

DIAKONIA OF THE UNITED CHURCH OF CANADA (DUCC)
NATIONAL GATHERING
April 14 – 17, 2009
Five Oaks, Paris, Ontario

MINUTES

(Minute takers: Juanita MacKinnon-Smith and Sally Meyer)

Tuesday, April 14, 2009; 7-9 pm

Minutes from 2007

- Approved

Agenda 2009 – by David Hewitt

- Approved

Vacancies at GC

- 1) MEPS (Ministry Education and Personnel Support) Permanent Committee and
- 2) General Council Executive both have vacancies and those gathered are encouraged to think about putting their name forward or that of someone else.

Ken Delisle & Kathy Toivanen have offered to receive names for positions on National Committees

Guests from National Church

Diane Bosman – guest from National Nominating Unit will join us on Thursday.

Joe Ramsey, MEPS ((Ministry Education and Personnel Support) will join us on Thursday (bringing Catherine O'Brien with him).

CONSENSUS: Joe and Catherine will not be joining us for the evening session. An e-mail will be sent to them thanking them for joining us for worship on Thursday at 9 am and staying for the day (thus allowing them a glimpse at the global diaconal perspective – DOTAC)

Report of Coordinating Cluster – by Eric Tusz-King

The Coordinating Cluster has the general responsibility to coordinate the work of DUCC between biannual meetings of our membership.

The Coordinating Cluster has relationships with:

Regional and functional clusters, The United Church of Canada, theological centres which prepare candidates for Diaconal Ministry, Kaufman Fund, Barb Elliott Trust Fund for Innovative Ministries, Diakonia of the Americas and Caribbean (DOTAC), World Diakonia, and DIAKAID. Most of these groups will be reporting directly to the Biannual Meeting in 2009.

Our administrative responsibilities include: supporting the treasurer who has oversight of the financial accounts and membership roles; and ensuring that historical records of DUCC are archived.

During our term as Coordinating Cluster, we have been preoccupied with trying to improve our relationships with The United Church of Canada and its many faces including: General Council offices, Committees of General Council Executive, particularly Ministry Education and Personnel Services, the General Council Executive and General Council. Some of the issues addressed in these conversations include:

Report of Coordinating Cluster (con't.)

1. *Identifying the places in the GC structure which have policy responsibility for Diaconal Ministers.* Some of this was done with correspondence with the Redesign Team of General Council Structures.
2. *Clarifying the relationship of The United Church of Canada to DOTAC and World Diakonia.* This discussion was with the Ministry Education and Personnel Services Permanent Committee; Joe Ramsey, General Council staff.
3. *Funding support for DUCC.* This discussion primarily was with Joe Ramsey, General Council staff.
4. *Nominations to General Council Committees, etc.* Diane Bosman, General Council staff has been in direct communication with Diaconal Ministers urging them to nominate themselves or other Diaconal Ministers to General Council Committees.

The support for and policies affecting Diaconal Ministers in The United Church of Canada has radically changed in the last 4 years and this has dramatically changed the work of the Coordinating Cluster. The Coordinating Cluster has had to advocate for Diaconal Ministry in The United Church, because there was little United Church institutional memory of, understanding of, or support for The United Church's role in this relationship. To do this critical work it meant the usual coordinating work of the Coordinating Cluster may not have been done as well as we would have liked sometimes. As a result the Coordinating Cluster plans to present 3 proposals to our Biannual Meeting.

The first proposal is to DUCC itself to hire a staff person to address the challenges to DUCC in our new context. (See Appendix A)

The second & third proposals have been developed to proceed through Maritime Conference Annual Meeting to the 40th General Council Kelowna, BC. The second proposal is to have General Council identify and implement ways that support and encourage diaconal ministry in the United Church (see Appendix C). The third proposal specifically seeks to have diaconal ministry represented on Conference Education and Students Committees (see Appendix D)

Along with the above our time has been focussed on preparing for the Biannual Meeting being held in Five Oaks Educational Centre, Paris, Ontario in April 2009, to which we are looking forward to discerning the role DUCC will play in the next 25 years of supporting Diaconal Ministers in The United Church of Canada.

The Coordinating Cluster was thanked for their work.

Statement of Vision (Current Draft 2008)

The gospel of Jesus calls us to diaconal ministry.

All are invited to this essential ministry of the church by:

offering support and compassion

in a ministry of accompaniment,

working for liberation and justice

in a ministry with those on the margins,

acting as advocates of creative transformation

in a ministry of flexibility and faithful change.

Diaconal ministry, as a recognized order, is rooted

within the tradition and the history of the Christian church,

and it is continued and embodied in an ecumenical, world-wide community.

Statement of Vision (con't.)

This vocation is a journey
involving Spirit-filled enrichment and learning,
requiring humble offering of self,
demanding prayerful discernment and risking,
exercising visionary and communal leadership,
promising faithful joy and meaning,
and daring to imagine God's abundance
in a world of love and respect.

Through education, service and pastoral care,
diaconal ministry in The United Church of Canada,
encourages a growing faith,
speaks truth to power,
seeks mutual empowerment,
proclaims prophetic hope,
nurtures life-giving community,
fosters right relationship,
within the church and the whole of creation
wherever that may lead.

Starting point: "We know full well there is no perfect statement"

Ted Dodd offers the following process for reviewing the statement:

1) Read statement in unison

Turn to a neighbour "What stood out for you?"

2) Read statement in silence

Turn to other neighbour "Are there elements you cannot live with?"

3) Read statement responsively

Next steps (discussion in groups of 4)

Suggested next steps:

- accept as is,
- accept with amendments & bring it back 2011,
- reject it,
- table it & bring it back in 2011
- other
 - accept with amendments & bring it back before the end of this gathering.
 - Question: That we take 5 minutes to look at this suggestion and offer amendments

Amendments suggested or questions:

- We are called by God through the gospel of Jesus to diaconal ministry
- 2nd line: All are invited to this essential ministry or is it integral?

Statement of Vision (con't.)

- 2nd line drop the “by”
- Last line: Wherever that may lead – remove
- Or “wherever the Spirit may lead”
- What is “faithful joy”
- “courageous risking”
- Wherever this ministry (or Spirit) may lead

General Comments:

- Would our First Nations sisters & brothers be able to live with it
- An inspiration for us and a tool for others
- Someone questioned the title “statement of vision” vs “statement of belief”: This comes from the 2007 gathering in St-Albert.
- “within the tradition and the history of the Christian Church”... some tradition and history has been oppressive. What about “restorative tradition & the history of the Christian Church”.
- Who defines “margins”? Them & us is always a big challenge.
- “working for liberation”... how about adding something about *peacefully*

CONSENSUS: accept with amendments & bring it back before the end of this gathering.

Communications Cluster Report (MNWO Conference)

The communications cluster is comprised of members of diaconal community folks from the Manitoba Northwestern Ontario Conference. Since 2003, we have been responsible for DUCC communications and have included a list of responsibilities within this report. We have a detailed listing of all the procedures we can identify to accompany the responsibilities and Deborah will bring this to the 09 DUCC gathering. Should the incoming Cluster wish to have a conference call with the outgoing Cluster members, we will be more than happy to do that.

The latest newsletter was sent out in February of 2009, cards are being sent out from your requests and the website is up and running. Our Cluster is deeply appreciative of the many volunteer hours that have gone into all of these endeavors and we owe a great deal of thanks to many of you who have worked with us over the past number of years.

Here is the listing of the communications cluster responsibilities as we see them:

Manitoba Northwestern Ontario Conference has been responsible for DUCC Communications for the past four years. The following describes the responsibilities that we assumed in this role.

General

- Envision and initiate projects and on going work to enhance communication with and among the DUCC community
- Draw Communications issues to the attention of the Coordinating Cluster and the National meeting
- Encourage communication within the Conferences and regions
- Provide information to facilitate connection in regions (such as address lists)
- Encourage the community to access the communications systems, by such means as advertising DUCC Card Secretary, inviting profiles for the website, sending ducc.ca URL

Communications Cluster Report (MNWO Conference) (con't.)

General (con't.)

- Develop, review and update the communication process and systems
- Develop, review and update the job descriptions for Working groups (Newsletter, Cards, Website) and task groups
- Recruit members for Working Groups and task groups
- Meet regularly (approximately 4 times a year) in person and by telephone, and communicate as needed between meetings via email, keeping minutes of all meetings
- Request and monitor budget for Communications work and submit expenses for reimbursement
- Report regularly by circulating minutes (and posting them on the website), reporting to the Coordinating Cluster and National meeting

Newsletter (See Newsletter Editor and Editorial Committee Job Description and Procedures and Processes for Sending an Email for additional information)

- Recruit and orient Editor, Editorial Committee, Layout person/firm
- Appoint a liaison from the DUCC Communication Cluster to connect with the Editor, hear a report from the liaison at each meeting
- Provide support, encouragement and feedback to the Editor and Editorial Committee
- Requisition payment from DUCC Treasurer for each issue
- Update the local copy of the database prior to sending of each newsletter
- Review and update the list of newsletter recipients
- Distribute the electronic copies of the newsletter
- Facilitate the printing and distribution of the print copies which is done by MEPS
- Liaise with MEPS as needed to ensure that the relationship is strong and clear

Website (See Website Editorial Committee Job Description for additional information)

- Recruit and orient Website Editorial Team and Webminder
- Appoint a liaison from the DUCC Communication Cluster to connect with the Website Editorial Team and hear a report from the liaison at each meeting
- Provide support, encouragement and feedback to the Team
- Requisition payment from DUCC Treasurer for Webminder
- Work with Website Editorial Team to solicit information for the Website
- Encourage the use of the website among the community members (for example distributing bookmarks with web address)
- Solicit information from the community and for posting on the website

Cards (See Card Secretary Job Description for additional information)

- Recruit and orient Card Secretary
- Appoint a liaison from the DUCC Communication Cluster to connect with the Card Secretary and hear a report from the liaison at each meeting
- Share information with the Card Secretaries so they can send cards
- Encourage the community to ask for cards to be sent
- Provide support, encouragement and feedback to the Card Secretary
- Ensure that expenses are being submitted

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Communications Cluster Report (MNWO Conference) (con't.)

Database (See Procedures for Updating Communications Cluster copy of DUCCBase and Procedures for sending an Email to the Network for additional information)

- Obtain an update of the database as needed to send newsletter and regular emails
- Share address updates and other notes with the Coordinating Cluster who maintain the database

Communication (See procedures for sending an Email to the Network for additional information)

- Solicit and receive information for distribution, determine where information is best distributed and forward it (e.g. website, newsletter, email, card secretary)
- Send emails to the community periodically
- Write and send special greetings such as Christmas

Accountability

- Receive accountability, through liaison and reports, from Working Groups and task groups
- Be accountable to Coordinating Cluster and National Gathering through written reports and as otherwise requested.

The Cluster members are:

Anne Duncan, Irene Rainey, Deborah Vitt, Cathie Clement, Caryn Douglas, Aileen Urquhart.

To the cluster group coming on board, we will leave you with the minutes of our meetings, and a detailed procedure process for the above responsibilities.

