

# DUCC National Gathering

April 1997

## Prairie Christian Training Centre

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November 1997

Dear Diaconal Folk:

Here at long last are the minutes of the National Gathering of DUCC held in April 1997. The lap-top computer helped a great deal and my deepest felt thanks goes to Nancy Sanders for the computer from CDM and for setting up the program so it could be added to and edited in the computer program we use at the charge in which I minister.

\* I have no idea how many hours I took, a lot, but I stopped counting after awhile. However, it was not likely as much as the last report that was hand written and then transcribed in type.

\* Thanks to all of you who took the minutes at the meeting, and thanks to the secretary of the charge I minister in, Ann Hart, for printing and collating the report to send to you. There are 9444 words in the main body and I don't know about the appendices.

\* I think the minute preparation took longer than I had hoped for and part of that was due to the fact that since April I had some surgery and have encountered some personal stress around my ministry. However I would also offer the following suggestions:

\* The voice tapes helped a great deal. Without them there would have been material missed. They are tedious and time-consuming to go through but valuable. I think the reason material may have been missed without them is because the minute takers did not have the opportunity to meet and come to consensus on the process of how to take the minutes so there was a variety of styles. There was also a variety of margin/indent/tab styles used which had to be edited. I don't know what to do about the large flip chart sheets for the future. There were about 40 sheets that needed to be written into these minutes and some of the sheets had no name at the top. Fortunately the voice tapes help identify those sheets as well.

NOTE: At Forest Hill, in Kitchener, our printer has a mind of its own and does not like material taken from the one terminal. I thought I caught all the overlaps it made but I was wrong and so the minutes went to the copier with the following errors:

Turn over--

## Note errors in minutes;

Page 21 of your minutes under the Barb Elliott Trust Fund  
Criteria:

6th · down correct to read:

That it be understood. . .

7th · down correct to read:

· This fund is for ministries that do not already have  
secured regular funding.

Page 23 of your minutes under Concerns for Centre for  
Christian Studies Recommendations:

go to end of 1st · . . .for diaconal ministry  
education.

The 2nd or following · should read:

· Decisions related to diaconal ministry programs  
be made with the approval of CDM & MP&E.

The 3rd · then starts with: · An appropriate. . .

A mail strike is pending so I am yet uncertain how you will  
receive these, but I know there is a way.

Margaret Collard

## DUCC NATIONAL GATHERING

Prairie Christian Training Centre

April 1997

**Present:** Marilyn Anderson Corkum, Lynda Appleby, Susan Butler Jones, Margaret Collard, Elinor Cox, Barbara Curzon, Deborah Deavu, Ken Delisle, Pat Dyson, Linda Ervin, Sue Everton, Lynda Gow, Darilyn Grigg, Kay Heuer, Teresa Jones, Joanne Kury, Mary Anne MacFarlane, Betty Marlin, Sharilynn Mayuk, Judith McCulloch, Beth McLean, Ann Naylor, Dorothy Naylor, Catherine Pace, Daphne Rogers, Nancy Sanders, Lori Stewart & (Ellen Haggerman), Sylvia Thompson, Kathy Toivanen, Aileen Urquhart, Ross White, Norma Zuffanti.

### **Welcome**

**Opening Worship/Community-Building** (Led by the DUCC Coordinating Committee) This included the building, in clay of a symbolic bowl representing each person present.

**Agenda** (reviewed by Margaret Collard)

**Decision-Making Process:** The decision-making process for the meeting was suggested by the DUCC Coordinating Committee:

#### Norms for Decision-Making:

- Respect for differences
- Attitude of openness for listening and hearing
- Risk-taking is expected and required for each one to give voice, especially when in the minority
- Need for patience, to help one another discern the problem areas.

#### Consensus Decision-Making:

- (1) Identify the Issue
- (2) Discuss--allowing for adequate participation
- (3) Test the proposal
  - . . . any dissension?
    - No--Consensus is reached
    - Yes--listen to minority
    - is there a proposal to resolve now?
- (4) Group decision about resolving
  - Options: Consensus is reached
  - Decide later
  - con't

#### Options in Dissension:

- Voice Objection--but allow consensus, standing

**Options in Dissension:**

- Voice Objection--but allow consensus, standing behind the decision
- Voice Objection--but remove self from the action of the decision
- Block Decision

**AGREED** that the above decision-making model would be used throughout this meeting.

**Reports from the Regions:**

**Newfoundland and Labrador Conference:** Although there are no Diaconal Ministers on the roll of Newfoundland and Labrador Conference, there are two Diaconal Candidates in the Conference at this time.

**Maritime Conference:** Eric King sent a report, which was shared with the group by Betty Marlin. The report is attached to these Minutes (**Appendix 1**). Maritime Con. has two students for diaconal ministry: Martha Martin, Ellen Flemming.

**CONCERNS:** 1) financial burden of training for diaconal ministry; A request that UCC make bursaries available. 2) that someone other than diaconal ministers are deciding the future of CCS. 3) lack of security of diaconal and staff associate jobs is of grievous concern. Eric also reported that Karen, his wife is doing better, health wise, in her struggle with cancer. They send their thanks for our concern, our notes and cards and our prayers.

**Montreal and Ottawa Conference:** Diaconal Ministers in M&O sent a report, which was shared with the group by Catherine Pace (**Appendix 2**).

**CONCERNS:** 1) Constant struggle to validate ourselves, to be seen as equal partners with ordained folk, educating congregations, 2) The administering of sacraments need not be a negative context for diaconal ministers -- more than half the diaconal in M & O are in solo paid ministry, some who are in team, administer sacrament, and there is one diaconal who is in the ministry of music. Therefore, they feel that diaconal ministry identity is based more on protest, style, theology, than on strict functional definitions.

**Bay of Quinte Conference:** no report sent.

**All Native Circle Conference:** Gayleen Jacobs: presented by Kathy T. Rita Flett, commissioned in July 1996 and in team ministry. Diaconal ministers currently serving in the ANCC

and finishing the program at Dr. Jessie Saulteaux Centre is Melody McKellar will be commissioned this spring, and Allan Sinclair anticipates commissioning in 1998.

**Toronto Conference:** Ann Naylor reported that there are 7 Diaconal Ministers in a congregational ministry in Toronto Conference, with 2 of them under Appointments that will be completed at the end of June, leaving only 5 in the Conference. There are 17 Retired Diaconal Ministers, with 2 currently serving as Retired Supply. 6 are retained on the roll. Most of the retired are very active.

**Hamilton Conference:** Hamilton Conference Diaconal Ministers meet on a regular basis, and occasionally meet simply for fun. An invitation will be extended to Toronto and Bay of Quinte Conference Diaconal Ministers to join the Hamilton group on one of these occasions in the future.

**London Conference:** Lori Stewart reported that it is difficult to gather folks together. There are approximately 10 diaconal ministers that are actively working -- three of those are in Algoma Presbytery. There are plans to gather at the Conference Annual Meeting this year. London Conference has a new "Women in Ministry" group who are having an event just prior to Conference.

**Manitou Conference:** (Appendix 3). Kay Heuer reported for Maxine McVey that there are 5 Diaconal Ministers in Manitou Conference, 4 of which are the only paid ministry personnel serving in their respective pastoral charges. One is in a quarter time position in Sudbury. There is always a need for advocacy within Manitou Conference, but the presence of the 5 Diaconal Ministers in the Conference is a hopeful sign. Bea Arnill and Maxine were able to make a presentation at the Conference Annual Meeting two years ago, and this helped to raise the profile of Diaconal Ministry in the Conference.

**CONCERNS:** 1) There are still acceptance barriers about diaconal ministry, and the fact that they are a part of the order of ministry is still not fully understood or accepted. **MAXINE McVEY IS A DELEGATE TO GENERAL COUNCIL AND WILL BE GLAD TO VOICE OUR CONCERNS.** Maxine was also one of the people who went to the World Diakonia in Germany in 1996. Nancy Sanders added that the ordained position on the Committee for Diaconal Ministry (CDM) is held by an ordained minister, David LeGrand from Manitou Conference and he has chosen two diaconal ministers as mentors as part of his process of being on CDM.

**Manitoba and Northwestern Ontario:** Joanne Kury and Aileen Urquhart reported that there are now 36 Diaconal Ministers

in the Conference. The increase of numbers of Diaconal Ministers within the Conference in recent years has been dramatic. Retired: Laura Long, Olive Shaw, Agnes Blokland, Aileen Gunn, Zaidee Stoddard, and Allan Hesselwood; Retained: Sherri McConnell, Susan Palmer, Oriole Veldhuis, Elinor Johns, Karen Tjaden; Employed - congregational team: Caryn Douglas, Anne Manikel, Anne Duncan, Debra Schweyer, Barbara Ann Bryant-Anstie, Jean Larstone, Milly Malavsky; Congregational - Aileen Urquhart, Beth McLean, Joanne Kury, Elaine Frazer; Conference staff: Lynda Trono; Presbytery community and congregational development, Betty Marlin; Social Ministry: the numbers include those in congregational ministry, those in social ministry positions, 1 on Conference Staff, one on staff in Selkirk Presbytery, those Retained on the Roll and those who are retired. There are several students in the Regional Programme at the Centre for Christian Studies, and some who have finished the Western Based program who are not yet commissioned. 4 people were commissioned last year, and 1 will be commissioned this year. The group has managed to meet several times recently, and this has proved very supportive. In 1994 the Conference commissioned the first openly gay male to be commissioned.

**Saskatchewan:** Sylvia Thompson reporting. (Appendix 4)

36 total (the report said 34 but the numbers below add up to 36)  
8 retired  
2 employed outside of the UCC  
5 students  
2 to be commissioned this spring  
19 employed in congregational, chaplaincy, teaching, Conference ministries.

There have been spring (April) and fall (October) gatherings for a number of years but there have not been formal gatherings for the past couple of years. There are plans to gather at the Conference Annual meeting this year.

**CONCERNS:** 1) decreasing membership and declining rural congregations; 2) congregational closures and down-sizing of staff eliminate diaconal positions; 3) Staff Associates and LPMS being called to diaconal positions; 4) called into question how much the United Church is dedicated to an educational ministry and in light of what is happening should the UCC be training more diaconal ministers when positions are declining; 5) proposal to Conference prepared in 1992 by Teresa and Marilyn, re: pilot project about staffing rural ministries, was in the docket but the pilot project has not been promoted; sixteen people gathered for an educational presentation to Conference DMPE but there has been no follow-up; money in an account!

**Alberta-North-West:** Lynda Gow reporting. Gather at each



conference annual meeting, approximately 40. DM's, friends and associates, remember the beginnings and endings in each others lives. Celebrated Roland Legge's marriage, said goodbye to Betty Marlin, remembered Marg Dempsey. Have many informal gatherings, connect by phone. About 20 are paid in ministry, 5 in regional programme, 4 are being commissioned this year, and a fair number of retired diaconal are in conference.

**CONCERNS:** 1) Issue to be discussed at next conference gathering: the rights of those who are not in congregational ministry and their rights to sacrament/weddings. 2) Another issue is the recognition of ministries not presently accepted by Presbyteries. They are not meeting formally at present, although they did that for about ten years. Now they are keeping in touch by phone.

**British Columbia:** Ross White reporting (Appendix 5)

small working group, about 20, who are loosely organized.

7 in paid accountable ministry

1 commissionand for 1997 Conference

The retired folk have a gathering for a meal about twice yearly. Judy Langdon is willing to do an oral history of retired folk for the CDM "Oral History" project. Two have recently retired, 3 were commissioned in 1996, we also said a fond fair-well to Betty Marlin (she showed up for this one but we didn't tell her ahead of time). Linda Ervin attended World Diakonia in July 1996, Ross White is on CDM.

**CONCERNS:** 1) The 1996 service for new ministries was referred to as "Ordination Service" even though there was an equal number of persons to be commissioned as ordained. 2) The commissionands did not receive Bibles, (but Linda Ervin said they corrected this by going to their hotel rooms and got the Giddeon Bibles and gave them to the commissionands). 3) Throughout the Conference those who are diaconal and those who were commissionands were not made welcome. 4) Although Linda Ervin had met with Conference regarding these matters, the first mailing for 1997 Conference separated Diaconal ministers out of the Order of Ministry. 5) Linda Ervin was not given an opportunity to model for her congregation the possibility of what a Diaconal ministry could be like when there is not an ordained present -- both the congregation and the presbytery refused to allow the solo ministry to be diaconal. We do admire Linda's ethics and her consistent refusal to stoop to tactics to save her position.

**Ministry Needs in the New Millennium report from DMPE:**

(Kathy Toivanen; DUCC representative to CDM & the CDM representative to ATM of the DMPE; Ann Naylor)

About 3 years ago, attempt to obtain a more accurate answers to questions about needs, policy development. Work with the Centre for the Study of Religion in Canada, based at Emmanuel College, to attempt to get a more accurate statistical report about ministry in the UCC. This is still a research project in process, and the data at this time cannot be considered to be hard fact. First chart shows the changes in UC population with a decrease in younger members (under 30 yrs.) and a constancy in over 60's. UCC is **lowest in youth of all churches** in this area (born 1956-65). The UCC attendance has dropped off to a greater rate than Anglican or conservative denominations. Boomers are much in decline in UCC.

**CONCERN: Drop-off between 1981 and 1991 means that there is a very small number of young people who have been/will be exposed to the United Church, which means what is the potential of adults in UC in future and what does it mean for who will give leadership in the UC in future.**

Urban/rural mix has been perceived as UCC being primarily rural, but Stats Can shows that 80% of Canadian population in 12 largest cities. In 1993, 76% of our church building and 2/3 of our ministers were in a rural and small towns. This means that 2/3 of our ministers serve 1/3 of our members and the 1/3 of our ministers serve 2/3 of our members. Implications around the need to look more clearly at what we need to do around urban ministries.

