

**Diakonia of the United Church of Canada
Chicago, Illinois
Minutes of July 5 & 6, 2017**

Theme: "Called to be Diaconal, no matter what we're called."

Present

Ellen Baynton-Walker, Terrie Chedore, Margaret Collard, Nan Corrigan, Lori Crocker, Denise Davis-Taylor, Deborah Deavu, Ted Dodd, Jen Dresser, Linda Ervin, Kent Gibbons, Marcie Gibson, Catherine Gutjahr, Laura Hunter, Debra Kigar, Deborah Laforet, Maylanne Maybee, Vicki McPhee, Dorothy Naylor, Michelle Owens, Christina Paradela, Irene Rainey, Helen Reed, Heather Robbins, Lori Stewart, Karen Tjaden, Kathryn Toivanen, Joan Tuchlinsky, Eric Tusz-King, Sharilynn Upsdell, David Lappano, Vicky Aldersley

Regrets

Kathy Douglas

Ecumenical Guests:

- Elistaha M'lai is from Kilimanjaro, "a community of grace" in Tanzania where she has been the senior mother to that community since last year. Before that she was a teacher in a high school. It's her first World Diakonia meeting. In their community there are 61 consecrated sisters plus 17 in training. They live a common life, sharing everything including all income. They farm and grow their own food. Others work in the surrounding community.
- Elly Urjo is from the same Tanzanian motherhouse, and is a representative on the World Diakonia Committee from DRAE
- Emma Cantor is a deaconess from the Philippines. She works with women with children and grassroots people
- Sandy Boyce is an ordained deacon in the Uniting Church in Australia. She was reelected this week as president of the world Diakonia Federation. Her church has a connection with the UCC theologically, liturgically, etc. Her ministry is in a city congregation and in the community surrounding it.
- Marianna Overland is from Norway where she is an ordained minister. Her work is in administration of a multi-faceted centre which is under the church. Previously she was the head of a Motherhouse.

Minutes of July 5, 2017

Opening

Linda called the meeting to order at 9:00 a.m. with words of welcome to all who are present. She introduced what will be happening and reviewed some of the highlights of the year.

Vicki and Helen will be facilitating the meeting.

Kathy Douglas and Michelle Owens did the local arrangements and planned the worship and community building time; however, Kathy has had to return home, so Michelle proceeded capably on her own.

Agenda Review

Wednesday: Worship, theme, memorials, lunch, reports from regions and staff report. 2:00 Remit 6 discussion. Supper. Discussion of how we can encourage diaconal community in regions. Party with Lutheran Deaconess Association.

Thursday: organizational issues, budget, CCS, closing and worship. Lunch.

Community Building and Worship

We began worship by setting up the worship centre with a pitcher, basin, towel, duck, and bible. We participated in a dramatic reading led by Michelle Owens on the call of Samuel. Worship was followed by a check in where we told about what we are called and said something about that name.

Memorials

This year we remembered the following deaconesses, diaconal ministers, and women who worked with the Women's Missionary Society: Thelma Dixon Murphy, Lillias Brown, Frances Taylor, Frances Cline, Etta Snow, Kay Pearson, Willa Kernen, Enid Horning, Margaret Avison, Ruth McPhee, Marjorie Hannah, Betty Ann Caldwell, Noby Matsugu, Nancy Fraser, Heather Gleeson, Peggy Geddes, Laurie Ann Storning, Rolly MacLean, JungHee Park. Caryn Douglas prepared the stories and script. Lori Stewart, Karen Tjaden, and Dorothy Naylor participated in the memorial reading.

Theme

Lori Crocker introduced our theme. In the first part, "called to be diaconal", we explored how we were called by God into this ministry. The second part, "no matter what we are called" is about the title we are called in our churches. The reason we are having this discussion is because the UCC is suggesting a change so that we would be part of "one ministry". The process involves a remit where all the congregations and Presbyteries vote yes or no. We are concerned about the implications of this remit and how it will affect this ministry of *diakonia* that God calls us to.

