

Journals
1990

MINUTES OF BUSINESS MEETING
FOURTH NATIONAL GATHERING, DIAKONIA (U.C.C.)
March 7, 1990

1st Facilitator, Margaret Read

- Agreed that decisions be by concensus
- Prepared Agenda accepted with addition of discussion of possible proposals for submission to General Council--Betty Marlin and two others to work on proposals for presentation to Friday Business Meeting
- Minutes of previous National Gathering accepted as circulated.

BUSINESS ARISING FROM MINUTES (according to prepared Agenda)

Report of Co-ordinating Committee of DUCC - Margaret Read

1. DUCC now has a number and status for charitable donations
2. In 1989 15 diaconal ministers were settled through DUCC advocacy
3. Question: Is our representation to DOTAC and Int'l Diak. accountable to CDM or DUCC? Our relationship to these bodies has been through Ginny Coleman (staff). There is concern that we are losing our connection with these two bodies. The previous N.G. recommended that DUCC pay membership in those two bodies.
4. Studied Education for Professional Ministry and monitored the Western-based program
5. Letters were written to all CCS students in their final year and to new students in the Western-based program, and hope this connection continues
6. Our Committee was responsible for planning this gathering
7. There has been confusion over the numbering of the Gatherings. We recommend the 1984 (Founding) Gathering be #1, 1986 - #2, 1988 - #3 and this Gathering, 1990 - #4.
8. In the absence of an official Logo, we have used the symbol of Towel and Basin on our correspondence. When our responsibility is turned over to the Alta. Cttee. May 13, do we want to continue using this symbol.?

Discussion on the Report:

Numbering of Gatherings was accepted as recommended above.

LOGO - Discussion on use of symbol of Towel and Basin as logo for DUCC did not find concensus. However, it iw not the intent of this meeting to choose a symbol.

Suggestion: that the Alta. Co-ordinating Cttee. encourage folk to think about a Logo (via minutes) and submit samples from which a choice could be made at next National Gathering.

APCW - Kauffman Fund -

Margarete Emminghaus reported on the availability of the Kauffman Renewal and Emergency Fund for learning needs, health and renewal purposes etc. It was suggested that a cross-Canada network promote the use of the fund, which is close to \$50,000, with \$5,000 (approx.) a year in interest available for use. The fund is held in UCC National offices. It is requested that a Toronto-based Cttee. be set up related to distribution of this fund.

REGIONAL REPORTS

B.C. - Letter from Lawrence Moon, Victoria reported there are six active Diac. ministers in Victoria and lower B.C. mainland. A meeting is planned in March. There are also known to be retired diac. ministers in BC Conf.

ALTA/N.W. - Dorothy Mundle

Core of ten people (24 on diakonia list) - meet twice a year. Have been working on plans for Western-based training program, including criteria for supervisors - dinner with western-based program participants.

- studied history of diaconal ministry
- annually honour newcomers and retirees at annual meeting of Conference. Last year welcomed Audrey Kaldestad.

There are presently approx. 12 students from Alta/NW in the western based program (1989)

SASK - Barbara Ann Bryant-Anstie

On a map showed location of active, retired and folk in specialized ministries via colored dots.

- 33 diaconal ministers - 9 retired (or re-treaded)
 - 22 employed in UCC
 - 2 in social work
 - 1 (Dawn Wood) on extended study leave

- Meet twice a year for 10:00 a.m. - 4 p.m. day, also meet at Conference - welcome and say goodbyes,.

- Two people settled into traditional diaconal roles, largely due to educating by Sask. Diakonia (Sylvia, Dea) - Audrey settled into Word and Sacrament position.

- Gathered to pay tribute to Marion Thompson at her death
- Met with Staff Associates (fall of 1989), who are mostly doing educational ministry in teams.

MAN. - no official report - unofficial report by David Kai
- Presented the Diaconal Ministry story to two presbyteries, which was well received in Birtle, but not in Swan River.
- met informally at Conference - noted that Elaine Fraser at Thunder Bay is part of the Conf.,

HAMILTON - Mary Ellen Nettle
- Combined meeting of women in ministry (diak. and ordained) only six attended last year. Possibility of contacting more

TORONTO -

- Meet as Women in Ministry (ordained and diaconal) - more on Presbyterylevel, monthly in Toronto-West, but numbers are diminishing.
- Don-Valley Presb. Women in Ministry held its first meeting a month ago, decided to meet monthly.