**Age of those who are in full-time ministry** in UCC shows the average age of ministers in the 1920s and 1930s was 28. Compared to present day which shows average age is 46, with Diaconal ministers averaging 2 years younger. Are there leadership implications regarding age. The study does not show the range of ages or whether there are groupings of ages.

**Full-time and part-time Positions:** If the present trend from 1945 is maintained, 712 positions lost by 2010. Three diaconal ministers are on the advisory committee: Ann, Gayleen Jacobs and Elaine Kellogg. Areas of needs in ministries with youth and young adults. **The profile of diaconal ministry must be raised in several contexts. We have the skills which are being identified as needed by the church.**

\*\*\*\*Since diaconal ministers have training in addressing change in church and society, skills in analysis, transition and social ministry, might their expertise be more advantageously used for leadership in a changing and declining church instead of being first to have job losses?\*\*\*\*

Quote from the appendix to the document which originated from CDM.

ITEMS TO BE DISCUSSED FOR ACTION (from Regional Reports and

discussion groups from the earlier Memory and Hope event:

Funds for bursaries; CCS: making it our centre; job loss/job security; validate diaconal ministry: profile, sacraments, misinformation; non-congregational recognition/rights for sacraments and weddings; recognition of social ministries; education about DM; youth ministries; how to hang on to a passion for DM when being employed as a generalist; emphasis on cross-cultural/rural-urban/youth training in criteria for education as well as opportunities for continuing education; envisioning the future of diaconal ministry (what kind of church and what will our place be within it, how will this be funded); how do we stay connected/ how do we understand community when some are employed by the institutional church and some are not--how to assure we do not become judgmental of each other, to keep the movement alive which is in danger of becoming institutionalized

**Memorial Celebration:** Those who have died since our last gathering were remembered.

IN MEMORY

Olive Sparling (1910-1994); Olga Specht (1920-1995);  
Dulcie Cook Sangster (1904-1994);  
Sheila Margaret Tudor-Slaney (1932-1994);  
Inez Morrison Flemington (1915-1997);  
Annie Bishop (1896-1996); Florence Wellington (1910-1996);  
Margaret Shortt (1942-1996);  
Margaret Dempsey (19 -1995); Nora Neilson (1920-1997);  
Mardie MacDonald (19 -1996)

MONDAY, APRIL 20/97

Coordinating Committee Report:

Kathy Toivanen, Deborah Deavu, Margaret Collard, Barbara Curzon, Lynda Appleby and Kay Heuer presented the Coordinating Committee Report.

**MOTION:** Margaret Collard/Marilyn Anderson Corkum, that the Minutes of the 1994 DUCC National Gathering be approved.  
**CARRIED.**

The Coordinating Committee provided some history of the way in which Hamilton Conference Diaconal Ministers took on the role of Coordinating Committee in 1994. The Coordinating Committee described Hamilton Conference, and the way in which the Committee has met and conducted its business over the past 3 years. The Committee has been meeting in Morriston, Ontario, in day-long meetings. It was noted that Ellice Oliver and Enid Horning are part of the Coordinating Committee but were unable to attend this gathering. Enid Horning has been doing a very able job as Membership Coordinator. con't

The contribution of other Diaconal Ministers who were part

of the Committee during its time in Hamilton Conference, but who no longer active on the Committee, was acknowledged. These people include Thelma Arnott, Kate Young, & Nancy Wetselaar. A list of accomplishments of the DUCC Coordinating Committee since 1994 was shared. Invitations were mailed to all Diaconal Ministers in Hamilton Conference at least twice. The Committee met 18 times in the 3 year period, at first familiarizing itself with its role and task, and then moving into the work.

Kathy reported regularly from the Committee on Diaconal Ministry, and received feedback from DUCC to take back to CDM. The Committee has begun developing a profile of the person serving as liaison with CDM.

A mail-out in relation to issues going to the 1994 General Council was sent out immediately after the 1994 National Gathering, in order that Diaconal Ministers who were Commissioners to General Council might be informed and prepared for the discussion of issues relating to Diaconal Ministry. A survey was conducted among the DUCC membership with regard to opening up the membership of DUCC. There was a good response to the survey, although the results are quite inconclusive. Enid Horning's efforts in bringing the membership roll and the history of individual memberships up-to-date had many positive results, including increased membership in DUCC. Policies and motions relating to policy have been carefully recorded and organized in a binder.

The Committee has not been able to put an emphasis on advocacy. Some of the issues relating to validation of Diaconal Ministry have been beyond the scope of the Committee's time and energy, with the exception of some individual situations and mutual support among Committee members. Also, the Committee was unable to turn its attention to supporting regional groups. Involvement in the United Church's web-site is a possibility, but time has not been available to figure out participation.

**RECOMMENDATION:** That Hamilton Conference continue as Coordinating Committee for DUCC until the next national meeting of DUCC, with the provision that local arrangements, registration, mailing and planning (other than business) of the next national gathering be assigned to another regional group.

**AGREED**

Budget and Treasurer's report: - printed Financial Statement for 1996 and proposed budget (pages 9,10,).

MOTION: Lynda Appleby/Margaret Collard to accept audited report.

**CARRIED**

Auditor's report is expensive - it has been suggested that we do not need an audited report. It has been suggested that we just review the books and would be less expensive but in accordance with legal requirements.

MOTION: Lynda Appleby/Margaret Collard that we re-evaluate these practices. Have the books reviewed for the next gathering. Discussion that we look for a cheaper form of looking after the books.

**CARRIED**

FINANCIAL STATEMENT 1996

The last audit for period June 1994 - December 1996 cost \$802.00; normally \$2000.00. Auditor recommended to REVIEW the books every year would cost less and satisfy the government.

OPENING BALANCE \$11,802.57  
(Includes \$3,665 held in trust for CDM)

REVENUE

|   |                 |                 |
|---|-----------------|-----------------|
| Membership  | \$4,480.00      |                 |
| Interest  | 302.31          |                 |
| Received from CDM<br>re their share of<br>DOTAC and DIAKONIA<br>memberships | <u>1,400.00</u> |                 |
|   | 6,182.31        | <u>6,182.31</u> |
|   |                 | 17,984.88       |

EXPENSES

|  |               |                 |
|--|---------------|-----------------|
| Co-Ordinating Ctee travel not submitted  |               |                 |
| Co-Ordinating Ctee expenses  | 397.07        |                 |
| Newsletter   | 900.00        |                 |
| Barb Elliott Trust Fund  | 1,000.00      |                 |
| CCS Student Assist Fund  | 1,000.00      |                 |
| DOTAK Membership   | 1,836.19      |                 |
| DIAKONIA Membership  | 1,090.22      |                 |
| Regional Event (celebration<br>Assist our 2 reps to DIAKONIA<br>to attend International<br>gathering in German | 250.00        |                 |
| Registration assistance<br>for 5 DUCC members to<br>attend International<br>Diakonia mtg.                      | 500.00        |                 |
| 1997 National Gathering<br>expenses  | <u>415.00</u> |                 |
|  | 7,490.98      | <u>7,490.98</u> |
|  |               | 10,493.90       |

Received from CDM to be  
held in trust  
\$7,150 and \$650 7,800.00

CASH ON HAND - Dec. 31.1996 \$18,293.90  
less CDM trust money  
(1994-\$1,800;1995-\$1,865;1996-\$7,800) 11,465.00

DUCC ACTUAL BALANCE FORWARD TO 1997 \$ 6,828.90

**PROPOSED BUDGET**  
**January 1997--December 1997**

|                             |   |                 |                                      |
|-----------------------------|---|-----------------|--------------------------------------|
| <b>OPENING BALANCE</b>      | January 1, 1997                                 |                 | \$18,304.00                          |
|                             | less money held in trust CDM                    |                 | <u>11,465.00</u>                     |
|                             |   |                 | 6,839.00                             |
| <b>REVENUE</b>              |   |                 |                                      |
|                             | Memberships                                     | \$4,500.00      |                                      |
|                             | Interest  | 50.00           |                                      |
|                             | 1/2 share of DOTAC<br>& DIAKONIA from<br>C.D.M. | <u>1,400.00</u> |                                      |
|                             |   | 5,950.00        | 12,789.00                            |
| <b>EXPENSES</b>             |   |                 |                                      |
|                             | Co-Ordinating ctee<br>mileage for 1994-97       | 2,500.00        |                                      |
|                             | Co-Ordinating ctee<br>expenses                  | 200.00          |                                      |
|                             | Membership mailings                             | 325.00          |                                      |
|                             | Newsletter (share ed)                           | 500.00          | (2 x 250)                            |
|                             | "News" (share print)                            | 600.00          |                                      |
|                             | Regional Groups                                 | 600.00          | (2 groups may ask<br>for \$300. max) |
|                             | DOTAC & DIAKONIA                                | 3,000.00        |                                      |
|                             | Barb Elliott trust<br>fund                      | 1,000.00        |                                      |
|                             | Grants to<br>Theological colleges               | 3,000.00        |                                      |
|                             | 1997 National<br>Gathering Expenses             | 1,421.50        | (plus babysitting)                   |
|                             | Audit   | <u>802.50</u>   |                                      |
|                             |   |                 | 13,949.00                            |
| <b>BALANCE TO NEXT YEAR</b> |   |                 | ( 1,160.00)<br>=====                 |

Linda pointed out that we are moving towards spending more money than we have. This is evident in the proposed 1997 budget. Linda pointed out that we have pledged \$3,000 to theological education as well as \$1,000 to the Barb Elliott Fund. The question was raised regarding membership.

Linda gave figures for 1995 and '96.

Full time: '95:16 and '96:26 at \$100.00.

Three-quarter time: '95:8 and '96:7 at \$75.00

Half-time '95:9 and '96:17 at \$50.00

Quarter-time '95:15 and '96:34 (these largely consist of retired people)

Students and unemployed '95:10 and '96:9.

Somehow there are a few other people worked into the membership fees received because we actually had a

MEMBERSHIP 1996: 103.

It was suggested that regions get involved in getting members. Linda said that every effort had been made to be flexible to encourage membership. Pointed out that membership fee can be claimed on income tax either through charitable donations or professional fees. The budget was referred to small group for discussion and acceptance this evening. Regarding the regional group amount Linda pointed out that it has been agreed that regional groups could request up to \$300.00.

The national gathering expenses outlined by Linda came to \$1,421.50. \$13,949 suggested total which means we have spent more than we have. Marilyn reminded us that we committed ourselves to investing in education of diaconal ministers. She questioned if people realized that DUCC pays \$20.00 per diaconal minister to the world Diakonia whether she/he is a member or not. The money raised by DUCC goes to this investment.

**Energizer** - break and then small groups:

1. Membership
2. Budget
3. National Gathering
4. Recognition of Social Ministries
5. Validating Diaconal Ministry.

Return at 11.40am bringing back recommendations on flip chart clearly printed for the minutes

**Reports from small groups with proposals:**

**Membership Group:**

**QUESTIONS TO BE DEALT WITH:**

- Should membership be determined only as those folk who pay fees?
- Is there another way to be a member without financially contributing if you are a diaconal minister?

con't

- Should membership include staff associates,



ordained ministers, others who are doing diaconal ministry but are not diaconal ministers?

Reviewed open membership.

**Those who are diaconally identified:**

- Native ordain/commissioning candidates from the Native training centres
- Ordained diaconal ministers
- All groups of graduates from CCS with diaconal training -
- All staff associates who are interested.
- All graduates of the diaconal ministry program whether they are commissioned or not. PASSED IN 1990.

**Open up membership Concerns:**

- Diaconal ministry too fragile (we aren't)
- Threaten international standing (it won't)
- Lose some of present members
- Does it change our purpose?

**Open up membership Benefits:**

- Facilitates members for the future church
- Models flexibility and offers an alternative to rigidity in the church for om's & sa's
- Builds solidarity between minority groups
- Test to see if we can overcome competitive spirit
- Provides alternative vision which may be attraction

Did not have complete consensus in the small group on the immediate above.

Did not have time to discuss fees except maybe to include Associate membership.

**Travel Pool Report from CDM:**

Nancy Sanders reported there is more than enough money to cover everybody's travel expenses to come to the gathering. CDM has enough money to pay any event costs beyond the subsidies and the cost of the wine. Therefore, Lynda Appleby reported we would have a surplus to get us into 1998.

**Monday 1:30 PM** Return from lunch

Ross White led us in singing

**Announcements:** Linda Ervin, Ross White, Kay Heuer all part of appendix

**Changes to agenda.** All presentations from today come back this evening.

Kathy T reported that Gaylene had not been able to send a report.

**Reports Continued:**

**Education Centres Reports:**

**Western Field Base Diaconal Program Report**

**Betty Marlin reporting. See Appendix 7 for full report.**

Formal closure of WFB program in fall 1996.  
of the 42 participants, 2 are now deceased, all but one of the remaining graduates are employed in ministry positions with all in part-time or full according to their choice. One person remains in lay professional ministry. Of the remainder, those that were not commissioned to diaconal ministry last year will be this year.

Program hi-lighted Diaconal style and this has been affirmed.

Why not again? Accepted that it was a one time program with two entry aspects.

Of the 41, three have diplomas and the remainder will have a B.Th. or an M.T.S. in Diaconal Ministry from St. Stephen's.

During the 7 years of the program a covenant relationship was set-up between St. Stephen's and C.C.S. in making it possible for students/graduates from the Centre to get either a B.Th. or an M.T.S.

Budget was 100-120,000.00 dollars a year. When program was approved it was indicated that the students needed to pay at least 20% of the cost, but in actuality they picked up 33%

Thanks was given to the volunteers and to the staff. The program was officially completed last June 1996.

During discussion and questions that followed Betty's report on WFB, Ann Naylor indicated that a comprehensive evaluation which included long-term viability of the program. This was an important piece of forming the decision for the program to be a one-time effort. It was not that this education process wasn't good but made different recommendations for the future. The Regional Program from the Centre for Christian Studies is connected to the decisions from the recommendations from the WFB evaluation.