We spent 20 minutes in groups telling our stories of call and identifying commonalities, elements that emerged, and surprises in our stories. In the large group we reported back the highlights in images or words from the small groups.

Reports

Participants at the gathering were referred to the reports distributed electronically.

Regional Cluster Reports: These reports were appreciated even though nothing happened in some of the regions. The honesty inspired not only sadness that so many conferences don't have anything happening but also invited questions about whether there are ways of animating those communities so

diaconal ministers can benefit from the network to connect with each other and be supported. These questions were referred to agenda time after supper for the regional groups to meet. It was requested that the Coordinating Committee look at this down the road.

Communication report: Thanks to the Communication Cluster and Eric for all that work they have done around the database. The coordinating role Eric played has been crucial to keep moving forward on this project. The previous database has been saved to a stick and there is intent to print it out as a hard copy for historic data. There are three copies of the new spreadsheet with membership data.

List of Diaconal Ministers serving in GC roles: Eric provided this and said that a revised list is available and will be sent out. Deborah LaForet reported that she attended a General Council taskforce to look at an Association of Ministers on behalf of DUCC. She was asked to tell about how our networking happens. They spent half of their time discussion diaconal ministers, including why have an association, why is it needed, how we meet now, membership and fees, and how often we meet. Questions raised included: if the UCC were to put together associations would this upset DUCC? If there are no Presbyteries how will ministers gather and connect? They talked about the need for something that would be helpful to gather with local colleagues for support and connection. Marlene Britton-Walfal is the official rep to this committee.

Deb Kigar (PC MEPS Chair for the United Church of Canada) reported that Remits 1 to 4 have passed. They relate to:

- 3 courts
- Office of Vocation
- Funding model
- Transfer & Settlement

The following questions were raised and referred to tomorrow for discussion:

1. How does advocacy happen?
2. How and who speaks on behalf of DUCC?
3. What is the role of DUCC members on General Council committees?
4. Who has the empowerment and knowledge to represent community?

DUCC Staff Report

Eric reviewed his work since the last DUCC gathering, which focused on 4 areas:

- Work on Remit 6
- DUCC communication
- Connecting with General Council
- Diaconal Ministers serving on GC Committees

Eric's role is a coordinating one. He doesn't do anything himself but keeps the connections going.

Eric provided some background on what's happened with the Remit 6 educational materials DUCC produced. He noted that when he tried to circulate material, GC said they couldn't circulate anything they didn't create. He tried through the Conferences and all but Toronto agreed to send it out. The Coordinating Committee decided to write a letter to the General Council executive, copied to the Moderator, John Young, Alan Hall, and Jenny Stephens. He received a letter from Jenny indicating that they are pleased to have the association with DUCC. This letter will be handed over to Vicki for the Coordinating Committee to follow up. The whole experience raised a philosophical question about how we as diaconal ministers establish lines of communication with General Council.

The Remit 6 information is available on the DUCC website so we can share it with the world. Eric would welcome participants to let him know what is happening with Remit 6 is now in various Conferences.

The following diaconal ministers are serving on General Council Committees: Russell Mitchell-Walker (Acc-UCC dialogue), Caryn Douglas (Church Council on Justice and Corrections), Brenda Curtis (GC Exec; Nominations), David Hewitt (GC Exec), Debra Kigar (GC Exec; PC-MEPS), Ken DeLisle (GC Exec; KAIROS Movement Building; PC-PMM), Jen Dresser (M & S Advisory), Keith Simmonds (Observer), Maxine McVey (RC-UCC dialogue), and Martha Martin (Theology and Inter-church, Inter-faith). The following diaconal ministers were GC 42 Commissioners: Cary Wagner, Catherine Gutjahr, Gail Clarkson, Heather Sandilands, Keith Simmonds, Ken DeLisle, Kim Horwood, Laura Fohse, Mark Green, Russell Mitchell-Walker, and Vicki McPhee.

Ecumenical Guests

Guests were asked to comment on how their diaconal associations relate to denominational structures.