LONDON - letter from Cheryl Kirk - no report.
- very few diaconal ministers, no meetings.

BAY OF QUINTE - Elizabeth Wilton

- There are 24 or possibly more-- do not meet as a whole group. Most are in traditional diaconal roles
- Had a presbytery gathering of Women-in-Ministry
- common problem is that of teaming.

OTTAWA - Sue Taylor

- numbers very small - meet as Women-in-Ministry

MARITIMES - Eric King sends greetings via Betty Marlin (had hoped to be here)

NFLD - no report

CTTEE REPORTS

A- Cttee. on Diaconal Ministry

Reported on 1) areas they concentrate on
2) membership, and 3) purpose

- Accountable to Division of MP&E, meet twice a year in Toronto.
 - Occasionally meet with CTEM - have on-going consultations re education for Diaconal ministry. Also meet with CCS and Emmanuel
- Recently met with CTEM to discuss diaconal ministry for native people.

- Connected to DUCC (Dea is liaison person)

CRITERIA FOR DIAKONIA EDUCATION is a large part of our responsibility. We welcome ideas re: ideology, identity

RESOURCES for promotion of diaconal ministry produced, including video, literature etc. A massive history project is to be produced by the end of the year.

INT'L CONNECTIONS (See Ginny's report below)

- DOTAC - Diakonia of the Americas and the Caribbean
- World Diak -

Keen on the 1991 Int'l Gathering

CONTINUING EDUCATION EVENTS - also our responsibility. the next event is temporarily tabled, since we do not want to duplicate DUCC or Int'l Gatherings. We encourage people to attend Halifax meeting in 1991 rather than interfering with it.

- Staff persons (85 St. Clair Ave. E., Toronto)
Ginny Coleman, Ann Naylor

Diakonia NEWSLETTER - should be available end of March

- Next meeting Sept. 23-26, 1990 - Alta. co-ordinator

B. DOTAC - meets every four years - 1989 Conference - Jamaica
- 1993 - not decided

- Every diaconal minister in Canada is a member of this Association and may attend their meetings. Ginny encourages us to attend and voice our thoughts. At the Jamaica Conference importance was placed on the wide range of ages of diakonia. We were joined by 2,000 members of the Methodist Diakonia in a body. A Constitution and by-laws were passed.

THE WORLD ASSEMBLY of DIAKONIA meets next in Halifax for one week the end of June-July 1991 at Dalhousie University. DOTAC is responsible for local arrangements, Biblical studies, program and fund-raising (\$40,000) for the event. There will be four business sessions, regional gatherings and a day of play.

Central Committee has 3 Lutherans, reps. from the Presbyterian Church of Canada, rep. from UCC (Ginny), rep. from United Methodists, (as yet no R.C. members.) The Central Cttee. was asked to explore associate membership --e.g. R.C. Diakonia of America (all men)

There has not yet been any involvement in the Ecumenical Decade.

There was a proposal that DUCC contribute to membership fees to DOTAC and to World Assembly (presently we pay for 240 persons)

C. STAFF REPORT

Ginny holds 4 portfolios in the Div. of MP&E, Diaconia, Continuing Education, Transfer and Settlement - impossible to separate them.

4 major tasks in 1989:

1. Revision; deletions, additions to Manual
2. Producing Assessment Booklet
3. Transfer and Settlement process
4. Review 3 portfolios to reduce budget by \$150,000, one of which is Continuing Education. Four options will be presented to General Council.

She also serves as resource to Standing Cttee. on Diaconal Ministry.

- Spent a week with Western-based program, and with Emmanuel
- Attend meetings at CCS, DOTAC, World Assembly.

Ann - 5% of time is for resource production for Diakonia -
- presently updating THE DIACONAL KIT and THE ESSENCE OF DIACONAL MINISTRY. Will be adding a third piece to the kits re education requirements. Has been asked to up-date the slide tape show on diaconal ministry. During last week of March and first three weeks in April, Betty Richardson will help her update the A.V.
- Is responsible for the Newsletter for Diakonia.

