

**THE DIAKONIA OF THE UNITED CHURCH OF CANADA
NATIONAL GATHERING MAY 6-10, 2000
CANADIAN MENNONITE BIBLE COLLEGE
WINNIPEG, MANITOBA**

Present

Lynda Appleby; Jeannette Brigit, Susan Butler-Jones; Linda Clark, Margaret Collard, Marilyn Anderson Corkum; Elinor Cox; Barbara Curzon; Denise Davis Taylor; Kay Dean; Deborah Deavu; Ken DeLisle; Ted Dodd; Caryn Douglas; Anne Duncan; Linda Ervin, Susan Everton; Ellen Flemming; Allan Gairns; Kent Gibbons; Lynda N. Gow; Eric King; Joanne Kury, Patricia Lisson; Barbara Lloyd; Karen Lumley; Mary Anne MacFarlane; Anne Manikel; Betty Marlin; Yvonne Naismith; Ann Naylor; Dorothy Naylor; Irene Rainey; Roland Scherban-Legge; Debra Schweyer; Lori Stewart; JoAnn Wilson Symonds; Sylvia Thompson; Karen Thorne; Karen Tjaden; Kathy Toivanen; Oriole Veldhuis; Roslyn Vincent; Nancy Wetselaar; Gerry Wolfram; Norma Zuffanti

Opening and Welcome

The 2000 National Gathering of the DUCC officially opened on May 7 with a time of introductions, community building and worship.

Business 1--May 7 (morning)

The first Business session was facilitated by Deborah Deavu.

Agenda Review

Instructions were given about the process to be followed, especially pertaining to the identification of small group discussion topics. (attachment #1)

Decision Making

We reviewed information on consensus decision making, and the participants agreed to make decisions by consensus. (attachment #2)

Announcements

The participants were invited to offer their minute-taking skills to help relieve the Coordinating Committee throughout the conference.

The set-up of the room was discussed, pointing out that the needs of the Program group varied from session to session; the participants agreed to be flexible and adjust the space as needed.

Lynda Appleby introduced the operation of the travel pool and received some questions.

The meeting adjourned for lunch at 12:30p.m.

Business 2--May 7 (afternoon)

We reconvened at 2:00p.m., welcoming Sylvia Thompson, Susan Butler-Jones, Margaret Collard and Anne Duncan who had been absent for the morning session.

Linda Clark and Kathy Toivanen facilitated this session.

An announcement was made by Mary Anne MacFarlane that she is fundraising for CCS--cards and pottery are available for purchase.

Minutes of 1997 National Gathering

In discussing the minutes of our last gathering, Linda Clark reported that the minutes had been distributed to those who had been in attendance; and referred to the *Precis of the 1997 DUCC National Gathering* (attachment #3) included in the registration kits. A correction was made to the *Precis*--reports were not received from the Dr. Jessie Saulteaux Resource Centre and the Francis Sandy Resource Centre.

AGREED that the minutes as distributed were an accurate reflection of the 1997 National Gathering.

DUCC Coordinating Committee Report

Linda referred to the summary report, and the Digest of Minutes from Coordinating Committee meetings (attachments #4 and #5). A question was asked about the grants to theological schools--when did we stop sending the grants? The decision to stop sending grants was made at the 1997 National Gathering. It was noted however that donations from DUCC were made for special programs, e.g. the CCS Global Exposure trips.

Linda listed the small group discussion topics resulting from the Coordinating Committee meetings.

Small group discussion topics

- ⇒ **network of regional contact persons**
- ⇒ **the authority of the Coordinating Committee between national gatherings and how to ensure adequate representation when issues arise**
- ⇒ **the changing roles of the CDM and DUCC especially in relation to the changes happening in the General Council offices and also in trying to increase the profile of diaconal ministry in the eyes of the United Church generally**
- ⇒ **whether to reinstate grants to the theological schools**
- ⇒ **the need for a membership fee increase**
- ⇒ **the establishment of an e-mail network**
- ⇒ **settlement of diaconal candidates in specialized ministries, i.e.. overseas or outreach**
- ⇒ **preparation for diaconal ministry within the context of preparation for all types of ministry**
- ⇒ **ordained or not ordained**
- ⇒ **concerns about how to meet life long learning objectives, now that the funding has been cut**
- ⇒ **guidelines for joint planning between CDM and DUCC**

The participants were invited to form triads to discuss the topics identified and return with feedback and possible identification of additional topics. Following this discussion time, questions/concerns were raised as follows:

- what are the purpose and goal statements of CDM and DUCC (copies of these documents will be made available) (see attachment 6)
- a reminder that the Statement of Belief is a DUCC document
- if CDM no longer exists, what happens to our membership; should the Coordinating Committee be more regionally based
- what is our relationship with the Francis Sandy and the Dr. Jessie Saulteaux Centres (they are invited to report to us, are included in our mailings, and are invited to our gatherings)

Committee on Diaconal Ministry Report (attachments 7 - 10)

This report consisted of a summary report prepared by Kathy Toivanen (#7); a Statement of Response to the Ministry Study Group by the National Consultation with Diaconal Ministers (#8); a Response to the Ministry Study from CDM (#9); and the Guidelines for Joint Planning and Implementation for Projects Co-Sponsored by CDM and DUCC (#10).

Highlights from these reports include:

- present membership consists of Diaconal Ministers or those in training
- staff changes have created communication problems
- vote of appreciation for staff who have played a role in CDM--Nancy Sanders, Muriel Shepherd, Cavelle Joseph, Laura Balas, Nora McMurtry, Teri Worthington
- Laura Balas is unable to be here due to her daughter's health complications. We are asked to hold Laura, her daughter and her family in our prayers. Marilyn will send our greetings and care to Laura and her family.
- copies of the Internal Task Group report (General Council offices only) are available for information
- raised issues of advocacy and concern for the marginalized – down loading to conferences and presbyteries – how will this be monitored
- financial implications: publications, NEWS, international connections (will the commitments to international connections be honoured?), continuing education events
- transition phase of CCS--CDM members played significant roles
- updated role of DUCC representative was created
- creation of guidelines for Joint Planning and Implementation for Co-sponsored Projects
- discussion of a 'First Call' program
- received the response to the Ministry Study from CDM and Statement of Response to Ministry Study Group
- clarified that DUCC pays an honorarium of \$250 to the NEWS editor and CDM covers the costs of production and mailing.

After the break, we gathered in three groups facilitated by the CDM members present, to discuss questions/concerns arising from the CDM report and to further identify other small group discussion topics.

Denise Davis Taylor facilitated a group that discussed transitions in staff, division restructuring, and advocacy, resulting in the following **small group discussion topics**:

- ⇒ **What is our responsibility/opportunity to maintain diaconal ministry training.**
- ⇒ **Where and how does recruitment happen for Diaconal ministry**
- ⇒ **How do we do advocacy with and for one another**
- ⇒ **How does Diaconal ministry have a voice in structures?**

Marilyn Anderson Corkum facilitated a group that discussed CCS, the Ministry study, policy decisions and discussions, and the First Call program.

The following **small group discussion topics** resulted:

- ⇒ **request a certain number of people commit to reading the Ministry Study report for small group**
- ⇒ **First Call: can we get diaconal specific statistics on burn-out for new people in ministry?**
- ⇒ **What are the ways that we will continue the advocacy for diaconal ministry and diaconal ministry education whether or not we have a CDM?**

Kathy Toivanen facilitated a group that discussed the DUCC and CDM relationship, the NEWS, group insurance and accountability, education of Education and Students committees, and pastoral relations networks, resulting in the following **small group discussion topics**:

- ⇒ **communication, NEWS, how will it continue, NEWS on e-mail, who keeps up-to-date mailing list, Web site**
- ⇒ **joint planning document: life long learning cuts (how do we help people come to events), Kaufman Fund, financing continuing education for diaconal ministers.**

Finance Report

Lynda Appleby, Treasurer, gave a preliminary financial report. We received the auditor's report, which was done by the firm of Heggum and Smith, LLP(5409 Eglinton Avenue West, Suite 209, Toronto, Ontario, M9C 5K6). No discrepancies were found in the financial records of DUCC. There followed discussion as to whether we need to spend money for an audit but because we are charity, and we give receipts for memberships and donations, an audit is required. **AGREED**

Lynda referred to the 1999 Financial Statement (attachment #11), reporting that DUCC membership has increased noting that receipt of \$9,000.00 in membership is terrific. Sending out two mailings in a year contributed to this increase, as well as sending a separate letter to Staff Associates.

She then referred to the 2000 proposed budget (attachment #12) changing the Coordinating Committee expenses to \$4,200 to cover the cost of the audit, which changed the total expenses to \$12,000.00 leaving an amount of \$8,691.24 to enter the 2001. Lynda suggested that funds could be available from the regional gathering petty cash for Coordinating Committee expenses, if there is a decision to go to a regional Coordinating Committee.

Present Membership: 125, broken down by conference/region as follows:

Maritimes-9 (incl. Newfoundland and Labrador), Montreal and Ottawa-3, Bay of Quinte-4, Toronto-14, Hamilton-16, London-8, Manitoba and Northwestern Ontario-20, Saskatchewan-17, Alberta Northwest-27, British Columbia-7.

There was a question about the high surplus; it was explained that the higher amount received is relied upon during years when we have a National Gathering to cover the years when membership and income is lower. Also, the membership tends to increase in years when there

is a national gathering planned. There was also a question about the discrepancy between closing balance in the 1999 financial statement and the opening balance on the 2000 proposed budget 2000. This will become a **small group discussion topic**.

⇒ **discrepancy between 1999 closing balance and 2000 opening balance**

There was a question about how to increase staff associate membership; we were all reminded of the importance of all of us to recruit new members, not just staff associates, but also ordained folk who operate in a diaconal style.

Thanks were expressed to Lynda for her work as our treasurer.

Announcements

- Carol Stevenson Sellar will not be with us due to her mother's recent death. Remember her in your thoughts and prayers.
- Linda Ervin has placed a DOTAC report on the table outside our meeting space.
- A Commissioning service will take place tomorrow at 4:00p.m. for Betty Marlin as she heads to Zambia as volunteer Overseas Personnel.
- Al Gairns has placed information about his Website on the table and will answer any questions others may have about how to create their own website.

Theme 1 - Cloud of Witnesses -- May 7 (evening)

This theme session included a memorial worship process to remember those who have died since we last gathered. The following names were included in the memorial:

Henrietta Campbell	Patricia Corrigall
Holly Davidson	Nancy Edwards
Inez Flemington	Margaret Fulton
Eleanor Gamble	Lee Aune Gibson
Grace Glen	Hazel Heffren
Margaret Houston	Linda Keeler
Karen King	Jean Larstone
Nora Neilson	Aileen Ratz
Ruth Scoular	Margaret Smith
Phillip Spence	Gertrude Staples
Mary Thomas	

Business 3 -- May 8 (morning)

Lynda Appleby facilitated this session; announcements were invited.

- Caryn Douglas reported that she brought some various CCS T-shirts for sale
- some pottery is for sale to help raise funds for the CCS library
- the Local Arrangements folks asked for people to make sure they sign up for departure times
- Lynda asked for folks to hand in their travel pool sheets so that we can figure out how much we will be able to refund
- there was a question about the oral history essays and pictures; Yvonne Naismith is collecting them

Reports--Regional

British Columbia--There was no formal report from this region, however Lynda Appleby reported that they have met because she has received a request for the \$300.00 funding support.

Alberta/Northwest--There are 29 diaconal ministers in active ministry, 1 overseas ministry personnel person (Lori Crocker), and many more retired diaconal folk. They have six folk being commissioned this year. They gather at the Conference annual meeting to honour people coming in and going out. They had regional gatherings in the north, south and central areas of the conference to discuss the Ministry Study report, and the Central region also gathered in January to hear a DOTAC report. There has been some discussion in the Conference about the creation of youth ministry training program; JoAnn Wilson Symonds mentioned that the group had had a conversation with representatives of CCS. Lastly, there was a question about giving of gifts to commissionands from their conference and what those gifts might be; she replied that they have a potter in Edmonton who makes mugs with the spiral and Diaconal Ministry printed on them.

Small group discussion topic:

⇒ **youth ministry training**

Saskatchewan--See attachment #13

Manitoba/Northwestern Ontario--Since the last national gathering, this Conference has received CCS into its midst. They reported on the work being carried out by the local diaconal folk in getting the Centre settled into its new home. They have gathered to discuss the Ministry Study report; and identified the issue of difficulty around settlement sites and calls that are diaconal in nature yet are not being filled by diaconal folks.

Small group discussion topic:

⇒ **diaconal settlement sites and calls being filled by ordained folk**

London--This region has not met as a separate diaconal group, but have connected with one another at their Conference annual meeting, and some of their folk have joined Hamilton Conference in their diaconal gatherings. They are planning to try harder to get together.

Hamilton--see attachment #14

Toronto--Representatives from Toronto Conference reported that they have not met; they have a lot of retired and unemployed folk. They are however, planning to try to meet at their Conference annual meeting this year, and hope to develop a better network.

Bay of Quinte--These folks had a gathering to look at the first draft of the ministry study report and there is a regular gathering at their Conference annual meeting. They repeated the concerns around positions coming open for call that are clearly diaconal but which are seeking ordained folk.

Montreal and Ottawa--This conference is quite diverse and split between Montreal and Ottawa so they don't connect with one another very well; they have a person starting the CCS program

this June. They expressed that there is not a lot of openness at the national level of the church to the needs of Quebec.

Small group discussion topic:

⇒ **Lack of French theological education; political issues in Quebec**

A discussion ensued about keeping in touch about deaths and it was suggested that an arrangement be made to let CCS know about the death; also to let the NEWS editor know.

It was also pointed out that there is no representation here from ANCC or from the respective educational institutions.

Maritimes--The group from the Maritimes used a map of their Conference to identify from where their diaconal folk come. There is a range of positions being filled by their diaconal folk. They meet a couple times a year and at the Conference annual meeting. They have two students currently in the program, and others who are contemplating diaconal ministry;

Newfoundland--This group also provided a map of their location showing about a ten hour drive between them and they are in different Districts so they don't connect very often. Karen Thorne said she did a display for her district meeting last year and will do it again this year.