Marianne: it's a difficult question because the fellowship has been quite close to the church but the board of the Motherhouse is not so interested. This board might be people from fellowship but not necessarily so. Often they are administrators in school, hospital, or preschool. They are not totally in the church but under the church.

Consecration of deaconesses is done by the church (Lutheran). There is a sadness in fellowship that the board is not interested. Fellowship meets and is separate/different from the Motherhouse. They relate to the church.

Elistaha: Their group is directly connected to the church. The Lutheran church in Tanzania has 25 dioceses. Each has its own policies. There is one policy for all ELCIC in the Dept of Diakonia. Structure is well defined. It has its own board. Whatever is discussed in their own community goes to Diakonia department. These are addressed in church meetings—executive, council, assembly. They have autonomy to decide on behalf of community. Consecration is done by the bishop in the cathedral. It's difficult communicating between different groups in the country—they can do it locally but not more broadly. Also it's difficult to communicate in Africa and hard to come together. In some dioceses the funds are centralized but her community is more independent.

Emma: Member associations are made up of deaconesses. Work of deaconesses and church workers is an expression of *diakonia*. They are appointed by the Bishop. They plan programs, report, and develop professionally. The relationship between diakonia and the church is somewhat problematic.

Elly: The Motherhouse permits them to go to the congregations to talk about their ministry to encourage young people to enter this vocation. There are 250 congregations in their area. They go once a month to preach and talk about their ministry.

Sandy: The Uniting Church has only one order—ordained minister of the word or deacon. It's an association—a loose network rather than an order. The church relates to the association not very well but relates to individual deacons well. The church forgets to consult when decisions are being made on their behalf. In terms of governance, they believe deacons should not be involved; however, one deacon is General Secretary of Queensland. In the Northern Territory a deacon is the presbytery secretary. They are well represented through committees.

Maylanne: no formal line of communication between the Association of Anglican Deacons and the national church. One person on the board also had a role in the judicatory.

Theme Discussion

This session focused on call as it relates to Remit 6. We reviewed what we said we have in common in terms of our call from the morning:

- Light/dark
- Community connection/sustenance central to our identity
- Education
- Resistance means have to dig deeper
- Winding path through different experiences in church—people who raised a diaconal minister up
- Call/invitation, openness, challenge/resistance
- Call in what we do already and let ministry grow out of that
- Clear call to follow—persistent nudging, diaconal accompaniment
- Persistent widow, accompanied by other women, children, marginalized
- Different call than the norm (ordained)

These are words that we hold in common—some are in tension/dialectic

Background

Remit is a question that comes through the church that the Presbyteries and Congregations get to vote on. Here's the question:

Does the Presbytery o pastoral charge agree that there should be one new order of ministry encompassing present the categories of recognized DLM, DM, and OM, with ordination to the ministry of

word, sacrament, education, service and pastoral care as the single rite of entry, and with provision for the continued identity of the diakonia within the ordained ministry.

We used our collective memory to review the history of this issue:

At the DUCC meeting in Tatamagouche 2013 Joe Ramsay presented from the MEPS and the Diaconal Ministry working group on Diaconal Ministry. Alan Hall presented the One Ministry proposal coming out of the Theology Inter-Church Inter-Faith Committee. The latter report seemed to suggest that if we were ordained it would smooth the waters in ecumenical relations. When DUCC asked how is it you've come to this idea that everyone will be ordained, we were told "you've been consulted"; however, nobody could remember being consulted.

Eric reviewed the timeline after that: At Crieff documents on One Order were discussed and we compiled a response based on our conversations but there wasn't consensus. We communicated questions and comments to General Council. However, it turned out that we were responding to an old version of the document.

DUCC asked for diaconal ministers present at GC to be named to the commission on One Ministry to represent diaconal concerns but this request was denied. At GC a motion passed to send the idea out for study. It was understood that it would not be a yes or no question.

