2021

Jane Magrath, Truro

November 2021

Wade Seymour, Wilmot  
Vicky Young, Chester  
Linda Townsend, Chester  
Kaaren Manuel, Chester  
Joanne Dooley, Holy Trinity Emmanuel, Dartmouth  
Alphonse LeFrense, Holy Trinity Emmanuel, Dartmouth  
Scott Hamlin, New Ross  
Mary Williams, New Ross  
Elsie Hiltz, New Ross  
Rustin Broome, New Ross

## **LICENSED LAY MINISTER**

January 2019

James Lonergan-Freake  
David Skidmore

Bridgetown  
Bridgetown

February 2019

Michael Hobson  
Barb Curley  
Mark Rutherford  
Lyda Miller  
Jackilyn Snair  
Mark Rutherford

Saint Andrew's Church Cole Harbour  
Milton & Rustico  
Bridgetown  
Hubbards  
Hubbards  
Bridgetown

	Alana Foster, In Training Innocent Inienwe	St. John the Evangelist Jollimore
March 2019	Judy Ann Benjamin Jan Catherine Saunders Stephen David Lewis Vicki Fioratos	Northumberland Northumberland St. John's, Lunenburg St. Alban's Church, Woodside
April 2019	Sheldon Clarence Miller	Blandford
June 2019	Diane Grace Yetman	St. John's Truro
September 2019	Joseph Hatcher Katherine Hulford Joyce Peach Brenda Matheson Daniel Matheson Mary MacDonald Katherine McInnis John Moores Allister Moore Alfred Knox Muriel Kelloway Leroy Peach Kent Gregory Daphne Beeler Pat Gooch Dr. Geraldine Thomas David Routledge	Colliers Colliers Colliers Colliers Colliers Colliers Colliers Colliers Colliers Colliers Colliers St. Mark's Halifax St. Mark's Halifax St. Andrew's Cole Harbour St. Mark's Halifax St. Mark's Halifax
October 2019	Bruce Moxley Maxine Simpkin Walter Westwood Aileen Murphy	St. John the Evangelist St. John the Evangelist St. John the Evangelist St. John the Evangelist
November 2019	Rustin Boyd Broome Judi Eld Trudy Cole Linda Joyce Jennifer Warren Brent Chezenko Jonathon Ernest Muers	Christ Church, New Ross Hatchet Lake & Terrence Bay Hatchet Lake & Terrence Bay Hatchet Lake & Terrence Bay Hatchet Lake & Terrence Bay Hatchet Lake & Terrence Bay St. John at Truro
January 2020	Donna Swan	Clements
February 2020	Faye Levy John Bailey	Ecum Secum Sydney Mines/Baddeck
March 2020	Carol Ann King Sharon Rogers Jean Farley Jan Saunders Rod Benjamin Judy Benjamin	Northumberland Northumberland Northumberland Northumberland Northumberland Northumberland

	Marianne MacMillan	Northumberland
	Arlyle Siscoe	Northumberland
	Gerry Bowles	Northumberland
	Monica Graham	Northumberland
	Denise White	Northumberland
	Lisa Bond	North Sydney
	Donna MacDonald	North Sydney
	Betty Mansfield	North Sydney
	Reid Moore	North Sydney
	Margie Ramsey	North Sydney
	Phyllis Reno	North Sydney
	Lisa Richards	North Sydney
June 2020	Allen Johnson	Emmanuel, Spryfield
	Barbara Patterson	Emmanuel, Spryfield
	Richard Crooks	Emmanuel, Spryfield
	Donald Cameron	Emmanuel, Spryfield
	Adam Ascah, In Training	Cole Harbour
October 2020	Ashley Slaunwhite	Mahone Bay
July 2021	Brent Boutilier	Tangier
	Wayne Hamlin	Kentville
	Don Arenburg	Kentville
	Valerie Mailman	Kentville
	Ralph Moore	Kentville
	Stephen Boone	Kentville
	Katherine Myers, In Training	Kentville
	Lyn Underhill, In training	Kentville
	William Travis	Kentville
October 2021	Allan Conrad	St. Albans Woodside
	Vicki Fioratos	St. Albans Woodside
	Alphonse Lefrense	Holy Trinity Emmanuel
	Joanne Dooley	Holy Trinity Emmanuel
	Paul Fevens	Eastern Passage
	Noah Wiegors	Eastern Passage
November 2021	Ralph Wood	Kentville
	Joanne MacDonald	Kentville
	Ken Macintosh	Collieries
	Annie McQueen	Collieries
	Allister Moore	Collieries
December 2021	Robert MacMillan	Blandford
	Diane Yetman	St. Mark's Halifax