Reports--Other

Kaufman Emergency and Renewal Fund (attachment #15)--Lynda Appleby referred to the report in the registration kits and invited folks to look over the report and to make it known among their networks and their conferences.

AGREED that Margarete Emminghaus, Lottie Franklin-Hearne, Sue Browning, and Lynda Appleby be the members of the Administrative Committee for the Kaufman Renewal and Emergency Fund for the next three years.

Barb Elliott Trust Fund--Eric King, Marilyn Anderson Corkum, and Betty Marlin reported on behalf of the Administrative Group. The fund is growing (about \$50,000) and there are positive signs that people are continuing to contribute to the fund. Grants are likely to be allocated next year. Funds are held in trust by the United Church with reports being received each year. Interest earned is available to be allocated as grants at the discretion of the Administrative Group.

Gift cards have been created and can be sent with a donation to the Division of Ministry Personnel and Education. We are asked to use the cards which have been distributed and to make copies to distribute to others, e.g. Conference Annual Meetings. We are also free to design other gift cards. Cards are also available to use with memorial gifts and in honour of people who are being commissioned.

While the group of folks who contribute to the fund are dedicated, we need to encourage others to donate.

A printed accountability report is available and will be distributed with the minutes (attachment #16).

An audio tape with an oral history of Barb Elliott has recently been discovered and will be made available to the Oral History project of CDM. Reflections on Barb's ministry and gifts to the diaconal community were shared. Her hermeneutic of suspicion was noted! Suggestions were made about ensuring that information about Barb is included in the publicity for the fund. The importance of this fund in keeping the diaconal movement alive was noted.

DOTAC/World DIAKONIA--Linda Ervin reported on DOTAC, elaborating on printed reports which have been distributed (attachment #17). The World Council of Churches needs more diaconal members on committees. We are encouraged to make donations to DOTAC Special Project funds. Folks organizing the World DIAKONIA meeting need to know as soon as possible how many people are planning to participate in this meeting. DUCC members were encouraged to attend (while recognizing the expense of this undertaking). The learning opportunities available in conjunction with DOTAC and World DIAKONIA are significant. The shift to a stronger justice commitment within World DIAKONIA is also significant. There are also many shifts in the leadership of the organization.

An effort is being made to make it possible for two delegates from North Korea to attend the gathering in Australia.

A new challenge is to find ways for people engaged in diaconal ministry and who are not organized in groups to be able to participate in the World DIAKONIA.

Greetings to this gathering from Louise Williams, President of DOTAC, were noted.

There is informal encouragement for DUCC to host the next meeting of DOTAC in 2003 or 2004. Further information will be available later if this request becomes more formal.

Linda's term as the DUCC representative will conclude in 2001. While there is encouragement from DOTAC for Linda to continue to be our representative, we need to consider the possibility for someone else to serve in this capacity. A decision regarding our representation will be made later in this meeting.

Thanks were expressed to Linda for her dedicated representation and passionate commitment to the global diaconal community. We acknowledged, with thanks, the impact that Linda's involvement in these organizations has made.

Reports--Theological Schools

Centre for Christian Studies--Caryn Douglas reported on behalf of CCS, elaborating on the printed report that was included in the registration kits (attachment #18), noting the privilege that it is for the staff to work in the midst of diaconal ministry. Caryn affirmed the continuity of the life of the Centre, based in Winnipeg, with the life of the Centre when it was based in Toronto. Thanks were expressed to Betty Marlin and Barb Lloyd for their steadfast commitment in offering continuity and vision in the time of transition and to the students in the combined group for their patience and commitment through this time.

Caryn presented a geographic profile of the current and incoming students, noting that this student base represents the maximum that the program can accommodate. The Centre has

received inquiries from every province and one of the territories and from several denominations. Caryn noted that diaconal ministers are essential in identifying other folks in whom we discern gifts for diaconal ministry.

The Centre is working hard on development issues--both financial and communication. A balanced budget has not yet been reached but progress is being made. Efforts are being made to strengthen the regional networks. Our support for these efforts is encouraged. Support is also needed in the form of diaconal mentors and learning facilitators.

Small Group Discussion Topics

Deborah Deavu reported that the Coordinating Committee had organized all the small group discussion topics into six major headings, as follows:

- * **Questions around the future--CDM/DUCC relationships; changes in national structure**
- * **Ministry Opportunities for Diaconal Ministers -- recognition of social ministry; pastoral relations; availability of diaconal positions; teaching vs. preaching**
- * **Communication; Finance; Membership -- finances/budget, membership fees, life long learning, general money issues; as well as communications--NEWS, networks, etc.**
- * **Training--responsibility/opportunities around diaconal training; preparation for diaconal ministry within the context of other forms of ministry training**
- * **Ministry Study--review of the report; ordained or not ordained**
- * **Advocacy/Promotion and Profile of Diaconal Ministry--includes advocacy issues, First call program**

Instructions were given for the goals and objectives of the small groups, including signing up for the group of your choice, and reminders of the need for a facilitator and recorder to be identified in each group. Kathy Toivanen also reminded folks that during their discussions they need to keep in mind financial and structural implications for DUCC and/or CDM, and of the shortness of time permitted for these discussions to take place.

The meeting adjourned for lunch.

Business 4 - May 8 (evening)

This session was facilitated by Kathy Toivanen and Linda Clark. Before continuing with the reports from the Theological Schools, we decided to begin the election process for our World DIAKONIA representatives.

World DIAKONIA Voting

Another nomination was received for a candidate for the World Diakonia representative.

AGREED that this candidate would be accepted; the candidate's biographical information was read.

The 4 candidates are: Caryn Douglas, Eric King, Mary Anne MacFarlane, and Maxine Mcvey. The policy of DUCC regarding "criteria for selection of voting delegates to World Federation of Diakonia" was reviewed. The voting took place by ballot. (see attachment #19)

Reports--Theological Schools (con't.)

Dr. Jessie Saulteaux Resource Centre (see attachment # 20)--This report was reviewed. There were very favourable comments regarding their program structure and their settlement and placement process. A suggestion was made to think about setting up a fund (bursary) to enable one student from both the Dr. Jessie Saulteaux Centre and Francis Sandy Centre to attend our next gathering. They have the ability to be settled into non-congregational settings. Some of those positions are paid by other than church funds. We may have some things to learn from both their program model and settlement practices.

Results of World DIAKONIA Election

The two World DIAKONIA representatives are Caryn Douglas and Eric King, with Mary Anne MacFarlane as the alternate representative.

DOTAC Election

There being no further nominations for a DOTAC representative, Linda Ervin will be our representative for another term. **AGREED**

Incoming Coordinating Committee

We began talking about who the next Coordinating Committee may be. Those in the Maritime Conference have been talking about it but at the moment don't have enough people to make up the committee. The guidelines in our policy book are available for anyone's overview. Conference groups may need to confer and the outgoing Coordinating Committee are happy to have conversations with anyone interested.

Small Group Discussion

Further instructions were given for the small group discussions, followed by evening worship. We then broke into our small groups to begin our discussions.

Business 5--May 9 (afternoon)

This session was facilitated by Deborah Deavu.

Announcements

Deborah requested that tomorrow's session start at 9:00a.m. instead of 9:30a.m. since we are scheduled to break for lunch at noon. We have also been requested to try to finish up this afternoon's session by 3:45 to give folks more time at the Forks.

Deborah also asked the participants to let us know how much of the Theme sessions they would like included in the minutes since up to this point, none of the theme information has been recorded.

Small group presentations

Deborah introduced the process to be followed for the presentation of the small group reports. Each group will have 15 minutes to start, plus an option for an extension, if necessary.

The small groups were requested to hand in their flip chart sheets (appropriately identified) to assist with the preparation of the minutes.

Future of DUCC/CDM

This small group produced a draft of a new model for DUCC work to be carried out. It consists of four cluster groups identified as follows: membership and finance, diaconal education, communication, advocacy/education. The Coordinating Committee duties would get split among the clusters, as follows:

Membership and Finance Cluster: would retain a coordinating role but not all the tasks of the current coordinating committee; would be a central liaison responsible for communicating with regions and other clusters.

Communication Cluster: would include components such as publicity/promotion/marketing; website; Diaconal NEWS; brochures, videos

Diaconal Education Cluster: doing education focussed on the diaconal community and would include responsibility for education around diaconal preparation and continuing education; responsibility for national gathering; intentional consciousness raising among and within the diaconal community of DUCC; suggestion that our next national gathering be 2002.

Advocacy/Education Cluster: contact and support with representatives to national DMPE (DUCC members); outreach (pastoral relations, education and students, etc.); individual advocacy for diaconal ministers; respond to inquiries; support to candidates and students; minute monitoring (wider church).

Each of the clusters would interact with one another, and with the membership and finance cluster. Each cluster would name a main contact, and would meet regularly to review possible work that could be undertaken. Communication between the clusters would be imperative, making use of the technology that is available.

We took some time to gather in our regional groupings to discuss the proposed new model and the possibility of taking on one of the identified clusters. We will revisit this proposed model during tomorrow's business session.

Communications/Membership/Finance

Travel policy--Recommendation: to adjust the policy to change the reimbursement for travel mileage to be paid at whatever the current United Church rate is. **AGREED**

Grants to theological schools--Recommendation: That in years when there appears to be a solid surplus, that money be given to the diaconal theological schools--CCS, Francis Sandy, Jessie Saulteaux--to be revisited tomorrow.

Life Long Learning--We heard that the National Life Long Learning budget has been completely cut. Recommendation: That a contribution to the Kaufman Fund be budgeted (depending upon available funds) as a way of addressing the needs for continuing education. Decided to delay the decision.

Membership fees--recommended that the membership fees remain the same. AGREED

Bursary for theological school students to attend National Gatherings--Recommendation: That a bursary be created for theological student representatives to attend national gatherings; the format to be worked out by the coordinating body with the suggestion that students be invited by DUCC. **AGREED**

E-mail network: a sheet is being circulated for folks present to write down their address information (incl. e-mail) (attachment #21)

Regional contacts: A flip chart sheet has been posted for folks to sign up indicating their willingness to be the contact for their respective region. (attachment #22)

Website--Al Gairns (BC) has offered to establish a web page on his own website, to be linked to the United Church of Canada website; the content of the web page would be worked on by the proposed Communication cluster.

NEWS--To ensure delivery of NEWS to the diaconal students, the Editor will ask the UCC (who prints and distributes the NEWS) to send an adequate number of copies of the NEWS to the three diaconal theological schools for them to distribute to the students. To ensure delivery of the NEWS to other DUCC members who are not listed as Diaconal Ministers (ordained, Staff Associates, etc.), copies would also be forwarded to the Membership and Finance cluster for distribution.

Cloud of Witnesses--Folks were encouraged to let the Editor know of any deaths; it could be added to the web page through the Communications cluster. It was also suggested that the Editor could contact the UCC Pensions group on an annual basis for names of folks who have died.

Oral Histories Project--This is a project of CDM which is underway; Yvonne Naismith is collecting our written histories. There is a package available for anyone who wishes to interview a diaconal minister, especially any retired folks.

Advocacy/Promotion of DM

This small group divided this category into things that DUCC and CDM could do as a body, things to be done in regional groupings, and things we could do as individuals.

Items for Action by DUCC

- Diaconal burnout--Recommendation: to look into statistics regarding the causes, supports offered and needed, as well as ways to prevent burnout (two people needed)
- Identity formation--Recommendation: to build into National Gatherings a time of sharing of stories with each other of who we are collectively and individually
- Promotion--Diaconal bulletin cover needed one per year

Recommended: That this work be divided up and carried out by the incoming coordinating committee (whatever form that may take). **AGREED**

Items for Regional action

- Picture poster campaign--displaying a face of a local diaconal minister at Conference annual meetings, inviting people to find this face for more information about diaconal ministry
- Presbytery/conference meetings--caucus at Conference annual meetings to challenge calls that are for an ordained minister but the position appears to be diaconal
- Outreach ministries--encourage local outreach agencies to send a ribbon to the National contact person for the 75th Anniversary ribbon project

The above actions would best be accomplished if discussed and acted upon within our own regional groupings.

Items for Individual/Personal action

- Communication--make use of technology (e-mail, telephone, letters, etc.) to report on employment opportunities, celebrations, joys and disappointments, etc. and to strategize around systemic issues
- Personal identity--to know who I am and who I am within this community; where do I fit in here; how do we relate to each other
- Get involved--suggest that we each get involved in the structures of the church, particularly in pastoral relations and education and students committees
- Pulpit exchanges--exchange with an ordained person to talk about and promote diaconal ministry in a congregation that would otherwise not know about it

Items for action by CDM (or equivalent)

- Education--develop educational packages for Education & Students networks
- Advocacy--Lobby to keep diaconal ministry representatives in Division networks
- Contact person--find a way to identify someone who is a trusted interpreter of diaconal ministry to be a contact person to whom people could inquire about diaconal ministry.
- Get diaconal ministry on agenda of the National Gathering of Conference Personnel Ministers (possible contacts: Eric King, Maritimes; Kay Heuer, Manitou)

Recommended: That this work be divided up and carried out by the incoming coordinating committee (whatever form that may take). **AGREED**

Opportunities for Ministry for DM

Rationale: social ministry settlement needs to be done by CDM and/or DUCC, not just left to Presbytery; suggestion that bridges be built between students in social ministry placements and the agencies and church

Criteria for social ministry

- the ministry person is the one accountable to both the church and agency; the agency is not always accountable to the church
- salary standard would need to be negotiated as relevant to both the agency and the church, with the option to be included in the pension and group insurance plans of the church; the church would assess that the salary is a livable, professional wage, as well as the potential for long term employment in the agency

- the position must be seen as offering support, empowerment towards social justice, advocacy and/or caring and healing; suggested that DUCC could play a role in establishing these criteria
- an annual accountability report be produced; local Presbytery pastoral oversight committee to monitor relationship and provide support
- suggestion that CDM/DUCC appoint a working group to which the pastoral relationship could also be accountable

It was pointed out that there are some social ministry positions already in operation, and that perhaps these could be looked at to see how they have been operating.