Education Cluster (London Conference)

Pamphlet: Diaconal Ministry Pamphlet (sample provided)

Envision this to be downloadable and received by National Educational Cluster has money

National Church provided us with “a fair bit of money” (\$12,000 originally).

Seeking consensus that this document is ready to go – to be brought back before the end of this gathering.

Video Project: Nancy

Unedited version is available

Vision to have this piece on line so that it can be seen & heard & get people excited about diaconal ministry.

Could not find anyone with technical ability to turn this into an acceptable end product. Also needed is an editor that is also a diaconal person.

Regional Report Montreal & Ottawa Conference - by Sally Meyer

Diaconal folks in this region do not have a recent history of getting together. Good intentions have been expressed about the future.

One diaconal minister is working in Quebec-Sherbrooke Presbytery and one in Montreal Presently; two are working in appointments in Seaway Valley presbytery; five are currently working in Ottawa Presbytery. Two students are being accompanied by E and S Committees - in Seaway Valley and Montreal Presbyteries. Four persons are working as designated lay ministers (mostly former staff associates) in Ottawa presbytery.

Tracy Fairfield was commissioned to diaconal ministry and was settled in Saskatchewan. Caryn Douglas' departure as principal of the CCS provided an opportunity for some of us to gather in Ottawa to honour Caryn. Dorothy Naylor was named a 2009 Companion of the Centre for Christian Studies.

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Regional Report Montreal & Ottawa Conference (con't.)

Issues raised:

- When an advertised position looks clearly like a position for a diaconal minister (Education, Social Ministry or Pastoral Care), yet it is filled by an ordained minister.
- Situations when discernment committees do not include a person who is knowledgeable about diaconal ministry

Most diaconal ministers have current or recent involvement with Discernment Committees, E and S Committees, Conference Interview Board and Settlement Committee; one works with outreach and justice.

(Pieced together with contributions from Sue Taylor, Jan Lougheed, Alyson Huntley, Sally Meyer, MaryLou Shortill, Dorothy Naylor)

Team up with another Conference – i.e. Bay of Quinte

Barbara Elliott Trust Fund for Innovative Ministries – by Russell Mitchell-Walker

The Barb Elliott Trust Fund for Innovative Ministries is a fund that is available for diaconal projects that are innovative and difficult to fund. This fund is still relatively new and needs ongoing donations to build its capital in order to provide a substantial amount of available interest. The present balance is \$105,672.10.

No applications were received for 2008. We recognize that there is a need to promote this fund to the diaconal community and would welcome expressions of interest or promotion suggestions to be directed to any member of the committee.

The deadline for applications is February 15 and grants are decided by a committee of three, namely Nancy Post of Thunder Bay, Christine Dudley of Nelson BC, and Russell Mitchell-Walker of Regina. For information on the application process and funding criteria please contact any member. Applications can be sent to Russell by mail or e-mail.

The fund needs your support. If you wish to support, please send donations to The United Church of Canada, 3250 Bloor Street West, Toronto ON, M8X 2Y4 and mark it clearly for the Barbara Elliott Trust Fund for Innovative Ministries (both on the envelope and on the cheque.)

Committee Members:

Nancy Post nanpost@tbaytel.net

Christine Dudley nuc-dudley@telus.net

Russell Mitchell-Walker sunsetunited.russell@sasktel.net

Need to get the word out & encourage people to apply

Suggestion: In an upcoming newsletter, list the projects this money has been used for.

Has it been advertised in the Observer? No. It would cost money.

Theological Reflection – offered by Carleton Senior, special guest from Jamaica

We sang “*I am Thine O Lord*”

A reading from Acts. Reflect on “going back to basics” as church through fasting & prayer.

Reminded us to take serious “time out” to ask God to direct us in “major decisions” and discern what is God saying to us.

Wednesday, April 15, 2009; 2-5 pm

Business – by Kay Dean

Discussion of our relationship with General Council & staff. What did we lose when the CDM was abolished and that we struggle to keep going?

When was the agreement between DUCC and the national church made and what were the terms of that agreement? Kay went back through the minutes looking for documentation on what the staff did for DM's and DUCC. The resulting document can be found in its entirety at the end of these minutes as Appendix B.

Financial implications – all of the money for DOTAC and World Diakonia came from Ginny Coleman's budget (then General Secretary of UCC); paid the fees for every DM in The UCC.

Additions:

CDM disbanded in 2003;

Everything was run through a diaconal sieve

Monitored everything that was in print;

Monitored policy – when EAP was being set up; context for DM; issues that DM's might need to know about; lots of personnel policies that were being adapted; clarified the requirements for preparation for DM; conversations with other committees (Women in Ministry, Pastoral Relations) re; the placement, call and discernment of DM.

What do we mean by monitored? Watched? Or more than that? Effected change arising out of observation.

Understood that on Pastoral Relations that policies being written would unilaterally go to CDM, etc.

Edited educational material in collaboration with Personnel Ministers;

Logo for DUCC

Committee size – 6 reps; one rep from DUCC, student rep; OM rep; and assorted diaconal folk.

Lost access to the system; lost its memory of DM in that process; no committee, no staff, no memory. CDM provided that and it's now gone. Lost the ability to provide the promotional resources.

Last CDM meeting – letter written specifically to GC to say why the committee was important and outlining the work done by the CDM. GC promised that the work would continue.

DM's depended on staff to do this significant piece of work on our behalf.

Joe Ramsay, GC staff, after repeated attempts, has given 2 years worth of funds owing to DUCC in Dec. 2008. \$6,000.00 (\$4,000 for this gathering; \$1,500 for DOTAC and World Diakonia); very little left over.

In 2007, we lost contact with the grant. GC staff were let go. Kay applied 3 times that year without response. David ended up talking with Nora Sanders. Why is DUCC paying for all DM's and not just their members?

What's DUCC paying toward the newsletter? \$300.00 to the Editor; \$300.00 for layout plus honoraria. In total about \$900. GC sent out 242 newsletters presumably to those who don't have e-mail. Approx cost \$400 for copying and mail out.

No mention of the Barb Elliott Trust Fund (still with the National office). Nancy Post. Promotional side – nothing. Used to sit with MP&E.

Having the list and paying for the newsletter are two very different things.

There are other more important things than the newsletter. It could be let go.

Business (con't.)

Where is the churches' accountability to DM? GC is likely to respond none. They don't respond to OM's in any specific way either. Is the GC fearful about money? Are they simply looking for ways to cut back? What are we really dealing with?

There were assurances that the work would continue through MEPS. Betty Marlin's experience of the new MEPS from 2-2.5 years ago. When asked, "Where are the diaconal resources?" GC's response – "What diaconal resources?" DM's are a part of Ordered Ministers and therefore represented at MEPS. No concept that Order of Ministry, with the UCC, has 2 streams. MEPS has a job description and can only deal with what's given to them by GC. The configuration and membership of MEPS changed. Not the same staff people were there, the Senior Leadership Team wasn't there. There was a real survival mentality going on for everything. It's not an excuse. It's an explanation. Who is going to carry the work forward? Where? GC refused to accept responsibility. There was a feeling of intentionality in the letting go. The model changed quickly several times in just 2 years.

The gathered community observed two minutes of silence in reflection for the work being done at General Council and challenges they are facing.

Dave Hewitt led us in a discussion on changes around DLM (Designated Lay Ministry) and CDM's (Congregational Designated Ministry) in The UCC.

In the 2000 Report -

1. People doing the same job with radically different experience and education.
2. Same tension exists between SA and DM's;
3. Recognition in the report – similar compensation for similar work

Congregational Designated Ministry (CDM) – changed for the 2007 Manual. Not in effect until the guidelines and handbook were ready to go. 4 Conference calls with various groupings across the country. Orientation – DLM and CDM ministry.

GC's PowerPoint on Appointment Processes for DLM's (not recognized) and for Congregational Designated. Most people in lay ministry are in this for the long term.

Who in their right mind would do 5 years of training for 2 years of work?

Discussion continued on GC's PowerPoint on Appointment Process for Congregational Designated Ministers.

Hypothesis:

Congregation M attempted to secure a pastor for 4 years.

No one has applied. What next?

There has to be paid accountable ministry in the congregation.

Invites someone known to the community to (retired ordered ministry) 0.1; a CDM might take 0.75 time (some of which would be with the 0.10). It's a congregation that is desperate to have paid accountable ministry not one that is trying to take an end run around the church's structures.

Attention be paid to page 17 of the document where the language changes:

Education/service/pastoral care. It is diaconal language.

Business (con't.)

Proposals for General Council coming out of Maritime Conference:

Proposal #1 – to include a Diaconal Minister as a ‘member at large’ to the E&S Committee and to amend The Manual to “require” (stronger language) diaconal ministry representation on E&S Committees. See copy of this proposal in Appendix D at end of minutes.

Proposal #2 – United Church recognition of diaconal Ministry. – seeking a mechanism to specifically support and encourage diaconal ministry within the life and work of the church. See copy of this proposal in Appendix C at end of minutes.

Discussion:

What is the relationship of DUCC in regards to these proposals?

What is the relationship of members of DUCC taking these proposals back to their own presbyteries?

We’ve lost contact with the national church. We’ve been trying to re-establish it. We’ve had connection with the UC since 1926. We’re feeling that it’s really important. It’s mandatory. But, for what? What is our need? Why do we want to have an established connection with the UC?

Would we be better off to focus on access to Conference Personnel Ministers and doing education at that level? Conference Personnel Minister is not physically capable of addressing all of those needs.

Proposal #3 – creation of a DUCC staff position to facilitate the work of DUCC. A draft proposal of a job description was distributed, and is found as Appendix A at the end of these minutes.

Discussion:

If the earlier two proposals passed, would this one even be necessary?

This sounds like Plan B and, better for the UCC and DUCC, if we put our energy into Plan A. No one has come forward for the Barb Elliott Trust Fund. Why could that money not be used for this good ministry? Then we could continue to fundraise to keep the position going. \$125,000 is the principal. The total amount is not available.

How many OM are there? How many OM staff are there? How many DM’s are there? How many DM staff are there? Proportional representation. It’s all OUR church.

What guarantee would we have that this person would have access to the system? Or a voice in the system? Or even listened to? Not likely to be a GC staff position.

Women’s Missionary Society (WMS) – were an entity unto themselves and got co-opted into the church because they had too much power. Is this a strategy for us?

In diaconal history when it was not honoured by the structures of the church, they went off and did their own thing. In DOTAC and World Diakonia there are very few structures like DUCC that are inside the church.

Don’t think it’s DM’s or DUCC’s responsibility to be beating their own drum. Make every effort first to continue to push the church to own up to their responsibility in relation to DM!

Wednesday, April 15, 2009; 2-5 pm (con't.)

Business (con't.)

Presbyterian Church in Canada, Administrator, paid by the Order. The church just wishes we'd die and go away. What do the DM's want? Well, we're part of the church! The Administrators position keeps us connected but it is a very minimal position.

Gathering is not willing at this time to pursue Proposal #3.