#### Centre for Christian Studies

Musical introduction

Kay Heuer, Teresa Jones, Betty Marlin

1997 is the 100 anniversary from the date of the last of schools to join the historical thread that has made up the Centre for Christian Studies.

- 1892 Anglican Deaconess school began.
- 1894 Methodist Deaconess school,
- 1897 Presbyterian "
- 1926 Methodist and Presbyterian came together after Church Union, con't
- 1970 United and Anglican came together.

This is not a hindrance rather a celebration.

The crashing candle symbol is symbolic that the challenges continue but many exciting things grow out of that.

7 Students are completing the Toronto residential

model on the last Sat. in April having completed Core 2, Field 2, and the required academics.

The group of 10 that started recently have completed Core 1. Next year they will do Liturgy and Word, Doctrine and Polity, Education and Pastoral Care. Some of the folk have been on hold for a variety of reasons so this group is a merged group preparing to finish now.

The '93 Regional group, led by Betty Marlin, and there are 12 students there. This has been a year of social ministry. Year 5: begins May/June are going to Central America -- Regional program resource team, staff, and all but three students will be going to Guatemala, etc. The remaining 3 students will be doing their studies in the N.A. aboriginal context. Year 5 has been a positive change for students.

**Thanks to Ducc for \$1000, for those going to Central America.**

Kay H. spoke on yr 2,3, -- congregational analysis is part of the program.

Intake of 1995 20 students. They are moving into a congregational field placement. Regional program values the Diaconal mentor aspect that has been set in place. The existing Diaconal Community participates in education of the students in many ways.

TOTAL STUDENT BODY 49 IN CURRENT PROGRAMS.

#### Learning for Leadership

CCS in co-operation with 5 Oaks and Grimsby, follows same approach as core programs and introduces people to CCS as well as teaches lay. With these people there are 70 students participating in programs.

**Critical concern for finances has caused re-examination of how to make financially viable:**

CCS decided to sell Charles St. building. This has happened, however here are the financial facts:

- No gov't financing and that is a stand for justice, based on the reality that many (especially women) have not had the opportunity or privilege to have funds and accessibility to earn degrees. Therefore, without a degree prerequisite there is no gov't funding and no National or gov't grants for student education for the same reason. Struggle to find monies.

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- No endowment.

More of a struggle now. We will still be there by rent until June 1998 and it is still a women's place.

- 1995 down-size staff, 1997 half of staff of June 1995.

1/12 for all that are staff

No principle, all do education and administration.  
collective decisions  
• Could not carry on all programs 1997 Decision to  
have less program. For time being, there will not be a  
residential program.

Eric King raised question, "How can others participate?"

Lori Stewart liaison with CDM

Opt for greater access to program but can only afford one  
regional program. What will continue is a regional program  
with only one grouping intake in 98. Working with how to  
do intake more than once every 5 years but still with only  
one group.

**Please, TAKE OUT THE WORD TO OTHERS: There is a 1998 Intake.**  
Program calendars available. Ann Naylor has helped shape  
the new programming. Flame is alive and there is much to  
celebrate. Central Council and volunteers across county  
most helpful. There is a lg # interested in the 1998  
intake.

**Looking for a place to be an administration site.**

**Want folks** (Teresa) We have been about 25 years ahead  
of what is now identified as need.

Barbara Curzon affirmed Centre, recognized community  
on the move as a community in celebration.

?: How many able to be in regional prgrm? Kay: "24 but that  
may change".

Lynda E ?: With loss of 2 programs, not a yearly intake  
therefore she is worried that validation and diaconal  
ministry will suffer. Dorothy Naylor asked where is  
diaconal mn being talked about nationally, it shouldn't be  
just the Centre. Where is the passion?

**Ross said that there is a home in the national church:**

That is the mandate of Committee on Diaconal Ministry;  
carried out in several ways

- education and criteria for education,
- preparation for ministry and
- a very active way of listening to the Centres.

There will be people studying each year.

Betty said of the **passion: Small but mighty!** A person  
identified to Betty during '94 General Council that it was  
hard to believe there are only 250 diaconal ministers  
because of the dynamic impact they made on the church.

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Marilyn A-C pointed out the discernment process turns people  
away from diaconal min. The discernment process is moving  
people very quickly toward the ordained stream without the  
person having had much, if any opportunity to even find out  
about diaconal ministry. We can't demand to go on every  
discernment committee but we need ways to get the message  
out.

Those in active diaconal ministry need to be advised by the Centres of who is seeking diaconal ministry so we can be supportive of them.

We need clues about how we can be pro-active about what our history calls us to, and enable more to enter diaconal min.

-- CCS is the only non-native ed resource.  
-- Get other theological schools to declare their assets:  
Teresa -- need to place the resources more equitably.  
Aileen is a contact about funding.

\*\*\* (announced before lunch) Travel Pool news - all people's travel will be covered.

3:20 Fax from Ginny, 2 people welcomed, Deborah D facilitated

Barbara Elliott Trust Fund Betty M. reported.

Work around education and how to support diaconal min thus BE trust fund. The fund came into existence four years ago, officially established 3 years ago.

In 1994 at the last national DUCC gathering, Betty Marlin, Marilyn Anderson-Corkum, Eric King, and Teresa Jones became small committee to work on establishing the fund. The present report is to bring those present up to date and take the next steps in process.

**Funding and Support** for Diaconal Ministry education needs to be seriously examined.

Further we need to examine ways that Diaconal ministry needs support as it happens in the church.

Marilyn reported that Barb Elliott was a friend, keen learner, keen educator, mentor, strong feminist, and respected diaconal presence to many across Canada, and especially in Saskatchewan. Barb wasn't afraid to vision, to dance on edge and to leap past the edge. Barb worked very hard to establish DUCC pockets of support for others. Therefore others have been intentional about support of education ministry.

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Marion Thompson is also one in whose memory we recognize a supported education ministry in a strong way. The name of Barbara Elliott Trust Fund may change or may not change but the fund will remain as a trust fund for innovative ministries. This Trust Fund is for ministries that have difficulty finding regular funding.

**Vision:** the hope that the fund will grow to 300,000 dollars. Under the advice from UCC stewardship department, we will begin to use interest from fund at this time.

Terms of Reference:

- Move fund from "in suspension fund" to a regular fund so we can begin to make use of it.
- Compulsory 5 year check to see that the fund is doing what we want it to do.
- \$31,255.00 is where the fund presently stands.
- We have for spending this year \$4,900.00 This is the interest accumulated over the last three years since the fund was started.

The fund is established for 3 reasons

- \* Celebrate in recognition the lives lived in diaconal ministry.
- \* Doing work of Diakonia that needs to be done now -- pushing the edges.
- \* In support of doing work of Diaconal ministry for the future.

How to join us? Make contributions on a regular basis. Brochure designed by Eric King tells about the fund. The copy can be changed and Eric will do more work on it. The brochure encourages us to look at buying an life insurance policy -- example: \$5,000.00 at 20.00 per month for 5 years, with the beneficiary being the BE trust fund. The older you are the larger the payment. Can also take out more than a 5,000.00 policy. There is a significant tax benefit on the gift, therefore there are some ways to make the money go farther than the initial 5,000. 5000 is minimum. One can also make an outright commitment of the 5000.

Marilyn: On sheet are recommendations to allow the fund to come out of suspension and allow the immediate use of interest to support ministries. Steering Committee willing to continue on as steering committee, but would like to add one more person. Recommend change from steering committee to an administrative committee

**MOTION:** Linda Ervin/ Lori Stewart That the Barbara Elliott Trust fund be established and begin its work of support for innovative ministries immediately.

**CARRIED**

**MOTION:** Linda Ervin/ Ken Delisle That the group become an administrative group rather than a steering group.

**CARRIED**

**MOTION:** Lori Stewart/Linda Ervin That the administrative group, Betty Marlin, Teresa Jones, Marilyn Anderson-Corkum, Eric King be allowed to add one new member.

**CARRIED**

Request was made for a small group to do some work for the Administrative group, to do some brainstorming on the criteria for this fund, some ways to raise monies, and to find some alternate words beside "innovative" to name the ministries. Also like small group to examine brochure and

name changes if necessary. See page 21 for report back.

**KAUFMAN FUND** by Barbara Curzon (**Appendix 9**)

from the Administration Committee of the Kaufman  
Renewal and Emergency Fund.

Financial Statement:

Began Jan. 1/96 -- \$50,212.78

Interest                    3,964.00

TOTAL                      54,176.78                      **54,176.78**

grants to 7 people who have attended World Diakonia  
meetings, -- \$4,310.09.

grants to 4 people for renewal and emergency  
-- \$1,520.00

Total grants 5,830.09

Administration expenses

totalled                    70.03

Total expense 6,112.00

Balance Dec 31/96                      **48,076.66**

Committee met in February, October and did telephone  
conferences when a request was received, to make certain  
they met all the criteria of the fund.

Information mailing was sent to 35 United Churches,  
and 50 Anglican members of the contact network which  
represents all provinces of Canada.

**The fund asked to be made known to DUCC and CCS mailings.**

**CONCERN:** That the most recent diaconal members and graduates  
need to know about the fund. The committee is open for  
suggestions on how best to do this.

**The appointment of United Church members of the committee is  
the responsibility of DUCC at National Gathering.**

Suggested two names to be added to the committee:

Joyce Mattheson and Sue Browning

**RECOMMENDED** by Betty that the matter be turned over to  
co-ordinating committee

**AGREED**

**SUGGESTION** by Nancy Sanders that those communicating with  
the Kaufman fund committee be invited to put a write up  
in the **NEWS**.

**NEWS** David Hewitt editor

**Small Groups:** CCS; Criteria for Education; Visioning; Barb  
Elliott Trust Fund; Social Ministries  
Return at 4:45

## MONDAY AFTERNOON RETURN OF SMALL GROUPS

### SOCIAL MINISTRIES

KEN DELISLE REPORTING

#### Issues:

- Church recognition:
  - validation as ministry,
  - advocacy,
  - support
- Payment for work
- Securing funding
- Relation to secular organizations in the church/outside the church

#### \* VALIDATION

- English as a second language
- AIDS network
- Chaplain of women's shelter
- Senior's hospital
- Street ministry
- Developmentally handicapped

#### \* CRITERIA

- Mutually transformative
  - ..personal + structural
  - ..church + society
- Education for change
- Transforming of systems that cause pain by being with those experiencing the pain
- "Walking" with people (as pastoral care) and as a transformative process
- Working collectively for systemic change
- Local and global connections must be clear
- Paid accountable work
- Theological mandate for transformative social ministry

#### \* RECOGNITION

- Covenant ...the person covenants with either their congregation, a group of congregations, the agency or region in which they are working and the church. The covenanting groups, looks at the criteria for the social ministry, acknowledges the guidelines, and then covenants. SHARED RESOURCES, SHARED RESPONSIBILITY.

#### \* IMPLICATIONS

- Church will not be able to confine
- May cost the church money
- Heighten lay ministry and fits within total ministry (ministry of the people)
- Will enrich life of the church

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**\* STRATEGIES**

- 1) develop a theological rationale
- 2) develop a way to infiltrate the system (church) with this rationale
- 3) develop and clarify criteria for what is social ministry
- 4) develop and clarify criteria for recognition of social ministry by the church and agencies
- 5) work with pilot projects to find the problems and make the process concrete.
- 6) develop a petition for G.C. (year 2000) and take through as many Presbyteries as possible.

**RECOMMENDATION:** That we endorse small groups from B.C Conference, (Linda E), Alberta and Northwest Conference (Lynda G), and Manitoba Northwestern Ontario Conference (Ken D) to

- a) choose a pilot project and using our work to date
- b) develop criteria and a strategy for recognition of social ministry for covenanting, &/or settlement by the church
- c) co-ordinate work with one another
- d) develop a petition for G.C yr 2000.

**AGREED.**

**BARB ELLIOTT TRUST FUND** Lori Stewart reporting

Criteria (short term) for Applying for the money:

- Accessible to those who are DM's or have a Diaconal style.\*
- Project fits the Diaconal Belief Statement
- Community based rather than individual
- Accountability be through the local Presbytery --  
The Administration group would ask the local Presbytery to have a relationship with the project to include at least an annual report, support for the project, and a member of the Presbytery to be on the board.
- Program Project also be in relationship with the Presbytery
- That is be Understood that the B.E. Trust Fund is seed money. Therefore it is necessary for the applicants to show what they are starting. Start something new!
- ~~sec~~~~hed~~ ~~fund~~~~ing~~ ~~fund~~~~ing~~ ~~minist~~~~ries~~ that do not already have
- A need for the program must be demonstrated
- Projected benefits of the program must be indicated
- Evaluation must take place upon completion of the project
- One time grant for any project

**NOTE:** \* The committee needs to discuss the words diaconal style vs diaconal focus/emphasis.

Raising Funds for the Barb Elliott Trust Fund

- Presentations on "Special Gifts" at Conferences and Diaconal gatherings, and future DUCC meetings.
- Advertise
- Automatic Debit
- Advent/Lenten Calendars --
  - "Open the doors for diaconal ministry"
  - One would open the little doors and get a story about innovative ministries and have a space for your "twooney".

**Q: Ken D.** asked what about the ministries that have been going a long while but have been getting "cut, cut!" on the budget. May not be innovative but necessary -- what about the word and the funds?

CRITERIA FOR EDUCATION Kathy Toivanen reporting

Read the "Criteria for Educational Preparation for Diaconal Ministry" sheet before starting.