Discussion on who uses the A-V, the audience for which it is intended--response--congregations, UCWs, Presbyteries.

Discussion.

- Do we, as a group, want to suggest a change from a UCC denominational membership in DOTAC to a DUCC membership? The difference involves the cost of that membership, but also the question: does DUCC represent all UCC diaconal ministers? Ginny doesn't think it does, and so, if some don't want to belong to DUCC, but want to go to DOTAC, they would need a UCC denominational membership in order to attend.

Sue Taylor proposes that DUCC share with CDM the membership fees of all diaconal membership in DOTAC and that we establish a fund to assist members of DUCC to attend Int'l. Assemblies, and conferences of DOTAC.

DIAKONIA BUSINESS MEETING - March 8, 1990 (IWD)

CHAIR- Deanna Hawkins

Gwyn began by remembering some of the happenings of the first consultation to form DIAKONIA about 10 years ago in this place. She described some of the refinements that have taken place in the Diploma course.

In the graduating class of last year there were 10 students but in the previous 2 years there were only 3 and 4. In the classes last year there were 6 men students and only 3 this year. In the year 1989-90 there were 15 admissions. Since there are no students from the western provinces this year, CCS is no longer a national institution..

Gwyn's question was about the number of programs we could manage in this country with so few entering diaconal ministry.

The number of Anglican students is increasing. The school remains dedicated to a broader ecumenical program.

Two students of the present class are considering doctoral work.

The Co-ordinating Committee of DUCC will be responsible for making sure there is a representative of the Alumnae on the Central Council. (Please see Appendix #1)

Betty Marlin reported on the St. Stephen's Program which is known as the Western Field-based program. This program relates to the church through MP&E.

This program started with 2 people who wanted something out west and they found others to come and work with them on creating it. About 12 gathered to develop the Diploma program with a degree option. Most of the group wanted the latter.

Field Work is 15 to 20 hours a week working with a staff person. Then the student meets twice a week with a learning facilitator. Cluster week is held once each year when 5 to 8 students meet. It compares to core groups.

Academic studies consists of 10 courses. The 18 students attend a regular university wherever they happen to live.

Each year Sask. and Man. meet for concentrated learning.

Alta. and B.C. do the same.

Participants: 5 in Winnipeg
 6 from Sask.
 3 from B.C.
 3 from Calgary
 2 from other parts of Alta.

None in this program would have been able to come to CCS.
(Please see Appendix #2)

B.J. Klassen - from Emmanuel College reported that a proposal for a course for Diaconal Ministers was submitted to CTEM last fall. It is on hold at present. There are some students who want to combine education at CCS and at the college. Thus the proposal was made and it stresses how important for the church is the history of diaconal ministry.

(at this point the ribbon ran out)
This course would be for Diaconal, lay + theological students.

In the 1st year class (1990) there are 35 women + 10 men.

(Please see proposal in Appendix 3)

Sue Taylor who is chair for CTEM reported for the committee. To deal with the document re Diaconal Ministry they set up a co-ordinating group. In this group they tried to have a balance of the practical and academic. Many serious concerns about the document arose.

This September revisions will be made using input from various sources. One of the big problems is to be very conscious of the stewardship of resources. Now they ~~are creating~~ ^{created} a consultation to find a solution.

Diaconal Consultation - In Feb. '89 they considered the Emmanuel proposal and came up with

- 3 options:
- ① Bridging
 - ② Unified - mutually agreed on.
 - ③ Two programs - using courses from both places with options.

They recommended on-going consultation with broader representation from both Emmanuel and CCS with an outside facilitator who is Don Gilles.

CTEM - affirmed the work of the consultation and that it continue

There has been a request from Native Ministry for diaconal training.

Questions and suggestions for Ducc members for next 2 years.

1. Betty - Where is the Western field-based program to move next?
2. Sue - Be sure to read the reports from CTEM and respond by sending comments.
3. Gwyn - Continuing clarification and critiquing around what makes for Diaconal formation. Also continue promoting Diaconal opportunities.
4. B.J. - Look at our history and the needs of the church.