A couple people from DUCC were asked participate in preparing study documents (Vicki McPhee and Russell Mitchell-Walker). There were two documents prepared: one comprehensive and one summary. They were sent around with very short timeline for response. Staff at CCS looked at them and sent a response with deep concerns about the changes in wording between the remit and the GC decision.

Coordinating committee of DUCC decided we needed to prepare material for study. A consultation process was designed to get input from across Canada culminating in a cross Canada call. Eric, Vicki, and Ann Naylor finalized the material and Eric worked on getting it distributed.

Educational webinars were offered to provide information on the One Ministry Remit. Eric complained about the panel the first time not including a diaconal minister. Deb Kigar was part of the next two. Touchstone also did a number of articles.

We were reminded that it's important to remember that GC Council committees, departments, and offices are not often communicating well with each other. It's very important to listen to the call to participate in denominational work—both at committee level and as staff. It hurts the denomination when there are no Diaconal Ministers at the GC office. We bring the value of consultation. Elected members (volunteers) direct staff to take action.

We moved into our theme exploration time. We were asked to work in small groups for 45 minutes to share around three questions:

1. How does Remit 6 affect you now?
2. If it is passed how will Remit 6 affect you in the living out of your call.
3. If remit 6 passes how will it affect how DUCC lives out its call or what challenges will it present for DUCC.

Notes on the report back around the circle:

- Of the three questions, the thing that bothers me most is not how it affects me or DUCC, I worry about those who are being called to ministry in the future—how they will find their way to a distinct diakonia. Want to have that continue to be part of the discussion
- Concern that if all folded into being ordained we will lose the diaconal voice (diaconal people asked to serve on committees now). How will that be called forth?
- Concern for how DUCC can have a stronger role in what happens in discernment.
- Need to all wear our diaconal pins every day we are on the job as an outward sign of our call
- Worried about losing identity as an organization, and loss of connection to diaconal community nationally and globally
- Calls into question identity and role as diaconal minister going forward. Sense of devaluing what we already do.
- Loss of diakonia—naming outreach etc as that
- Process is getting us to have more conversation about what we value and to articulate it more positively
- Visibility—melting pot
- Oneness as a good thing—anti-diversity
- Will GC stop paying our fees as UCC to connect to World Diakonia Federation
- Need to talk about call and what we understand call to be—need a clear theology of call to start from
- Important to have DUCC to give us a community
- Theological education—wow what an opportunity—3000 people grandfathered into a call to service. How can we equip ourselves to teach them what that means? What does that mean for the church’s prophetic role—how are you able to get ready for that?
- Loss of identity—work is outside of church but has presbytery recognition as a validation. Don’t need identity to do my work. If passes loss to church.
- Strong call to articulate and educate the whole of the UCC about diakonia and our call as Christians to serve in the world
- The things we hear and should be doing have not changed with Remit 6—continue beyond remit 6—discernment, education, identity, work of diakonia
- Diaconal ministry is in the world—learned here. In UCC it’s in the congregation and they hire people to do particular tasks. Not what I’m called but to identify that the ministry is in the world and it is paid
- Struggling with process, but decision is being placed in the hands of people who are not equipped to make it. Remit seems to be divisive because it is a vote and not consensus.

- ACC deacon: party to reflection and conversation. What I perceive as being at risk is not just identity it is also function. Positions are being mashed together. Why can't we be tolerant of messiness and diversity
- Crux—there seems to be momentum. Fear we might lose the strength, energy.
- Thought scares me because of the identity. How will it be lost, gnawed away. What will happen to the funding for CCS? Wonder if this isn't an opportunity for us to explore new possibilities. What ministry does the world need today?
- Say we value diversity—sexual orientation, ages and stages, etc. Why try to homogenize? Church says it's because of ecumenical partners but they seem to value diakonia (this gathering shows)
- Only group that retains a distinct identity in this question—can live with it if it goes forward.
- We aren't working on our diaconal identity in this group this time—vital for us as an org to keep remembering who we are
- A lot of what I heard this week were people claiming the title of deacon—Terrie calls herself a diaconal artist and wonders about using that title in our church
- Instructive to be at this gathering—talking with people in denominations that have a bigger understanding of diaconate—church as a whole has a commitment to it as being a central part of the congregation.
- Diaconal ministry has been on the margins—imp place. Pull to centre if ordained. Harder to keep distinctiveness. Break in trust with the church in change from the GC motion and the question that came out in the Remit.
- Challenged to think about the diakonia of all believers.
- Get overwhelmed with negativity and my hope is that we can accept the challenge to name and claim who we are as diaconal ministers