Give us some time to think about the task and what kind of time would be required. The plan has merit and would provide us with a connection to the GC. Looking at our own pocketbooks to see what we would be willing to contribute. In 2008, 31 full-time; 20 retired; 10 part time. In 2009, 10 full-time; 10 retired; and a pocketful of cheques to be processed from this event. In between gatherings – approx 30. 70 when there's a gathering.

25% of the people who serve as DM who are members of this organization. Doesn't feel right for DUCC to push this proposal. Those in DM don't seem to own DUCC as a whole.

There are 266 people who are on our membership. Why are not all DM's not interested in being part of DUCC?

As we give this issue some thought, let's not concentrate on how we raise the money, but what would be appropriate to include in a job description? What would not?

How is membership chiefly sought?

Answer: through the Communications Cluster and the website. Previously, Kay sent out 300 letters but membership remained constant.

Some Retired DUCC's are under the impression they are no longer part of the DUCC community if they are not in active employment.

This is an association of not just DM's but Staff Associates and others who understand themselves to be working in a diaconal way.

Is it really our role to take on this huge piece of advocacy work on behalf of DM's if we do not solely represent DM's. If we're going to do a membership drive, why would those outside of this group want to join us?

It's not about the Diakonia and being recognized, it's about the church owning the ministry that we do. It's not just about us. It's about the whole church...the Joe Smith sitting in the pew who knows that diaconal ministry is vibrant.

We need someone like Plan B proposes in order to get Plan A into action.

Announcements

Supper

Wednesday, April 15, 2009; 7-9 pm

Local Arrangements Cluster -- by Linda Clark

The Local Arrangements cluster began its work in October of 2007 with a meeting to check in with each other and to begin looking at possible dates and locations for the 2009 National Gathering. For this meeting and a couple others, we intentionally met at the office of Hamilton Conference with the sole purpose of raising our profile in the area.

Wednesday, April 15, 2009; 7-9 pm (con't.)

Local Arrangements Cluster (con't.)

Over the course of the 1½ years since then, we met numerous times to consider the various facets of being the Local Arrangements cluster: location of gathering, airport/ground transportation issues, food, environmental concerns, registration, costs and bookkeeping issues and overall communication with the other clusters.

A major challenge in the local arrangements work revolved around the location of the gathering. The last National gathering in St. Albert, Alberta had noted that this would be the 25th Anniversary of the creation of DUCC, which was conceived at Five Oaks, so it would be appropriate to have the gathering there. The other option was to have the event at Crieff Hills Retreat Centre (the location of the 2003 National Gathering) because it is more central to the Hamilton and Toronto airports. Also, the initial cost quoted to us from Crieff was substantially less expensive than the one from Five Oaks. However, through the diligence of one of our cluster, a cost closer to the Crieff quote was negotiated with Five Oaks and presto, the decision was made. A second challenge was the date ... we had preferred to host from April 21-24, to stay away from the week after Easter, however neither site was available that week.

I would say the highlights of all our meetings were the laughter and sense of support that was present. I think it's safe to say that although this cluster has been a great deal of work, it's been good to have a purpose to bring us together on a more regular basis than what would normally be the case.

Hamilton/Toronto Regional Report DUCC – by Christina Paradela

The diaconal ministers in the Hamilton and Toronto Conferences have met regularly since the last national gathering in 2007. Not long after that event in St. Albert, Alberta, we gathered at Crieff Hills Retreat Centre for a pot luck lunch followed by a time of discussing the concept of diaconal ministry as servanthood and the images and connotations associated with it, an issue that arose in St. Albert. We tried to connect for a Christmas lunch, but schedules just did not cooperate. Then in June of 2008, a number of us gathered again at Crieff Hills Retreat Centre. We had decided it would be a fun, relaxing day with talk of the 2009 National Gathering strictly prohibited.

The day was to be one of pot-luck. We gathered at 10a.m. Our activities for the day included a very long check in, a pot-luck worship service, exactly as it sounds... and a pot-luck lunch. I offer an excerpt from the minutes pertaining to the planning of this day, which should provide insight into the laughter we usually experience when we gather:

“... it was decided we would do a pot luck worship ... The possibility of 8 sermons is staggering and highly appealing to all.”

We also compiled a list of books for summer reading and movies for watching; here is an excerpt of that list:

She Changes Everything: Seeking the Divine on a Feminist Path, Lucy Reid

A Hidden Wholeness, and Let Your Life Speak by Parker J. Palmer

The Book of Negroes, Lawrence Hill

Jesus for the Non Religious, John Spong

A New Climate for Theology: God, the World, and Global Warming, Sallie McFague

The Knitting Circle, Ann Hood

Monkey Beach, Eden Robinson

White Teeth, Zadie Smith

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Hamilton/Toronto Regional Report DUCC (con't.)

The Piano Tuner, Daniel Mason

Summer Gone, David Macfarlane

Rousseau's Garden, Ann Charney

The Polished Hoe, Austin Clarke

The Memory Keeper's Daughter, Kim Edwards

The Time Traveler's Wife, Audrey Niffenegger

“Young at Heart” - movie

Plot: A story of the Young at Heart Chorus, a group of senior citizens who perform contemporary and classic rock and pop songs.

“The Visitor” - movie

Plot: The story of a university professor who has no zeal for living whose life is radically turned around by two people who are discovered living illegally in his NYC apartment. The two people are also living illegally in the USA. Great drumming in the movie.

Then just this past January, we gathered once again at Crieff for an overnight retreat. As always, we had a lengthy checking in period before lunch. Kathy Toivanen had agreed to put together the menu for us and to purchase all the necessary food, which was wonderful, although we all took turns sharing in the cooking and cleaning up. The theme we had decided upon for this retreat time revolved around our personal core values for ministry and the stories behind them that make them important to us. We also had a lot of play time and Sabbath time. Crieff Hills is a wonderful place with many trails and the weather was very cooperative ... the snow was simply awesome. Some of us stayed up into the night playing games which included a bout of charades ... Margaret Collard impressed us with her fire starting skills ... in the fireplace, I mean. Others of us went to bed relatively early for some much needed sleep.

We've all come to rely on one another for respite from the day to day busy-ness of ministry ... be it to vent, seek advice, or just be present for each other. We often leave our gatherings feeling refreshed and renewed and very blessed to have this community for support. In between our regional gatherings, we are intentional about keeping in touch with each other through the modern technology of the telephone and email!

Theme & Worship (Alberta Northwest) -- by Denise Davis-Taylor

Calgary folks meet once a month

Theme was identified at DUCC 2007

Team did extensive research and struggled to find a process that would allow the data to be shared in a group this size. First met in Fall of 2008

ANW gather at conference each year – 2008 at least 40 diaconal ministers (candidates, retirees, diaconal friendly-people interested, as well as those in paid accountable ministry.)

No extra gatherings in 2008 but in other years they do meet at various places in the conference.

B.C. Conference -- by Kimiko Karpoff

No Cluster per se; 3 people going for settlement

2 people living & working in BC and going to settlement through their sponsoring conference

5 working in diaconal ministry

Kimiko reports that she has received and heard of others receiving strong support in various interview processes.

Newfoundland & Bay of Quinte

No report this year

Saskatchewan Region - Planning Cluster – by Deborah Laforet

The Diaconal community in Saskatchewan Conference tries to meet on average once or twice a year, outside of business for the gathering, which also tends to be a good opportunity for gathering.

As a conference we would like to share:

Richard Manley-Tannis, a candidate in SK Conference, graduated this spring and is looking towards being commissioned this spring. Jen Dresser, our honorary SK candidate also graduated and will be commissioned this spring. In the past two years, Deborah Laforet, Susan Fitch, and Tracy Fairfield were settled in Saskatchewan. We also want to hold up Sylvia Thompson in our prayers.

We would also like to share with you some of the duties of the Planning Cluster which Saskatchewan has been doing for the past four years:

We do have a more detailed job description, but basically the planning cluster manages the overall flow but not the individual pieces. So, we put together the agenda and brochure. We put together the budget after receiving numbers from the other clusters. We facilitate and time-keep the gathering, we do the travel pool, and gather feedback and evaluation. The work can be done at a distance and over the phone.

Manitoba North Western Ontario Cluster – by Ted Dodd

- retreat with Moderator & ecumenical guests
- focussed on diaconal images
- reviewed draft of proposed vision statement
- Affirming Conference (1st conference in UCC to become affirming)
- Meet at conference every year... NB People were weary

DOTAC – by Linda Ervin

2007--meeting in New York, 2008--meeting in Ashville

At each meeting of DOTAC we meet with others in diaconal ministry, do community building, worship from the various traditions around the table, president's report, storytelling re our own diaconal journey, review member organizational structures, share member reports (note UMC is having another study on ministry), theological reflection, World DIAKONIA reports, DOTAC regional meeting planning for 2009, financial reports, and often we do a field trip to explore Diaconal ministry and we conclude with evaluation.

Questions for Future Discussion by Group

How do we raise up the diaconate within our denominations?

How is the diaconate being supported within our denominations?

Meeting over 2 day period in October.

Will come back to Margaret for questions.

Recruiting people to DIAKONIA (note many DIAKONIA groups are getting smaller and fewer are becoming members, some denominations are removing DIAKONIA as a ministry and encouraging people to be ordained).

DIAKONIA 2009-Atlanta-Beth Barkhau – program update:

- need suggestions for scripture
- want suggestions for 3 major key speakers
 - inquiring about Jimmy Carter

Wednesday, April 15, 2009; 7-9 pm (con't.)

DOTAC (con't.)

- C. Everett Koop (former US Surgeon General)
- Timothy Johnson (CDC)
- Mayor Shirley Franklin (Atlanta)
- Will need 70 workshop leaders – gift bags for each person from the planning committee but no funds for honorariums or expenses – would like suggestions by December 31, 2007
- Pottery gifts for workshop leaders – Becky and Beth
- Towels made from donated cloth – donations for cloth should be sent to Beth Barkhau – Linda Ervin will send a request to some individuals and other CC members will make requests – 2008; (this has turned into neck coolers and DUCC folks are making about 200)
- Planning Committee is seeking to have the conference as “Green” as possible (environmentally low-impact).
- Pre-workshop for leaders – July 19 – 20
 - Consultation for Leaders in the Diaconate hosted by World DIAKONIA
 - Diaconal Theology and How do I better understand the diaconate in the Church.
 - Education and Formation (CANCELLED UNFORTUNATELY)
- discussed DOTAC becoming an organization that can give charitable receipts (it is a long process but it is in process now and we hope to be approved this year)

DOTAC Critical Targets are:

- Spirituality and Worship
- Prophetic Voice & Church Together
- Encourage and Support Diaconal Work in Areas and New Development
- Prophetic Voice for Social Justice
- Newsletter is important communication format and content established for distribution to DOTAC member groups by DOTAC members
- DOVE will continue, 2008 meeting will determine next meeting place and it will be Brazil
- DOTAC Turtle Update, Lisa Polito reported The turtle named DOTAC that was adopted at the Trinidad DOTAC Conference in 2006 by Linda Ervin has not been heard from. The group would like to believe that the turtle is alive and simply free from the tracking device. Where in the world is DOTAC?
- DOTAC Conference Handbook developed (Next DOTAC CONFERENCE is July 2011, July 6-9, travel days July 5 and 10 in Oklahoma)
- DOTAC conference criteria established for conference venues

New Member Groups: Anglican Deacons of Canada and they will become world members in July 2009. We are pursuing a group in Trinidad and another in Honduras.