There was a question within the small group about how much of a role the agency would play in the covenanting of the ministry; this would depend upon the views of the agency; whether or not it sees its work as ministry and how directly it is related to the church; it would also depend upon the structure (or lack thereof) of the agency, i.e. it could be a program sponsored by a community group like the 'Y', or even through the Presbytery or a congregation.

The group identified possible first steps in acting on this issue:

- explore other examples where social ministry positions are happening,
- identify what steps have made it work; support from CDM/DUCC/National church needed
- advocate that "social ministry" persons have access to United Church pension, group insurance, and those diaconal ministers continue to be on the rolls of Presbytery, i.e. not removed, which does happen in some regions

The vision is that non-diaconal social ministry people would also be included in this criteria, i.e. not just CCS diaconal folk, but broader to include 'diakonia.'

This group identified the need for advocacy in general for diaconal ministry in order to advance this plan, stating that the education needs to happen at the national level.

A first step suggestion was

- an intentional training event with Conference personnel ministers, pastoral relations chairs, education and students chairs, noting the financial implications as well

This action would need coordination by CDM, and DUCC Clusters to prepare sample workshop, perhaps using the model already created by Eric as a basis.

Training

This small group came up with a number of suggestions/recommendations regarding diaconal ministry training.

- for practical financial reasons we continue to support the CCS as the one theological education centre (for non-First Nations students)
- recommend to CCS that the possible inclusion of French language resources, course options, training for credits, publicity and worship be explored, and that connections to French-speaking communities be explored
- recommend to the Education for Church Leadership committee that diaconal ministry training not be assimilated into traditional ministry training in other theological schools—to be discussed May 10 time permitting

- recommend that DUCC members take their responsibilities at Presbytery and Conference seriously, i.e. to pay attention and get involved (pastoral relations, education and students) in roles of education and advocacy
- recommend to CCS staff that civil legal responsibilities of ministry be included in polity training sessions
- recommend that the library at CCS house theses from St. Stephen's College diaconal programs and to somehow let the educational community know that those theses are there, perhaps through Tapestry, other theological schools and the Internet.
- encourage CCS to have discussions with Alberta/NW Conference and Naramata regarding the establishment of a youth ministry training program, referring to the leadership development module and the Education module at CCS for youth training; (it was mentioned that the Tatamagouche Centre is also involved in development of a program)
- recommend that CCS Program Committee discuss the connections with St. Stephen's College BTh and MTS students; there is currently no official diaconal representative on staff at St. Stephen's College; Lynda Gow is on the MTS Committee for St. Stephen's College, so she offered to help with contact
- recommend that CCS maintain positive relationship with staff of Dr. Jessie Saulteaux Resource Centre (geographically nearby)
- in order to boost CCS profile, suggest that General Council designate a Sunday as 'theological schools Sunday' on which CCS could be featured

Concern was expressed about our views that there are positions being taken by ordained ministers that are essentially diaconal positions; it was suggested that we keep in mind the fact that there are many diaconal folk who are working in essentially ordained positions!

Discussion took place about youth ministry training and the view that it is ours only to do; it was pointed out however, that we are simply trying to share our model. To be discussed further May 10 if time permits.

Announcements

- United Methodists having a study tour upcoming and they save two spaces for DUCC members; where and when will be forthcoming
- Eric King reported on the current situation in the Maritimes (Burnt Church) over the fishing crisis between the First Nations folks and others; they are in need of money to help replace damage done to their equipment, etc. He expressed his willingness to take donations back to them
- Car pooling arrangements were announced for the trip to the Forks Centre.
- Travel pool cheques were distributed

Business 6--May 10 (morning)

This session was facilitated by Kathy Toivanen and Lynda Appleby. Kathy introduced the process and timing to be followed for this last business session.

Announcements

- Eric King announced that tax receipts for contributions to Burnt Church cannot be issued
- Lists of participants and address information was again passed around the room

- Linda Clark stated that any verbal reports to be included in the minutes in entirety would need to be provided in writing, otherwise there would only be a summary in the minutes; she also stated that reports already made available to participants will not be distributed with the minutes, but the original reports would be kept with the original minutes
- Kathy asked for folks to let us know if they have a need for the flip chart sheets from the Theme sessions to be included in the minutes
- Yvonne Naismith reminded us of the written biographies that are being gathered and encouraged us to make sure that we leave ours with the group who are gathering them.

Ministry Together: A Report on Ministry for the 21st Century (attachment #23)

We were reminded that this version, headed "To the 37th General Council" is the latest draft and that all others should be discarded.

This group identified their purpose as follows:

"To identify the areas of concern/possibilities so that they may be flagged and taken back to the commissioners of General Council from our perspective as Diaconal Ministers; and how it may/will affect the larger understanding of the whole diakonia."

It was pointed out that this input will only be useful if those of us who are Commissioners to General Council follow through with these comments.

The group focussed their attention on the Resolution beginning on page 45 of the report (and following), as follows:

- 1 Ministry of the laity: the three points were affirmed in principle
- 2 The Sacraments: the three points were affirmed, noting that they supported and appreciated the vision represented; it was noted later though that leaders in outreach ministries should also be able to preside at sacraments within their contexts (2a).
- 8 Affirmed
- 9 One common rite: this appears to be directing the church towards the creation of 'one common rite' in six years' time. Concern was expressed around what this statement means; the thinking is that the intention is for the 'common rite' to be ordination. The 'common rite' expression could be a good thing as long as it is neither ordination nor commissioning, but a new term, e.g. blessed
- 10 Sacrament for Ordered Ministry and Designated Lay Ministry: these terms are new; Ordered Ministry is the proposed new term for 'Order of Ministry' and 'Designated Lay Ministry' is the proposed new term for 'Staff Associates' and 'Lay Pastoral Ministers'. The small group affirmed 10a) "that membership in ordered ministry inherently provides the authority to preside at the sacraments ..."

A contradiction was identified by the small group between 10b and 2a--in 2a permission is given to the Session (or equivalent) to decide on who can administer the sacraments, but 10b it says that Presbytery has the authority to grant permission for 'Designated Lay Ministers' to preside at the Sacraments. Essentially, 2a says that any member of a congregation could administer the Sacraments if the session wants them to, but 10b suggests that someone who is ministry personnel in the congregation would require permission of the Presbytery to do so. Further discussion took place about this perceived contradiction, with the point being made that a 'Designated Lay Minister' is a member of the Presbytery and as such the Presbytery has oversight of its member,

whereas a member of a congregation is just that and as such the Congregation or Session has oversight of that person. With the change represented in 2a, we wondered then if the Presbytery said No to the 'Designated Lay Minister', could the session of that pastoral charge go ahead and say 'yes' to its Designated Lay Minister.

- 12 Opportunities to study together: this item has the potential to be great or dangerous because those on the margins may not be valued; the group felt that it was too wide open, and suggested the need for a pilot project to be done in order to allow evaluation, and that it would help to have the report from ECL Coordinating Committee as background for understanding the intention.
- 14 Settlement to Presbytery/District Recognized ministry: the small group affirmed this item in principle but expressed concern about letting go of a basic employment standard of equity; they also questioned what is done in the Uniting Church in Australia about this? There was also a suggestion in the group that perhaps the Barb Elliott Trust Fund could be used to top up the salaries, to support the community of Diakonia
- 17 Further Study: this section was whole-heartedly affirmed, stating that in an ideal world this is the way the work/study would be done/has been done; it was pointed out that the application of this happens after the philosophy is put forward over and over again.

Future of DUCC/New model for Coordinating Committee

We returned to the new model for DUCC which this small group had presented, and invited comments from the regions, as follows:

- Newfoundland/Labrador: give it a try
- Maritimes & Montreal and Ottawa: more doable than original formation of one coordinating committee, allows possibilities for their participation
- Toronto: good model
- Hamilton: Membership/Finance cluster would need to function as a central clearinghouse; since there is a need for people to know who to contact if they want to contact DUCC, also suggested that clusters could use someone from another region as a resource, e.g. the Communications cluster would not have to be BC just because Al Gairns has agreed to do the webpage
- London: concern whether their network is strong enough to take part in this model
- Manitoba/Northwestern Ontario: like it, realizing that some pieces will be heavier than others, but acknowledged that some of the pieces have had little action up to this point; suggestion that the membership and finance cluster be the coordinating committee and farm out the work to the other clusters; there was acknowledgment that this cluster would play a stronger coordination role, suggested that the cluster name be "Membership, Finance and Coordination"
- Saskatchewan: like it, hope that it might stimulate life in their regional gatherings; wonder how rotation will happen
- Alberta Northwest: like it; they are thinking about taking on the Membership, Finance and Coordination cluster

We then met in our regional groups to discuss our interest/willingness to take on a cluster responsibility, and returned with the following results:

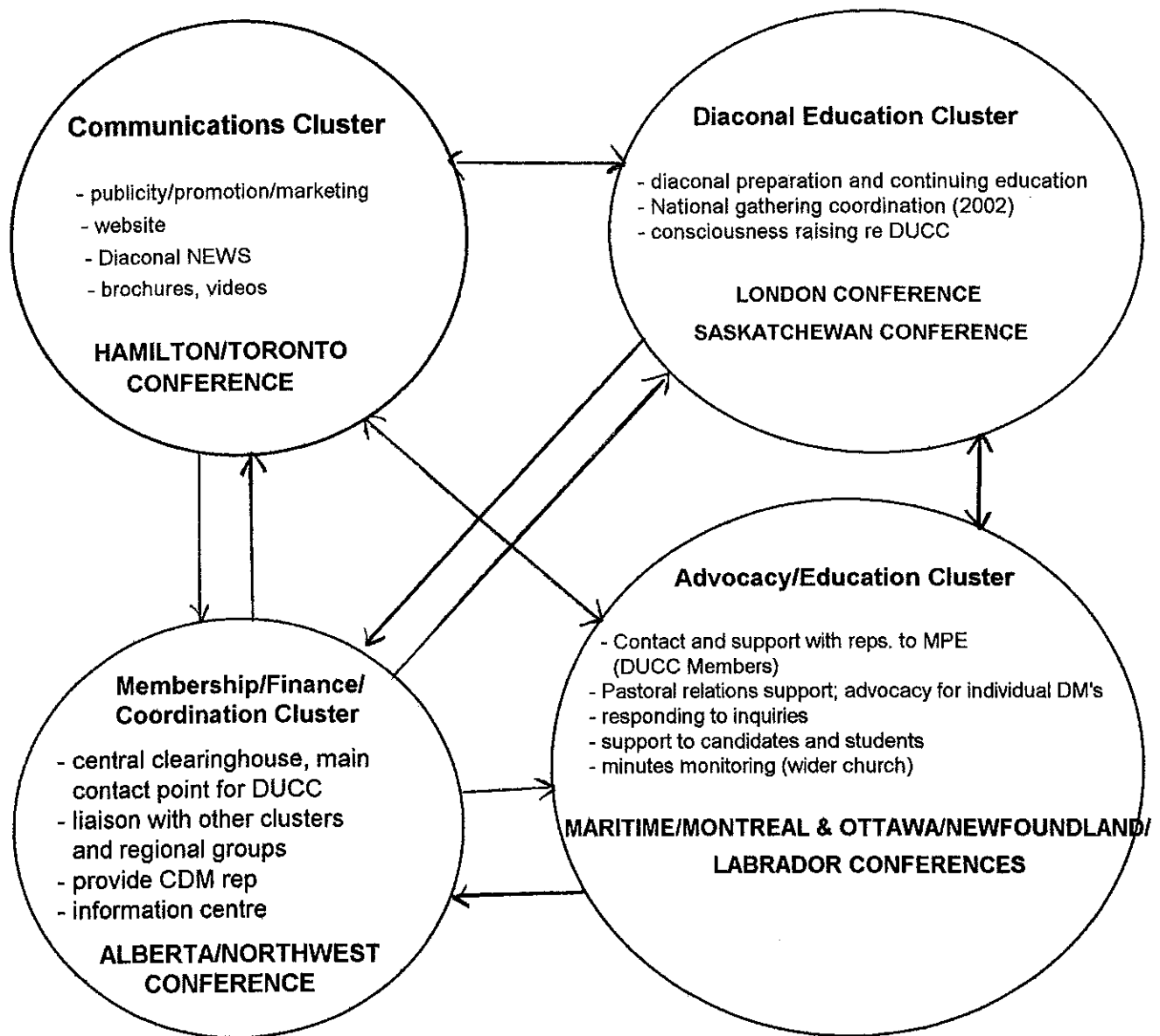
Diaconal Education: London--contact: Nancy Wetselaar; Saskatchewan--contact: Sylvia Thompson

Advocacy/Education: Maritime, Montreal/Ottawa, Newfoundland/Labrador--contact: Kay Dean

Communication: Hamilton, Toronto--contacts: Linda Clark (Hamilton), Margaret Collard (Toronto)

Coordination: Alberta Northwest--contact: Jo Ann Wilson Symonds

The Coordination cluster will prepare job descriptions for each cluster.



It was agreed that this is now our new working model. Hurray!!

Next National Gathering

We decided that because of this new model, we should not wait three years for our next National Gathering so it will be held in 2002 and London Conference has offered to host this gathering.

Suggestions for next time

- more time to gather and hear each others stories, meeting with others in similar ministries
- consider the gathering after 2002 be away from the central area of the country

DOTAC 2003

As DUCC, we agreed to offer to host this event to be held in Winnipeg. It was suggested that someone be hired to coordinate the local arrangements. DOTAC would work with folks in Winnipeg to coordinate the local arrangements, the Winnipeg folks would need to provide a budget. DOTAC provides funds to plan/meet, and take care of the administration, travel pool. Possible attendance could be between 100 and 200.

Items to consider include an exposure tour, the length of the gathering, translation services (English, Spanish, French, and Portuguese; in past years, presentations have been translated before being presented). Linda Ervin understands that part of her role as DOTAC representative will include involvement in this; she will initiate contact with Winnipeg folk (Caryn Douglas). A reminder that this is an ecumenical gathering, that is not solely the responsibility of DUCC; other diaconal folk from other denominations would hopefully be involved as well.

Those who indicated an interest in being part of the program planning at this time were: Sylvia Thompson, Eric King, Ann Naylor, Ken DeLisle and Deborah Deavu. Ellen Flemming indicated she would be interested in helping with translation coordination. There is of course space for others to join the planning group in the future.