Reflections of Ecumenical Guests

The guests participated in the small group discussions and were asked to be observers. They were asked to share what they noticed.

Emma: UMC book of discipline wanted to change deaconesses into diaconal ministers. They struggled to keep the tradition. Deaconesses wanted voice and vote in decision making—it took 89 years. Teaches that we have to have a voice in the decision making. She appreciated our struggle.

Elistaha: “There's a stone to lift up to reach somewhere”. She liked the idea of advocacy. Important to agree to disagree but also have one voice to take to the authorities. Discussions like these will sway the church—it is not that rigid.

Elly: Members of diakonia are more than the need of the church. Need to pray for one another. Diakonia starts from the community and goes to the society.

Sandy: She said, “ I feel like you are putting up with the crumbs under the table. If you were as diaconal ministers working with a group where you were alongside and there is a hierarchy and some things are

protected and you couldn't get a look in, what would you say in that structural setting? It's the diakonia of the whole people of God of which we are sign and symbol. It's important for its own mission that we have a place at a table. Curious about the hesitation to lose identity—what is behind that? The whole church should be on the edge—deacons are familiar with that place and can give leadership to the church. It's the call of the church as well. Vexed by the situation you are in—loss if goes forward and loss if it doesn't. Strength continues no matter what you are called."

Marianne: This discussion widened her thinking about ministry, diakonia, church. We talk about the anger but it's not keeping us from going forward into the process. To be in the group was helpful—she hears the merging of inner call and call of the church so urges us "don't get stuck personally—it can come against you—it's just a fight for their profession. Rather discussion should be of the need for the church to be a diaconal church—vision and prophetic voice."

Helen thanked the ecumenical guests for their perceptive listening, feedback, and presence.

Focus for Coordinating Committee for the Fall

We need to get the Advocacy Cluster up and running.

We need to support Regional Groups:

- what could regional groups be doing and how we could foster that?
- Eric found when he was the only one in Maritime Conference, he kept pushing gathering and communication.
- Could Eric as staff person nudge the contacts in regions?
- Suggest two people work together
- Pair people up to call one another
- Use technology to gather in Saskatchewan once a month
- Experienced people urging people to gather who are new to diaconal ministry—be persistent in encouraging those who are not connected to get connected
- Take personal responsibility to encourage people to come who've been around for a while but are not connected, to hear from different perspectives, offer their influence
- Seek people who are in ministries not in churches
- Deb Kigar can provide info on who is in regions
- Marcie is reminded that we are no longer in Conferences and Presbyteries. What is the opportunity to be both a national network as well as geographic networks, to be neighbours?
- Supervisors and mentors might nudge students to come to DUCC gatherings
- Gatherings need to be enriching
- Need to think of people who don't come who are diaconal, ways to invite young people to be part of our organization and leadership, inviting and including indigenous people
- People working in community ministries we support with M&S, Go ministry, etc.
- One year Maritime Conference stopped having a role at DUCC and Kay Dean pointed out they do better when they have a job to urge them to gather.