- Milwaukee Mother House has disbanded and is no longer a member of DOTAC. They were a founding DOTAC member.
- Small Group works focused on the World focus preservation for DOTAC, newsletter, policy statements, worship, membership and communion, marketing DOTAC and DIAKONIA, website (now being managed by Brazil), education and advocacy, bookmarks and brochures
- new member information developed for new people at the DOTAC table

DOTAC (con't.)

In Reflection: Our DOTAC meetings usually are five to six days and we always have a very full agenda. It has been my privilege to represent DUCC at DOTAC for these last 12 years. I have learned much about working ecumenically. I have made many new diaconal friends in North America and in the World. As DOTAC President I have had the opportunity to visit many member groups in NA and hear the stories and struggles of being diaconal. There are many celebrations and some sadness. Member Groups who were part of DOTAC when I began are no longer members as their organizations forced them to be ordained and eliminated the diaconate. As a representative to the World Executive the challenge has been great. At that table there are two representatives from DAP and DOTAC and five representatives from Europe and one from Africa. One of our World goals is to decrease Europe numbers down to two and increase Africa by one making two at the table. This will be a huge challenge. We are also developing some new models of support for the diaconate around the world.

Thank you for this opportunity to serve DUCC in this way. It truly has been a blessing.

Working Ecumenically involves liturgy, theology, how we understand business meeting and how we listen to one another with integrity... All this has been a profound experience for Linda.

4 yrs on DOTAC

8 yrs as President... in this role, Linda was invited by Lutheran Deaconess Association to attend their annual celebration. Eric TK and Linda did a presentation on Gender. Follow-up workshop with entire group led by Ted Dodd & Linda. Topic is on hold.

Incident at the end of the 2nd presentation: a woman took issue around inclusivity; it was resolved with integrity.

Where is God in this decision?

What are we being called to in this time?

How to plan a DOTAC gathering... depending on which country is hosting, the event is planned differently. Nothing is taken for granted. (e.g. a focal point is not necessarily important to each order; or how do we do our business... learning curve – how to embrace diversity and meeting business requirements).

Technology in North America cannot be assumed in other parts of the world. Other technologies include storytelling. Listen “into each other’s speaking”. At the world table, English is not the first language of most, although English has been adopted as the language of communication at these events – for some it’s their second or third language, for others, accents are present, etc.;... listening with great intentionality.

DOTAC Official Languages: English, Spanish, Portuguese... in Canada also French.

Linda explains some of the challenges in working as a world organization and the accommodation that is required. In Atlanta, workshops will be offered on anti-racism, aboriginal ministries, etc.

12 yrs ago, nobody had a computer... now each of the twelve members has one.

Having their first DOTAC planning meeting May 09 – Tatamagouche

Sad News: Losing member groups, people are dying and nobody is coming in. One founding member was in Milwaukee, now only one member left and no longer a member of DOTAC.

DIAKAID: No money for new projects this year; supported existing projects. Plea for funding that can be sent to Kay Dean and will be forwarded. These funds go only to those places in the Southern hemisphere.

Wednesday, April 15, 2009; 7-9 pm (con't.)

DOTAC (con't.)

- helped a bakery, a bus, school supplies, and offering start-up money.
- In Brazil a hip-hop group for young people living in the streets.

Last DUCC newsletter was excellent & went all around the world. Special Thanks to those who put it together.

Linda ended with a time of storytelling

Russell Mitchell-Walker shares that his sabbatical trip to Brazil is totally thanks to his contacts through DOTAC. Anyone looking for an international experience? Get in touch with your ecumenical sisters & brothers.

Real Blessing

Real Challenge

Passing off to Sharilynn

DOTAC has nominated Linda to be President of World Diakonia Federation.

Ashville Experience – stayed in a home for retired deaconesses.

Sharing of stories of empowerment and safety among DOTAC members.

Theological Schools – by Laura Hunter

Francis–Sandy Theological Centre – Brenda Simpson, Principal

Brenda encourages & looks forward to stronger ties with diaconal community as it would enrich and strengthen the experience for F. S.

- 7 students at Francis Sandy and 2 inquirers in the wings that will join the circle probably next month (May 09)
- Learning circles = course work
- Meet 10 times a year and last a week (not Dec & Aug)
- Staff includes Brenda as “principal” and Susan Beaver as “keeper of the centre”.
- Lee Claus (vision keeper) will be retiring soon.
- Joint diploma with CCS graduated Betty-Lou McNabb a couple years ago.
- Peggy (with us tonight) is a founding member from 23 yrs ago.
- FS board is getting stronger, taking responsibilities have deepened, and is more hands on than it was once upon a time.

Francis–Sandy Theological Centre (con't.)

- Program:
 - DUCC conference is course to learn more about Diakonia;
 - next month Rev. Will Kunder will be teaching polity from an aboriginal context;
 - June – programming for children and youth by Diane Matheson of Five Oaks;
 - also getting into more cooperative programming with Five Oaks which has always been there but is now being woven in, in very intentional ways;
 - CCS leadership module will be offered in Ontario in Oct or Nov 09; partnered with DJS and VST (native ministries);
- As well as:
 - moon ceremonies every month;

Theological Schools (con't.)

- quarterly ministry support gatherings;
- monthly friendship teas;
- planning their first Francis Sandy conference in the fall;
- speaking engagements (all – not only staff but students as well) at churches, presbyteries and conferences;
- appreciates the new Diakonia pamphlet.
- Options for ministry at FS: Lay, ordained and diaconal and all sit in the same circle.

Peggy adds: uniqueness of FS program, on the job training as well as their course work.

Graduate: Gaylene Jacobs – commissioned recently.

Question: How native spirituality can (or cannot) be woven into or with Christianity?

Centre for Christian Studies – Megan McKenzie, Principal

- Introduced herself
- Summary of what CCS does.
- Located in Winnipeg
- Lay and Diaconal training program
- CCS right now is full of life (excitement, uncertainty...)
- Hoping to have History Book ready soon 1892-2005
- CCS is in transition (restructuring of administrative positions, new principal, additional Leadership modules, etc)
- Endowment campaign was very successful... but with the economic crunch, it took a dive – this represents 40% of CCS income so there's a lot less to work with.
- Some highlights:
 - 10 grads in 2009; 2 new companions: Dorothy Naylor and Elizabeth Brain
 - LDM 2008 – 18 students
 - 2009 – 2nd LDM on Victoria Island in August (hosted with Anglican church); and 3rd one at Five Oaks & Francis Sandy Centre in Oct or Nov.
 - Rich range of inquirers; lots of enthusiasm.
 - Reflection on Ministry (RoM)
 - 10 recent grads (2003-2008) sat in circle
 - shared joys and challenges.
 - Shared stories
 - Good to reconnect – *we are not alone*.
 - Named areas that might be included in current program
 - Strategic Planning: Maybe starting an institute to offer short term educational programming
 - Every Month: Mindful Munching – chance to explore a variety of topics of interest
 - New Idea: “Tap on the Shoulder” – cards to encourage gifted people to think about ministry. Cards available at this event or by contacting CCS
 - 2008 – 54 students involved in some phase of the program. Majority of students are UCC with some from ACC and last year 2 students from Uniting Church in Australia.
 - Current interest from other denominations including the Lutheran church.

Theological Schools (con't.)

Centre for Christian Studies (con't.)

- 2 upcoming book launches “Weaving A Changing Tapestry”
- Christina Paradela thanks CCS for the opportunity to go on PAR.
- Anne Laird applauds CCS for their inclusivity at 2008 LDM
- Ontario Students’ Assistance Program (OSAP) offer financial assistance
- Placemats are available for presentations – contact CCS (Juanita)

Dr. Jessie Saulteaux Resource Centre

No Report

Ecological Impact – by Laura Hunter and Kathy Douglas

Before the gathering, Kathy’s committee had sent out the following information about things to consider when planning an event that may help reduce the ecological impact. The information is sorted according to the areas of responsibility for planning.

Local Arrangements

Food and Beverage

Organic, fairly traded coffee and tea (other products).

Leftover food donated to local charities.

Local (grown and produced) List of what is in each dish with note to what is local.

Vegetarian meals or vegetarian meal options.

Eliminate disposable containers, plates, bowls, cups and cutlery.

Is video conferencing a possibility?

Is a laptop and projector available to share information and reduce paper waste?

Set up a compost program for all food waste. Composting reduces the amount of waste going to landfill and cuts emissions of methane, a potent greenhouse gas.

Educate participants with labels and explanations about what they are eating and the impact it has on the environment. Celebrate accomplishments.

Communication/Promotion

Keep paper use and hardcopy mail-outs to minimum.

Take advantage of electronic communication, as much as possible.

Promote events electronically. Add posters, flyers, registration forms to associated websites and inform members of their location. Keep electronic contact lists up to date.

Registration

Electronic event registration.

Booklets/agendas/freebies/registration packets- Limit the brochures and flyers, all should be made from recycled materials and sustainable printing practices. Participants could be asked to return articles they do not have use for after the event. Single samples and sign up sheets so interested individuals can be sent information packages electronically.

Post-consumer recycled paper and vegetable-based inks for name badges.

Clear explanations about why you have decided to do certain things. Celebrate accomplishments.

Program/Business

Limit paper and if using -recycled material and sustainable printing practices

Is video conferencing a possibility?

Wednesday, April 15, 2009; 7-9 pm (con't.)

Ecological Impact (con't.)

Is a laptop and projector available to share information and reduce paper waste?

Request that business material be sent electronically ahead of time to check and format for projecting on screen as needed.

Clear explanations about why you have decided to do certain things. Celebrate accomplishments.

Transportation

Providing shuttle service drivers with training in environmentally responsible driving practices.

No idling at the venue and major transportation hubs, such as airports.

Select a destination city that is close to the majority of the participants and is served by direct flights. Multiple take-offs and landings result in higher emissions from air travel.

Give participants information about carbon offsets, lowest footprints options for travelling

Carbon offset calculators (and vendors)

(Note: these calculators can be used without making a purchase)

Planetair

CarbonZero (includes trains & buses)

cleanairpass

cool drive pass

CoolDriver

TerraPass

Drive Neutral

Certified Clean Car

DrivingGreen

Climate Care

zerofootprint

Climat Mundi (includes motorcycles)

For more detailed information on environmentally responsible event planning see

http://www.davidsuzuki.org/Climate_Change/What_You_Can_Do/carbon_neutral_events.asp

We identified and celebrated the progress made with this gathering:

- borrowed name tag holders
- much less paper being used
- computer technology saving time & paper
- let's keep working at improving.
- Composting, recycling and garbage (backyard compost at Five Oaks).

Proposal to see where we are at and how do we measure our progress?

The group circulated a chart for folks to indicate their mode of transportation as well as how many kilometres were travelled to and from the event. This information can be used to create a baseline to calculate our Carbon Footprint.