Joint Projects Working Document

Kathy suggested that we continue to use this document as a guide, pending the changes being put in place to our structure.

We discussed the need to replace Kathy on CDM, however, since CDM may become non-existent in the Fall, we should not worry about a replacement now. Kathy will be attending the next CDM meeting as a general member, but not necessarily as a DUCC representative. The representative to any future CDM meetings (after Fall 2000) will be determined by the Finance, Membership and Coordination cluster.

2000 Budget

We discussed the budget and identified the components/budget lines for inclusion (see below), but we decided to leave the final figures for the budget up to the new Finance, Membership and Coordination cluster.

Revenue

Membership

Donations

CDM share of DOTAC & Diakonia membership

Expenses

Coordination
Membership mailing
Newsletter costs
Regional gatherings
DOTAC membership
Diakonia
Barb Elliott Trust Fund
Australia World Diakonia
DUCC National Gathering
Audit Costs
Cluster Costs
Kaufman Fund
Bursaries
Theological Schools

The participants support in principle the direction of including, in our budget, contributions to the Kaufman Fund, the Bursary for diaconal students to attend DUCC national gatherings and reinstatement of grants to diaconal theological schools, and ask the Finance, Membership and Coordination Cluster to establish the figures for the 2000 budget and beyond.

Remaining Items

- Youth ministry training
- Diaconal ministry training

Both of these items will be forwarded to the advocacy education group. This group (and any other dealing with education/ training issues) is asked to communicate with Irene Rainey who is a member of the Education for Church Leadership Coordinating Committee.

Denise Davis Taylor received the prize for having completed the scavenger hunt.

Evaluation

1. Generally speaking did the gathering meet your expectations? If not, why not?
2. Please comment on the following:
 - a) Local arrangements
 - i) the facility: meeting space, food, and accommodations
 - ii) the registration process from receipt of the brochure to your arrival at the site
 - b) Program/Theme time
 - c) Business
 - d) Schedule/Free time; length of conference
 - e) Other

Courtesies

Courtesies were offered by three DUCCs (Dorothy, Karen and Jo Ann) and were extended to:

- local arrangements: Ken, Ann, Anne and Sue, Betty, Yvonne, and the Centre for Christian Studies (quack, quack)
- program committee: Eric, Marilyn, Susan, Karen, makers of DUCC bills, prize purchasers (quack, quack)
- Coordinating Committee: Kathy, Deborah, Lynda, Linda, Margaret, Barbara, Kay, Enid, Ellice (quack, quack)
- our DOTAC Rep, Linda Ervin (quack, quack)

Thanks were also expressed to those who contributed over and above to the travel pool.

Our gathering concluded with a time of worship and celebration.

Recording Secretary
Linda Clark

DIGEST OF MINUTES OF
DIAKONIA OF THE UNITED CHURCH OF CANADA (DUCC)
SEPT. 1997 TO MAY 2000

September 17, 1997

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario.

The primary focus for this meeting was the final planning of a Diaconal Day Away for diaconal folk in the region.

November 5, 1997

The Coordinating Committee met at Erin Mills United Church in Mississauga, and welcomed a new member; Linda Clark who subsequently agreed to take on the role of Secretary. This meeting included the following items:

- ⇒ a report on DUCC membership, which totaled 113 for 1997
- ⇒ the creation of a mailing system to ensure that Staff Associates and Diaconal Ministers who are also ordained, are included in mailing pertaining to diaconal matters
- ⇒ a report from the Committee on Diaconal Ministry (CDM) which included discussion about the automatic licensing of Diaconal Ministers to administer the sacraments; social ministry settlement sites; the CCS potential move to Winnipeg; and the boycott of Diaconal Ministers by Waterloo Presbytery ordained ministers
- ⇒ a discussion about our own concerns around the possible move of CCS to Winnipeg
- ⇒ a brief discussion about the need for an accreditation program for youth ministry training and a possible role for CCS in such a program

December 17, 1997

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ creation of a system to increase contact with diaconal folk in the regions across the country for improved communications and to inform them of the \$300.00 in support money which is available to regional/Conference groupings
- ⇒ initiation of discussions on the Mandate of the DUCC Coordinating Committee with a view towards focusing our efforts on advocacy issues

January 14, 1998

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a discussion about our confusion over the multiple roles that we play within the diaconal community--DUCC Coordinating Committee members; Diaconal Ministers; graduates of CCS; DUCC representative on CDM. We also have a fear that DUCC members across the country will either think that we have not represented them adequately, or that we have spoken when we should not have. This discussion resulted in identifying the need for the appointed DUCC Coordinating Committee to have some sort of mechanism to respond, on behalf of the DUCC members, on issues that arise between National gatherings, with possible solutions involving the use of technology like conference calls or e-mail. We decided that this needed to be discussed at the next National gathering, and sent a letter to the membership explaining this.
- ⇒ the decision to send a letter to the regional groupings requesting that they inform us of how we can better support them in an advocacy-type of role; and asking them to confirm a contact person for their region
- ⇒ a discussion about the potential for DUCC to play a role in increasing the profile of, and appreciation for diaconal ministry in the eyes of the United Church
- ⇒ the decision to send a \$1,000.00 donation to the Barb Elliott Trust Fund

March 4, 1998

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a discussion about the funding formula used for funding of theological schools, expressing our agreement to the views of CDM that the Education for Church Leadership committee take into account that the Internship program does not give diaconal students the opportunity to earn money for education, because it is primarily open to students in the ordained stream
- ⇒ the preparation of a list of guidelines to follow in stating the roles we play
- ⇒ preparation of a form letter that Diaconal Ministers could send to prospective pastoral charges, explaining diaconal ministry
- ⇒ a discussion on issues of concern to Diaconal ministers--to be ordained or not to be ordained; diaconal ministry training vs. ordained ministry training; and outreach/social ministry settlement sites

April 22, 1998

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ the preparation of an article on "10 tips for Pastoral Relations interviews" for inclusion in an issue of the NEWS
- ⇒ consideration and approval of a request for funding assistance for a regional gathering in BC
- ⇒ a decision to accept an invitation to meet with the students at CCS

May 12, 1998

The DUCC Coordinating Committee met at CCS in Toronto in the morning and met with the students in the afternoon. This meeting included the following items:

- ⇒ the planning of the process for the meeting with the students
- ⇒ a report on DUCC membership so far for 1998--61
- ⇒ the receipt of Enid Horning's resignation from the Coordinating Committee and the decision to send her a card.

The following process was followed for the meeting with the students:

- ⇒ the students broke into their cluster groups, with a Coordinating Committee member each taking a group (except for Kay Heuer); we asked the students to respond to the following questions: a) in this time of transition, what is your current experience; b) what would be helpful for us to share with our respective bodies (DUCC & CDM); c) if we had the power, what action would you like us to take?
- ⇒ all groups came together to share the results of their discussions
- ⇒ the concerns were split into categories needing the attention of current staff; the Transitional Central Council, and DUCC/CDM

June 3, 1998

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a long discussion and review of the Diakonia theology paper compiled by the World Diakonia Executive Committee, which was then submitted for consideration
- ⇒ a discussion on the results of our meeting with the CCS students and resulting action
- ⇒ a decision to provide \$1,000.00 in funding support for folks wishing to attend the DOTAC conference in Brazil
- ⇒ consideration and approval of a request for funding for a regional gathering in Saskatchewan

October 7, 1998

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a discussion about items to be taken to the Fall meeting of CDM, including concern over the change in staff at the National Division of MP&E, i.e. the loss of Nancy Sanders; we decided to send a thank you letter to Nancy, and a welcome letter to the incoming staff person
- ⇒ discussion about the Diaconal NEWS newsletter--its purposes and editorial principles, and identified the need for better communication/contact with the Editor
- ⇒ future planning discussion around the next National gathering--who would host and who would provide the educational component, and identified the need for some clear guidelines regarding areas of responsibility in planning
- ⇒ a brainstorming of positive things upon which we could focus our energies for the next year and a half

November 18, 1998

Following the last Coordinating Committee meeting, we identified a need for some retreat time as a Committee and decided to meet at Stillpoint Retreat Centre near Guelph, Ontario. This meeting included the following items:

- ⇒ a report on the finances and membership of DUCC--91 for 1998
- ⇒ the appointment of the members of the Kaufman Fund Administration Committee
- ⇒ a report on the Fall meeting of CDM, held at CCS offices in Winnipeg
- ⇒ an agreement to fund Eric King's travel to Brazil in the amount of \$250.00 (CDM agreed to pay \$800.00)
- ⇒ continuing discussion about the next National gathering; the Saskatchewan diaconal folk have agreed to look after the educational component, with Eric King. The diaconal folk in Winnipeg agreed to host. We identified our next action to include the picking of a date, keeping in mind that we wish the business and educational pieces to be interspersed, and also that there would be a graduating class from CCS in 2000, and perhaps we could arrange the gathering to include the CCS Annual Service of Celebration
- ⇒ a discussion about a survey/questionnaire being distributed by the National Division of MP&E, and our concerns about the way it was being conducted, especially the short time frame for response to the questionnaire; we decided to challenge the deadline, requesting an extension

January 20, 1999

The DUCC Coordinating Committee met at the home of Kathy Toivanen in Mississauga, Ontario. This meeting included the following items:

- ⇒ ratification of the decision to contribute \$1,000.00 towards the CCS Global Exposures trip
- ⇒ a discussion on proposed guidelines to be followed in planning National gatherings, especially the next one, and a decision to send the guidelines to the relevant groups
- ⇒ further discussion about the 2000 National Gathering
- ⇒ initial discussions about a mission statement and policy guidelines pertaining to the Diaconal NEWS newsletter

March 3, 1999

This meeting was cancelled due to a snow storm.

April 7, 1999

The DUCC Coordinating Committee met at the home of Kathy Toivanen in Mississauga, Ontario. This meeting included the following items:

- ⇒ a financial report on 1998, and the review of the 1999 budget; concern was expressed over the 1999 budgeted decrease in our bank balance, which was planned to drop by \$1,750.00; we decided to include a discussion at the National Gathering about a possible dues increase
- ⇒ lots of planning around the 2000 National Gathering including discussion about possible dates, location, and theme, as well as deadlines for the preparation of the brochure
- ⇒ discussion about Diaconal NEWS--review of the Mandate, and the Job Description for the Editor; receipt of the resignation of the current editor, David Hewitt; and brainstorming of names to replace him; names will be taken to the next CDM meeting

May 13, 1999

The DUCC Coordinating Committee met at the home of Kathy Toivanen in Mississauga, Ontario. This meeting included the following items:

- ⇒ a report on the last CDM meeting, including discussion about the changes taking place within the Division of MP&E, a consultation sponsored by the Ministry Needs Study Group to take place in the Fall, the creation of an oral histories project, possible settlement of diaconal candidates in overseas ministry positions, and review of the Mandate of Diaconal NEWS and Job Description of Editor; CDM also decided to act as Editor of the NEWS until the Fall of 2000

May 13, 1999 (Con't.)

- ⇒ progress towards a possible date for the 2000 National Gathering; proposed dates were May 6-10; we agreed to suggest to CCS that the ASC be held on May 6th

September 22, 1999

The DUCC Coordinating Committee met at the home of Kathy Toivanen in Mississauga, Ontario. This meeting included the following items:

- ⇒ confirmation from CCS that the CCS Annual Service of Celebration will be held on May 6, which confirmed the date for the National Gathering as May 6-10.
- ⇒ continuing planning for the National Gathering and receipt of reports from the other groups involved in planning in Winnipeg and Saskatchewan
- ⇒ a financial report which included the sending of money to folks who are attending the DOTAC conference in Brazil

October 14, 1999

The DUCC Coordinating Committee met at the home of Kathy Toivanen in Mississauga, Ontario. This meeting included the following items:

- ⇒ further planning for 2000 National Gathering including discussion on the local arrangements/accommodations, program arrangements, and necessary DUCC business to be included
- ⇒ discussion on the Ministry in the 21st Century report and how to contribute our comments
- ⇒ a decision to submit the pastoral relations information sheet for the next issue of the Diaconal NEWS

November 24, 1999

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a financial and membership report; memberships for 1999 totaled 128; 2000 membership renewals are coming in now
- ⇒ a report from the last CDM meeting including a review of the proposed restructuring of the national Division of MP&E
- ⇒ a review of items to be submitted for the next issue of the NEWS

January 13, 2000

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a financial report for the year ending 1999; our memberships for 1999 totaled 129
- ⇒ more defined planning of the business to be carried out at the National Gathering

March 1, 2000

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ a report on the Annual General Meeting of the Division of MP&E, resulting in a list of items needing to be discussed at the National Gathering, which included issues around preparation for diaconal ministry within the context of preparation for all types of ministry; how will we deal with the pressure to be ordained since we are not of one mind on this; and how to meet life long learning needs
- ⇒ the development of an agenda chart for the National Gathering, and discussion around the process to be followed for the creation of small groups, plus further discussions around local arrangements planning and a breakdown in costs associated with the various aspects of the Gathering

March 29, 2000

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. This meeting included the following items:

- ⇒ receipt of the news of the death of Margaret Fulton, and a decision to send a sympathy card to her family
- ⇒ a report on the Spring CDM meeting which included discussions around the proposed restructuring of the General Council offices, and the possible consequences for DUCC, CDM and the Women in Ministry committee
- ⇒ a decision to try to raise awareness on the existence of the Barb Elliott Trust Fund to increase donations
- ⇒ discussion and decision about raising awareness on diaconal ministry at the Conference Annual meetings, encouraging our diaconal networks to set up a display table at their respective meetings
- ⇒ continued planning for the National Gathering, including making changes to the agenda chart, and brainstorming of items to be included in the registration kits

April 26, 2000

The DUCC Coordinating Committee met at Mount Carmel-Zion United Church in Morriston, Ontario. The primary work of this meeting was final planning for the National Gathering and to assemble the registration packages.

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We are missing identified regional contacts for Manitou, Bay of Quinte, Montreal & Ottawa, and All Native Circle Conferences.

