

**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:**

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