**AFFIRMED THAT DOCUMENT** see Appendix 10.

- Important to encourage future reflection on emphasis of community as we continue to explore future education and training, for development/redevelopment.
- Cross cultural training: exposure and sensitivity to social and cultural contexts that are different than the experience of the student.
- Opportunities for Continuing Education
- Visioning a future for diaconal ministry
  - what kind of church?
  - our place in it
  - issue of salary category A,B,C
- How diaconal ministry might be funded?
- How to stay connected to those employed within the church and those without?
- How to remain a movement?

If these suggestions are approved they will be forwarded to CDM & those Centres/Schools that prepare folk for diaconal ministry.

MOVEMENT/VISIONING/Salary

Linda Ervin and Nancy Sanders reporting.

Higher Salary Category and Full Time Ministry

- \*ISSUE: Where congregations can only afford to pay "A", "B" category, thus excluding the higher category people from being employed.  
Possible strategy is to have work for 3/4 time 3/4 of year by getting 3 months off in summer.  
Make resources available that would help shape this kind of visioning.

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**RECOMMENDATION:** That a request be taken to CDM and Women in Ministry Committee (who are currently working on this) to develop guidelines on Non-Exploitative Ministry, so that higher category folk can work in a lower category without being exploited.

AGREED.

#### CONCERNS FOR CENTRE FOR CHRISTIAN STUDIES

Barbara Curzon reporting

Concerns were expressed regarding the future of CCS and therefore DUCC recommends the following:

#### RECOMMENDATIONS:

- Send a letter to Education for Church Leadership (ECL) to provide funding so CCS can reinstate a residential program for diaconal ministry education.
- made with the approval of CDM & A.M.B. & E. ministry programs be
- An appropriate letter be sent to General Council sessional Ctee, dealing with funding for education stating the need for adequate funding to CCS for a regional and residential D.M. education. Make it clear who DUCC is and why we are sending the letter.
- Write a letter to Candidature Ctee requesting that they review the Discernment Process & ensure that all inquirers must be in dialogue with one or more people in each of the categories of accountable ministry and lay leadership.
- Observer add of support yet to be worded be prepared
- That DUCC requests members of CDM to initiate a consultation on education for diaconal ministry through E.C.L. funding in the light of
  - (a) the churches' future need for diaconal ministers
  - (b) the expressed need for both the residential and regional programs for diaconal preparation
  - (c) the grave financial situation at CCS

#### MEMBERSHIP IN DUCC

Lori Stewart reporting

Nancy Sanders asked about those ordained from the aboriginal training centres, and it was felt that they are actually diaconally trained.

**RECOMMENDATION:** That membership in Diakonia United Church in Canada (DUCC) be opened to those who are commissioned candidates for diaconal ministry; students in diaconal ministry training; grads of Centre for Christian Studies, Western Field Base program, Francis

Sandy Centre, Dr. Jessie Saulteaux Centre; staff associates; those who identify themselves with diaconal ministry; ordained diaconal ministers; social ministries.

That membership fee structure be similar to what it is now.

**AGREED** (on after supper)

#### NATIONAL GATHERING

WHEN: The next DUCC National Gathering be in **March or April** before it is too late for CDM to receive reports that could be addressed at General Council, and needs to include an educational component.

WHO : **Saskatchewan Planning Group**

WHERE: Manitoba, with the place decided by the hosting group.

LENGTH: 5 days; over a Saturday to offer best flight rates.

**AGREED** (on after supper)

#### VALIDATION OF DIACONAL MINISTRY

Kathy Toivanen, Joanne Kury reporting.

What can we do to raise profile of diaconal ministry (DM)?

- Educate more effectively at all levels/courts, from discernment on.
- Examine forms from MP & E which seem to be biased toward internship, with field based education not being understood.
- Make a requirement of discernment committees that they have at least 2 Diaconal ministers, 2 Ordained, 2 Lay Pastoral Ministers and 2 Staff Associates to inform the discernment process.
- Ask CDM to follow-up.
- Sort out the issues around sacraments as ordained claim this as their sole responsibility & right and thus keep causing head-on collisions and a non-listening approach to this matter. See the preparation for D.M. Appendix 10 around this matter.
- It is our suggestion that the U.C.C. definition around sacraments be the responsibility of the "community".
- Redefine the U.C.C. definition of diaconal ministry.
- Tell the story: by using bulletin inserts; Lenten study guides written by Diaconal Ministers; bulletin covers that identify a variety of ministries; E-mail/Website connections; tell the story of the diaconal education process be part of the

accountability of reports at Conferences.  
NOTE: SHARILYN COMMENTED THAT IT IS IMPORTANT TO ARTICULATE WHAT "A DIACONAL WAY OF DOING IT" IS. THE MORE CLEARLY WE CAN ARTICULATE "DIACONAL WAY" AGAINST WHAT IT IS BEING COMPARED, THE BETTER.

5:30 BREAK FOR SUPPER: RETURN 7:00 FOR DECISION MAKING

7:00 pm meeting

Lynda and Kay facilitating. We formed home groups that were to be a mix of our ministries and locales and backgrounds.

RECOMMENDATIONS: 1: from the coordinating committee: That Hamilton Conference continue as co-ordinating committee for DUCC until the next national gathering of DUCC with the proviso that local arrangements, registration, mailing and planning other than business be assigned to another regional group.

AGREED

2. Next National Gathering -- issues around General Council were raised. To meet in a GC year, would be too late to make petitions. Perhaps the co-ordinating committee could network with regional diaconal ministry groups to make them aware of the issues and encourage regional groups to make petitions through their presbyteries and conferences.

AGREED see also page 25 for rest of agreement.

3. Membership Recommendations:

How to invite folks beyond Dms to join DUCC? Suggestions that regional people assume responsibility to contact these folk in their area. No Name Newsletter would be another way. There are other mailings to ministry personnel and perhaps we could invite through those media questions about how to define social ministries, what about those social ministries that are not UCC covenanted positions. --changes to the original sheet that the membership in DUCC be open to those who identify themselves with and value Diaconal Ministry see pages 25, 26 for other changes.

AGREED

There was a rousing round of applause as we agreed to this new understanding of membership; we will maintain the same fee structure.

Invitations will also go out to folk in the discernment process.

4. Social Ministries Recommendation (see page 21, 22)

We invite those named, and others if they so desire,

a: To choose a pilot project and using our work to date develop criteria and a strategy for recognition of social ministries for covenanting and settlement by the church

b. Coordinate work with one another

c. Develop a petition for GC

the working group will need to work on language that will help the GC understand what we mean by this proposal in order to broaden the church's understanding of social ministry

AGREED

5. Criteria for Educational Preparation for Diaconal Ministry Recommendation

We affirmed the document that CDM presented to MPE exec, and added some of the material on page 21.

Further comments to add:

a) social ministry and congregational ministry - social ministry can happen in a congregational setting; perhaps congregational setting and non congregational setting is a more appropriate designation

b) An understanding that Dms work as co-learners and co-educators with those they are in ministry with. Ken will add some further thoughts that he will take personally to CDM.

AGREED

We agreed to start tomorrow at 8:45 a.m. and postpone the rest of the evening's business until then.

-Lori Stewart: announcement about the oral history project she has interview sheets and guidelines for those who would be prepared to interview

**Theological Reflection**

Ann Naylor -

Read part of the statement of belief of DUCC and indicated she was struggling with how open and inclusive we might be and the risks we might take in losing diaconal identity. We need to examine how to sustain our identity and to be able to speak about fears and hopes.

We live with privilege and marginalization, and struggle with how to deal with our time - there is never enough -- institution is both positive and negative. con't  
The community of Corinth and the community in John

reflect on ways in which the early Christian community dealt with the tensions of becoming a more institutionalized church.

we sang 596 in VU and left to work in small cmtees, play and sleep.

TUESDAY, APRIL 22, 1997

Margaret Collard facilitated

The day opened with a report from Linda Ervin our representative to DOTAC AND DIAKONIA She opened with a description of DOTAC which meets once a year, usually in the USA. They have a conference every 2 years. DOTAC consists of Pacific/Asia and Africa/Europe. They have a General Assembly every 4 years and that will be in Brazil in 1998. International DIAKONIA met in Germany in 1996 with over 600 participants including 2 DUCC representatives: Russell Walker and Linda Ervin. As well 5 DUCC members attended: Deb Deavu, Ginny Coleman, Maxine McVey, Margaret Collard and Beatrix Schirner. The next meeting will be in 2001 in Australia. Deb and Margaret also gave some short reflections on being in Germany. (See report Appendix 11).

Membership Guidelines for representatives to DOTAC presented by Lori Stewart.

- There is a rep. from each member association.
  - Up to 4 associate members according to need. (Voice but no vote)
  - The term is 4 years / The officers are eligible to renew for 2 terms.
  - For their conferences - delegates (voting) up to 20% of their membership (determined by dues).
- CDM is asking that minutes be sent to them.

The process we have now around representation for World Diakonia official representatives is that we have 2 reps because of our membership of 250 +.

? from Betty Marlin: Will it be helpful to have two additional corresponding members, one rep from the coordinating committee, and one rep from CDM as well as the official representative that votes?

CDM RECOMMENDS THE FOLLOWING CRITERIA FOR BOTH DOTAC AND INTERNATIONAL DIAKONIA REPRESENTATIVES.

Kathy T. reported that the policy we have now in terms of World Diakonia is that we are eligible for two delegates and these must have served a minimum of six months before attending an International assembly. Therefore we have a bit of time before 2001. Minimum time between assemblies is

four years, and maximum is six years, so the rep will carry that roll between assemblies. We can elect an alternate as well as two representatives, and the alternate would represent us in the event that one of the two official reps were unable to go.

**CRITERIA:**

- That the reps be elected at the National Gathering of DUCC.
- Must have a paid up membership in DUCC,
- Must participate in Regional or National gatherings,
- Must be present at all of the Assembly Meetings,
- Must be a candidate or Diaconal Minister,
- Must be aware of issues,
- Open to learn,
- Consult with non-voting participants from DUCC
- Must present a written report back to CDM and DUCC
- CDM has suggested that someone can't be a representative to DOTAC and also a delegate to World Diakonia. This is to share the experience of these two International organizations.

OUR POLICY ON REPRESENTATION TO THE TWO ORGANIZATIONS AS SET OUT BY CDM November 20, 1996 IS THAT THE REPRESENTATIVE TO DOTAC IS NOT TO BE THE OFFICIAL REPRESENTATIVE TO WORLD DIAKONIA.

**AGREED** (after the words were changed to both national and regional -- see next Agreed)

It would have been better to elect our representatives on Sunday (hind-sight is 40/40). It was asked if we would consider that CDM and the co-ordinating Ctee organize a mail out ballot. As a note Russell Walker has resigned from being our DOTAC rep. Suggestion that a short biography accompany the ballot. Linda E. reminded us that the DOTAC meeting is June and work must be done before that. For the mail-out vote that CDM & Co-Or.ctee. talk about the value of having a corresponding member for DOTAC.

Betty Marlin suggests the criteria needs to say

- ACTIVE IN BOTH NATIONAL AND REGIONAL.

**AGREED**

Names will be invited for nominations during our morning break.

We will also consider names for our alternate representative as well.

Names submitted for DOTAC are: Linda Ervin, Sue Everton, Deborah Deavu, Melody McKellar

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We should be aware of the region of the rep. we vote for considering where the past rep. has been from so the geographical representation moves back and forth across the country. Perhaps the alternate needs to come from another geographic location.

The vote will be by ballot, most votes will become representative, and next most votes will be alternate.

Result:

Rep - Linda Everts

Alt - Deborah

Dev

### Committee for Diaconal Ministry Report

Kathy Toivanen shared the names of the people on the CDM committee. They are Ross White, Marilyn Anderson Corkum, Kathy Toivanen, Lori Stewart, David LeGrand, Denise Davis Taylor, Eric King, Yvonne Naismith, and Nancy Sanders as the staff person. She reports there is 1 lay rep. Vacancy.

They are working on an employee assistance program where all participants in the group insurance plan will have access to solution-based counselling which would be a real addition to the group insurance plan for United Church of Canada employees. To be implemented January 1, 1998. Completely an Employer fee. Marilyn questioned what happens when a person is not employed but is keeping up their benefits payments.

PROPOSED BUDGET was presented. See appendix 6a & 6b.

and pages 10, 11, 12.

Changes: Under expenses change reps to International Diakonia and assistance for DUCC members to attend will be used for assistance to attend DOTAC gathering

It is understood that a digest of Co-ordinating Committee minutes be included in a membership letter part way through the next term.

Add a note to the policy and procedures book to note that gifts to theological schools will be discontinued at this time. We are not taking anything away, the schools have never had it.

Through these changes we would be carrying on in 1998 with \$2,718.50.

The small group is hoping for more donations and some increase in the fact that we have opened up our membership. The membership letter will have more descriptions and the tear off will have an addressed envelope to go with it. No stamp.

con't

Process continued to hear and make decisions on small group recommendations.

We are expecting a complete financial report from CDM which will include the cost of travel and expenses to the education/national meeting.

Betty Marlin requested a digest on what the Co-ordinating committee is doing half-way between now and the next national gathering; to be sent to each DUCC member.

MOTION: Lynda Appleby/Lynda Gow

That the budget as presented, and amended be accepted.

**CARRIED**

DOTAC REPRESENTATIVE as a result of the ballot vote:

LINDA IRVIN

DOTAC ALTERNATIVE

DEBORAH DEAVU

CENTRE FOR CHRISTIAN STUDIES

It was recommended that in the interest of time we receive the following reports and put the recommendations into action. Non-Consensus

**RECOMMENDATIONS:**

from study group reported by Barbara Curzon:

**see page 24 for the full report plus below**

- 1: Send a letter to Education for Church Leadership
  - (a) To provide funding to reinstate a residential program for education for diaconal ministry.
  - (b) That decisions around the diaconal ministry program be made with the approval of C.D.M. and M.P.E.
- 2: Letter to Sessional Committee that states the need for adequate funding to carry out a regional and residential diaconal ministry education program.
- 3: Letter to Candidature Committee requesting that they review inquiry process and ensure that all enquirers must be in dialogue with one or more people in the various categories of accountable ministry.