DUCC REGIONAL CONTACTS
Alphabetical by Conference
As of June 2000

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Precis of 1997 DUCC Meeting

Process Items:

- establish decision-making process (consensus)
- Memorial Celebration
- minutes of 1994 meeting
- regional group reports

Co-ordinating Committee Report

- composition of committee
- how we function
- what we've done
- next co-ordinating committee
- digest of co-ordinating committee minutes to be included in membership letter part way through next term
- movement/vision/salary small group topics sent to co-ord. committee at end of meeting

Committee on Diaconal Ministry Report

Finances

- treasurer's report
- proposed budget
- issue of auditor's report (expense)
- membership fees
- discontinuation of gifts to theological schools
- vote on budget

Reports Received

- Dr. Jessie Saulteaux Centre
- Francis Sandy Centre
- Centre for Christian Studies
- Barbara Elliott Trust Fund -- membership of administration group
- Kaufman Fund

Small Group Topics (and other expressed concerns)

- membership (decision to welcome to membership those who identify themselves with and value DM)
- budget
- national gathering
- recognition of social ministries
- validation of Diaconal Ministry/ the diaconal way of doing things
- Criteria for Education
- Visioning/Salary/ Job Descriptions
- Barb Elliott Trust
- discernment process

Centre for Christian Studies

- funding
- residential programme
- request for consultation with ECL
- p.30 –letter to ECL, Sessional Committee, Candidature Committee

Next National Gathering

- location/local arrangements
- programme group
- length

DOTAC/DIAKONIA

- report from Linda Ervin
- reps to DOTAC--term is 4 years, eligible to renew for a 2nd term
- minutes from DOTAC to be sent to CDM
- election of reps to DIAKONIA gathering, 2001 in Australia
 - – done early in gathering --possibility of mail-out ballot accompanied with short biography of candidates
 - –rep to DOTAC not to be official rep. to World DIAKONIA
 - --regional representation
- corresponding member to DOTAC?

Recommendations for future action:

Re: Social Ministries

- small groups from B.C., Alberta/Northwest, Manitoba Northwestern Ontario Conferences
- choose pilot project, develop criteria and strategy for recognition of social ministry for covenanting &/or settlement
- co-ordinate work with one another
- develop a petition for GC 2000

Re: movement/vision/salary to co-ordinating committee

Re: CCS -- letters (see pg. 30 of minutes)

Items to CDM

- validation of Diaconal Ministry (p.24)

CONSENSUS DECISION MAKING

A Brief Primer

The goal of consensus is for group members to reach decisions together that all will endorse. Full consent does not require unanimity, or that everyone is fully satisfied with every aspect of the final outcome. However, it does require **unity**. This means that although group members may not share a common view of all of the matters at issue, their joint conclusion is acceptable enough that all are prepared to support it, including plans for implementation.

This process requires:

- An active **commitment** to using a collaborative approach,
- A reasonable level of **trust** among participants,
- **Good will** and a positive attitude; it is essential that all group members want to work together for their mutual benefit,
- **Patience** (lots!),
- **Sharing information** in ways that will encourage others to understand your point of view,
- **Listening** skills; listening can be more important than speaking,
- **Openness** to a variety of attitudes, thoughts, and feelings,
- Willingness to practice and develop **new skills** and approaches,
- Every group member must take **responsibility** as a full participant; that is, participants are prepared to articulate and assert their own needs and interests and are equally committed to taking the needs and interests of others into account.

OUTLINE OF THE CONSENSUS PROCESS

1. **Statement** of situation/problem
2. **Options** generated
3. **Proposals** created, presented, discussed
4. **Quick check**; is agreement possible?
5. - **If yes**, agreement has been reached
 - **If no**, proposals are discussed (one at a time).
 Note any amendments or new proposals that may be emerging.
6. **Check for agreement** on any new proposals that look promising
7. If agreement is not possible:
 - short break
 - postpone decision
 - vote (use with caution; use for items that do not warrant more group time; sometimes conditions established, e.g. wait until next meeting)

STAGES OF AGREEMENT

Reaching Consensus - everyone prepared to go ahead with decision

Amendment - general agreement; some objection to working, or slight shift in emphasis, but no significant change to intent of proposal

Reservation - not happy with proposal, but willing to let it go though (objection can be officially recorded)

Strong Objection/Block - strongest form of disagreement. Stands in the way of decision being reached. This is the ultimate exercise of individual power, and must not be abused or process falls apart.

TIPS FOR CONSENSUS

- Listen to others carefully
- Speak from your own experience
- Express your interests openly
- Help others to express their interests
- Clarify the intent of others. Check out your assumptions.
- Focus first on understanding others, then on being understood.
- View diversity of opinions as helpful.
- Construct bridges between differences.
- Focus your contribution on the task at hand.
- Work toward common definitions of important words.
- Create and present options as ideas or proposals, not demands.
- Allow yourself to be influenced by others; see if their ideas meet your interests in ways you hadn't anticipated.
- Be committed to creating an outcome that is mutually beneficial for all. It will be more compelling, relevant, and have a greater impact than anything you can create alone.

Barbara Elliott Trust Fund for Innovative Ministries

report to Committee on Diaconal Ministry and Diakonia of the United Church March - May 2000

The Administrative Group of Marilyn Anderson Corkum, Darilyn Grigg, Eric King Teresa Jones and Betty Marlin has met three or four times over the last three years as we [i] did the necessary work to establish the fund as a distinguishable fund and we are therefore able to use the interest earned [ii] made plans to offer small grants to innovative ministries in May of 1998 and February of 2000 [iii] made plans for our regular fall promotion letter as well as publicity in Diaconal News.

Teresa Jones took a year's leave of absence in July 1998 and resigned from the group in the spring of 1999. We were sorry to see her leave and do miss her wisdom and vision for the fund. **Both groups will want to consider the need of replacing Teresa on the Administrative Group.**

In May of 1998 we granted funds to:

*A program called **Connectors** in Thunder Bay, Ontario which offers pastoral care and friendship to a growing number of adults with developmental disabilities. This program was initially begun as a social ministry field project. The program continues to grow and change and now with almost five years experience, the drop-in component of the program is supported by a partnership - Wesley Church provides the facilities; Integration Services, Community Recreation, Thunder Bay coordinates and resources the drop-in. **CONNECTORS** Board of Directors acts in an advisory capacity.

* To purchase a set of American Sign Language videos on the Bible for the **Winnipeg Church of the Deaf** in Winnipeg, Manitoba makes it more possible for members of that small struggling congregation to "read" the Bible and share in Biblical reflection.

* **The Edmonton Learning Centre** in Edmonton, Alberta has over the last six or more years been striving to have pastoral care and advocacy as part of their ongoing work in their holistic approach to the work of literacy. Our small contribution meant that this program could continue to offer a limited amount of pastoral care and advocacy to those who participate in the Learning Centre program.

In February of 2000 we granted funds to:

* Ministry of listening with the **Boyle Street Co-Op** in Edmonton, Alberta as part of a needs assessment project related to extending the pastoral care and advocacy ministry presently with the Edmonton Literacy Learning Centre as they work to develop a link between the two agencies.

Both of these projects serve people who live , for the most part in poverty and tend to have multiple areas of discrimination.

* Ministry of Community Economic Development with **St. Matthew's Maryland Community Ministry** in Winnipeg, Manitoba. This grant is to provide bridge funding for a community garden project with people who participate in the community ministry program at St. Matthew's Maryland Community Ministry. This project has been running since 1992 and some funders have withdrawn their support and the staff are researching other possibilities of funding.

Financial Report

The fund is a part of United Church investments and is administered through the Division of Finance. Interest is calculated in January of each year.

November 1997	Amount in the Fund	
	Interest possible to be expended	
December 1998	Amount in the Fund	
	Interest possible to be expended	\$ 7,229.00
	Amount expended in grants	\$ 7,000.00
January 1999	Amount in the Fund	\$47,904.00
	Interest possible to be expended	\$ 3,959.00
January 2000	Amount in the Fund	\$57,371.92
	Interest possible to be expended	\$ 8,096.92
	Amount expended in grants	\$ 6,500.00

We therefore presently have **\$50,871.92** in our Trust Fund; **\$1596** of which is interest able to be spent for administrative costs and/or added to our interest for grants next year.

We note that the Committee on Diaconal Ministry has picked up cost of telephone calls and other administrative details, even though we agreed that such costs should come out of the funds. Their generosity has allowed us to be more generous with our grants. We believe that these costs will now come out of our accrued interest along with the grants we make each year.

At our most recent conference call, in addition to making decisions regarding disbursement of grants, we also determined that we would attempt to budget our funds so that we could make grant disbursements each year rather than every other year as we had initially planned.

All contributions over \$15.00 are receipted by the Diaconal desk and a thank you letter is included on a regular basis. We are grateful for the administrative work and costs that the

Committee on Diaconal Ministry has contributed to the fund.

We continue to explore ways in which we can broaden the base of our constituency for securing contributions. This year we will be sending a letter to Conferences plus a number of brochures asking that this information be included in Conference packets. We will also include a letter and brochure through Conference United Church Women networks . We would welcome any ideas for wider distribution of our information, both in relation to contributions to the fund and grant possibilities.

Respectfully submitted

The Administrative Group
Eric King, Marilyn Anderson Corkum
Darlyn Grigg, Betty Marlin

CANDIDATES FOR DUCC DELEGATE TO WORLD DIAKONIA 2001

Caryn Douglas, Principal, Centre for Christian Studies

- ⇒ a Diaconal Minister, commissioned by Toronto Conference in 1989
- ⇒ served pastoral charges in Bramalea and Winnipeg
- ⇒ served as program staff at Prairie Christian Training Centre, 1991-1995
- ⇒ served as Outreach Worker in Swan Lake (First Nation) Outreach Ministry 1983-1986
- ⇒ received MRE from Toronto School of Theology, 1991
- ⇒ Graduate of CCS, 1989
- ⇒ BA in Religious Studies from University of Toronto, 1981
- ⇒ has multiple examples of volunteer work experience, including:
 - member of National MP&E Task Group "Ministry Study" (1997 -)
 - Diaconal mentor for student in CCS Regional Program (1996-98)
 - Educational facilitator for student in Western Field Based Program (1992-95)
 - Member of National MP&E Committee on Theological Education for Ministry (1993-95)
 - UCC Representative to Association of Christian Lay Training Centres of Africa, Women's Consultation and General Assembly in Egypt (1994)
 (further volunteer work experience available upon request)

Maryanne McFarlane, Program Officer, Adult Faith and Lay Leadership Development, United Church of Canada

- ⇒ a Diaconal Minister, commissioned by Toronto Conference in 1973
- ⇒ has served pastoral charges in Stoney Creek and Peterborough
- ⇒ has undertaken graduate studies at OISE (part of University of Toronto), earning a Doctorate in Education
- ⇒ one of five Diaconal Ministers on the founding Executive of DUCC
- ⇒ has participated in a number of DUCC gatherings, and attended the World Diakonia gathering in Germany in the mid-seventies
- ⇒ has carried out several research projects on the history of Diaconal Ministry in the UCC, as part of work with the National Division of Ministry Personnel and Education

Maxine McVey, Pastor, St. James in the Valley United Church

- ⇒ graduate of CCS 1992
- ⇒ currently pastor of small congregation, attempting to live out a vision of the whole priesthood of God
- ⇒ has moved the congregation from a maintenance mode to a vibrant, outward looking congregation
- ⇒ completed BTh
- ⇒ long time part of DUCC
- ⇒ attended the world gathering in Germany in 1996; profoundly moved by the experience sharing in bible study, and networking with folks from all over the world
- ⇒ describes self as an outgoing person with a sense of humour and a deep interest in life long learning

Eric King, Staff Person, Maritime Conference

- ⇒ has attended at least two DOTAC gatherings, and was an active participant in the World Diakonia gathering in Wolfville, Nova Scotia
- ⇒ was a member of the Founding Committee for Diakonia and the Coordinating Committee leading to the decision to form Diakonia; as such has an understanding of the history and the present day work of Diakonia
- ⇒ working in diaconal ministry for 22 years, serving several positions related to the Division of World Outreach, as well as work related to local justice and action issues

SASKATCHEWAN REGIONAL REPORT - 2000 NATIONAL GATHERING OF DUCC

MEMBERSHIP

In the 1999 Saskatchewan Conference records there were thirty people listed as diaconal ministers. Since then three of our women have died, namely Helen Heffren, Ruth Scoular and Grace Glenn. Last year Susan Everton moved to Manitoba. Presently we have four students in the diaconal program; they are Brenda Curtis, Susan Tillman, Karen Lumley and Cindy Langley.

REGIONAL GATHERINGS

In the past we have had spring and fall regional gatherings. However, due to low attendance these have fallen by the wayside. Likewise a diaconal retreat which was planned two years ago had low attendance.

We do gather, however, whenever a special need arises. Such was the case in June, 1999 when seven or eight members met at St. Andrew's College in Saskatoon to consult on the national DMPE Ministry Study. We had a marvelous day together and our passion for diaconal ministry was obvious. Out of our deliberations and with the help of Charlotte Caron we submitted a written response to the Study.

This year three members also met several times as the team of Program Planners for this National Gathering event. They are: Marilyn Anderson Corkum, Susan Butler-Jones and Karen Lumley. We are immensely grateful for this offering of their time, effort, gifts and skills.

As a Conference group we continue to gather each year at the Annual Meeting of Conference over lunch hour. Here we check-in with one another, welcome new commissionands, and say farewell to those leaving the Conference. This year Brenda Curtis deferred settlement, and Susan Tillman will be commissioned and transferred to Montreal and Ottawa Conference. Sadly we have to say good-bye to Marilyn Anderson Corkum who is moving to Manitoba/Northwestern Ontario Conference in July, 2000. Marilyn has been a very active member of the Saskatchewan Diakonia and we will miss her gifts and commitment, as will the Conference where she offered herself in a variety of ministries.

Future Networking: One suggestion in terms of future gatherings is to figure out a way of networking with one another through the Internet. We could also consider three-way phone calls.

MENTORING

Some of our people have been mentors to CCS students. Last year Sharon Davis was mentor to Karen Lumley; this year Susan Butler-Jones is her mentor and Marilyn Anderson Corkum is Cindy Langley's mentor.