Deanna Hawkins - "What is Diaconal Ministry" - She talked about the working document which is to be finished and incorporated into our present statement. It includes Identity, History, Ecumenical understanding and Community context.

Marilyn Anderson Corbun presented the Treasurer's Report.

It was moved by Marilyn and seconded by Elizabeth Wilton that a) the financial statement for Oct. 31/88 to Dec. 31/89 be accepted as presented; b) and Isabelle Begg be appointed as auditor ^{Carried.} for June 1990. ^{Carried.}

The following changes were made in the budget for 1990/91/92:

Fees to DOTA and World -	2000.00
Contribution to rating delegate to DIAKONIA '91 -	1500.00

Contribution to World Travel Pool -
(for DIAKONIA '91)

1500.00

\$19,800.00

Balance to begin - 92/93 - \$700.00.

Co-ordinating Committee is to encourage individuals to make contributions to the World Travel Pool.

It was moved by Margaret Emminghaus and seconded by David Kai that the budget be accepted as amended. Carried.

On behalf of the membership, ^{the} Committee will have a present purchased for Lillian Stillborn.

(Please see Appendix #4)

Margaret Read opened the meeting at 9:30 AM noting the morning's agenda. Elizabeth Wilton recorded the minutes.

Edna Miller returned to the group and shared her struggle of hearing of her son's sudden illness yesterday afternoon.

1. Barbara Bryant Anstie introduced Transfer & Settlement with taped music - Wanderlust by Connie Kaldor to put us in the mood. Ginny Coleman outlined the recent work of the Task Force on Transfer and Settlement. They will bring some recommendations for changes and for improved education in the process, but no new process, to General Council. Then she described the present process.

Ginny recommended that Diaconal people get themselves on Presbytery and Conference committees so that our influence can be used appropriately to bring better understanding to the settlement part of the process:

- to be able to bend rules constructively,
- to develop consistency across the church,
- to ensure that candidates are not placed in destructive circumstances such as teams not prepared to function as teams, or where there is a history of unresolved conflict.

Among the Task Force's recommendations are:

- re-emphasize that the pastoral year runs July 1 to June 30,
- age discrimination should be eliminated. All entering the candidacy process after August '92 to be subject to T. & S. (no more exemptions after age 50).
- If one leaves a position before the initial 3 years, moving costs must be repaid. This does not tie one to staying for the 3 years.
- Ways to create incentives for serving geographically isolated areas are to be devised.
- Certain forms should have the T. & S. process noted on them for the benefit of candidates using these forms.
- An educational program in printed and audio/visual form to be created with funding to do it, to help the courts and committees to better understand the T. & S. process.

Open discussion followed with questions addressing specific points.

2. Pat Dyson explained the naming of persons to several tasks:
- a) Lori Crocker, David Kai and the liason person to C.D.M. were named to be placed before the co-ordinating committee, one of whom to be named in consultation with the C.D.M. as voting delegate to the World Assembly in Halifax, in 1991.
 - B) Sylvia Reynolds with Russell Walker as alternate were named to be placed in the same way as representative to the central committee of DOTAC (a 4 year assignment of 1 weekend meeting per year to begin July 1991 following the term of Ginny Coleman.)
 - c) Lynda Cunningham was named as Alumnae Representative to the Central Committee of C.C.S.
 - d) Ingeborg Roberts, Vivian Yarwood, Marguerite Emminghaus, Nancy Edwards and Betty McGolgan were named to the A.P.C.W. administrative

committee. (~~Meetings are up to 5 per year with some remuneration for travel.~~ (Term is more than one year. Much work is done by phone. Committee represents Anglican and U.C., administering Kaufman Fund.)

e) The next National Gathering of D.U.C.C.: It was suggested that the co-ordinating committee invite Manitoba and N.W.T. to plan the next gathering, ~~with~~^{and} Saskatchewan to do this if they are unable. Sask. could possibly help with local arrangements depending on the location chosen.

f) The co-ordinating committee for 1994 will be named at the next meeting in 1992. Thought is to be given to this task in the meantime by all members.

3. Staff Associates: Ginny Coleman reported on behalf of Heather Riedl, the Staff person assigned to the Lay Ministry Committee. The report concerned recommendations being made to the General Council regarding the new definition of Staff Associate, and the relationship of persons in lay ministries to Presbyteries. Part of the recommendation, if passed, would require a remit.