Letter to CCS - (2 sheets) Note that recommended consultation include broader focus groups.

Sheet 1 #1 had **CONSENSUS**. #2 had **CONSENSUS**. Note that letter needs to clearly outline the history and description of DUCC. #3 had **CONSENSUS**. With a note that a packet be sent to people in the

discernment process. Sheet 2 will be followed up by the Co-Ord.ctee.

It is suggested that DM's gather at Conferences to share the news of CCS and their program and relocation plans.

(Note for co-ord.ctee. should this be referred to CDM or through CDM to candidature).

Re **Movement/vision/salary** (see p 25f.) be dealt with by the Co-Ord.ctee.

Note that anyone with E-mail addresses if they will send it to Co-Ord.ctee for further publishing.

The Barb Elliott sheet will go back to its administrative ctee.

Nancy Sanders reported that there is a petition coming from Montreal/Ottawa re only having one category of ministry. Does this mean doing away with diaconal ministry: the experiment is over !!!!!

Ann N. Suggests a strategy to recommend this petition be referred to MP&E.

Mary Lou Shorthill and Alison Huntley and Maxine McVey will be contacted to suggest this petition be referred to MP&E.

Reps. To MP&E need to be contacted as well before their annual meeting in Feb.

Marilyn Anderson Corkum expressed our gratitude to Nancy, Ann and Ginny's continued advocacy on our behalf.

Betty Marlin expressed the appreciation of the group for the 3 years of dedication and work of the Co-Ordination Ctee. As well the Sask. Folks Cathy Pace, Marilyn Anderson Corkum Sylvia Thompson, Elinor Cox, Celia Ricker and Susan Butler Jones. They were wonderful for the co-ord ctee. to work with and count on.!!!



# APPENDICES



Appendix 1

April 15, 1997

To: Diakonia - The United Church of Canada c/o Kay Heuer, CCS

From: Eric King, Maritime Conference Diakonia Contact

**RE: Report to Diakonia - The United Church of Canada**

It is with regret that I am not able to give this report in person, but work load and other family commitments do not allow me to do this.

This past year diaconal ministers have come together for the purpose of supporting the students in the CCS regional programme, in which two Maritime students, Martha Martin and Ellen Flemming, are enrolled. In the fall when the CCS regional cluster met in Halifax we used the opportunity to meet them, staff, and each other over a meal at Martha's home, who is one of the students. We were able to learn more of the Centre's programme and as usual talk about the struggles and joys of being in diaconal ministry.

A concern that continues to trouble diaconal ministry students is the financial burden the Centre's programme is for them. Maritime Conference is trying to address this both personally and structurally, but we hope that Diakonia -The United Church of Canada can take some steps to identify funds for bursaries.

Having two students in the regional programme has provided a few of us, who are diaconal mentors to the students, to have in depth knowledge with this programme. The value of this component seems to be very good. So much so that I ask the question, is it being included for those students who are in the Toronto based programme. Having a Maritime student, Beth Hayward, in that programme, we hope the diaconal community in Toronto Conference is caring for and mentoring her and her classmates as well.

It has been difficult to keep abreast of the events at the Centre with regard to their future. I personally have received some information being on the Committee on Diaconal Ministry, but there has not been much occasion for feedback or creative ideas for others in the Conference. This concerns some of us feeling that someone else is deciding the future of "our" Centre. If the Centre is truly going to be serving the country, opportunity needs to be found, especially during critical periods such as this, to consult those on the edges of the country.

Security of jobs continues to be a problem for many diaconal ministers and staff associates. If the gathering was able to discuss and have some strategies around the role other diaconal ministers can play during these reductions it would be helpful.

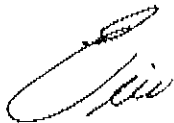
In May we are hoping to get together over a meal at the Annual Meeting of Conference. Food will always bring us together.

Appendix 1 cont

2

My final remarks are of a personal nature. Many of you know that Karen, my wife, has been receiving treatments for cancer and the complications from those treatments. Well, I am pleased to say that Karen is doing much better this past few weeks. We are even able to look at plans for some holidays this summer or fall. We have received many messages, cards, and gifts, and best wishes and prayers from many of you. Through the tough times these have all been very much appreciated, almost overwhelming. We thank you for your love and kindness.

Together in ministry,



Eric King



Appendix 2

REPORT FOR DIAKONIA

April 15, 1997.

At Kay Heuer's request I have made a quick telephone poll of diaconal ministers known to me in the Montreal-Ottawa Conference to see if there were any issues or events that we would like to have addressed mentioned or at the meeting of Diakonia. We have not met formally in the past year in Conference of Presbytery groups, but most of us are in informal contact with others at Presbytery or in our regular networking.

A few common issues that seemed to recur regularly:

- a) the constant struggle to "validate" ourselves, to be seen as equal partners in ministry with ordained folk, explaining ourselves, educating congregations. The struggle is never-ending and draining...
- b) whether administering the sacraments compromises our diaconal identity in some way. More than half of us are in "solo" congregational ministry, some in team congregational ministry administer the sacraments, and in fact one of us is involved in a congregational music ministry. Most of us have concluded, not without some struggle, that one can maintain a diaconal identity even when not involved directly in "educational, pastoral or social ministry" and that diaconal identity is based more on process/style/theology than on a strict functional definition.

We wish you well in your gathering.

Blessings,

Diaconal ministers in Montreal and Ottawa Conference.

Maxine McVey  
Annill

- Bea & Maxine get together
- Bruce Thomas (becoming old) <sup>got tired of fighting</sup>
- Geraldine Boulton <sup>Maxine called him "turncoat"</sup>
- St Andrew's <sup>Secretary</sup> Disability leave
- 1/4 time Dianne Trollop
- educ'd min
- solo min - the rest

more of an educ'd start  
works well for Maxine to be DM  
offers a lot of prog's, 1d devel  
visioning process - min of the ppl  
does this once or yr.

Initially Conf put up blocks to  
solo min - antagonistic to  
ordn'd positions - feared loss of power

Now - this is better, once in the system <sup>proved herself</sup>

Future emph on ppl of god - DM  
has emph to support this

All DM's in the same Conf Presby  
It helps to have more - Maxine was first  
Have not been meeting - not even at Conf  
Still barriers - hierarchy

- to convince that DM are order of min  
Maxine going as Commissioner to General Council  
[Maxine thinks she cashed her cheque] - will be messenger  
Germany - wishes more of us could have this  
experience - The vision of shared commonality among

## Appendix 3 con't

Wonderful to talk to ppl of sim vision  
but in diff settings in the world

Gen Council - delegate - ran vs  
a person who had opposed DM in DM  
position

Bea & Maxine did present<sup>n</sup> at  
Conference on DM - few yrs ago  
This helped to break down barriers  
When ppl have understanding, it helps  
- when they see how ministry is done



# Appendix 4

## April 1997 Report of Saskatchewan Diaconia to National Gathering of Diaconal Ministers of United Church of Canada

### Total Membership: 34

Retired: Ruth Scoular, Elinor Cox, Ann Grigg, Grace Glenn, Willa Kernen, Vera Miller, Hazel Heffren (8)

Employed outside The UCC: Joan Sandy, Helen Smith-McIntyre, <sup>(2)</sup> ~~Carol Stevenson-Seller~~ (4)

Students: Brenda Curtis, Susan Tilleman (2) Sharon Schick,

Employed within UCC: Susan Everton, Catherine Pace, Susan Butler Jones, Patricia Dyson, Deanna Hawkins, Heather Wyatt, Sharon Davis, Celia Ricker, Sylvia Thompson, Don Rezlaff, Janet Brown, Joan Brown, Isabel Buhr, Charlotte Caron, Don Rezlaff, Marilyn Anderson Corkum, Nancy Stephenson Olsen (17) (19) <sup>(2 to be commissioned this spring)</sup>  
Carol Stevenson Seller, Teresa Jones

Eloine Gulickson  
Melody McKellan

### Representatives to:

- Sask. Settlement Committee: Sharon Davis
- Sask. <sup>Conference</sup> Division of Ministry, Personnel and Education: Pat Dyson
- national Committee On Diaconal Ministry: Mairilyn Anderson Corkum

Contact person for meetings: Sylvia Thompson

Conference Staff person: Cathy Pace

### Southern and Northern Gatherings

The pattern of the past has been to have three gatherings of folks in diaconal ministry each year, one in April, one in October (in Regina and Saskatoon), and one at the Annual Meeting of Conference.

The April and October gatherings have been from held 10 AM - 3 PM with approximately 5- 8 people present. The meetings have consisted of worship, check-in, reports, and new business. Gatherings at Conference Annual Meetings are for one hour and usually consist of visiting over lunch, check-in, welcoming of new commissionands, and farewells to retirees or those moving out of the Conference.

Attendance at Annual Meeting gatherings has been good while attendance at the spring and fall gatherings has been waning. The March '96 gathering was cancelled due to lack of people and at the October '96 gathering only two members attended, although weather was a factor for some. A consultation between the contact person, the Conference Staff person and another member concluded that the '97 spring gathering could take place at the National DUCC Event at PCTC in April.

A letter was sent to members inquiring about the styles of gatherings that would be attractive. There was poor response. One thought was to include a piece of Diaconal history to be added but we've had no gathering since

**LOOKING TO THE FUTURE:**  
**CONCERNS OF SASKATCHEWAN DIACONAL MINISTERS IN THE '90S**

**1990** Perhaps there has always been a concern for the lack of employment opportunities for diaconal ministers. However, in the 1990s this concern together with the declining rural population, the decreased membership and income of rural congregations, and the increasing number of closures of and amalgamations between rural pastoral charges led to discussions about alternative styles of ministries and what seemed to us as obvious opportunities for diaconal ministry.

**1992** Believing that the particular skills of diaconal ministers could be employed to enable and empower lay persons of congregations going through changes such as the above named, a Pilot Project for Ministry For Rural Saskatchewan proposal was designed by Marilyn Anderson Corkum and Teresa Jones. In November of 1992 the Pilot Project was introduced to the Pastoral Relations Committee of Saskatchewan Conference who endorsed it and in the spring of 1993 recommended it to the Annual Meeting of Saskatchewan Conference.

Hopes that Saskatchewan diaconal ministers could introduce the Pilot Project to presbyteries within Saskatchewan did not come into fruition although \$ 300.00 was granted from the national Co-ordinating Committee for such use. That money remains in the Credit Union account of Saskatchewan Diakonia at Semans, Sask.

**1994** Concern for the employment of diaconal ministers continued to be named at our 1994 gatherings and particularly as we saw pastoral charges dissolving ministerial teams, retaining ordained positions, and eliminating and/or reducing the hours of diaconal positions. In some cases, lay persons and staff associates have been called to positions for which diaconal ministers qualify. While it is believed these changes are happening mainly for economic reasons we have concern that diaconal ministry is not valued by the Church to the degree that ordained is. It also causes us to question the national Church's commitment to an 'educated ministry.' We wonder, therefore, about the need for an evaluation of the training of diaconal ministers in the future.

**1995-96** It was decided in the fall of 1994 to present these concerns to Division of Ministry and Personnel of Saskatchewan Conference. The first attempt to do so was cancelled by our members. In the fall of '95 we re-organized and in February of 1996 a letter outlining our concerns was sent to the Pastoral Relations Committee and the Revisioning Committee of Saskatchewan Conference.

In response Saskatchewan Diakonia was invited to speak to the December 1996 meeting of the Division of Ministry and Personnel of Saskatchewan Conference. This time two members, Helen Smith-McIntyre and Sylvia Thompson, facilitated an hour-and-half long process with the Division. The 15-20 members of the Division enthusiastically engaged the process and in our estimation seemed to gain a new understanding and appreciation of both diaconal ministry and our concerns. There have been no conversations with the Division since then, however, and we are unaware if follow-up action has been taken by the Division.

Appendix 4 cont

Finances of Saskatchewan Diakonia

Prior to 1996 we submitted travel costs to the National Co-ordinating Ctte for direct re-imburement. Petty cash was made available for the cost of mailings, faxes, phone calls, etc. In 1993 we requested and received \$ 100.00 petty cash and \$ 300. 00 for educational work around the Pilot Project . Sylvia thompson offered to do the banking of it (through Semans Credit Union, account # 5019559).

Because we have not been able to gather as a regional group since October 1995 our folk have not discussed returning the Pilot Project money to the Co-ordinating Committee nor the new policy of the Committee around paid memberships, petty cash and travel re-imburement as outlined in the February 1996 letter from the Co-ordinating Committee.

Financial Statement February 7, 1997

Assets

|   |                |                |
|---|----------------|----------------|
| Chequing Account balance:               | 132. 84        |                |
| <u>Plan 24 Savings account balance:</u> | <u>277. 88</u> |                |
| Total                                   |                | <u>410. 72</u> |

Expenses re-imbursed (in 1996):

|                                       |               |               |
|---------------------------------------|---------------|---------------|
| Mailings from Sask. Conference Office |               |               |
| February mailing:                     | 19. 51        |               |
| November mailing:                     | 17. 16        |               |
| Fax, stamps, phone bills              |               |               |
| <u>by Sylvia Thompson:</u>            | <u>27. 79</u> |               |
| Total                                 |               | <u>64. 46</u> |

Bills Outstanding (from '95, '96)

Travel Expenses re Gatherings:

|   |            |               |
|---|------------|---------------|
| Helen Smith-McIntyre, Oct '95 for 300 km. x \$.   | 285        |               |
| <u>Sylvia Thompson, Dec '96 for 300 km. x \$.</u> | <u>285</u> |               |
| Total   |            | <u>171.00</u> |

Submitted by Sylvia Thompson





## Appendix 5

### **Diakonia of the United Church of Canada B.C. Diaconal Report 1997**

B.C. Diaconal ministers, who still number approximately twenty, have been very loosely organized since the last reporting (June 1994). The most organized are several in our retired ranks who network under the banner of the Association of Professional Workers. Margaret Fulton has found, through this group, someone who is willing to begin the work on the B.C. part of the Oral History project initiated by the national Committee on Diaconal Ministry Committee. Her name is Judy Langdon and she lives in Vancouver. We celebrate this small development particularly in the year when our Theme is Ministry Between Memory and Hope.