Caution: Do we need as much food? Where we stay is important e.g. promote places that are striving to leave a lighter ecological impact.

Wednesday, April 15, 2009; 7-9 pm (con't.)

Statement of Vision 2009 (with changes) – will be revisited
God calls us to diaconal ministry.

The gospel of Jesus invites all to this ministry:
to offer compassion and accompaniment,
to work for liberation and justice,
to act as advocates of creative transformation.

Diaconal ministry, as a recognized order, is rooted
within our faith tradition and history,
and it is continued and embodied
in an ecumenical, world-wide community.

This vocation is a journey
involving Spirit-filled enrichment and learning,
requiring humble offering of self,
demanding prayerful discernment and courageous risking,
exercising visionary and communal leadership,
promising joy and meaning,
and daring to imagine God's abundance
in a world of love and respect.

Through education, service, social justice, and pastoral care,
diaconal ministry in The United Church of Canada,
encourages a growing faith,
speaks truth to power,
seeks mutual empowerment,
proclaims prophetic hope,
nurtures life-giving community,
fosters peaceful, right relationship,
within the church and the whole of creation
wherever the Spirit may lead.

Theological Reflection – by Margaret Robertson
Story of Pentecost – Speaking in many tongues.

Social Evening – Happy 25th Birthday

Thursday, April 16, 2009; 9-noon

Introductions

Gary Clark (Ontario), Joe Ramsey (MEPS) & Diane Bosman (Nominations Committee – GC)

DOTAC

Expressions of Gratitude to Linda Irvin for her 12 years (8 yrs of which were President) on DOTAC representing DUCC
Covenanting with Sharilynn Upsdell as the new DOTAC representative (8 yr commitment).

Presbytery Recognized Ministries – by Eric Tusz-King

- primarily community ministries but not necessarily only CM's;
- could be working with either conferences or presbyteries. Joan T, Eric T-K, employed by organizations not within the church.
- The three that have been successful have been primarily church related institutions (community ministry, psychological services, Catholic Social Services) Marilyn Shaw and Sheila Parsons.
- Received a draft of PRM in February from Bruce Gregorson and asked not to release it as it hadn't been received by GCE.
- Eric asked Joe Ramsey if any changes have been made since the February draft. Joe is not aware of any substantial changes.
- A few copies are available.
- Not sure how well it's going to be publicized.
- Concerns about the document: unclear why this document was developed.
- It does not appreciate how diverse community ministries can be – especially outside the church.
- Those groups may not feel wholly comfortable taking on a covenant with The UCC.
- Joan Tuchlinsky, Sexual Assault Centre, Public Ed Co-ord. Board members worry that connections with the church might be a barrier to women who have been abused or to be too closely aligned with any one faith or denomination.

Fails to recognize that one's spiritual life is the responsibility of the individual not solely an organization.

Concern – no consultation with anyone in CM that we're aware of although those involved in the creation of the document knew there were some folks interested in being part of it.

Church has a poor understanding of ...

Question: What are the strengths of the document.

- Good on what should be included.
- PRM may take many forms; church recognized (e.g. Five Oaks Centre) and non-church institutions (chaplaincy, business with ethical mission).
- Broad and inclusive.
- MP of the organization may be paid or unpaid.

Criteria – willingness of the individual to enter into the covenant and be accountable to presbytery. Individual be involved in the life of the presbytery and the conference.

Joe Ramsey – PRM emerged out of the desire to be able to settle ordered ministers into work that was not pastoral charge ministry. Those pieces of our polity recognizing PRM came into our Manual and our polity – saying guidelines would be developed from time to time by the appropriate GC unit. These are guidelines approved by the GCE and not by the entire GC which could lead to a 3 year wait. Feed your comments here back to Michelle Haugman. Most consultation happened broadly with CM.

Comment: Really glad to see there is an openness to settle people into community ministries.

Question: Has the history of this been recorded in the documents?

Answer: JR – there are lots of places for ordered ministers to serve outside of settlement. You are settled or called to a vacancy. Our whole thinking of these sites has evolved over the last 15 years. When conversation

Thursday, April 16, 2009; 9-noon (con't.)

Presbytery Recognized Ministries (con't.)

progressed, it's not just about the position of the ministry personnel; it's also about the context of the ministry itself. We need to develop guidelines that take into consideration the individual and what are the criteria for the ministry itself that would constitute a position eligible for settlement. It's the balance of the two.

Fair equitable wages is not in this document at all.

Question: Explore the idea of settlement of ordered ministers to Overseas Personnel?

Answer: JR – not sure where that stands. There is a separate system that determines those placements.

Personnel policies that came out of the Division of World Outreach. The history is that these positions are filled by individuals who have particular skills and/or life experience matching the requirements.

Actions:

1. Seek clarification on the purpose and goals of this document and how it supports and encourages ministry in the world. Are we trying to impose upon the UCC and ideal that exists within Diakonia? Why is the UCC educating and training us for this purpose if there aren't recognized ministry sites for us to be settled to? We are commissioned into a ministry of education, pastoral care and service. This is one of the service pieces. The covenanting relationship lies among The UCC, the individual and God. It may or may not involve the institution. The UCC needs to respect that non-church organizations may have difficulty with that.
2. An organization may not have a relationship with the UCC, but does have a relationship with and/or wants to support the work of the individual. The document says there are 4 participants in the covenant. This doesn't necessarily need to be so. Participation should be voluntary. The individual and the church should have the opportunity to covenant together. We are pushing the margins here saying that sometimes the church needs to take initiative in the community without being recognized by the community in order to do that. Reference this practise to the practise in the global community (DOTAC, World Diakonia).
3. That the UCC be in consultation with those in Community Ministries that have been...
4. DUCC forward this response and seek a response from The UCC and that DUCC offer to assist The UCC in consulting with those in community ministry or those desiring to be in community ministries. JR – there is a specific unit that relates to this. It's the Congregation, Education and Community Ministries.

The following pages are excerpts from discussion papers used by General Council committees and are provided for information and clarity of DUCC.

Title: Guidelines for Presbytery/District Recognized Ministries

Origin: Congregational, Educational and Community Ministries Unit (in partnership with MEPS)

Background:

The 37th General Council directed the then Division of Ministry Personnel and Education to develop appropriate criteria for Presbyteries/Districts to determine whether to accept a particular institution, agency, or outreach ministry as a suitable ('recognized') settlement site (*General Council 37, ROP, p. 186). This consideration is in addition to the regular work of putting before the Conference Settlement Committee any Presbytery Accountable Ministries that are suitable as settlement sites. To that end, Congregational, Educational and Community Ministries (CECM) and Ministry and Employment Policies and Services (MEPS) have worked jointly to identify criteria for use by Presbyteries/Districts in determining which Presbytery Recognized Ministries are suitable for settlement of ministry personnel and to place the criteria for Presbytery Recognized Ministries before the Executive of the General Council for consideration and for implementation.

Definition – Presbytery Recognized Ministry

The Manual, 2007 (001)

"a Pastoral Charge or any other ministry recognized by a Presbytery as a valid exercise of Christian ministry, in accordance with criteria developed from time to time by the appropriate General Council working unit."

Criteria for Presbytery/District to recognize a ministry

The 37th General Council identified three criteria to be included at minimum.

These are:

- The willingness of the institution to be part of a covenant with the United Church
- the willingness of the individual to enter into this covenant relationship and be accountable to the Presbytery/District;
- the agreement that the individual will be involved in the life of the Presbytery/District and Conference

(*General Council 37, ROP p. 186)

Additional criteria for Presbytery/District to recognize an institution, agency, or outreach ministry as a "valid exercise of Christian ministry" and a **suitable site for settlement** include:

- a mission statement/statement of purpose
- some form of regular worship or openness to spiritual nurture and practice
- a vision that corresponds, in varying measures, with Jesus' ministry in the world
 - radical inclusiveness, justice orientation, compassion for the marginalized
 - caring community
 - learning community
 - ongoing analysis of the context of ministry
- an accountability structure that is responsible and sustainable and which has
 - a competent governing body, with by-laws that are in accord with policies of The United Church of Canada
 - adequate funding for three years when requesting settlement
 - fair personnel policies and practices that meet or exceed those of The United Church of Canada

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Presbytery Recognized Ministries (con't.)

Examples of PRMs may include but are not limited to:

- A hospital chaplaincy supervised by the hospital or by an ecumenically organized board
- An ecumenical chaplaincy in a university
- A social justice community ministry which has no legal relationship with The United Church of Canada
- Presbytery, Conference, or General Council ministry staffing positions
- Educational institutions related to The United Church of Canada

Further note that:

- Attention to the context of diverse ministry opportunities, francophone, intercultural, deaf, and aboriginal ministries is desired
- While the *institution* is not directly supervised by or accountable to the Presbytery/District, the personnel, if United Church Order of Ministry, will be accountable to the Church through Presbytery/District in matters of oversight and discipline related to their status
- The Presbytery/District determines whether or not the institution shall be designated a Presbytery Recognized Ministry for purposes of settlement
- While Conference Settlement Committee has the right to initiate settlements, the Presbytery/District shall be consulted before settlements are made. (The Manual 315)
- When settlements occur, the Presbytery/District will convene a Service of Covenanting with the settled Diaconal/Ordained minister, the Presbytery, and the Presbytery Recognized Ministry (*The Manual* 061 c)
- A covenant that outlines the commitments and agreements between the Presbytery/District and the institution will be regularly reviewed and amended as necessary, including when there is a change in United Church settled ministry personnel.

Summary:

Provision exists in the Manual of The United Church of Canada for Commissionands/Ordinands as well as Diaconal and Ordained ministers of the United Church to be settled in a Presbytery Recognized Ministry. This document outlines the criteria for determining whether a Presbytery Recognized Ministry is a suitable settlement site.

Designation of any particular organization, agency, or outreach ministry as a Presbytery Recognized Ministry does not guarantee settlement but simply confirms an institution's eligibility for settlement. The normal steps for settlement of Diaconal and Ordained ministers still apply and when settlements are made the action of Settlement Committee is reported to the Conference for information.

Recommendation:

That the Permanent Committee – Programs for Mission and Ministry affirm the direction of the Report and refer it to the General Secretary for presentation to the General Council Executive.

September 27 2008

Presbytery Recognized Ministries (con't.)

*Executive of the General Council
March 28-30, 2009*

For Action

Proposal PMM 25

Title: Guidelines for Presbytery/District Recognized Ministries (PRM)

Origin: Permanent Committee, Programs for Mission and Ministry

The Permanent Committee, Programs for Mission and Ministry proposes

That the Executive of the General Council approve the following guidelines for a Presbytery/District Recognized Ministry (PRM):

Presbytery/District Recognized Ministries must fulfill three criteria:

- The willingness of the institution to be part of a covenant with the United Church
- The willingness of the individual to enter into this covenant relationship and be accountable to the Presbytery/District;
- The agreement that the individual will be involved in the life of the Presbytery/District and Conference

(As established by the 37th General Council 2000)

Presbytery/District will be referred to as Presbytery in the remainder of the report.