CONTACT PERSON

Sylvia Thompson continues to be contact person for Diakonia in Saskatchewan Conference. She is also keeper of the funds, that is of the \$300.00 a year supplied for regional gatherings.

PROMOTION OF THE CENTRE FOR CHRISTIAN STUDIES

Last year we set up the display material provided by the Centre at the Annual Meeting of Saskatchewan Conference. We'll be doing the same this year. In March 2000, seven or eight folks gathered in Saskatoon to meet with Caryn Douglas, Principal of the Centre. One or two folks of nearly every decade attended and offered a check-in in terms of their connection to the Centre or its predecessors. Later Caryn gave an update on the programs and fundraising plans of the Centre.

- report submitted by Sylvia Thompson

HAMILTON CONFERENCE REGIONAL REPORT

The Hamilton Conference Diaconal Ministers have organized three gatherings. The Diaconal Ministers from London and Toronto Conferences have been invited to each gathering.

In the Fall of 1997, we met at Bellwood United Church and had a creative time with a resource person who talked to us about making creative stoles and the meanings and understandings of various symbols and colours. In the afternoon we made books out of cloth that illustrated the 'creation' story.

The next gathering was at Eramosa Eden in the Spring of 1998, for a day away featuring a conversation with Natalie Dixon, a diaconal ministry student from Australia.

Our third gathering was at Lowville Prayer Centre where we had a 'playshop' learning how to make greeting cards.

We also meet at the Annual Meeting of Hamilton Conference each year usually during a lunch period where we welcome new commissionands and say good-bye to folks leaving the Conference.

This year, Hamilton Conference will be commissioning two diaconal ministers, one of which will be transferred into London Conference. We are also receiving a diaconal minister who is being commissioned by Toronto Conference.

GUIDELINES FOR JOINT PLANNING AND IMPLEMENTATION FOR PROJECTS COSPONSORED BY CDM AND DUCC

(a working document to be confirmed by DUCC at national gathering, May 2000)

AREAS TO BE CONSIDERED:

Registration, Local arrangements, Finances, Program (educational component, recreation/free time, business), Advertising, Brochure, Communication

1. Brochure

- should indicate joint sponsorship
- use of "event" logo beyond brochure will be ratified by CDM and DUCC
- copies of previous brochures will be kept in a DUCC file for reference
- DUCC will assume responsibility for brochure distribution to Diaconal Ministers in UCC and DUCC members
- further distribution (e.g. to theological schools) will be the responsibility of CDM
- the DUCC coordinating committee will create the brochure with input from local arrangements and program groups
- brochure design, production and distribution will be considered an event expense and will appear in completed event financial statements

2. Local Arrangements Group and Registration

- will decide on the location of the event
- will ensure that adequate accommodation and meals are provided
- if requested by the program group, will provide optional recreational and free time activities for participants at event
- will ensure adequate transportation to and from arrival points (e.g. airport, train, bus depot) to event location)
- will name an event registrar from their group
- will handle the registrations prior to and at the event
- will forward registration monies to the DUCC treasurer (registration fees will be payable to DUCC)

3. Program Issues

- CDM and DUCC will agree on how the DUCC business and the education/theme components will be integrated at the event
- the event (including program, duration, confirmed location and dates) will be jointly ratified by CDM and DUCC
- the theme will be developed by the program group in consultation with CDM and DUCC Coordinating Committee (at least one year prior to the event)
- the event will be no less than 3 days and no more than 5

- the event will be held at the appropriate time of the week to accommodate the least expensive airfare (e.g. over a Saturday)
- program will include: education component, DUCC Association meeting and recreation time
- the DUCC Coordinating Committee will inform the program group of the time required for association business
- the DUCC Coordinating Committee will act as the "welcoming/hosting group. They will be responsible for announcements/communications throughout the event.
- the program group will develop the agenda for the event, in consultation with local arrangements group and DUCC Coordinating Committee

4. Finances

- a complete financial statement at conclusion of event shall be made available to both CDM and DUCC
- room and board for event will be paid by participants
- it is hoped that program costs will be funded by CDM and DUCC if they are able
- DUCC reserves the right to subsidise DUCC members
- local arrangements and program groups will receive an "advance" upon receipt of a proposed budget for their work
- at the end of the event, they will provide the DUCC treasurer with a complete financial statement of expenses
- DUCC treasurer will administer all finances for the event
- there will be a travel pool committee consisting of representatives from DUCC coordinating committee, CDM and local arrangements group
- allocation of travel pool monies will be completed before the end of the event.
- CDM and DUCC will provide an overall budget for the event
- CDM and DUCC will make financial contributions to the event as determined by each individual body

5. Coordinating Committee of DUCC

- the meeting expenses (including room and board at event) of the coordinating committee will be paid from DUCC funds

6. Advertising

- the Coordinating Committee of DUCC will advertise the event in NEWS and No Name Newsletter, and other appropriate MPE/General Council publications, and through UCC conference offices.
- CDM may choose to advertise in other centres and through other media

COMMITTEE ON DIACONAL MINISTRY
REPORT TO DIAKONIA OF THE UNITED CHURCH OF
CANADA
NATIONAL GATHERING, WINNIPEG MAY 6-10, 2000.

-prepared by Kathy Toivanen

The report includes:

1. Committee membership
2. Transitional staff for CDM
3. Division Restructuring
4. Advocacy: Division Staff, students/candidates
5. CCS
6. DUCC and CDM relationship
7. Policy Discussions: ECL, First Call
8. Group Insurance and Accountability
9. Ministry Study Report
10. NEWS
11. Educating Education and Students Committees and Pastoral Relations Network

1. Committee Membership

The following have served on CDM since the fall of 1997:

Marilyn Anderson Corkum
David LeGrand (term has ended)
Yvonne Naismith
Kathy Toivanen
Ross White (term has ended)
Eric King
Denise Davis-Taylor
Lori Stewart (term has ended)

Joan Tuchlinsky joined CDM in fall 1998 and Patricia McColl joined in the fall of 1999. Due to the uncertainty of the future of CDM and the changes to the Division of MP&E structure, nominating a lay and an ordained representative has been delayed.

2. Transitional Staff for CDM

Nancy Sanders served as national staff to CDM until the fall of 1998. Interim staff have been appointed since her resignation. Norah McMurtry was in this appointment until late spring 1999, and Laura Balas began her appointment in the summer of 1999. Support staff during this time of transition have been Dorothy Bader and Teri Worthington. With so many changes in staffing CDM, there have been times of confusion and gaps in communication. The committee and the staff have tried to keep on top of the work in these times of transition.

3. Division Restructuring

Internal Restructuring:

-Since the fall of 1998, we have been involved in discussions regarding the staffing of the Division of MP&E and the structure of the Division

-In the spring of 1999, CDM and WIM (Women in Ministry Committee) wrote to the Moderator, General Council Executive and the Division of MP&E to communicate concerns over the proposed new staffing model and the restructuring of the Division.

-Denise Davis-Taylor (as the CDM rep to the Executive) served on the "Task Group on Committee Structures"

-Our concerns regarding the restructuring centred on:

-advocacy and a voice for the marginalized would be at risk

-smaller voice for Diaconal Ministry (potential for no DMs to be present at AGM)

-integrating mandates e.g. education and advocacy go hand in hand – in the proposed new structure these tasks would fall into different structural groupings

-educating presbyteries and conferences and holding them accountable for their new role in advocacy and justice

General Council Restructuring:

-At the March 2000 meeting of CDM, we received the report of the Jan. 2000 draft proposal of the Internal Task Group (ITG) for the restructuring of the General Council Office.

-This new proposal means that the Task Group on Committee Structures report is now on the shelf.

-In the new ITG draft report the current work of CDM would primarily fall in the new "personnel" unit (draft report is available for those who wish more detailed information)

-Again concerns are raised that advocacy work does not appear on the national level attached to personnel policies.

- There is a lack of clarity regarding the how the current standing committees will fit into the new structure.
- There is a strong commitment by CDM, WIM and PRC that the work of this new unit be based on a model of “ministry together”, not a model of human resource management.

4. Advocacy: Division Staff, students/candidates

- April 15, 1999 letter to Moderator, General Council Executive, and Division of MP&E Executive expressing our deep concern regarding staffing changes in the Division.
- Regularly write “thank you” cards to staff in the Division.
- Wrote to a presbytery and its conference to encourage their work in finding settlement for a candidate for diaconal ministry. (the candidate has been settled!)
- Letter sent to Settlement Committee to inquire about overseas settlement for DM’s.

5. CCS

- Marilyn Anderson Corkum and Eric King sat on the Interim Central Council.
- Yvonne Naismith and Lori Stewart sat on the Transitional Central Council.
- Both Councils tried to steer a course through all the transitions in staff, volunteers, program, and location of Centre.
- The Interim Central Council played a role in trying to work toward some conflict resolution.
- At March 1998 CDM met with two of the current CCS Toronto staff to listen to concerns.
- The staff were affirmed for their many years of dedicated work in educating persons for diaconal ministry.
- At October meeting 1998 CDM met at CCS in Winnipeg.
- Met with current staff (Gerry Wolfram, Ted Dodd, Caryn Douglas, Vicki Anderson, Cathy Clement – Betty Marlin was not available) and with Debra Schweyer (Central Council).
- We explored ways to provide ongoing support.
- We received letter from Steve Chambers at April 1999 meeting to update CDM regarding follow up with former CCS staff.
- We requested reports from CCS, Dr. Jessie Saulteaux and Francis Sandy on an annual basis. (to date for 2000 have only received report from Dr. Jessie Saulteaux)

6. DUCC and CDM relationship

-The role of DUCC representative on CDM was clarified and in consultation with the Coordinating Committee of DUCC a Job Description for this representative was created:

- to bring CDM up-to-date regarding the latest developments on the DUCC Coordinating Committee, and to bring the DUCC Coordinating Committee up-to-date regarding the latest developments on CDM
- to share concerns regarding advocacy, polity, structures etc. in both CDM and DUCC
- to represent the opinions of DUCC to CDM (i.e. to act as DUCC spokesperson within CDM)
- to represent the opinions of CDM to DUCC (i.e. to act as CDM spokesperson within DUCC)
- to coordinate possible collaboration between CDM and DUCC for events and actions
- to discern when to speak on behalf of DUCC or CDM, or as an individual, and to clarify this in context.

-Jointly with DUCC we created "Guidelines for Joint Planning and Implementation for Projects Co-sponsored by CDM and DUCC".
(A copy of these guidelines is in your DUCC Gathering 2000 packet)

7. Policy Discussions: ECL, First Call

ECL

-We met with representatives of ECL Coordinating committee on two occasions.

-In November 1997, ECL requested a national consultation with DM's. At the time CDM did not think it was timely. This was later accomplished in conjunction with the national consultation related to the Ministry Study Report in November 1999.

-ECL expressed their positive impression of CCS's new programme design.

First Call

- At our fall 1999 meeting, Glenys Huws met with us to discuss the "First Call" project
- "First Call" is a program of the Evangelical Lutheran Church in USA that addresses the stresses of those who are settled into their first pastoral charge
- CDM discussed with Glenys the particular challenges faced by Commissionands
- We raised some concerns about 'downloading' more responsibilities on to presbyteries (who might be asked to administer and staff such a program) and the sources of funding.
- It was noted that around 20 years ago there was a program in the Souris Valley Presbytery that had many of the essential elements of a first call program.
- Mentoring models were noted.

8. Group Insurance and Accountability

- At March 1998 meet CDM met with Pastoral Relations Committee and with Bill Bruce to discuss a variety of issues including the new Joint Needs Assessment and the Join Search Committee process
- Concerns were raised regarding DM's and staff associates in appointments and contracts who do not work enough hours to be eligible for group insurance.
- Many contexts of diaconal ministry (e.g. outreach ministries) are not eligible for group insurance and other benefits because the ministry is not a "call" or a presbytery appointment.
- We learned from Bill Bruce the various "umbrellas" that cover ministry personnel.

9. Ministry Study Report

- CDM invited DMs in April 1999 to be part of process of feedback to the draft Ministry Study report (available later that year).
- We were invited by Ministry Study Group to submit questions, issues, concerns for a consultation on the study (November 1999).
- Ross White represented CDM on the planning team for the consultation
- CDM also provided a list of names of DMs who might be available to go
- From CDM the following went: Marilyn Anderson Corkum, Eric King, Kathy Toivanen, Laura Balas (staff), Denise Davis-Taylor, Patricia McColl, Yvonne Naismith and Ross White (his term had ended prior to the event, but he did attend the event).

-Prior to the event we collected the available feedback from various gatherings of DMs and made sure that these issues/concerns were heard at the consultation.

-CDM response to the Ministry Study is included separately.

-The response of the Diaconal Ministers at the Consultation is available separately

-At the March 2000 meeting we expressed concerns that the final report of the Ministry Study will only be available to commissioners to General Council.

-We know that there were some changes to the second draft report based on the discussions and motions at the AGM of MP&E.

10. NEWS

-David Hewitt served as Editor of NEWS from the fall of 1997 until the spring of 1999.

-NEWS for fall 1999 was produced and edited cooperatively by DUCC and CDM.

-Linda Clark has agreed to be the new editor after the National Gathering of DUCC in Winnipeg in May 2000.