Brian Jackson (Vernon) and Lawrence Moon (Victoria) have retired so we see each other even less, such as times at Conference. Happily however, Ruth Cairns (Peace River, Alta NW), Evelyn Rigby (Skidegate, BC) and Patric McColl (Kamloops, BC) were commissioned at the Annual Meeting in 1996. Such a Diaconal initiation we gave them! We recommend presenting story books along with Diaconal Ministry mugs. We gathered a wonderfully supportive crowd, (including Moderator Marion!) in a hotel room. We reverently passed around each mug, opening the lid and "filling" the mug with well-wishes and affirmations. We were so proud of them and felt a surge of Diaconal excitement about Diaconal Ministry that has not been there for a long time in B.C. Conference. Sadly, the event showed once again how far we have to go.

The service was referred to as the "Ordination Service" on the schedule for Conference, despite equal numbers for ordination and commissioning. It also was decided that those commissioned would not receive Bibles. Also, in conversation with Linda some explained how throughout the Conference experience, they were either excluded or simply not welcomed as Diaconal Ministers. Each of these events surprised the commissionands and deepened a feeling of disillusionment about what would happen to them in the church courts. Of course Linda, our best scrapper, went to the meet with Conference decision makers. But once again this year the devaluing has also appeared in the first Conference mailing. The Registration form actually separated "Diaconals" from "Order of Ministry". An initial apology has been received by a couple of us.

# Appendix 5 cont

So with our new members, two of whom got to stay in B.C. Conference, we have seven in paid accountable ministry: Bari Castle, Linda Ervin, Patric McColl, Evelyn Rigby, Ross White, Dawn Woods and Allison Woods. Lynda attended World Diakonia in July and has helped inaugurate the Masters of Arts in Social Transformation degree at St. Stephen's. Ross goes to Toronto to sit on CDM. This year at BC conference, Kim Horwood will be commissioned to Diaconal Ministry. This past year, Nora neilsen passed away. She had retired to BC after her work with the National Church in Toronto. About our Diaconal retirees, Margaret Fulton had a fall and is recovering quite well. Elsie Rosenberg remains somewhat active but is not well, Eleanor Gamble still is active and enjoying retirement and Jessie Oliver is active in ministry in west Howe Sound and gave an excellent presentation on Residential Schools at Presbytery in 1996.

There is concern for the way Linda has recently been treated in her pastoral charge. After years of community based social justice ministry she is being squeezed out unnecessarily and unjustly. This raises the question of the forms ministry can take when a team member leaves a pastoral charge and Diaconal ministry can bring when there is no Ordained person present. Sadly Linda was not given a chance to model what that might look like and the congregation and the presbytery prohibited such an opportunity from which to learn. We all admire Linda not only for her work in the Kitsilano area but also her consistent refusal to stoop to tactics to save her position.

In short the hope for Diaconal Ministry in B. C. Conference is in doing education about the work. It is not enough to do our ministry and be known by those works. That strategy does not lift up the gains that Diaconal ministry has won through the church in the past. It is also not enough for the Diaconals to know there own history. Rather it must be used as a constant tool to reform the understanding of United Church ministry "in all it's fullness".

Submitted by R. White

*Diakonia  
charge  
1996*

Appendix 6a

PROPOSED BUDGET  
JANUARY 1997 - DECEMBER 1997

|                                   |             |
|-----------------------------------|-------------|
| OPENING BALANCE - January 1, 1997 | \$18,304.00 |
| Less money held in trust for CDM  | 11,465.00   |
|                                   | <hr/>       |
|                                   | 6,839.00    |

REVENUE

|   |            |             |
|---|------------|-------------|
| Memberships                                   | \$4,500.00 |             |
| Interest                                      | 50.00      |             |
| ½ share of DOTAC and<br>DIAKONIA from C.D..M. | 1,400.00   |             |
|   | <hr/>      |             |
|   | \$5,950.00 | \$12,789.00 |

EXPENSES

|  |          |
|--|----------|
| Co-Ordinating ctee.mileage<br>for 1994 to 1997 | 2,500.00 |
| Co-Ordinating ctee.expenses                    | 200.00   |
| Membership mailings                            | 325.00   |
| Newsletter (share of editor)                   | 500.00   |
| Newsletter (share of printing)                 | 600.00   |
| Regional Groups                                | 600.00   |
| DOTAC & DIAKONIA                               | 3,000.00 |
| Barb Elliot trust fund                         | 1,000.00 |
| Grants to Theological colleges                 | 3,000.00 |
| 1997 National Gathering<br>Expenses            |          |

*Aud 802.50*

*13,000 +*

BALANCE TO NEXT YEAR

---

Appendix 6b,

PROPOSED BUDGET  
JANUARY 1998 - DECEMBER 1998

REVENUE

|  |            |
|--|------------|
| Memberships                              | \$4,500.00 |
| Interest                                 | 50.00      |
| 1/2 share DOTAC<br>and DIAKONIA from CDM | 1,400.00   |
|  | <hr/>      |
|  | \$5,950.00 |

EXPENSES

|   |            |
|---|------------|
| Co-Ordinating Ctee.                                 | 300.00     |
| Membership mailings                                 | 325.00     |
| Newsletters (share of edit)                         | 500.00     |
| Newsletters (share of print)                        | 500.00     |
| Regional groups                                     | 500.00     |
| DOTAC & DIAKONIA                                    | 3,000.00   |
| Assist 2 reps to attend<br>Internat. DIAKONIA       | 500.00     |
| Assist DUCC members to<br>attend Internat. Diakonia | 500.00     |
| Barb Elliot Trust Fund                              | 1,000.00   |
|   | <hr/>      |
|   | \$7,125.00 |

RECEIPTS OVER EXPENSES

(\$1,175.00)

Notes:

1. Co-Ordinating ctee. expenses are low as Hamilton group did not submit mileage. This could be much higher if group is spread out.

2. Newsletter print costs can vary. Also newsletter is based on twice yearly editions.

3. Memberships were only \$3461 in 1995 & \$4480 in 1996.

Appendix 7

WESTERN FIELD BASED DIACONAL PROGRAM 19989 TO 1996

The St. Stephen's College Western Field Based Diaconal Program in cooperation with the Centre for Christian Studies as well as Vancouver School of Theology and St. Andrew's College was in existence for seven years and in that time graduated 41 people in diaconal ministry. Of the 42 participants 2 are now deceased, 1 or 2 will remain in lay professional ministry and the remainder will have been commissioned to diaconal ministry.

The program ran from July 1989 to June 1997 and during that time in addition to providing western Canada with numbers of exceptionally creative diaconal ministry persons was able to also put in place [ a ] a Bth program and an MTS program for ourselves as well as for others in diaconal ministry who would like a degree in diaconal ministry. These degree programs continue through a covenant with the Centre For Christian Studies and St. Stephen's College.

With the Western Field Based Program there will be eighteen people who will receive a Bth in Diaconal Ministry and nineteen people who will receive an MTS in diaconal ministry. There are presently nineteen other diaconal ministry people in the MTS program and nineteen diaconal ministry people in the Bth program with St. Stephen's College and the Centre for Christian Studies. There are an additional thirty five people who have made inquiry and several of those people are in the process of activating their files. We also initiated the possibility of people petitioning to move from a Bth to an MTS degree if they have an average over eight. So far six people from the WFBDM have petitioned for such a change as well as three or four Centre students and/or graduate having successfully petitioned.

The WFBDM was a full time program with half time work and half time study [ although some would say it was full time for both. The program was insistent that people have at least one year of paid accountable ministry experience as part of the program. Of the 41 in the program there was only one in each group where this was a problem. This was an important element of the program.

Our cost was in the neighbourhood of 100 to 120 thousand dollars a year and was pretty much shared in a three way manner, with the National Division of MPE picking up a third, St. Stephen's College picking up a third and the participants picking up a third.

We functioned with an administrative group of about 8 to 10 people acting as a Coordinating Committee. We reported regularly to the College as well as to CTEM.

Thanks to many volunteers we were able to manage our program with a full time staff person for seven years and an additional ½ time staff person for the three years that the two program overlapped. The program was officially completed last June 1996 with a formal closure happening in September of last year. Thanks to the work of Mark Green, Mary Ellen Moore, Dorothy Mundle and Lynda Gow the program was well honoured.

Respectfully Submitted

*Scotty Park*

*Maylor*

*Sue Wilson, Barb Myers*



77 Charles St. W., Ste. 400  
Toronto, Ontario M5S 1K5  
Telephone (416) 923-1168  
Facsimile (416) 923-5496

Appendix 8



March 27, 1997

Centre for Christian Studies

Annual Meeting Report to Conference:

## THE CENTRE FOR CHRISTIAN STUDIES

77 Charles Street West  
Toronto, Ontario

The Centre for Christian Studies is a theological school of the United and Anglican Churches of Canada which prepares and supports women and men in educational, pastoral and social justice ministry in the church and the world. The Centre's programme provides lay vocational and diaconal ministry preparation.

As I write this day there is blue sky and the sun shines. Both have been in short supply in Toronto this winter so even if it is windy and cold, there is thanks for the sun and the portent of things to come. It is Holy Week so it would be appropriate if we were able to welcome spring too. The weather report offers a bit of an analogy for the year since I last wrote this report. As we have struggled with uncertainty, lack of adequate resources and the never ending deficit, we have celebrated moments of hope, laughter, shared vision, creativity.

This year we have students in the first and final years of the Toronto programme, two Regional groups, and two Learning for Leadership groups for a total of about 70 participants. It is a delight to have that much activity in our midst and across the country. In the two Regional groups there are 32 students from coast to coast. In the Toronto programme there are 19 folks who are in the building weekly. In the Learning for Leadership partnership programmes, folks gather in Grimsby and Paris, Ont. These programmes are a cooperative venture with Trinity United Church in Grimsby and Five Oaks in Paris. Although coordinating this many programmes is often chaotic, it is enormously satisfying to have such interest in transformative education and commitment to learning, growing, ministry and serving the church in its many facets.

The sale of our building at 77 Charles Street West was completed in early February of this year. While there was some relief, there is also sadness, loss and anger at the circumstances which required the sale. There is much history present in this place for many folks across Canada and around the world. It has been a place of hospitality, learning, struggle, growth and change. We trust we will be able to create those aspects of ourself elsewhere. Nonetheless, the loss and grief are real. As we tend to that reality, we search for a new home which we need to find sometime within the next year. There is a refrain which once more presents itself - CCS IS NOT CLOSING, ONLY MOVING!

We continue our conversations with other theological schools and centres across the country as part of the Education for Church Leadership process. These conversations have been with a view to exploring and possibly extending the current cooperation we currently share with many of these institutions. At the same time we have been exploring ways to deal with the deficit we face. A Programme Task Group has worked



hard examining current programming, associated costs and ways to address the expense. The question we face is how much programme is reasonable to expect to carry and be fiscally responsible. For an organization that resists making decisions based solely on financial need this has been a tremendous challenge.

I hope this gives you a glimpse of the work this past year. It has been a year of learning, laughing, grieving, struggling, wondering and of course, working. We have pondered, yearned for answers and an easier road, longed for rest, a moment to put our feet up and had fantasies of being caught up on our work - even if only briefly!

The support and presence of volunteers has been vital and the journey of the past year has been a little easier because of their willingness to walk with us. Your continued support for the enterprise of theological education in all its many manifestations is also crucial. Through the Education for Church Leadership discussions the last General Council agreed that theological schools have been underfunded and took steps that would direct new funding to theological education. Subsequent decisions regarding budget cuts in the National Office seriously eroded that support. This will be on the agenda of General Council again this year. We urge all who are going as Commissioners to become familiar with the issues affecting theological education in order to participate effectively in the discussion.

This seems to be a time of great uncertainty and turmoil for many, and the church is no exception. Developing church leadership that is able to live with ambiguity and uncertainty, question the socio economic political factors which create a travesty of God's created order and work to create a more just sustainable world is vital. We appreciate your support for the theological enterprise and hope you will continue to journey with us. Because the Centre is not eligible for government grants it is crucial that folks who believe in the work we do and who are committed to transformative education support our work.

Wendy Hunt for the Staff  
Coordinator and Programme Staff



## Appendix 9

### REPORT OF ADMINISTRATION COMMITTEE OF KAUFMAN RENEWAL AND EMERGENCY FUND OF A.P.C.W. TO DIAKONIA OF THE UNITED CHURCH OF CANADA, APRIL 1997

#### Financial Statement for Year Ended December 31, 1996

|   |             |
|---|-------------|
| <u>Balance on hand Jan. 1, 1996</u>                                     | \$50,212.78 |
| <u>Receipts:</u> Annual Interest from investments held by United Church | 3,964.00    |
|   | 54,176.78   |
| <u>Expenses:</u> Grants to 7 persons re World Diakonia Meetings         | \$4,310.09  |
| Grants to 4 persons for renewal and emergency                           | 1,520.00    |
| Total Grants  | 5,830.09    |
| Admin. fee to United Church of Canada                                   | \$ 75.00    |
| Admin. Committee Expenses   | 195.03      |
| Total Expenses  | 270.03      |
| <u>Balance on hand December 31, 1996</u>                                | 6,100.12    |
|   | 48,076.66   |

Administration Committee Activities: The Committee met in February and October and conferred by telephone whenever a request for funds was received to make sure there was agreement that the request met the criteria of the fund. Requests are received either through a member of the Cross Canada Contact Network or directly from a seeker in the form of a letter. An information mailing was sent to 35 United Church and 15 Anglican members of the contact network which represents all provinces of Canada and has one overseas member. Annual reports were sent to the sponsoring bodies and to the Continuing A.P.C.W. Committee which acts as trustees for the fund. We ask to have the fund made known through D.U.C.C. and C.C.S. mailings. We are concerned that the more recent diaconal ministers and graduates should know about the fund and would welcome suggestions from D.U.C.C. for having this happen.