Presbytery Recognized Ministries may take many forms. Some will be expressed in directly related church institutions, such as an Educational Centre, Theological School, Chaplaincy, Campus Ministry, or Community Ministry. Others might be in

non-church related institutions such as a corporate chaplaincy, a business with an ethical mission objective, an academic or teaching position or a community-based movement. The positions engaged by the ordered ministry personnel within these institutions may be paid or un-paid (volunteer.)

The covenant relationship for a PRM involves four parties: the Presbytery, the institution, the Ordered Minister, and God. The appointment of a Designated Lay Ministers to a PRM will only apply in the event that the Presbytery has direct appointment responsibilities for the PRM. (for example, a Presbytery staff position.)

The covenant relationship for a Presbytery Recognized Ministry will not involve the Presbytery in oversight of the institution itself. The Presbytery provides support and holds the ordered minister accountable for the faithful exercise of their ordination or diaconal vows within the PRM so that the mission and ministry of the whole church might be strengthened.

In the situation of an organization not related to the church, the Presbytery will explore with the ordered ministry personnel how the objectives of the organization or movement relate to her/his ordination or diaconal vows and how participation in that organization will strengthen the mission and ministry of the church. It is expected that the organization will be both aware of and supportive of the individual expressing their ordered ministry within its structures and will be prepared to acknowledge this in a covenant agreement.

Presbytery Recognized Ministries (con't.)

*Executive of the General Council
March 28-30, 2009*

For Action

In situations where the PRM is a directly related church organization, the Presbytery will exercise oversight and accountability of the ministry personnel in a manner similar to that of oversight of a congregationally-based ministry.

In the situation of a non-church related institution the Presbytery will establish a means of support and accountability for the ordered minister. This might include an opportunity to meet periodically with an appropriate committee of the Presbytery or assist the Presbytery in exploring options for new expressions of ministry within the service area.

In all situations, Ordered ministry personnel who are settled in Presbytery Recognized Ministries covenant to participate in the life of the Presbytery.

The Presbytery will seek to determine that the ministry setting is and remains a location in which a valid exercise of Christian ministry can be exercised. It will take into consideration the following questions:

- Does the vision and activity of the organization correspond with God's mission and Jesus' ministry in the world?
- Does the position afford opportunities for the practice of theological reflection and spiritual nurture?
- Are there opportunities for the Ministry personnel to continue to learn and grow in their practice of ministry and in their spiritual and worship life?
- Are the employment (or volunteer policies) and practices of the organization fair and just?

It is the responsibility of a Candidate or Ordered Ministry Personnel to propose the approval of a Presbytery Recognized

Ministry. Approved PRM's are eligible for the settlement of Ministry Personnel.

While Conference Settlement Committee has the right to initiate settlements, the Presbytery shall be consulted before settlements are made. (*The Manual* 315)

When settlement occurs in a Presbytery Recognized Ministry, the Presbytery will convene a Service of Covenanting with the Diaconal/Ordained minister (and DLM personnel in appropriate situations), the Presbytery, and the Presbytery Recognized Ministry (*The Manual* 061 c).

The covenant service will express the commitments and agreements between the Presbytery, the organization, and the Ordered Minister. The Presbytery will ensure that a regular review of the covenant agreement is undertaken.

Authority and Actions:

The Permanent Committee, Programs for Mission and Ministry is responsible for coordinating and making policy recommendations related to its specific mandate.

Background:

The 37th General Council 2000 directed the then Division of Ministry Personnel and Education to develop appropriate criteria for Presbyteries/Districts to determine whether to accept a particular institution, agency, or outreach ministry as a suitable ("recognized") settlement site (*General Council 37, ROP, p. 186). This consideration is in addition to the regular work of putting before the Conference Settlement Committee

CONSENT - 33

*Executive of the General Council
March 28-30, 2009*

any Presbytery Accountable Ministries that are suitable as settlement sites. To that end, Congregational, Educational and Community Ministries (CECM) and Ministry and Employment Policies and Services (MEPS) have worked jointly to identify criteria for use by Presbyteries/Districts in determining which Presbytery Recognized Ministries are suitable for settlement of ministry personnel and to place the criteria for Presbytery Recognized Ministries before the Executive of the General Council for consideration and for implementation.

Definition – Presbytery Recognized Ministry
The Manual, 2007 (001)

"a Pastoral Charge or any other ministry recognized by a Presbytery as a valid exercise of Christian ministry, in accordance with criteria developed from time to time by the appropriate General Council working unit."

Thursday, April 16, 2009; 9-noon (con't.)

Break

Nominations

Diane Bosman, National Nominations Committee

How do we get the passion, dedication & joy from this room into GC?

Last GC – 14 diaconal ministers who were commissioners

GC is the beginning... work of GC is carried out by various (40) committees along with 30-40 different task groups, 1031 GC roles being served – only 15 diaconal minister. If one includes commissioners at GC, only about 10% of diaconal ministers serve the national church.

Central point:

Discernment; how are we called; how do we bring our gifts out as God and the Spirit are calling us to? People are invited to pray and discern (if not self, do you know of someone?).

Nomination process is not just self-nomination; but names can be put forward.

Twice a year all positions are gathered & shared (spring & fall)... currently 30 committees are looking for members; if something interests you, write a letter to nomination committee stating your interest and naming your gifts or send a letter suggesting someone else. What's your passion in this? What is your sense of call in this? What might you bring to it? Name your gifts and how these can be helpful. How does your cultural background & interests contribute and name what you bring.

All this is helpful to the Nominations Committee to bring together teams of people that will complement the work of the church that needs to be done.

Who is on Nominations?

Made up of 1 GCE elected member from every conference

2 additional members at large to broaden the voices & understanding

2 ANCC members

1 Francophone member

Diane has heard from a number of DM's this spring who are willing to allow their names directly. Brought along handouts and a list of current opportunities to serve and an organizational structure chart – 'the big picture.'

Questions: Task Groups –trying to be regionally specific?

Answer: yes, so that groups wouldn't have to travel so far. Again, something that people are starting to talk about – carbon footprints. 1031 members serving at any one time is a lot of people traveling to meetings. It has its financial costs as well. Can we meet regionally? Can we make better use of technology? How can we reduce our environmental impact?

What happens after your name goes in?

Answer: Nominations Committee previously asked for references. They now ask that the individual discern with others. Diane receives the information, processes it and it then goes to the 15 members of the Nominating Committee. Prayerful consideration is given to each name. Not the warm body syndrome. Frequently, receive many names but only a few are needed to serve. Names are shared with the staff resource and the chair of the committee/unit and with Conference Executive Secretaries/Speaker as character reference.

Thursday, April 16, 2009; 9-noon (con't.)

Nominations (con't.)

Is there creative tension as to make up of committees?

Answer: Yes. Broad representation overall. Terms of Reference for each committee/task group that specifies if there are particular voices that need to be considered for this work or skills/experience that would be an asset to the work.

Congregations have incurred costs for order of ministry people serving on national committees. How do we address this? (specifics – it won't cover enough mileage for pulpit supply – as there's a \$40 maximum for mileage and for some that's not enough as they are in remote areas).

Answer: GC covers all of its expenses for the minister to come and serve; travel, accommodations, meals, pulpit supply, etc. Diane and Sarah Bruer were going to have a follow up conversation (may also include Joe Ramsey).

Committees that specifically name DM's as required for part of their membership?

Answer: Transfer Committee is the only one for certain. There may be others but the language may be more generic.

With the NC is there a rotational basis? How are Nominations Committee members chosen? Where are the checks and balances?

Answer: GCE members who serve for 6 years; NC members serve for 3 years.

Outgoing NC members who were leaving GCE decided who would serve on the NC next.

One of the two members is named from each Conference. It's a fairly large group with a variety of approaches and theologies, etc. It's the Conference naming people into these roles as a whole that provides the checks and balances.

General comments...

With all the restructuring in conferences and at the national level, I have lost a lot of passion to be interested in anything even in my own court (presbytery). Specifically, the loss of the Committee on Diaconal Ministry.

Lots of passion in this room, some disillusionment...and not sure where to direct that energy.

Answer: almost everyone commits to the 2nd three year term. That's pretty amazing!

MEPS and/or GCE – DM name(s) to be put forward.

Answer: DUCC's role would be to name individuals from within your group, encourage one another. If your name is being put forward or you are nominating someone else...name the DUCC gathering as part of the storytelling. The person would not be a representative of DUCC per se, but the Nominations Committee would be aware of the context. Conference can name one lay and one order of ministry person to the Nominations Committee. Conferences don't know what names are being put forward by other Conferences so there is the potential that no diaconal names could be put forward for consideration.

Where does orientation fit? Where does gender identity fit?

Cluster Responsibilities

The gathering undertook a first go-round of identifying which clusters would be willing to take on which roles in the DUCC structure over the next two years.

Thursday, April 16, 2009; 9-noon (con't.)

Cluster Responsibilities (con't.)

Manitoba North Western Ontario – Local Arrangements

Montreal Ottawa & Bay of Quinte – Worship

Saskatchewan – Theme

British Columbia -

Alberta Northwest - Education

Maritime – Liaison with GC (separated out from Coord Cluster)

Hamilton and Toronto – Education and Worship

London – Communications or Local Arrangements/could consider National Planning

There was no one willing to take on the Coordinating Cluster so we agreed to break into our Conference groupings to discuss what we would be willing to do.

When we re-gathered, the results were:

Coordinating Cluster (with or without Liaison) - Manitoba North Western Ontario
- Hamilton/Toronto

Worship - Montreal & Ottawa/Bay of Quinte

Theme - Saskatchewan

Education

Liaison

Communications - London

National Gathering Planning - London/Maritime

We'll return to this later.

DUCC - an Affirming Ministry

This is a piece of work that remains unfinished from our last gathering. The work needs a task group who would be willing to do that work on our behalf. Kimiko Karpoff, Kathy Douglas, Betty Marlin volunteered.

Are there others in BC Conference that would be willing to work with Kimiko? The primary concern is to be in contact with Brian Mitchell-Walker from Affirm United to get the process started. We need to make a public statement and have a public worship.

GC Nominations

Ken DeLisle and Kathy Toivanen have been gathering names.

Lunch

Friday, April 17, 2009; 8:45a.m.-noon

Announcements

Draft # 2 Statement of Vision – by Eric Tusz-King

God calls us to diaconal ministry.

The gospel of Jesus invites all to this ministry:

to offer compassion and accompaniment,

to work for liberation and justice,

to act as advocates of creative transformation.

Friday, April 17, 2009; 8:45a.m.-noon (con't.)

Draft # 2 Statement of Vision (con't.)

Diaconal ministry, as a recognized order, is rooted
within our faith tradition and history,
and it is continued and embodied
in an ecumenical, world-wide community.

This vocation is a journey
involving Spirit-filled enrichment and learning,
requiring humble offering of self,
demanding prayerful discernment and courageous risking,
exercising visionary and communal leadership,
promising joy and meaning,
and daring to imagine God's abundance
in a world of love and respect.