- London gatherings sparse so hard to sign up for something but maybe sparse because they don't have a job
- Strong group in Hamilton—goes back to being Coordinating committee and then doing theme and local arrangements
- Toronto folks meet with Hamilton group—not long distances
- Where not close together technology might assist with keeping in contact
- Nobody said regions are not worth it—how do we proceed? Suggest mentoring regions where there is little connecting. Contact could be set up. Maybe people could be encouraged to send out a note on a regular basis with a resource (Deb Deavu).
- Find ways to collaborate on things.
- Could contact deacons from other denominations to meet.
- Could we try to meet at the same time with Lutherans and/or Anglicans and/or Presbyterians
- What is our intention? Getting people to DUCC?? How can we care for one another especially diaconal people who are retired and living in care facilities? Honour them while they live—part of the work of our regions.
- The following people offered to be regional contacts: Jen Dresser (Saskatchewan), Helen Reed and Vicki McPhee (Alberta), Margaret Collard (Toronto calls, notes, and visits), Linda Ervin (follow up with Companions of the Centre, BC contact)

The Coordinating Committee will take these suggestions and prioritize and strategize.

Closing Worship

The theme was continued into worship as we considered how God has called us. We passed a bowl around the table and selected a slip of paper to read as a blessing for the person next to us:

_____, God has called you by name, you are God's _____.

Name of person

slip of paper

We ended the evening with a party with the Lutheran Deaconess Association.

Minutes of July 6, 2017

DOTAC Reps

Linda Ervin, chairperson of the DUCC Coordinating Committee offered thanks to Sharilynn Upsdell for her faithful service as the DUCC representative to DOTAC. Ted Dodd will be assuming the role at the rise of this gathering.

Nominations

Coordinating Committee

Chair - Vicki McPhee

Secretary - Lori Stewart

Treasurer - Helen Reed

Member at Large - Marlene Britton-Walfal (Marlene is also serving on the Minister Association Task Group and will report back on their work)
Communication Cluster chair - Lori Crocker
Staff - Eric TuszKing
DOTAC Rep - Ted Dodd

We agreed to accept those nominated as the Coordinating Committee by consensus.

Communication/Membership Cluster

Chairperson - Lori Crocker
Secretary - Laura Hunter
DUCC Staff - Eric Tusz-King
Member – David Hewitt
Card Secretary - Kay Dean
Member - Kent Gibbons
Editor for website - Deb Laforet
E-mail editor - Kathy Toivenan
Database Manager - Deb Kigar
Webminder and Sender of E-mail - Caryn Douglas

Barb Elliot Trust Fund

Nan Corrigan
Susan Butler-Jones
Denise Davis-Taylor (replacing Russell Mitchell-Walker)

Advocacy Cluster

Carolyn Bouey Shank
Michelle Owens
Catherine Gutjahr

It was also suggested that Keith Simmonds and Ann Naylor be approached for the Advocacy Cluster.

Kaufman Fund

Lynda Appleby
Judy Astley
Ellen Baynton-Walker

National DUCC Gathering 2018

Planning Coordinators: Ted Dodd and Ken Delisle
Local arrangements and theme – Manitoba & Northwestern Ontario friends

Finance Report and Budget

Helen Reed led us through the financial statements, which were circulated earlier, and gave updated figures to June 24. She pointed out that we no longer have a Barb Elliot grant to put towards staffing; however, we have enough income to continue to fund the staff position. Income to June 24: \$ 8,029.00. Expenses to June 24: 5,749.94. Bank Balances to June 24: Chequing Account \$18,124.00, Savings \$10,033.04, and GIC: \$10,143.01 giving a total of \$38,270.05.

She reported that we now have 77 members with 41 members supporting DUCC through PAR. With no further changes this would bring our projected end of year membership income to: \$9,598.30 (which surpasses our budgeted goal).

Helen reviewed the budget for 2017/2018.

Motion: (Vicki McPhee/Lori Stewart) that we approve the budget for 2017 – 2018 as presented. CARRIED.

A suggestion was made that DUCC make a donation to Diakaid. Discussion followed. Helen agreed to research whether there is a way to donate via DUCC. In the meantime, folk are encouraged to go to the DOTAC website to make individual donations.

Motion: (Denise Davis Taylor/Kathy Toivanen) That DUCC adopts, in principle, a practice of making an annual contribution to DIAKAID, with the Coordinating Committee to decide on the amount each year. And that the treasurer research how DUCC may donate to DIAKAID and facilitate donations by its members. CARRIED.

