

November 1, 2024

Dear friends,

I am grateful to be able to introduce you to Canon Jenny Replogle.

I have appointed The Rev. Jenny Replogle as Canon for Lay-Led Parishes and Parishes-in-Transition. Diocesan Council created this position as there are an increasing number of parishes in our diocese that are either lay-led and/or facing a transition of some sort or another. Giving parishes without full-time clergy the support they need to be faithful and vibrant communities of faith is vital for our health as a diocese. Jenny has the skills and experience, both as a parish priest and as a facilitator and educator, to help give this support.

Many of you have already connected with Jenny and I've heard nothing but glowing reviews. Please join me in welcoming Jenny as a Diocesan Canon and as senior staff.

Peace,



The Right Rev Anna Greenwood-Lee  
Bishop



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November 1, 2024

Dear friends,

I am thrilled to be here in the Diocese of Islands and Inlets in this new role created to better support the wonderful parishes and people across this diocese. I'm grateful that Bishop Anna and Diocesan Council created this position and offered me the opportunity to follow this call here in the diocese, and I'm excited to do this work with all of you.

The heart of my ministry is enabling people to live fully into who God created them to be, and I am particularly passionate about walking alongside parishes in the work of being communities where that holy process takes place. I have gained experience doing this over the last eight years as a trainer for the College for Congregational Development, and I have consulted with congregations using the tools from that work which include congregational development, organization development, leadership development, conflict management, and cultural competency. I've also worked with and led two bishop search processes and served on the team that assisted the bishop with the discernment process for Holy Orders. These experiences further confirmed my desire to accompany people in the hard, holy work of transitions and ministry discernment. Through all of this, I discovered a call for working individuals and communities as they discern how God is calling them in their own unique ministries. As we do this work, I care deeply about bringing the processes of our Church in line with the faith and values we profess, keeping our baptismal vows to seek and serve Christ in all persons and respect the dignity of every human being at the center of our work.

In this role as Canon for Lay-led Parishes and Parishes-in-Transition, I will be working with lay-led congregations, those who are not served by settled clergy, and parishes who are going through major transitions, whether that be a clergy transition or something else. As we approach this work, I believe there is so much possibility for us as a church when we use together the best of tools from secular and religious sources in order to live out the depths of our faith in our own time and place. I hope to practice this with you all as we work together to make our parishes and life together more faithful, vital, and healthy. But whatever I bring, I also come to this work knowing deeply that all of you are the experts in your own ministry. We only live out our calls in the particular places and times that we live in, and I cannot support and encourage your ministry without knowing the context you serve in. I've already begun traveling around this beautiful diocese and am so excited to explore and learn more about your ministry and the places and people you serve.

I am so glad to join Bishop Anna and the rest of the synod staff in supporting you in your ministry. If you are in a parish that is lay-led or facing a transition, we have either already met or you will be seeing and hearing from me soon! Please don't hesitate to reach out if I can help. I look forward to sharing in ministry with you and discovering together how God will work among us, held in the knowledge that it will be infinitely more than we can ask or imagine.

Peace,

The Rev. Canon Jenny Replogle

November 1, 2024

Dear friends,

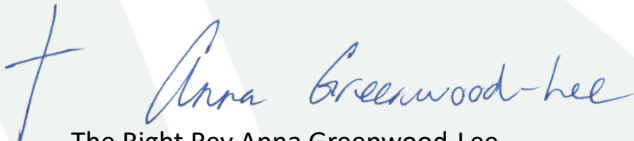
I am grateful to be able to introduce you to Canon Lisa Alexander.

Lisa is an Anglican who has moved to our Diocese from the Diocese of New Westminster. She brings with her a wealth of experience in conflict resolution, mediation and communication. I have invited her to serve as a canon helping us as a diocese live into our Respectful Conduct Policy. She has graciously accepted this invitation and will be serving entirely on a volunteer basis.

Please be in touch with Lisa anytime you or your congregation needs support with conflict resolution, inappropriate conduct, bullying or harassment. Contacting Lisa does not constitute filing a formal complaint, but rather asking for help in navigating the options for resolution and safety. Lisa is happy to serve as a resource, helping you explore what options are available to you and might be most appropriate.

The Diocese is in the process of reviewing the role and responsibility of the Canon Pastor as it pertains to the Respectful Conduct Policy and at this time. Formal complaints can of course still be made but our experience is that oftentimes we need prevention and mediation more than we need complaints and rulings.

Peace,



The Right Rev Anna Greenwood-Lee  
Bishop

November 1, 2024

Dear friends,

I am excited to work together with Bishop Anna and the Diocese to increase the support and resources available to clergy, lay leaders, and churches as we navigate community life and the disputes that inevitably arise. Community life is complex, and we are committed to embrace approaches that not only resolve conflicts, but foster healing and reconciliation.

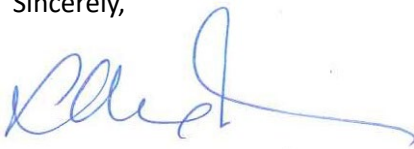
Our Anglican tradition emphasizes the importance of community and relationships. When disputes arise—whether among church members, clergy, or between the congregation and its leadership—it can create significant discord. The role I seek to embody as Canon is to guide these disputes toward resolution while promoting a culture of forgiveness and understanding.

The heart of this work is reconciliation. Restorative conflict resolution emphasizes healing the harm caused by conflict. This approach invites all parties involved to engage in dialogue, share their perspectives, and work collaboratively towards a resolution that acknowledges the impact of the dispute on the community.

My role is multifaceted and I can help in a variety of ways: providing a confidential listening space as you seek to get a handle on what is going on, helping you organize your thinking and determining potential early interventions, equipping people with communication skills training, helping facilitate conversations where I can assist in creating a safe space where individuals can express their feelings and concerns, or offering mediation services for full blown conflicts. If you are feeling overwhelmed, reach out and we can schedule time together to talk things over. You can reach me by email at [canonlisa@bc.anglican.ca](mailto:canonlisa@bc.anglican.ca).

This role is modeled on the way of Jesus and focuses on the values that underpin our faith—compassion, forgiveness, and love. As we together commit to these principals, we live into our collective goal of restoration rather than division. Miscommunication and mistakes are an inevitable part of being in community, but curiosity, forgiveness, healing, and joy are also the hallmarks of healthy communities prioritize this work. Our joint commitment to a culture of accountability and mutual respect is hard but good work.

Sincerely,



Canon Lisa Alexander