Through education, service, social justice, and pastoral care,
diaconal ministry in The United Church of Canada,
encourages a growing faith,
speaks truth to power,
seeks mutual empowerment,
proclaims prophetic hope,
nurtures life-giving community,
fosters peaceful, right relationship,
within the church and the whole of creation
wherever the Spirit may lead.

CONSENSUS: reached on accepting the new Statement of Vision.

Proposal – by Eric Tusz-King

Suggestion # 1 – entertain a motion that the Barb Elliott Trust Fund never go below \$100,000.00.
principal \$77,810.00 interest \$27,000 = \$105,000.00
\$5,000.00 in interest that could be available.

Increase our membership and fees.
Fees haven't changed in 25 years.

Suggestion # 2 – Employ a Staff person part-time/honorarium.

CONSENSUS: to refer this option to the Coordinating Cluster.

Plan A? Plan B?

It would be beneficial to have a rep to GCE.

Accumulated balance carried forward is over \$10,000.00. There would be some funds available from our Operating Budget if we chose to use it. 2009 Budget that will be presented is a deficit one. Educational fund expenses to date are approximately \$200.00.

Would appreciate a more detailed job description for the proposed staff person before committing funds.

Friday, April 17, 2009; 8:45a.m.-noon (con't.)

Proposal (con't.)

\$5,000 from Operating;

\$5,000 from BETF;

plus increase membership fees by \$50.00 for full-time members; proportionally for less than full-time.

CONSENSUS: that the Coordinating Cluster explore, implement and act on the possibility of a DUCC staff person/representative to act on behalf of DUCC.

DUCC can change the criteria of the BETF. This discussion is premature if we don't know what the criteria are. The Coordinating Cluster can make a recommendation.

CONSENSUS: that the Coordinating Cluster recommend to the administrative committee of the BETF that the fund be maintained at \$100,000.00.

Budget – by Kay Dean

Kay introduced the 2008 Financial statements; hard copies were distributed and are available upon request; a hard copy will be filed with the official hard copy of these minutes.

It was noted that Joe Ramsay (MEPS) had affirmed the financial support of GC. Discrepancy in numbers (266 vs 144) employed DM's in the UCC.

Questions/Comments:

Possibility of 2 year memberships.

Easier to have people pay by PAR

Memberships do not preclude us from making a donation to DUCC.

Membership fees are higher in years when we gather as a DUCC community.

Brenda Simpson (FSTC) graciously offered that they are surprised and pleased to be included in the DUCC budget.

Corrections to Financial Statement:

Admin fees are \$138.78 and

Regional groups figure are \$92.93

New total = \$8,616.82

CONSENSUS: that we receive the 2008 Financial Statement with the above corrections.

Membership Fees – by Eric Tusz-King

\$100 membership fee has remained constant for 25 years.

Current Coordinating Cluster feels an increase is warranted. Our fee structured is graduated. Whatever the final amount is for full-time would mean the entire schedule would be amended accordingly. Recommend that the Treasurer work on increasing those within our membership to be on PAR.

Suggested increase to \$240 from \$100.

If we struggle to have our members pay now at the current rate, how will a significant increase impact our membership?

Most professional organizations membership fees are around \$200.00.

Don't wait to increase the membership fees for another 25 years!

Friday, April 17, 2009; 8:45a.m.-noon (con't.)

Membership Fees (con't.)

Does it make better sense to attach membership to a % of our salaries? In this way the increase would be automatic.

Testing for consensus that DUCC annual membership fees be increased from \$100.00 to \$240.00 for full-time members and that the Coordinating Cluster look at encouraging membership to utilize PAR for payment of those fees. **No consensus.**

Too large of a jump.

Testing for consensus that DUCC annual membership fees be increased from \$100.00 to \$150.00 for members who are employed full-time and that the Coordinating Cluster look at encouraging membership to utilize PAR for payment of those fees. **No consensus.**

CONSENSUS: that DUCC annual membership fees be set at \$10/\$25/\$75/\$125/\$150 – and members be allowed to self-select their category and subsequent membership fees. All memberships would be considered full memberships. Bench mark for membership would be set at \$150.00 and anything received above that amount would be considered a donation. And further that the Coordinating Cluster look at encouraging membership to utilize PAR for payment of those fees.

Kaufman Fund Committee

CONSENSUS: that the Kaufman Fund membership be reaffirmed as follows: Joan Tuchlinsky, Lynda Appleby, Judy Astley, Elaine Graham.

Cluster Groups

We returned to the incoming structure of DUCC with the following results:

Coordinating Cluster	Hamilton/Toronto
Communications	London
National Gathering	Alberta Northwest
Local Arrangements	Manitoba and North Western Ontario
Theme	Saskatchewan
Worship	Montreal & Ottawa and Bay of Quinte
Liaison with GC	Maritime with other voices

CONSENSUS: that the incoming Coordinating Cluster of DUCC, April 17, 2009, shall include members of the Hamilton/Toronto cluster of DUCC. This cluster will name its roles and tasks and communicate to DUCC, a bank and Canada Revenue Agency: Margaret Collard, Treasurer, Linda Clark, Deborah Deavu, Kathy Toivanen, Annette Hoare, Deb Kigar, Christina Paradela, Terri Chedore, Joan Tuchlinsky, Marilyn Shaw, Kellie McComb, Allison Piercy and Karen Dale.

Education – video only Sarah Bruer, Deb Kigar, and Annette Hoare
No cluster offered to take on the complete portfolio.

Reflection

Margaret Robertson referred us to a publication entitled Women's Perspective online at www.presbyterian.ca

Break

Friday, April 17, 2009; 8:45a.m.-noon (con't.)

Meeting with Joe Ramsey & Diane Bosman – by Laura Hunter

- good meeting (1.5 hrs)
- agreed there are weaknesses in the structure and this makes it difficult for both staff & those trying to access policy decision
- Financial Concerns – Historic amounts will be continued
- Diane's presence was felt to be helpful as another pair of ears
- Request from them that when contacting them with issues that affect our community that we be clear is it: about personnel matters or diaconal ministry identity in the UCC
- Good dialogue – Diane says that she, for one, will be more attentive to diaconal issues.
- The GC staff realized that the order of ministry includes diaconal ministry thus when Order of Ministry is named... they will, whenever possible, hold up diaconal minister.

Logo & Pin – by Sharilynn Upsdell

2 logos on screen (one from new brochure; one from website of Diakonia in the United Church of Canada.

Presented pins of other denominations (pictures taken at DOTAC)

- not only the symbol says justice, but locally made, environmentally sound materials, sought through fair working conditions.

Other Logos in the UCC: Affirm, Emerging Spirit, Called to Serve, Ethnic Ministries, Peace fund, Challenging Empire by Joyce Cosby

To use any part of UCC crest, we'd need permission (no big deal).

Commission an artist to work with us to create a logo?

Pin/pendant might be fun

Seeking Permission to commission an artist ... if Joyce Cosby – cost \$500 - \$600.

Question: Will this group support Sharilynn to continue in this work? YES

Question: Will this group empower Sharilynn to spend money from education fund? YES for artwork and initial design.

Question: Will this group endorse the creation and making of a pin? YES with some consultation before the end.

Names of interested people to help: Kimiko Karpoff, Lori Stewart & Rollie MacLean.

Suggestions on what to include:

Somehow include the Crest

Spiral

Pitcher & basin

Consult with all 3 theological schools.

Friday, April 17, 2009; 8:45a.m.-noon (con't.)

Pamphlet/Flyer – by Cheryl Kirk.

CONSENSUS: that the pamphlet is generally okay. The group that designed the pamphlet is prepared to receive “minor” changes in hardcopy, to make those changes and attend to having the fliers printed and distributed. Thanks to London Conference for their work on this piece of work of behalf of DUCC.

Nominations

CONSENSUS: that the following names of DUCC members be submitted for consideration by the GC Nominations Committee for:

MEPS – Lynda Gow, Roland Legge, Tracy Fairfield, Debra Kigar

GCE – Kellie McComb, David Hewitt, Ken DeLisle

and that the letter of support/nomination be written by the Coordinating Cluster by April 30, 2009.

Each individual listed above will send in their own information along with the letter of support from DUCC.

Maritime Cluster – as liaison to GC – now takes on the

Thanks to all those who have agreed to allow their names to stand for nomination.

Ordained to Diaconal Ministry

CONSENSUS: that we remain “Commissioned to Diaconal Ministry within The United Church of Canada.”

Concerned that we be proactive in this regard with GC. It's important for us to put out a statement that talks about celebrating our 25th anniversary and that we affirm how we wish to be named and we affirm the rite of commissioning to diaconal ministry. Any statement also include our new Statement of Vision. Letters to MEPS, GC Commissioners, etc. Each letter would have a different starting point. The letter could go to pastoral charges, E&S Committees, Conference and Presbytery offices. Kimiko offered to write an article for The Observer.

CONSENSUS: that the Communications Cluster prepare and distribute statements that summarize our decisions about ordering and share our new Statement of Vision.

Alternate rep to DOTAC

Russell Mitchell-Walker volunteered. This decision was supported by the membership.

ADJOURNED at 11:20am.

APPENDIX A

Diakonia of The United Church of Canada (DUCC) Proposal for the creation of a DUCC staff position DUCC Coordinating Committee March 26, 2009

The restructuring of the General Council Office, staff and committee structure included the **disbanding of the Committee for Diaconal Ministry (CDM)** under the former Division of Ministry Personnel and Education. While members of the former CDM recall receiving assurance that the work of CDM would be continued by the new Ministry Employment and Personnel Services (MEPS), discussion with the MEPS Permanent Committee and with the General Secretary have confirmed that there is **now no single point of contact for DUCC with The United Church of Canada**. Whatever issues DUCC may raise about the ongoing relationship of diaconal ministers with and within the United Church, there is no one staff person or General Council Committee charged with the responsibility to facilitate the addressing of these issues. Each issue needs to be addressed on a case by case basis, and the responsibility for discovering how that issue may best be addressed within the General Council structure remains with DUCC.

The DUCC Coordinating Committee (DUCC-CC) has spent inordinate amounts of time and energy attempting to negotiate the present GCO structure. The main focus to date has been to attempt to persuade MEPS of the responsibility to pay particular attention to diaconal ministry. **This effort has failed.**

Furthermore, the General Council has brought into effect new guidelines for **Congregational Designated Ministry**. It is conceivable that the outcome of full implementation of these guidelines across the church will further degrade the diaconal ministry in The United Church of Canada.

The result is that a number of issues remain largely unaddressed within The United Church of Canada.

While the DUCC-CC has made headway on some of these issues, progress is glacial. (And with global warming, the metaphor may be even more appropriate!) As a volunteer committee of a volunteer organization we have been unable to devote the concentrated time necessary to make significant progress.