Membership in DUCC

Helen reported that the Canadian Revenue Agency has changed the definition of “professional fees”. If you are a member of an organization where you pay professional fees, they must be paid to validate your "status" (e.g. to keep your license to practice). In the case of DUCC, membership is voluntary and folks can be members regardless of payment. This means the membership fee we pay cannot be claimed as “professional fees” on an income tax return. Discussion ensued about how to handle the fees that DUCC members pay that are at present considered to be membership fees. Some considerations named were:

- Fees paid can be receipted as DONATIONS, rather than Professional fees.
- Would people donate at the same level if there were not a membership component?
- We already have a variable fee to accommodate differences in ability to pay.

It was decided to leave the decision about how to handle this situation with the Coordinating Committee with input from the treasurer, who was asked to suggest wording to share with members to make it clear that we cannot claim DUCC membership fees as Professional Fees for income tax purposes.

We paused to take a group photo.

Centre for Christian Studies Update

Marcie Gibson introduced the program review & redesign process that has been taking place over the past two years under the oversight of a Coordinating Team made up of Linda Ervin, Marcie, and Ann Naylor/Lori Stewart. David Lappano and Michelle Owens (the new Principal of the Centre for Christian Studies demonstrated the flexible, new program.

Worship

We closed with worship led by Michelle Owens. It was based on the scripture from John 21:9-17 where Peter is called to “feed my sheep”. We ended with the following prayer.

There are times when we have so much to do

It’s hard to sit down

And yet God calls us to slow down and sit awhile

Share a meal and a song

Gather in community

Call one another by name

And then, just when it feels
like we’ve had a look around

Up we get again

To carry that glimpse of heaven
That piece of the kingdom

To carry it home to share

Minutes prepared by Lori Stewart

2017-2020 4 year budget – Second Draft

	2016 Actual	2017 Budget	2018 Budget	2019 Budget	2020 Budget
Income					
Membership	6,150.00	9,000.00	9,000.00	9,000.00	9,000.00
Donations	1,399.00	900.00	900.00	900.00	900.00
Staffing Grant (Barb Elliott Trust Fund)		2,500.00			
Registration – National Gathering		12,500.00	25,000.00		25,000.00
Travel- National Gathering (in/out)		7,500.00			
From Savings - National Gathering		5,000.00			
Misc. Income	1,000.00				
Total Income	8,549.00	34,900.00	34,900.00	9,900.00	34,900.00
Expenses					
Administration	110.67	500.00	400.00	400.00	400.00
Clusters:					
Coordinating		400.00	300.00	300.00	300.00
Advocacy		200.00	200.00	200.00	200.00
Membership		500.00	200.00	200.00	200.00
Communications Cluster		125.00	125.00	125.00	125.00
Website domain fee			200.00		
Software update		100.00	100.00		100.00
Webminder Honorarium	600.00	600.00	600.00	600.00	600.00
Newsletter Ed. honorarium					
Regional Groups		500.00	400.00	500.00	500.00
DUCC Liaison to UCC (Staff)	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
National Gathering (DUCC)	1,206.75	25,000.00	25,000.00		25,000.00
Diaconal Connections:					
DUCC DOTAC rep		1,500.00	1,500.00	1,500.00	1,500.00
DOTAC conf reg + travel	1,152.87			*Vancouver 5,000.00	
World reg + travel		*5,000.00			
DOVE		**500.00	500.00		500.00
DUCC		*Chicago	*		*
Financial Expenses:					
Financial Review		850.00	600.00	600.00	600.00
Treasurer Honorarium	600.00	600.00	600.00	600.00	600.00
Bank Charges + new cheques	279.00	200.00	200.00	200.00	200.00
Total Expenses	6,449.29	39,075.00	33,425.00	12,725.00	33,325.00
Total Surplus/Deficit	+2,099.71	-\$4,175	-\$1,425.00	-\$2,825.00	+\$1,575.00