The appointment of United Church members of the Administration Committee is the responsibility of D.U.C.C. at its national gathering. Of the five United Church members appointed in June 1994 by D.U.C.C. all but one are retired, and we feel it is important to have more representation from employed members. Nancy Edwards has resigned for health reasons. Betty McColgan is willing to remain on the committee for the present, but is also having health problems. It would be helpful to have an extra person on the committee so we are asking that your gathering appoint two new people to the committee and re-appoint the other four if that is your decision. The United Church members appointed in 1994 are Nancy Edwards, Margarete Emminghaus, Lottie Franklin-Hearne, Betty McColgan and Vivian Yarwood.

Lists of Members of the Cross Canada Contact Network, of the Administration Committee, and of the Continuing A.P.C.W. Committee are enclosed for your information. Address changes and other revisions will be made this month before the lists go out again. We would appreciate it if you know of others who may be contact persons.

#### Purpose and Potential Users of the Kaufman Renewal and Emergency Fund

The purpose of the fund is to help with the cost of retreat, reflection, renewal and rest experiences, and to make possible a grant or loan to persons who find themselves in a financial emergency. The fund will continue to be for the use of persons who are graduates of the Centre for Christian Studies or its predecessors, for other former A.P.C.W. members, and for United Church diaconal ministers and Anglican professional lay ministers.

*Lottie Franklin-Hearne*

40 Museum Drive, Unit 415, Orillia, Ont., L3V 7T9

*Margarete Emminghaus*

20 Museum Drive, Unit 209, Orillia, Ont., L3V 7T9



CROSS CANADA CONTACT NETWORK  
FOR KAUFMAN RENEWAL AND EMERGENCY FUND (A.P.C.W.)  
Revised April 1996

- NFLD. Mary Ann Graham 7 Wareham's Rd., Corner Brook, Nfld., A2H 7G5  
Rev. Joyce Payne P.O.Box 39, Lark Harbour, Bay of Islands, Nfld. A0L 1H0
- N.S. Rev. Shelley Finson, Atlantic School of Theology, 640 Francklyn St., Halifax, NS, B3H 3B5  
Rev. Ruth Jefferson (Winter) #505, 1270 Maple Crossing Rd., Burlington, Ont. L7S 2J3  
(Summer) #34 Navy Pool Loop, Oyster Pond, RR #2, Head of Jeddore, NS B0J 1P0  
Rev. Hilda Johnson Windsor Elms, Windsor, N.S. B0N 2T0  
Jessie C. MacLeod Box 653, Baddeck, N.S., B0E 1B0
- N.B. Inez Flemington 25 Parkside Drive, Fredericton, N.B. E3B 2T1  
Eric King Box 1560, Sackville, N.B. E0A 3C0  
Susan King-Darby 1 Raworth Heights, Sackville, N.B., E0A 3C0  
Phyllis Ratcliffe 4 St. Anne St., Saint John, N.B. E2J 2P1
- QUE. Rev. Ruth H. Matthews, 135 Cleevomont Ave., Box 552, Richmond, Que., J0B 2H0
- ONT. Edith Bolton R.R. #2, Elgin, Ont., K0G 1E0  
Marly Bown and David Kai, 1022 Arrowhead Place, Orleans, Ont., K1C 2S4  
Rev. Janet Bush Newtonbrook United Church, 53 Cummer Ave., North York, Ont. M2M 2E5  
Mary Collins 10 Huntly St., Apt. 1904, Toronto, Ont., M4Y 2K7  
Helen Currie 159 Prospect St. S., Apt. 507, Hamilton, Ont., L8M 2Z5  
Rev. Audrey Forster #3 - 93 Mary St., Orillia, Ont., L3V 3E1  
Sylvia Hamilton 68 Glengowan Rd., Toronto, Ont., M4N 1G4  
Helene Hannah 90 Johnson St., Kingston, Ont., K7L 1X7  
Enid Horning Box 174, Scotland, Ont., N0E 1R0  
Rev. Frances Lightbourn, 113 Blake St., Barrie, Ont., L4M 1K2  
Elaine Lucas 560 Mornington Ave., Apt. 710, London, Ont., N5Y 3G2  
Phyllis Lucas 29 Toronto St., Box 501, Markdale, Ont., N0C 1H0  
Edna Meader 30 Chatham St., Apt. 202, Brantford, Ont., N3T 2N6  
Helen Norman 521 - 101 Governor's Rd., Dundas, Ont., L9H 6L7  
Margaret Quigley 99 Blackwell, Apt. 508, Scarborough, Ont. M1B 3R5  
Edith Radley 877 Yonge St., Apt. 1006B, Toronto, Ont., M4W 3M2  
Alison Sheppard 137 Arlington Ave., Toronto, Ont., M6C 2Y9  
Marjorie Smith Box 99, Dorchester, Ont., N0L 1G0  
Nancy Stephenson  
Jean Stewart Ina Grafton Gage Home, 2 O'Connor Dr., Rm. 52, Toronto, Ont., M4K 2K1  
Sue Taylor 20 - 1100 Medford St., Ottawa, Ont., K1Z 8L5  
Elizabeth Wilton R.R. 3, Lanark, Ont., K0G 1K0
- MAN. Susan Palmer Box 82, Gladstone, Man., R0J 0T0
- SASK. Marilyn Anderson Corkum, 405 - 4th Ave. S.E., Swift Current, Sask., S9H 3L9  
Esther J. Brewer Box 2376, Melville, Sask., S0M 2P0  
Barbara Bryant-Anstie  
Patricia Dyson Box 928, Langenburg, Sask., S0A 2A0  
Deanna Hawkins #114 - 25th St. E., Prince Albert, Sask., S6V 1S5  
Sylvia Thompson Box 311, Semans, Sask., S0A 3S0
- ALTA. Denise Davis Taylor, 9631 - 79th St., Edmonton, Alta., T6C 2S1  
Beth-Anne Exham #507 - 8515 - 112 St., Edmonton, Alta., T6G 1K7  
Lynda Gow 8307 - 109 St., Edmonton, Alta., T6G 1E1  
Audrey Kaldestad Box 999, Westlock, Alta., T0G 2L0  
Helen Mack #306 - 10160 - 116 St., Edmonton, Alta., T5K 1V9  
Betty Marlin #337 - 4404 - 122 St., Edmonton, Alta., T6J 4A9  
Dorothy Mundle 15917 - 112A St., Edmonton, Alta., T5X 4N7

Page 2, CROSS CANADA CONTACT NETWORK FOR KAUFMAN RENEWAL AND EMERGENCY FUND (APRIL 1996)

B.C. Joy Cox 32921 - 6th Ave., Mission, B.C. V2V 1Z3  
 Linda Ervin 1824 Larch St., Vancouver, B.C., V6K 4K2  
 Margaret Fulton #703 - 1166W - 11th Ave., Vancouver, B.C., V6H 1K3  
 Kathleen Metheral #406 - 2430 Point Grey Rd., Vancouver, B.C., V6K 1A2

OVERSEAS

Lori Crocker, 307 Hansung Apt., Pukanyun, 1 Dong, Sudaimoon Ku, S.Korea, 120-091

D.U.C.C. Rev. Nancy Sanders, D.M.P.E., 3250 Bloor St. West, Etobicoke, Ont., M8X 2Y4

ADDRESS CORRECTIONS and SUGGESTIONS FOR ADDITIONAL PEOPLE for the Cross Canada

Contact Network would be welcomed by any member of the Administration Committee.

ADMINISTRATION COMMITTEE

The members of this committee are appointed by the Diakonia of The United Church of Canada and the Anglican Registered Church Workers' Association. This committee receives and processes requests for funds, keeps records, makes reports to the Network, Continuing APCW Committee, the two churches and CCS, and keeps in touch with the Cross Canada Contact Network.

Convenor: Lottie Franklin-Hearne, 40 Museum Drive, Unit 415, Orillia, Ont., L3V 7T9

Send requests for funds to: VIVIAN YARWOOD, 99 GEORGE HENRY BLVD., NORTH YORK, ONT. M2J 1G1

Members: Nancy Edwards, 877 Yonge St., Apt. 614A, Toronto, Ont., M4W 3M2  
 Margarete Emminghaus, #411 - 49 Glen Elm Ave., Toronto, Ont., M4T 1V2  
 Rev. Venice Guntley, 316 Douglas Drive, Toronto, Ont., M4W 2C3  
 Betty McColgan, #208 - 80 Inverlochy Blvd., Thornhill, Ont., L3T 4P3  
 Marion Niven, #105 - 50 Main St., Toronto, Ont., M4E 2V4  
 Patricia Thompson, 8025 Islington Ave., Woodbridge, Ont., L4L 1W4

CONTINUING ASSOCIATION OF PROFESSIONAL CHURCH WORKERS (A.P.C.W.) COMMITTEE

The members of this committee are officially appointed by the Anglican Church of Canada, the United Church of Canada and the Centre for Christian Studies. They act as trustees for the Kaufman Renewal and Emergency Fund.

A.C.C. Edith Shore (Convenor) Box 846, Sutton West, Ont. L0E JRO  
 Alison Sheppard 137 Arlington Ave., Toronto, Ont., M6C 2Y9

U.C.C. Audrey McKim 34 Glenay Ave., Toronto, Ont., M4P 2T7  
 Phyllis Spencer 300 Church St., N., Ajax, Ont., L1T 2W7

C.C.S. Margaret Quigley 99 Blackwell, Apt. 508, Scarborough, Ont., M1B 3R5

PURPOSE AND POTENTIAL USERS OF THE KAUFMAN RENEWAL AND EMERGENCY FUND

The purpose of the fund is to help with the cost of retreat, reflection, renewal and rest experiences, and to make possible a grant or loan to persons who find themselves in a financial emergency. The fund will continue to be for the use of persons who are graduates of the Centre for Christian Studies or its predecessors, for other former APCW members, and for United Church diaconal ministers and Anglican professional lay ministers.

## Appendix 10

### **CRITERIA FOR EDUCATIONAL PREPARATION FOR DIACONAL MINISTRY** Presented to the Executive of the Division of Ministry Personnel and Education March 25, 1997

#### **Educational Philosophy**

Any institution preparing candidates for Diaconal Ministry would base its programme upon and promote the following principles of adult education:

- the modelling of commitment to life-long learning
- an understanding that students work as co-learners and co-educators with:
  - one another
  - supervisors and learning facilitators
  - diaconal mentors
  - academic staff,and a provision of opportunities for the development of these relationships
- awareness of the variety of ways in which people learn, and development of programmes and methods which respond to different learning styles
- commitment to the provision of programmes which encourage learners to take responsibility for their own learning (e.g. the setting of individual learning goals)

Further, such an institution would employ principles and practices congruent with those of diaconal ministry. These would include:

- commitment to the growth of the whole person and their learning and spiritual development
- commitment to building upon and affirming the previous life experience of the learner
- use an action/reflection model of learning

#### **Programme**

Preparation for diaconal ministry requires an educational process that is congruent with the theology and practice of diaconal ministry. Therefore, the programme stresses the integration gained through academic studies, field education, and learning in community. (This integration is reinforced by engaging participants in a variety of reflection experiences in small groups, within the action/reflection model.) The programme for Diaconal Ministers will

prepare Candidates for the ministry of education, service and pastoral care within The United Church of Canada.

The programme for Candidates for Diaconal Ministry will consist of:

- (a) Christian education including educational theories and leadership development;
- (b) pastoral care including personal and social theories and context;
- (c) social ministry, including social analysis and contextual theologies;
- (d) biblical studies, theology, ethics, church history, and Christian worship, including sacraments and preaching;
- (e) field education with a trained supervisor, for a minimum of two (2) terms in each of a congregational setting and a social ministry setting;
- (f) diaconal history and diaconal vocational identity;
- (g) personal and pastoral identity; and
- (h) church polity and administration.

### **Diaconal Formation**

Diaconal formation is the process by which an institution assists the student/candidate to name and develop their identity as a diaconal minister. This is done by:

- a) offering a comprehensive knowledge of the history, culture and biblical roots of diaconal ministry.
- b) teaching the following principles of diaconal ministry:
  - ministry is mutual and collaborative
  - creating networks of support and accountability is essential in doing ministry.
  - ministry is the work of all people of faith
- c) providing diaconal mentors who guide, counsel and model diaconal ministry.
- d) offering opportunities to experience the wider diaconal community
- e) ensuring that diaconal students gather regularly for support and reflection

## Appendix II

### **DOTAC: Diakonia of The Americas and Caribbean Report from The Central Committee**

The Central Committee meets once a year and usually in The United States. Membership is made up of all those Diaconal groups that are members of Dotac. WE have DUCC, Presbyterian Church of Canada Diaconal Ministers, United Methodist Diaconal Ministers and United Methodist Deaconesses, Luthern Deaconess Association, Deaconess Community of Evangelica Luthern Church in America, Deaconess Order, Diocese of Jamaica, Wesley Deaconess Order, Methodist Church in the Caribbean and The Americas.