Therefore,

- 1. the DUCC Coordinating Committee proposes to the national gathering of DUCC the establishment of a staff position to facilitate the work of DUCC. Position description to include:**
 - encouraging the participation of diaconal ministers on essential General Council committees
 - monitoring the presentation of diaconal ministry in General Council
 - documentation, including that of Pastoral Relations and Education & Students
 - advocacy for the charisms of diaconal ministry within The United Church of

- Canada
- recruitment of Candidates for diaconal ministry
- advocacy for schools of preparation for diaconal ministry
- application of the Learning Outcomes framework on diaconal ministry
- preparation
- promotion of diaconal ministry
- education of Presbytery and Conference E&S Committees.
- facilitate personal support to diaconal ministers and students
- facilitate spiritual and educational development of diaconal ministry
- formal representation on behalf of DUCC

2. Funding

A minimal budget for a full time position is approximately \$80,000 per year.

Rough Budget:

Salary, Category F, full time:	40,000
Housing:	15,000
Benefits:	9,000
Con Ed/Book Allowance:	1,500
Insurance:	2,000
Local travel:	1,500
Other travel:	8,000
Supplies and equipment:	<u>3,000</u>
	80,000

Possible funding models include:

- Increase DUCC dues from \$100 to \$500/year and increase membership to 200. ($\$400 \times 200 = \$80,000$).
- Raise \$1,000,000 to invest in the United Church Foundation with an average return of 8%. ($\$1 \text{ million} \times 8\% = \$80,000$)
 - Large scale solicitation from individuals, groups, churches, foundations.
 - Each of the 200 members of DUCC to be responsible (with their congregations, ministries and families) to raise \$5000 within 5 years.
 - \$100 per month by PAR for 5 years = \$6000
 - find 10 people to each donate \$10 per month for 5 years = \$6000
 - organize one big fundraiser = \$5000
 - solicit donations from friends, family, congregation, community
- Some combination of the above.

3. It is further proposed that a DUCC Staff Committee be established to develop and monitor the position description, budget and accountability for the DUCC staff position.

APPENDIX B

HISTORY OF SPECIFIC SUPPORT BY UCC FOR Diaconal Ministry since 1984 WORK AND TASKS THAT UCC STAFF DID ON BEHALF OF DIACONAL MINISTERS

At the March 1990 National Gathering, Ginnie Coleman and Ann Naylor, both diaconal ministers working at the General Council Office, reported to DUCC regarding their work on behalf of diaconal ministers in the context of their staff positions.

Ginnie Coleman:

- Revisions to Manual
- Producing Assessment Handbook
- Transfer and settlement process
- resource to Committee on Diaconal Ministry
- visited Western Field Based diaconal ministry program
- attended meetings at Centre for Christian Studies
- attended DOTAC and World Diakonia on behalf of DUCC and the denomination of UCC

Ann Naylor:

- 5% of her staff time is dedicated to diaconal ministry work
- updated brochures on diaconal ministry
- updated slide presentation on diaconal ministry
- responsibility for Diaconal Ministry newsletter
- some responsibility for Committee on Diaconal Ministry

Other work carried out by the Committee on Diaconal Ministry:

- Candidacy process monitored
- Transfer and settlement processes monitored
- Diaconal presence re programs at CCS
- Advocacy for a couple of "exceptional cases" - education process
- Some monitoring of Observer articles
- Input into development of services for ordination and commissioning
- Production of DUCC newsletter with some payment from DUCC
- Advocacy for DM positions, esp rural western Canada

FINANCIAL NOTES - MEMBERSHIP IN WORLD DIAKONIA AND DOTAC HISTORY RE FINANCES

Prior to the formation of DUCC in 1984, Diaconal Ministers related to the Association of Professional Church Workers (APCW), an ecumenical organization. This association related to World Diakonia and Diakonia of the Americas and the Caribbean (DOTAC). Through APCW, United Church of Canada diaconal ministers had a denominational membership in these international, ecumenical organizations, and thus could attend their conferences. The membership in both organizations was paid by the UCC. It was a specific fee for each employed DM in the United Church of Canada.

Following the formation of DUCC, the group APCW dissolved in a few years. The Committee on Diaconal Ministry saw that membership fees were paid by UCC for several years. In minutes from

1984 onward there was often discussion about whether fees should be paid for every diaconal minister in UCC or just those who were members of DUCC. (The concept of denominational membership has not been mentioned and fully understood – KD) Although most diaconal ministers who have been active in DUCC have always understood that fees paid to World Diakonia and DTOAC have been for every Diaconal Minister in paid accountable ministry in UCC.

PROPOSAL discussion – March 1993

The membership in DOTAC and World Diakonia was a UCC membership. Do members want it changed to a DUCC membership in these two organizations ? If non members of DUCC wanted to attend DOTAC and World Diakonia they would need a United Church Denominational membership in order to attend.

PROPOSAL - That DUCC equally share the membership fees of all diaconal ministers with the Committee on Diaconal Ministry and that we establish a fund to assist members of DUCC to attend World Assemblies (World Diakonia) and DOTAC Conference.

DOTAC AND WORLD DIAKONIA REPS – For several years General Council staff member, Ginnie Coleman, attended DOTAC and World Diakonia. She reported that many representatives on the executives of these organizations were denominational staff persons. This enabled DUCC to be represented without having to pay travel support for many years.

DUCC has been supportive financially to its DOTAC representative. In the 2009 budget \$1500 is noted for travel support to DOTAC rep.

From 1997 to 2001 – the UCC paid DUCC half of the assessed membership fees for DOTAC AND WORLD DIAKONIA.. (\$1400 of the \$2800)

There has been varying amounts paid to DUCC for educational purposes between 1984 and 1999.

From 1999 to 2005 the UCC paid \$1000 toward the cost of the National Gathering in the year it was held and \$2400 for DOTAC and World Dakonia membership fees.

In 2005 and 2006-\$3200 was paid to DUCC for membership fees and national gathering. In 2008 UCC paid DUCC \$6000 for DOTAC/World Diakonia fees and National gathering.

NEWSLETTER -

For a few years the national staff compiled, edited, printed, and sent out the newsletter for DUCC.

In 1992 a DUCC member collected articles and edited it. The Committee on Diaconal Ministry looked after production costs and DUCC paid the editor an honorarium. There was discussion about shared costs. DUCC agreed to pay \$435 per issue to UCC in 1993.

Since 2005 DUCC members, through the Communications Cluster, have compiled and edited the newsletter. It was mailed out by the national office. DUCC has paid an honorarium to the editor, and layout costs.

As of March 2009, the newsletter was posted on the DUCC website. The UCC sent out 242 newsletters to those diaconal ministers who did not appear to have internet access. This included

many retired diaconal ministers. UCC wants clarification as to who does what with regard to the DUCC newsletter. For 2008 and 2009, the DUCC budget for editing and layout is \$1600 a year.

SUGGESTION -by treasurer. Due to the complexity of who has email or not , DUCC take over the complete cost of the newsletter. Hopefully, the need for hard copies will lessen over time. The DUCC database might be used to determine who is a member , who does not have email, etc.

APPENDIX C

Proposal

Title: United Church recognition of diaconal ministry
Source: Coordinating Committee of Diakonia of The United Church of Canada
Conference Action:

- Whereas: The Basis of Union Article XVII, *Of the Ministry*, declares “We believe that Jesus Christ, as the Supreme Head of the Church, has appointed therein ... a diaconal ministry of Education, Service and Pastoral Care...”; and
- Whereas: Diaconal ministry was established by the early church, (i.e. Phoebe, Romans 16:1 and Stephen, Acts 6:5) and has been expressed in various ways since that time to the formation of The United Church of Canada. Even so, at present diaconal ministers make up less than 10% of serving order of ministry; and
- Whereas: the minority status of diaconal ministry presents circumstances of isolation, misunderstanding, confusion with other forms of ministry and fear of marginalization for many diaconal ministers; and
- Whereas: at one time the United Church of Canada supported diaconal ministry through a designated staff person along with a standing committee, the most recent version of which was called Committee on Diaconal Ministry within the former Division of Ministry Personnel and Education; and
- Whereas: following the disbanding of the General Council Committee on Diaconal Ministry there appears to be no General Council committee, working unit or staff position with a specific responsibility to support Diaconal Ministry; and
- Whereas: a number of significant issues related to Diaconal Ministry remain of concern, such as but not limited to:
- the characterization of diaconal ministry within General Council documents
 - recruitment for diaconal ministry
 - support for those called to diaconal ministry in the Candidacy process
 - orientation of individuals and committees (E&S and CIB) within the Candidacy process
 - support for institutions of preparation for diaconal ministry
 - developing awareness of the gifts of diaconal ministry expressed within the life and work of the church
 - isolation of individual diaconal ministers
 - development of ministry positions for diaconal ministers
 - orientation of individuals and committees within Pastoral Relations processes
- Whereas: General Council has recognized the association, Diakonia of The United Church of Canada (DUCC), celebrating its 25th year in 2009;

Therefore, the Coordinating Committee of Diakonia of The United Church of Canada proposes through Maritime Conference MPE Committee and Maritime Conference to the General Council of The United Church of Canada that:

1. The United Church of Canada establish a mechanism by which diaconal ministry is specifically supported and encouraged within the life and work of the church.
2. The United Church of Canada consult with diaconal ministers and Diakonia of The United Church of Canada to determine the most appropriate mechanism to specifically support and encourage diaconal ministry within the life and work of the church. Possible mechanisms may include:
 - a. creation of a standing committee of General Council on diaconal ministry
 - b. granting status to Diakonia of The United Church of Canada (DUCC) to access General Council structures directly
 - c. amending the mandate of MEPS to specifically address issues related to diaconal ministry and appoint a diaconal representative to the MEPS Permanent Committee
 - d. creation of a specific staff position for diaconal ministry.

APPENDIX D

Proposal

Title: Diaconal Minister to be named as member at large to Conference Education and Students committee.

Source: Coordinating Committee of Diakonia of The United Church of Canada, based currently in Maritime Conference

Conference Action:

Theological Reference -

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors, and some teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4: 11 – 13. RSV

Background –

- the United Church of Canada recognizes that diaconal ministers are included in ordered ministry, as noted in the Article of Faith XVII, Of The Ministry.
- Section 462 a- 3 of the United Church Manual notes that “every effort should be made to include a Diaconal Minister on the interview team.”.
- Students of diaconal ministry in the Maritime Conference candidacy process report spending a large portion of their interview explaining diaconal ministry in the Education and Students (E and S) interviews. Having to explain diaconal ministry takes away valuable time from the interview process.
- The hope for the E and S interview is to examine the student's preparation for ministry, not to inform or educate the interviewing committee.
- Diaconal representation on this committee will provide a source of information for the E and S Committee as it prepares to focus on the student's preparation for ministry. In addition, the diaconal representative will be available to participate in interviews (as noted by UCC Manual, Section 462 a -3).
- Currently, the Education and Students Committee of Maritime Conference consists of Chairs of Presbytery E and S committees. There are no diaconal ministers on the present committee.

PROPOSAL

- a. - The Co-ordinating Committee of Diakonia of the United Church of Canada proposes that Maritime Conference UCC Nominations Committee name a Diaconal Minister as a “member at large” to the E and S Committee.
- b. that Maritime Conference request General Council amend the UCC Manual procedures and MEPS documents affecting candidacy processes to include diaconal ministry representation on Education and Students Committees.

Financial Implications – The costs of accommodation and travel for one person to attend Education and Students interview meetings .