4. Barbara Bryant Anstie referred to the document distributed on Thursday, a recommendation concerning the MMHS statement. Changes were made and it was agreed to accept the document as changed. The document is added to the minutes as appendix # ___.

Betty Marlin proposed the following action:

That the present co-ordinating committee

- i) write a letter to the General Council regarding our support of the MMHS statement,
- ii) write the letter to General Council Executive regarding support
- iii) prepare the press release,
- iv) send this statement and the press release to National Affirm and regional groups of Friends of Affirm,

and that the question of support be referred to the new co-ordinating committee for action and implementation.

Margaret Read noted the items of business to be completed Saturday morning before closure and closed the meeting for the day.

(A later copy corrected types)

R.

DIAKONIA of the UNITED CHURCH OF CANADA

MARCH ,1990

FOR IMMEDIATE RELEASE

PRESS RELEASE

UNITED CHURCH DIACONAL MINISTERS MEET

The role of diaconal ministry within the United Church of Canada was a major item for discussion as fifty diaconal ministers gathered in Toronto for the fourth biennial meeting of Diakonia, United Church of Canada.

Participants at the meeting committed the organization to move toward a more inclusive stance in relation to persons who may be trained for, but not commissioned to diaconal ministry, in recognition of the fact that many folk other than diaconal ministers are engaged in diaconal ministry. In the United Church of Canada, diaconal ministry has been defined as a ministry of education, service and pastoral care.

The group unanimously voted to endorse the 1988 General Council Statement "Membership, Ministry and Human Sexuality" and strongly urged the General Council Executive to make funds available to those persons who are experiencing hardship and job loss because of their sexual orientation.

Actions were approved that would encourage all courts of the church to give more validity to social ministry and chaplaincies. Presbyteries were asked to be more intentional about developing accountable relationships with social ministries within their bounds, and Conferences were asked to consider social ministries as appropriate for settlement.

Reports were heard from the three centres which have been involved in preparation for diaconal ministry: Centre for Christian Studies, Emmanuel College and the Western field-based program through St. Stephen's College.

Formed in 1984, Diakonia relates to the national church through the Committee on Diaconal Ministry of the Division of Ministry, Personnel and Education. Through its national gatherings, regional groups, and an ongoing coordinating committee, Diakonia provides support, advocacy, continuing education opportunities and a forum to discuss common concerns and issues in relation to diaconal ministry and the church at large.

Plans were made for participation in the World Assembly of Diakonia which will be held in Halifax in June of 1991, and for the next meeting of their own organization which will take place in 1992. At the end of the meeting, coordinating responsibility for the next four years passed from the Saskatchewan region to the Alberta and Northwest region.

Contact person:

As advocates of "justice and mercy" and "support and caring" working toward a community of fullness and wholeness.

Recognizing our mandate to provide advocacy for diaconal ministers who have experienced and are experiencing discrimination, harassment and hardship.

And recognizing our responsibility with and to the whole church.

We recommend that Diakonia, of the United Church of Canada

- 1) go on record and convey to General Council our support for the MMHS statement.
- 2) send a letter of support and encouragement to Affirm and Friends of Affirm groups and that these recommendation be forwarded to Affirm and Friends of Affirm.
- 3) write a letter to General Council Executive affirming the action taken at the November executive meeting regarding financial and pastoral support and advocacy for those in Order of Ministry experiencing difficulty finding or maintaining employment on the basis of sexual orientation and asks that they provide significant resources to make this possible.
- 4) encourage its members individually to submit petitions of support for the MMHS statement through their congregation and/or Presbytery.
- 5) begin a fund to provide financial support to those who are experiencing hardship; that this be if possible from the Kaufman fund, from our own budget or from individual contributions.
- 6) prepare a press release indicating actions taken at this meeting; including these actions but not these actions alone.

As advocates of "justice and mercy" and "support and caring" working toward a community of fullness and wholeness,

Recognizing our mandate to provide advocacy for diaconal ministers who have experienced and are experiencing discrimination, harassment and hardship,

And recognizing our responsibility with and to the whole church,

This, the Fourth National Gathering of Diaconia of the United Church of Canada, recommend that D.U.C.C.