The meetings are usually in June of each year for about three days. At the last meeting and my first meeting, we discussed the theological dimensions of diaconal ministry. At each meeting we will have this discussion. We also spend time looking at the justice issues in each of our regions. We also did the planning for the DOTAC report to International Diakonia. The focus we chose was Children's Rights. At each meeting there are regional reports and opportunity for discussion in what is happening to Diaconal Ministry. WE decided that we would like to gift to the International Diakonia a prayer calender that would commemorate our fifty years as an international orgainsiation. WE also did some forward looking as to where the next DOTAC meeting would be held and Brazil has invited us in 1998. They will need help in the planning and organization because they are very small and really want us to come to give support to their work. We always explore Diaconal groups who might be able to become part of the organization. We also agreed that a newsletter would be developed and that is being worked on. It will be a one pager which can be easily included with other mailings.

Officers were elected and representatives were named to International Diakonia. Louise Williams is the President, Betty Purkey is vice president, Nora Frost is the secretary, Arnetta Beyer is the treasurer and our representatives are Louise and Glenna Spencer.

The next meeting is June where the DOTAC dates will be confirmed and a planning committee put in place. WE will also receive the dates for the International Diakonia.

**For Information: DIAKAID: funds are made available for diaconal projects around the world, also used for emergency situations impacted by political and natural disasters. Donations are also welcome.**

#### **International Diakonia**

Russel Walker and myself were your delegates to The World Meeting in Germany. Also attending were Deb Deveu, Ginny Coleman, Maxine McVey, Margaret Collard, Beatrix S. There were over six hundred participants. I can't tell you how impressive it was to be part of such a gathering. The media reported on prime time news information about the meeting. In Germany they take Diaconal Ministry seriously. This was the fifty year celebration and the theme was Building Bridges. World Diakonia was started in Holland out of a need to respond to the crisis after the war. The structure of World Diakonia includes three regional groupings: Asia-Pacific, DOTAC, Africa-Europe. There is hope that Africa Europe will soon become two identites instead of one with Africa having its own region. This was recommended at the World event in Wolfville but sofar it has not happened, finacnes, distance and internal Africa organization being cited as the reasons why its not yet feasible. In between World meetings the Executive Committee meets to make the decsions and maintain the organization, authorize Diakiad and continue conversations with the World Council of churches on Diaconal Ministry. WE would like to have recognition and a Diaconal Ministry desk at WCC.

WE had theological reflection groups that met around our theme of Building Bridges, an innovation used from the Canadian experience. Most of the presentations were by men with one major presentation by a woman and a sermon done by a woman. There were several cultural presentations as well as opportunities to take tours of various churches, castles and other points of interest. We met in former East Germany and lived in a hotel that was once used by the Communist Party as a retreat and education centre. We had daily excursions into town for German deserts.

Our formal meetings this time were attended by several hundred people and there was considerable debate and several motions, ranging from follow up on the International monetary fund and Third World Debt, to support of Korean comfort women. It was quite exciting. We even had a procedural debate at one point. This activity is all very new for the International Diakonia. Ginny Colman explained to me at the last meeting in Wolfville that the World meeting never had motions on the floor for debate in the past. This practise began in Wolfville. At the last meeting in Germany there were five motions coming from Germany, Asia-Pacific, Dotac. It was very exciting. Our treasurer has worked very hard to find a bank that does not exploit other countries and she found one that even pays more interest. We celebrated that little victory. Chita Framo remains the president of Diakonia. It was also decided that the next world meeting would be in Australia.

Had great presentations from all the regions. Canada's focus was on Children's Rights. During the conference we had our regional meeting where we created our presentation and I am very proud of the outcome. We included children, folks of colour, older folks in the presentations. We introduced Psalm 100 and sang a great song from the Caribbean.

Following the presentations we all danced and sang while Grace sang and played the tambourine and a Diaconal Minister from Africa played the drums. It was a wonderful celebration. The closing worship was very special as we sat in groups and shared the bread and wine.

I would like to encourage you to attend DOTAC and a world meeting sometime. WE come from many places in how we understand diaconal ministry, but I found a solidarity and commitment and rootedness that was very special and life giving.

**OTHER:** Jimmy Carr of United Methodist and I have talked about the possibility of doing continuing education events together, perhaps a study tour to Cuba. I also think it might be a good idea to have Louise or another guest to join us for a DUCC meeting sometime.

**Done on your behalf:** Prayer calendar information, and information for the newsletter and up dates on diaconal Ministry in the United Church. Will also provide the DUCC report for the June meeting.

Submitted by:  
Linda M. Ervin



DIACONAL MINISTRY

RESEARCH PAPERS & THESES

Margaret Collard M.T.S. Comprehensive completed  
Modeling Pastoral Care for the Seeking of Justice,  
Wholeness and Systemic Change  
Model of Pastoral Care for transforming rather  
than conforming.

Ken Delisle & Joanne Kury Thesis in progress  
How can we us "CLOWN" for Social Transformation

Kay Heuer Research Paper completed  
So Tell Me Again... What is a Diaconal Minister  
Research from lived experiences; obstacles &  
analysis.

Dissertation in progress  
It is Easier to Ride a Camel in the Direction in  
which it is Going  
Research on Why Diaconal Ministers chose  
ordination.

Teresa Jones & Kay Heuer completed  
"Diaconal Ministry as a Feminist Model of  
Ministry" in Gathered by the River ed. Gertrude  
Lebens.

Teresa Jones Paper  
Early History of Deacon/Diakonia

Mary Anne MacFarlane Phd. Thesis completed  
Doctrine and Pedagogy: Schools in the Methodist  
Church in Canada, 1880-1920

A Tale of Handmaidens: Deaconesses in the United  
Church of Canada, 1925-1964

"Faithful and Courageous Servants: The Work of  
Deaconesses in the United Church of Canada" in  
Women in the Changing Church in Canada.

"Motherhood and the Cradle Roll in the Methodist  
Church in Canada" Canadian Methodist Historical  
Society Papers.

"Deaconesses in Methodist Sunday Schools"  
Canadian History of Education Association Papers,  
1991.

Mary Anne MacFarlane & Rusty Neale Paper completed  
"Exceptions: What Does It Take To Change the  
Rules?" CHEA, 1989.

*over*

Irene Sale & Anne Duncan in progress  
Lament: The Healing & Transformative Power of An  
Ancient Form of Prayer.

Debra Schweyer Thesis in progress  
Diaconal Ministry: A response to Crisis in the  
Church and World---  
Arts as a Sign of and Metaphor for Diaconal  
Ministry.

Aileen Urquhart Thesis in "oh so long" process  
Alternative Models of Worship for Full  
Participation by the Marginalized  
Criteria from specific examples from inner city  
Winnipeg and other sites.

August 12, 1997

Dorothy Naylor Mundle,  
#803, 407 Fifth Avenue SE,  
Medicine Hat, AB T1A 8C2

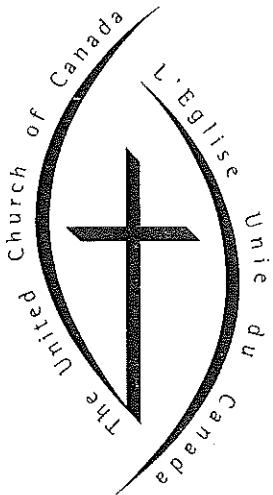
Dear Dorothy,

At the request of the ECL Coordinating Committee I am responding to your letter dated June 2, 1997, written on behalf of the Diakonia Coordinating Committee. Thank you for your letter and for the concern of the members of the Diakonia regarding the decision of the Centre for Christian Studies to reduce their programme from both residential and regional to a regional programme only. We share your concern about the impact this will have on opportunities for training for diaconal ministry in the United Church.

As you know the decision of the CCS was made reluctantly and as one strategy for addressing their continuing financial deficit. Both the Committee on Diaconal Ministry and the Education for Church Leadership Coordinating Committee were present in the discussions in the CCS Programme Committee which led to this recommendation, approved by the CCS Central Council. You may not know that the CCS Central Council also made a decision to redesign the regional program to allow an annual intake since the prospect of having an intake only every five years was not acceptable to anyone. It is my understanding that the committee working on this redesign will be reporting to the September Central Council. Obviously this type of change will take at least a year to implement. As you know the Centre is also preparing to relocate, and the first choice at this point is Winnipeg.

All of these changes have demanded a great deal of time and energy on the part of Centre staff and the Central Council. The ECL-CC has also given considerable attention to the changes and transitions under way at CCS through the presence of myself and Ruth Nicholls, a member of the ECL-CC, at all Central Council meetings since January. In addition, the CCS were invited to make a presentation at the recent ECL-CC meeting in June. That two-hour agenda time was also attended by Lori Stewart, a member of the Committee on Diaconal Ministry, and Nancy Sanders, CDM staff.

.../2



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Canada

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You may be aware that CDM has worked on Guidelines for Diaconal Ministry training which were recently approved by DMPE. I enclose them for your information in case you do not already have a copy. The ECL-CC is hoping to have further conversation with the CDM at the ECL-CC meeting in October regarding diaconal ministry training as an essential aspect of the Education for Church Leadership network.

Since their first meeting in September of 1996, the ECL-CC has made clear their conviction that education for ordained, diaconal and lay ministry were all essential components of the ECL network. The ECL-CC also is committed to ensuring that ordered and lay training are available in both a residential and regionally or community-based form. The ECL-CC has an equal commitment to promoting and enabling financial equilibrium or viability in all the schools and educational centres which make up the network. The ECL-CC will continue to dialogue with the CCS, CDM and MPE as it works to balance these commitments in the evolving ECL network.

If you have suggestions about how others with a commitment to diaconal ministry training and the unique educational gifts and heritage of the Centre for Christian Studies can be part of these conversations, I am sure the ECL-CC would be glad to hear from you. Thanks again for your letter and concern. We will try and keep the Diakonia informed of further developments and please do write again.

Sincerely,

A handwritten signature in cursive script that reads "Betsy Anderson / Sp." The signature is written in black ink and is positioned above the typed name and title.

Betsy Anderson,  
Interim Secretary for Theological Education  
Division of Ministry Personnel & Education

c.c. Anne Searcy, Lori Stewart, Wendy Hunt, Nancy Sanders

#803, 407 Fifth Avenue SE.  
Medicine Hat, Alberta  
T1A 8C2  
Office: (403) 526-2237

June 2, 1997

Committee on Education for Church Leadership  
c/o Betsy Anderson  
Secretary of Ministry Personnel and Education  
The United Church of Canada

Members of the Committee:

At the biennial meeting of Diakonia, held in April at PCTC, grave concern was expressed about the greatly reduced program at the Centre for Christian Studies.

It seems inconceivable to us that while three years ago, there were (in the non-native community) two regional programs and one residential program, there is now one regional program that won't even have an annual intake, and no residential program.

We understand that there are severe budget constraints. But if the church as a whole does indeed own the value of diaconal ministry as an integral part of its life, how is it that the training of diaconal ministers can be relegated to a thread-bare existence? What consultation took place, in C.D.M. or M.P.E. or broader, that could have brought about this drastic change.?

The Co-ordinating Committee was directed to express these concerns to the Committee on Education for Church Leadership and to urge immediate action with respect to the following issues:

1. THAT FUNDING BE PROVIDED TO REINSTATE A RESIDENTIAL PROGRAM FOR EDUCATION IN DIACONAL MINISTRY THROUGH THE CENTRE FOR CHRISTIAN STUDIES.
2. THAT DECISIONS ABOUT DIACONAL MINISTRY PREPARATION PROGRAMS BE MADE WITH THE APPROVAL OF C.D.M. AND M.P.E.

Committee on Education for Church Leadership  
c/o Betsy Anderson

June 2, 1997

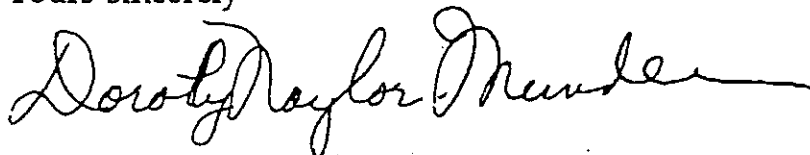
It should be obvious that concern for diaconal ministry must be a concern of the whole church with no less priority than the church's concern for M. Div. training. Since there are ample opportunities for the latter, it is not unreasonable to expect that the ECL Committee would express concern and take appropriate action with respect to the limited and shrinking opportunities for preparation for diaconal ministry.

We believe that this matter ought not to be left solely in the hands of the Centre for Christian Studies for resolution. Some national initiative is clearly required, demonstrating the concern and commitment of the whole church.

We are expecting that this matter will have a place on the agenda of your forthcoming meeting and that subsequently we will hear from you.

I am attaching a short description of Diakonia, and copy of our Statement of Belief.

Yours sincerely

A handwritten signature in cursive script, reading "Dorothy Naylor" followed by a long horizontal flourish.

Dorothy Naylor  
On behalf of the Co-ordinating Committee

DN

Enclosure

## **[FOR APPROVAL]**

### **CRITERIA FOR EDUCATIONAL PREPARATION FOR DIACONAL MINISTRY**

Presented to the Executive  
of the  
Division of Ministry Personnel and Education  
March 25, 1997

#### **Educational Philosophy**

Any institution preparing candidates for Diaconal Ministry would base its programme upon and promote the following principles of adult education:

- the modelling of commitment to life-long learning
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  - one another
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#### **Programme**

Preparation for diaconal ministry requires an educational process that is congruent with the theology and practice of diaconal ministry. Therefore, the programme stresses the integration gained through academic studies, field education, and learning in community. (This integration is reinforced by engaging participants in a variety of reflection experiences in small groups, within the action/reflection model.) The programme for Diaconal Ministers will

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### **Diaconal Formation**

Diaconal formation is the process by which an institution assists the student/candidate to name and develop their identity as a diaconal minister. This is done by:

- a) offering a comprehensive knowledge of the history, culture and biblical roots of diaconal ministry.
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  - ministry is mutual and collaborative
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  - ministry is the work of all people of faith
- c) providing diaconal mentors who guide, counsel and model diaconal ministry.
- d) offering opportunities to experience the wider diaconal community
- e) ensuring that diaconal students gather regularly for support and reflection