

Minutes of DUCC Gathering

September 24- 27, 2024

Drumheller AB



Online Participants

Kristin Woodburke, Paul Vollick, Pat Chabluk. Heather MacKinnon, Ellen Baynton-Walker, Anne Duncan, Gail Clarkson, Laura J. Richardson, Sarah Williams, Ally Phillips, Irene Rainey, Kerry Child, Jennifer Krall

In Person Participants

Vicki McPhee, Debra Kigar, Tracy Robertson, Kathryn (Kathy) Toivanen , Denise Davis Taylor, Marion Martin, Debbie Stockdale, Linda M Ervin, Kathy Douglas, Barbara Lieurance, Deborah Laforet, Eric Tusz-King, Rachel Nadon, Ann Naylor, Nancy Sanders, Tracy Fairfield, Anne Telford, Tammy Allan, Ken DeLisle, Kim McNaughton, Helen Reed, Kelley Warner, Karen Tjaden, Beth Baskin, Lori Stewart, Karlene Kimber, Jen Dresser, Christine Dudley, Lauri Ladd, Maureen McCartney, Heather Robbins, Adam Hanley (GC staff) , Janet Nield, , Lorrie Lowes, Mark Laird, Nancy Chegus, Keith Simmonds, Susan Butler-Jones, Lynda Trono, Lynda Gow, Heather Sandilands, , Barbara Ann Bryant Anstie, Susan Robinson, Ted Dodd, Sharilynn Upsdell, Karen Lumley, Margaret Lange, Dave Whalley, Carey Wagner, Roland Legge, Hyerim Park, Lynda Dickson, Leila Currie, Joan Jarvis, Kathy Platt, Deborah Vitt, Dan Leaver, Christina Paradela, Seann Laforet, Gwen McAllister, Isla Sheridan-Jonah, Carolynne Bouey Shank, Deborah Deveau, Joan Tuchlinsky, Letitia Berger, Lisa Byer-de Wever, Dorothy Naylor, Alicia Walls, Glenda Wert, Jen Carter-Morgan, Barbara McGill, Karen Orlandi, Lori Crocker, Kendra Mitchell-Foster, Lisa Leffler

Christine Ball Ecumenical Guest (Presbyterian) from Edmonton AB

Michael Blair; Theme Speaker (Executive Secretary of the General Council)

Christopher McPhee (Tech person on site)

Center for Christian Studies Staff: Marcie Gibson (Interim Principal, Alcris Limongi (program staff), Janet Ross (program staff)

Welcome to Treaty 7 and Metis Ward 4 lands by Lynn Fabric

Worship “letting go of what we have left behind.”

Tuesday Business

Moved Linda Ervin 2nd Heather Sandilands The Minutes from 2022 Gathering be accepted with the only amendment being number of men in attendance. Motion Carried

Presentation on Consensus Process : Jen Dresser and Friends

Archives Report (see attached report)

Linda Ervin asked people to please send in our histories both the troubling and the happy times. The committee laid out “Missing DUCCS” on a table for people to fill in what they know about these people. Finally, she invited people to keep all of their files and anecdotal stories and send them to the Archives committee.

Nominations Report: Barbara Lieurance

Barbara thanked committee members Ken DeLisle, Marcy Gibson and Eric Tusz-King (ex officio) for their work. In addition to the positions on committees. there was a request for a Memorials Coordinator and thanks given to Caryn Douglas for many years of work on these powerful presentations. Also, the group was asked to consider where to hold the next Gathering. (BC folk stepped up.)

DOTAC REPORT (see attached report) Ted Dodd

Ted spoke about what is DOTAC for new people and highlighted that there is a book coming this fall called Decolonizing Diakonia from Servant to Companion by Rev. Prof. Dr. Hyuk Cho and the late Rev. Junghee Park. The Visioning Priorities of DOTAC were Spirituality, Education, and Diaconal Formation discussions. DOTAC also has a Facebook page and a website.

Questions from the floor: what is being done to address who is NOT at the table (aboriginal people, Roman Catholic workers and deacons (these folk are (were) not allowed to be part of another religious organization))

A Diakonia Hymn written by Ted Dodd (7 letters for d’s) in honour of our 40th Anniversary was sung by the gathered group.