-The mandate for NEWS and job description for the editor of NEWS below were agreed upon by both DUCC and CDM:

Mandate of NEWS

Diaconal NEWS is a vehicle for reflection, connection, idea exchange, support, advocacy, and educational consciousness raising. It should include:

1. Geographically diverse writers
2. A report from each of the schools for Diaconal Ministry on their respective programs one time per year
3. CDM and DUCC reports at least annually
4. A report from the Diakonia of the Americas and Caribbean (DOTAC) representative once per year and from those who attend International Diakonia
5. Personal news sharing in each issue
6. Accountability reports from diaconal representatives to Education for Church Leadership (ECL), Division of Ministry Personnel and Education (DMPE) and standing committees
7. Continuing Education events and articles of interest to Diaconal Ministry

Job Description – Diaconal NEWS Editor**Responsibilities:**

1. Consult with the Committee on Diaconal Ministry (CDM), Diakonia of The United Church of Canada (DUCC) Coordinating Committee, DUCC National Gathering, and the larger diaconal ministry network, including students, to get ideas for articles
2. Find writers for articles
3. Take photographs as opportunities arise and find suitable graphics
4. Review and edit all submissions
5. Type up material on disk
6. Consult with CDM clerical staff about format
7. Do a final check of each formatted issue prior to printing

Qualifications:

1. A Diaconal Minister with an in-depth commitment to and understanding of diaconal ministry
2. Organizational skills
3. Computer skills are essential
4. Have access to e-mail
5. Be able to facilitate global and theological reflection, exchange of ideas, and educational consciousness of a variety of voices
6. Be able to devote 25-30 hours to the task per issue

Honorarium:

\$250 per issue (two issues per year)

Expenses:

1. General expenses (phone calls, faxes, stationery, stamps, film and developing) up to \$50 per issue are covered by DUCC
2. Related clerical and production costs (layout, printing, and mailing) are the responsibility of CDM

Term:

Three years

Accountability:

Accountable to the DUCC Coordinating Committee and CDM

11. Educating Education and Students Committees and Pastoral Relations Network

- Advocacy and promotion of diaconal ministry and policies affecting Diaconal Ministers continues to be a priority.
- Much of the problem in going forward with UCC ownership of diaconal ministry appears to be lack of awareness and inexperience with DMs within Presbytery E&S Committees and Pastoral Relations Committees.
- CDM gave its support to Eric King's Masters in Theological Studies thesis project from St. Stephen's College.
- This project focuses on the education and promotion of diaconal ministry with the committees mentioned previously.
- At the March 2000 meeting, some of Eric's process with presbytery and conference committees was shared (including a question and response sheet about diaconal ministry). We agreed to publish this resource and have it available for displays etc.
- At a meeting with both National Pastoral Relations Committee and Women in Ministry Committee, some of Eric's findings were tested and the responses confirmed Eric's thesis.
- We requested that CDM might use the Division's video budget for the production of video to further support this work.

KAUFMAN RENEWAL AND EMERGENCY FUND

Greetings from the Kaufman Renewal and Emergency Fund Administrative Committee. The Admin. Ctee. for the past few years has been Lottie Franklin-Hearne, Convenor, Margarete Emminghaus, Secretary, Sue Browning and Lynda Appleby. We meet at least twice a year, usually in the spring and fall. We usually meet in Orillia, however the next meeting will be in Bracebridge at my lake home.

Just as a reminder, the Kaufman Renewal and Emergency Fund is the combination of the Kaufman Cottage Fund and the Bequest Fund of the former Association of Professional Church Workers of the Anglican and United Churches of Canada.

The Kaufman Cottage Fund was established for the Fellowship of Deaconesses and Other Women Workers at a time when United Church women workers had very low salaries and, the need for affordable retreat and renewal opportunities was greatly felt. Original contributions were made by some of our diaconal foremothers such as Dr. Winnifred Thomas, Miss Emma Kaufman, Dr. Margaret Addison, and Miss Gertrude Rutherford. Over the years, the fund has been used in a variety of ways, earlier by providing retreat houses, and later by establishing a fund that was more accessible for diaconal workers across Canada. The National Fellowship Bequest Fund was set up in 1967, combining the Isabel Haddock Davidson Bequest Fund and the Covenant College Memorial Fund. The purpose was to give compassionate grants and loans to members of the Fellowship or Alumni for emergencies. In 1985, these funds were combined to form the Kaufman Renewal and Emergency Fund.

During this past term of office the Administrative committee was concerned that there have not been any Anglican representatives on the Admin. Ctee. for a few years. We sought a legal ruling and were told to communicate with members of the Continuing A.P.C.W. asking for volunteers and as yet none have come forward so we continue on with all United Church members on the Admin. Ctee. That letter went out June 21, 1999.

We have produced a new pamphlet, which we have distributed to Conference Offices, and to our Cross Canada Contact Network (14 people at present). We have put the information in the NEWS as well.

In 1998 the fund sent grants to 10 diaconal folks. In 1999 13 grants were given. The balance in the fund, at the end of 1999 was \$45,822.33. Because bank investment interest has been low the past couple of years we have given a bit more than the fund earned.

We would like some names from Ontario for the Cross Canada Contact network.

It is necessary for DUCC to vote on the Administrative Committee for the next 3 years. Margarete Emminghaus, Lottie Franklin-Hearne, Sue Browning and me are willing to continue on this committee, but any or all of us are willing to stand down if someone wants to put their name forward.

Respectfully submitted,

Lynda Appleby.

REPORT OF THE COORDINATING COMMITTEE OF
THE DIAKONIA OF THE UNITED CHURCH OF CANADA (DUCC) TO
THE NATIONAL GATHERING OF DUCC, WINNIPEG, MAY 6-10, 2000
for the period from May 1997 to May 2000

Report prepared by Linda Clark, Secretary.

The DUCC Coordinating Committee met regularly over the three year course of this second term for the Hamilton Conference diaconal folk. In that time the membership of the Committee slowly depleted, until there were just the four of us remaining: Lynda Appleby--Treasurer, Linda Clark--Secretary, Deborah Deavu, and Kathy Toivanen. We lost Barbara Curzon when she transferred into London Conference, Margaret Collard when she moved to Owen Sound and became part of Toronto Conference, Enid Horning when she retired, Kay Heuer when she moved to Saskatoon, and Ellice Oliver. Linda Clark joined the Coordinating Committee in the late fall of 1997, and soon thereafter took on the role of Secretary.

Our meetings seemed to happen once a month or so. A typical meeting would include a check-in, a financial and membership report, a report from the Committee on Diaconal Ministry, and discussion about current issues facing diaconal ministry and Diaconal Ministers. There were meetings that included detailed discussions about the events surrounding the dilemma facing CCS, and its subsequent move to Winnipeg, as well as discussions on the Diaconal NEWS newsletter and appropriate content. We regularly received requests from various regions for financial assistance for their local diaconal gatherings, and routinely tried to include discussions around the future of diaconal ministry and ways we could be proactive in increasing awareness of this vital ministry within the United Church of Canada. A "Digest of DUCC Coordinating Committee Minutes" is included in the registration package which will give you a more detailed description of our meetings. Complete minutes are also available for your perusal.

Throughout the course of our second term, we encountered issues that needed discussion at the next National Gathering; these issues will form the initial small group discussion topics for the gathering. More topics will be added as we proceed through the various reports. At this point, the identified issues for small group discussion are:

- ⇒ the authority of the Coordinating Committee between national gatherings and how to ensure adequate representation when issues arise
- ⇒ the changing roles of the Committee on Diaconal Ministry (CDM) and DUCC, especially in relation to the changes happening in the General Council offices, and also in trying to increase the profile of diaconal ministry in the eyes of the United Church generally
- ⇒ whether to reinstate grants to the theological schools?
- ⇒ the need for a membership fee increase
- ⇒ the establishment of an e-mail network
- ⇒ settlement of diaconal candidates in specialized ministries, i.e. overseas or outreach
- ⇒ preparation for diaconal ministry within the context of preparation for all types of ministry
- ⇒ ordained or not ordained?
- ⇒ concerns about how to meet life long learning objectives, now that the funding has been cut

- digit

- document

2000 D.U.C.C. DRAFT BUDGET

BALANCE FORWARD FROM 1999 (DUCC FUNDS ONLY) \$12,291.24

<u>REVENUE</u>	<u>2000</u>	
Membership	9,000	
Funds from CDM for 1/2 share of DOTAC and DIAKONIA fees	1,400	
	<hr/>	
	10,400	10,400.00
		<hr/>
		\$20,691.24

EXPENSES

Co-Ordinating Committee expenses (includes \$1,000 for treasury review, travel and \$500 for National Gathering)	4,200.00	
Membership mailing costs	400.00	
Newsletter costs (1/2 editor honorarium x2)	500.00	
Regional Gathering petty cash	1,500.00	
DOTAC Membership	1,900.00	
World DIAKONIA Membership	1,000.00	
Barb Elliott Trust Fund	1,000.00	
Australia World Diakonia Conference	1,500.00	
	<hr/>	
TOTAL EXPENSES	12,000.00	\$12,000.00

DUCC FUNDS TO GO INTO YEAR 2001

\$ ~~2,691.24~~

7 291,24

Notes to Budget: Travel for Co-Ordinating Ctee. was increased significantly as the new Co-Ordinating Ctee. will have higher travel costs because of farther distances.

We put \$1,500 in the budget for the Australian World Diakonia Conference in 2001. We suggest another \$1,500 go in the DUCC budget for 2001. Then the voting delegates would get \$1,000 each and there would be \$1,000 to divide amongst others who may attend.

Note there is no CCS Global tour this year but the request would probably come up again in a couple of years.

FINANCIAL STATEMENT 1999

OPENING BANK BALANCE \$13,487.54 10,7
(Includes \$5,493.68 held for CDM)

OPENING DUCC BALANCE 7,993.86

REVENUE

Membership	\$9,193.32	
Income from sale of t-shirts	350.00	
Received from CDM re their share of DOTAC and DIAKONIA membership	2,800.00	

	12,343.32	<u>12,343.32</u>
		\$20,337.18

EXPENSES

Co-Ordinating Committee Expenses	698.40	
Diakonia Association expenses	3,750.00	
DOTAC Membership	1,870.25	
DIAKONIA Membership	941.29	
Regional Gathering Expenses	696.00	
National Gathering 2000 expenses	90.00	
Return of Overpayment by CDM	1,400.00	

	9,445.94	<u>9,445.94</u>

D.U.C.C. CLOSING BANK BALANCE DEC.31,1999 ~~\$10,891.24~~ 7291.24

** Received from CDM to hold for next
educational/national meeting \$1,600.00
paid out for program expenses 800.00
\$ 800.00

FUNDS HELD FOR CDM FOR NEXT EVENT 6,293.68

BANK BALANCE AS AT DECEMBER 31, 1999 \$18,584.92

Barbara Elliott Trust Fund for Innovative Ministry

The Committee on Diaconal Ministry and Diakonia of The United Church of Canada wants you to know about a trust fund that has been established to support ministries that often find it difficult to find financial support. The Barbara Elliott Trust Fund for Innovative Ministries has and will support such ministries as

**Street ministries
Rural Presbytery work
Refugee Settlement and Advocacy
Pastoral Care related to Family Violence
Farm Workers
Programs with people who are differently abled.**

The Trust Fund has, over the last three years, provided support for five different ministries. These ministries include:

- 1. Pastoral care with the Literacy Learning Centre in Edmonton**
- 2. Biblical translation support with the Church of the Deaf in Winnipeg**
- 3. Caring support through The Connectors' program which provides a friendship program with mentally challenged people in Thunder Bay**
- 4. Pastoral care needs assessment with the Boyle Street Coop [an inner city drop in centre] in Edmonton**
- 5. Bridge funding for a community garden project with St. Matthew's Maryland Community Ministry in Winnipeg.**

You could be a part of supporting some of these important and innovative projects by making a contribution to the Barbara Elliott Trust Fund for Innovative Ministry. Simply make a cheque out to

**United Church of Canada
3250 Bloor Street West
Etobicoke, Ontario
M8X 2Y4**

**mark the cheque BETFIM
and send to the Diaconal Ministry Desk,
Division of Ministry Personnel and
Education**

donations over \$15.00 will be receipted.

Please pick up a brochure or two at the registration desk to share with others whom you think might be interested.

Report to DUCC from The Centre for Christian Studies April 2000

The request is for a report to update folks on the activities of the Centre since 1997. I'm sure you are all well aware that so much has changed in that time period the task is quite daunting!

Building Sold

In 1997, the building we had come to know as "The Centre" at 77 Charles St. West in Toronto was sold. The building served the community well for many decades, since its opening in 1955. However, the physical plant had deteriorated to the point that it was no longer safe to allow people to sleep in it and the costs of repair were beyond the budget. Perhaps too, the building was no longer suited to the program design and delivery as they were undergoing change.

Decision to move to Winnipeg

At about the same time as the building was sold, a suggestion to consider relocating to Winnipeg was made to the Central Council from a group of diaconal folks in Winnipeg. During the period from April 1997 to February 5, 1998, when the decision to move CCS to Winnipeg was made, a series of meetings and explorations of the site happened. For many, the move was a welcome and exciting proposition, for others it was a difficult and painful decision. The process of decision making was not always perfect and the actions and words of some folks along the way were hurtful to others.

Centre as a Movement

During the broad processes of consultation and discussion facilitated during this time a vision evolved of the Centre as not a place located in a building but a network of students, volunteers, graduates and friends, spread all across the country. The governance system and job descriptions for staff are evolving to help facilitate this vision.

Move to Winnipeg

When the move happened in July 1998 the Centre found itself in a new building, with virtually a new staff, since most of the former staff choose not to relocate. The entire year was one of intense work for volunteers on the Council and its committees and for both the staff winding down in Toronto and those picking up the work in Winnipeg.

The Centre was able to purchase Woodsworth House, a replica of a turn of the century home in which J.S. Woodsworth and his family had lived. The connections with the social gospel and the political actions in support of the marginalized Woodsworth orchestrated, based on his commitment to that theology, are an appropriate heritage for a place whose motto is "Living a theology of justice". CCS occupies the basement and main floor of the house and there is a tenant on the top floor.



The New Program

During the same time as the decision to relocate was being made, the Central Council made a significant program decision. The Toronto based program (the model where students gathered in Toronto for class on a weekly basis) was phased out in favour of a new version of the regional or community based model. This decision was made reluctantly, because the benefits of the residential model are lost, but the Centre could not afford to offer both programs and the community model was more popular. The new 4 year model (please see attached) was developed in Toronto by the Program Committee. It is based on the experience of both the Western Field Based program and the first two intakes of the CCS Regional program (1993, 1995). Advantages of the new model include: yearly intake, more flexibility to work at the program part time and certificate programs for continuing education and specialization.

The students who were in the Toronto program joined those in the 1995 Regional program to become the "Combined" group. Those 19 students are completing their program this year.

A typical LIC

In 1998, 12 students were admitted into the new program and they were joined by others the following June, bringing the current numbers to 20 full time and 4 part time. At the time of writing it is anticipated that there will be 11 diploma students entering in 2000. The program is designed for between 30-36 students in the theme year rotations and then students in their final integrating year, so when the program is running fully there should be about 40-45 students.