- 1) go on record and convey to the 33rd General Council our support for the Membership, Ministry and Human Sexuality statement.
- 2) write a letter to General Council Executive affirming the action taken at the November meeting of the Executive regarding financial and pastoral support and advocacy for those in Order of Ministry experiencing difficulty finding or maintaining employment on the basis of sexual orientation and ask that the Executive provide significant financial resources from the General Council Special Projects Budget.
- 3) provide financial support to those who are experiencing hardship; that this be, if possible, from the Kaufman Fund, from our own budget and/or from individual contributions.
- 4) encourage individual D.U.C.C. members to initiate petitions of support for the MMHS statement through their pastoral charge and/or Presbytery.
- 5) prepare a press release for the OBSERVER indicating actions taken at this meeting.

As advocates of "justice and mercy" and "support and caring" working toward a community of fullness and wholeness,

Recognizing our mandate to provide advocacy for diaconal ministers who have experienced and are experiencing discrimination, harassment and hardship.

And recognizing our responsibility with and to the whole church.

We recommend that ^{the 4th national gathering of} ~~the~~ Diakonia of the United Church of Canada

- 1) go on record and convey to ^{the 3rd and} General Council our support for the MMHS statement.
- X 2) send a letter of support and encouragement to Affirm and Friends of Affirm groups and that ^{national} these recommendations be forwarded to ~~Affirm and Friends of Affirm.~~ ^{a copy of these} ~~Affirm.~~ ^{these named groups.}
- 2) 3) write a letter to General Council Executive affirming the action taken at the November executive meeting regarding financial and pastoral support and advocacy for those in Order of Ministry experiencing difficulty finding or maintaining employment on the basis of sexual orientation and ask that they provide significant resources to make this possible.
- 4) encourage ^{the Exec. ind. DUCC members} its members ^{financially} individually to ^{initiate} submit petitions of support for the MMHS statement through their ^{pastoral charge} congregation and/or Presbytery.
- 3) 5) ~~begin a fund~~ to provide financial support to those who are experiencing hardship; that this be, if possible, from the Kaufman fund, from our own budget, or from individual contributions.
- 5) 6) prepare a press release indicating actions taken at this meeting; ~~including these actions but not these actions alone.~~

* from the G.C. Special Resources budget

This statement says D.M.:

- Support the Ch
- Support MMHS
- Support gay + lesbian persons being considered in Com/Ord.

Information to go to:

- Observer
- ~~Diakonia~~
- Friends
- Diakonia

Have we thought through the implications of this? (For the purposes of d. 12.)

That the present CC write to the present G.C. ^{10/11/88} prepare press release, ^{in letter to G.C. Sec, re reaction} send this ^{to} release to Affirm or F.A.A.

if that question of fin. support be referred to the new Co Com in action + implementation.

SOCIAL MINISTRY SETTLEMENT

Recommend that this 4th National Gathering of DACC;

- 1) Encourage, through a letter, the Education + Students, and Transfer Committees to uplift the validity of social ministry and chaplaincy, and recognize the importance of educating candidates, ^{and} students, and presbyteries of the possibility of settlement for these ministries, and ^{within this letter we} recommend that
- 2) ~~That~~ ^{urge} the Transfer Cttee write ~~a~~ each Presbytery Pastoral Relations Committee and Conference settlement committee regarding this matter and encourage ~~Transfer~~ these Presbyteries and Conference to do education ~~around~~ in relation to the validity and importance of social ministry and chaplaincy, ~~including~~ ^{out to provide} ~~providing~~ ^{importance} opportunities for settlement into social ministry settings + chaplaincy; ~~It is~~ ^{an} ~~important~~ ³⁾ ~~that~~ ~~we~~ ^{encourage} presbyteries seek to develop accountable relationships with social ministries within their bounds.
- 3) That the Coordinating Cttee write the letter and include a description of what is meant by social ministry.
- 4) And that the Board Corr. continue to monitor and work through the implications of this ~~at~~ with the people and situations involved.
- 5) That we invite Russell to ~~write~~ ^{write} the letter