When the students gather for a Learning in Community time space for accommodation and classes must be found, since there is not adequate space in Woodsworth House. In Winnipeg, students have been staying in the Salvation Army college residence and classes have been either at the University of Winnipeg or one of a couple of churches close by. The cluster gatherings of the community (regional mid-winter gatherings) happen outside of Winnipeg in facilities that are available, most often in a retreat or educational centre setting.

Each gathering includes time:

- to reflect and integrate the field experiences,
- to engage in learning (including taking turns at leading sessions as planning groups with resource people) on the topics related to the theme,
- for diaconal history and formation, including wherever possible connection with the local diaconal community,
- for community building and development, and,
- hopefully, for some fun!



Student Interest

The interest in the program is strong. There were 75 inquiries between June 1 1999 and March 31, 2000. There have been inquirers from every province and 2 territories, as well as a few

queries from outside Canada. Interest is strongest from people considering diaconal ministry in the United Church, and this is reflected in the student profile. There currently are also Anglican, Lutheran and Unitarian students. (The Unitarian student is working on a special program.) Women continue to be the majority of the students (92% are women).

Students 1999-2000

Tammy Allan AB *	Cindy Langley SK	Pamela Milton AB	Laurie Ann Storing ON *
Young-Cho Chun ON	Marion Loree ON	Rob Moore AB *	Susan Tilleman SK *
Elaine Cofell ON	Karen Lumley SK	ShinYoon Ok ON *	Todd Trojand ON
Brenda Curtis SK *	Rolly MacLean ON	Brenda Ottawa ON	Joan Tuchlinsky ON *
Karen Dale ON*	Jody Maltby ON	Christina Paradela ON *	Deborah Vitt MB *
Christine Dudley BC *	Sheila Martin ON *	Kathy Platt MB *	Debbie Voss MB *
Barbara Easton ON*	Sharilynn Mayuk BC	Susan Pleasance ON	Sue Woods ON
Laura Fohse AB	Kellie McComb ON *	Heather Robbins MB	Carolyn Wilson Wynne NS
Allison Halstead MB	John McGonigle NF *	Leslie Searles ON	Tannis Young MB
Bruce Jackson AB	Patricia McMahon MB*	Carolynne Bouey Shank AB*	
Melanie Kauppila MB	Betty Lou McNabb ON	Juanita Smith MB	*final year
Sharon Kauss MB	Sharon McRann AB *	Nellie Spicer AB *	
Beth Kerr ON			

Confirmed Incoming Students

Kathy Edighoffer, ON
 Heather Sandilands, MB
 Sally Meyer, PQ
 Janet Jones, ON
 Joan Golden, ON
 Corrine Burke, ON
 Gabrielle McLarty, BC
 (others awaiting interviews from PEI, NS, NB and BC)



Governance

The Central Council has been experimenting with a governance model which is consistent with the commitment to be a national school and which is effective, affordable and life giving for the volunteers. The Council itself has been meeting in two ways, in "Face to Face" meetings of a couple of days length, twice a year, and by conference call in between. Some of the committees are constituted local to Winnipeg and others have representation from across the country. Ideas are being tested to improve the system. For example, committees constituted in several regional groupings, so there can be a few people gathering together to be on the phone

and to enable face to face contact and a small working unit; and, limiting the numbers outside one area to enable "3 way calling" which is significantly less expensive than conference calls.

The Council is also still in the process of discernment about its role in relationship to the daily working of the organization. In the initial period of transition, the Council was called upon to be very involved in management of the Centre. More recently, as the major relocation work has been completed, the Council is seeing its role more in policy setting and in insuring the viability and continuance of the Centre.

Development Work

The Council is continuing to work at the task of balancing the budget. The deficit has certainly decreased over the last few years, but remains at approximately \$65,000 for the year 2000. The Council has adopted a Development Plan that calls for several initiatives:

- developing and expanding the donor base
- developing local "Centre circles", groups of friends across the country to raise the profile and encourage support of the Centre
- a planned giving program
- reviewing operational costs and considering further adaptation
- exploring support possibilities from the Anglican church
- developing new sources of revenue.

The Council is aware that there could be dramatic changes in the funding available from the United Church which would have a significant effect on the Centre. Staff support for Development (and communication, which is a key aspect of any development strategy) includes one full time position and some of the Principal's time.

Current Staffing

The current staff of the Centre is:

Program: Ted Dodd, Betty Marlin, Ann Naylor, Gerry Wolfram

Administrative: Jordan Cantwell (Development and Communication) Cathie Clement (Office Administrator), Caryn Douglas (Principal) vacant, (Office Secretary)

Book keeping is done offsite on a contract basis.

Betty's contract concludes in June 2000 and that position will not be replaced.

Mutual Accountability

In consultation with the Human Resources Committee, staff developed a model for a process of mutual supervision and accountability. The model will be tested until June 30, 2000, when it will be reviewed.

The purpose of the mutual supervision is:

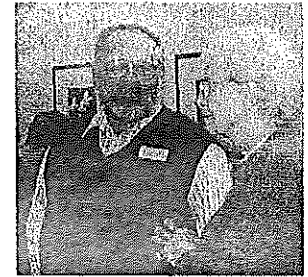
to provide a model of supervision (support and accountability) for all CCS staff that:

- is consistent with CCS vision, values, and theological convictions as documented in the CCS theological, education, and justice stance statements,
- takes each person seriously, encourages mutuality, enhances growth,
- is based in honesty, justice and compassion,
- ensures regular feedback and support.

Each staff member will be the focus of a supervision conversation bi-monthly, for approximately 90 minutes. Content will include reflection on goals, work load, tension and conflict, continuing education. The discussions will be confidential, but the understanding is that staff will urge one another to take action on concerns and conflicts in an appropriate way. Content for the session can be brought by any member of the team. Staff will continue to reflect as a whole group during the staff team days.

Volunteers

Consistent throughout the period of transition has been the remarkable commitment of literally hundreds of volunteers. The work of volunteers includes Council and committee work, task groups, and special projects. The other significant volunteer work is that done by learning facilitators, vocational mentors and lay committees.



Listed below are the volunteers who participated directly with students during the year 1999. (Learning Facilitators and Mentors).

June Anderson
Marilyn Anderson Corkum
Bea Arnill
Jeannie Baker
Brice Balmer
John Barker
Beth Baskin
Jim Beaton
Cathy Bedford
Michelle Bell
Agnes Blokland
Jeanette Brigit
Wendy Brown
Susan Butler-Jones
Bruce Chamberlayne
Judy Chapman
David Crombie
Lois Cullis
Sharon Davis
Denise Davis Taylor
Harry Dawson
Deb Deavu
Ken DeLisle

Bill Downie
Anne Duncan
Judith Dunlop
Elizabeth Eberhart-Moffat
Wayne Edgar
Meghan Edmonds
Linda Ervin
Sue Evans
Linda Found
Wally Fry
Bruce Gelhorn
Rosemarie Gjerek
Brian Goodings
Lynda Gow
Gwyn Griffith
John Haas
Sylvia Hamilton
Jackie Harper
Lorraine Hartry
Deanna Hawkins
Steve Hopkins
Alyson Huntly
Mary Hyatt

Ken Jackson
Roger Janes
Colleen Jury
Marion Kirkwood
Susan Lauson-MacDonald
Barbara Lloyd
June Malabar
Ted Martin
Joyce Matheson
Patricia McColl
Sherri McConnell
Bruce McIntyre
Verna McKay
Nanette McKay
Sheila McLeod
Maxine McVey
Peter Moffat
Dick Moffat
Garth Mundle
Yvonne Naismith
Dorothy Naylor
Janis Nickel
Ellice Oliver

Janet Page
Ginger Patchen
Marion Pope
Don Reid
Gerry Scharff
Lloyd Smith
Marjorie Smith-Vipond
Jan Stevenson
Carol Stevenson Seller
Jan Stevenson
Linda Tanagami
Lily Tingley
Karen Tjaden
Kathy Toivanen
Aileen Urquhart
Roz Vincent
Russell Walker
Elaine Waugh
Dawn Wood
Brenda Woodall
Brent Woodward



Kay Pearson Room

In October 1999, the Central Council honoured Kay Pearson by establishing a bursary fund in her name (to date it is at \$10,000) and naming the hospitality room in Woodsworth House the Kay Pearson Room. Anyone who knows Kay, understands the natural connection between Kay and hospitality, because in her 20 plus year time at CCS she provided immense welcome and warmth to students, guests and staff. The celebration included lunch with guests from across the country, the annual Service of Celebration and a conference call of good wishes.

Statement of Regret

A process of reconciliation for former staff and Council members and other members of the CCS community was envisioned in 1998 that was not carried out fully. Consensus among former CCS staff was that too much time has now elapsed to undertake the original plans. The Central Council heard a report urging a statement of regret. The Council acknowledged that the delay in being

attentive to the process of reconciliation has added to the tensions and hurt. In March, 2000 the following was passed by the Council and communicated to former staff and the CCS community.

This Statement of Regret is issued by the Central Council acting in its capacity as the official governing body of The Centre for Christian Studies.

We acknowledge our corporate responsibility and express our regret as a community for the personal pain, disrupted lives, and broken relationships which resulted from the process of re-establishing the Centre for Christian Studies from Toronto to Winnipeg over the period of 1997 and 1998. We further regret the too-long delay in communicating this to former CCS staff and others most affected.

We believe this experience is evidence of our fallibility and failure to be all that we might be. We hope that much has been learned in the process and that all members of the CCS community will find ways in the future to incorporate what has been learned, and to become a prophetic and pastoral model for the wider church.

We are very thankful for the dedication and high commitment - especially of the staff, as well as the commitment of Council and committee members, other volunteers and students of the Centre for Christian Studies over this decade of deep challenge.

Into the Future

Much exciting work lies ahead for the Centre and its network across the country. Here are a few of the highlights:

- negotiating shared degree programs with The Faculty of Theology at the University of Winnipeg
- combined LIC and Learning Circles in the fall of 2000 with The Dr. Jessie Saulteaux Centre and ICPO
- fund raising dinners organized by Centre friends across the country to raise support and awareness
- a major fund raising event in the fall of 2000 in Winnipeg
- continuing curriculum review and responsiveness as the new program evolves
- development of a new governance structure to take to the annual meeting in 2001
- a reunion of the 1960 graduating class in Niagara Falls in June 2000

Respectfully submitted

Caryn Douglas
Principal

Diploma Program Content

Begin Here

Leadership Module (18 day intensive)

Introduction to Learning Theory
Group Dynamics
Effective Leadership
Adult Planning Techniques
Theological Reflection
Development of Analysis and Critical Thinking

Enter 3 year
rotation of
Thematic
Years

Social Ministry Year

Introduction to Social Justice Theory
Themes in Social Ministry
Social and Ideological Analysis
Missiology
Supervised Field Placement (500 hrs)

external courses,
integrated field
reflection, theo-
logical reflection,
and doctrinal
studies are part of
each thematic year

Educational Year

Introduction to Christian Education Theory
Themes in Christian Education
Ecumenism and Pluralism
Human and Faith Development
Ministry with Children
Worship and Preaching
Supervised Field Placement (500 hrs)

Pastoral Care Year

Introduction to Pastoral Care Theory
Themes in Pastoral Care
Counseling Skills
Professional Ethics
Sexuality
Family Violence
Supervised Field Placement (500 hrs)

Enter 4th
and final
year of
Diploma

Integrative Year

Integration of the Program Themes
Theological Reflection
Global Perspective Education Experience
Major Paper on Ministry

Completion
of Diploma

**Dr. Jessie Saulteaux Resource Centre
Report to Diakonia of the United Church of Canada (DUCC)**

March 2000

We currently have 22 students registered with the Centre in our five-year, community-based ministry training program. The majority are United Church; we have one Anglican student and one Baptist. We also have one who is in the process of transferring into the UC from the Pentecostal Church, and one from the Presbyterian. Of the United Church student-ministers, 5 are candidates for ordained ministry, 3 are candidates for diaconal ministry. Two have decided to be recognized as Lay Pastoral Ministers (and will therefore complete the three-year program). The remaining 10 students are in various stages of discernment. Interestingly enough, the Baptist student has identified diaconal ministry as his calling.

Since the beginning of the Dr. Jessie Saulteaux Resource Centre program, there have been 24 people who have received a Certificate of Completion of the Ministry Training Program. Two were commissioned as Diaconal Ministers. One, an Anglican, was ordained a Deacon in October, 1999. A fourth student completed her studies, in 1996, but was not able to be settled yet. All those who have so far been in the diaconal stream are women. In the present group of students, two of the four people in the diaconal stream are men.

Diaconal ministry has a strong presence at this time in the history of the Centre. One Co-Director and one Program Staff are both diaconal. The other Co-Director, who is actually on secondment to the Spiritual Care Department of Health Science Centre in Winnipeg, is ordained. We have recently hired a quarter-time Field Advisor who is ordained.

All our students take the same courses during the Learning Circles. We therefore, during the five years of studies, include a wide range of subjects. Our program includes probably more Biblical and theological courses than, eg. the required numbers in the Centre for Christian Studies, and it includes more education, social analysis, and community development than most residential programs for ordination. We include particular courses on Diaconal Ministry. An integral part of our program is also history of church, mission, and community from a First Nations perspective; cultural analysis; cultural awareness; and traditional teachings. We are thus an interfaith theological program. All students are required to be in the equivalent of half-time field placements, paid or volunteer, during each of the five years. They have a Vision Keeper who provides support, direction, and oversight. Diaconal students are expected to have at least two years in an outreach or social ministry and one year of congregational experience.

All our classes are held in the circle. Everyone in the circle, including teaching staff, are recognized as having gifts and insight and wisdom: all are teachers, all are there to learn. We honour the experience that each person brings to the circle, and therefore, the learning is rich as it includes the wisdom from the communities the students serve. There is always an elder who shares their wisdom and provides support for the group. Our style of learning and teaching is experiential, action-reflection.

Respectfully
Aileen Urquhart, Co-Director
Melody McKellar, Program Staff