God gives to us a sacred call.

Diakonia is meant for all;

to offer, serve, to work and pray,

to act, reflect, and foll’w the Way.

This world so needs to be transformed;

a vision of God’s love reborn,

bold justice sung, compassion too.

Diakonia: our calling true.

As church may we risk and discern,
imagine, dream, respect and learn
the ways of joy, the hope to dare,
the cost of faith, the will to care.

Nurture, connect, seek and empow'r,
speak and proclaim the truth to pow'r,
strive and demand relations right,
encourage, lead, with peace unite.

God gives to us a sacred call,
Diakonia is meant for all;
to offer, serve, to work and pray,
to act, reflect, and foll'w the Way.

Tune: Truro 8888

“Live into Hope” #699 VU

“Concrete Experience”

History of DUCC presented by Tracy Robertson and Marion Martin

DUCC History Panel interviewing: Debra Deveau, Linda Ervin, Eric Tusz-King, Dorothy Naylor, Kathy Toivanen, Lynda Gow, Ann Naylor

Memorial Service (prepared by Vicki McPhee with assistance from Caryn Douglas)

Wednesday am

Worship “Our current reality”

Theme Presentation: What do DUCC, diaconal ministers, and Diakonia have to contribute to the Church?

Presenter: Rev Micheal Blair General Secretary of the UCC General Council

Business

Finance Report: Helen Reed; Treasurer (See attached reports)

Moved by Kieth Simmonds, 2nd by Mark Laird: That DUCC set aside \$30,000 for members and students to attend the World Federation of Diakonia 2025 in Tanzania.

\$15,000 for diaconal students, \$15,000 for DUCC members with flexibility about the split in funding between the two groups. These subsidies would go toward all of the expenses for attending the conference. The process of deciding amounts will be up to the treasurer in consultation with the Coordinating Committee. Motion was carried unanimously.

Advocacy Report; Ann Naylor (see attached report)

Ann asked for input from the group about issues we wish to have this committee address. Table groups wrote their suggestions down and gave them to the committee.

Wednesday afternoon

World Café in response to the Theme Presentation: “Critical Reflection and Observation”

Questions discussed:

1. What critical reflection on the Future of the Church would DUCC offer from the Diaconal Perspective.
2. What are the relationships, connections, and ministries that will vitally shape the future of the church?
3. If we were to offer Diaconal Visions of the future of the church, which values, traditions, and stories would we hold as central to that vision?

(responses were recorded and given to the facilitators)

Business Wednesday PM

Moved by Debra Kigar and 2nd Heather Robbins to accept the draft of the Bylaws as presented in the participant's package. Approved Unanimously.

Coordinating Committee Chair's Report: (see attached) Vicki McPhee

Staff Report (See attached) Eric Tusz-King

Communications Report: (see attached) Deborah Laforet

DOTAC Representatives: Vicki McPhee

Alternate Marcie Gibson

DWF president Nominee from DUCC: Marlene Britton

(These nominations were approved unanimously.)

Climate Presentation Lori Stewart and Lynda Truno

Lori and Lynda presented a short video on “the Week” and invited anyone to join them in Climate Change conversations November 12, 13, 14, from 2-4 pm CST.

Ecumenical Reflection from Deaconess Christine Ball of the Presbyterian Church of Canada

Announcement:

Center for Christian Studies Presentation

Marcie Gibson (interim Principal) invited people to learn about the newest iteration of the CCS Program for Diaconal Studies on Thursday.

On Wednesday evening there was a banquet with a variety of activities to celebrate the 40 Anniversary of DUCC.

Thursday

Everyone was encouraged to dress in black in solidarity with the Thursdays in Black Movement to End Violence

Worship “wonder and dream”

Theme Presentation: Michael Blair

World Café: “Conceptualization and Integration”

- 1 What theological and scriptural foundations can Diaconals bring to the Future Church?
2. Building on our relationships and connections, how can DUCCs recommit to draw the vision for the future toward the margins? Who is missing from the conversations?
3. What Justice issues can we highlight in the transformation of the church?

(KEITH SIMMONDS : The responses from both cafes will be compiled and shared on the DUCC website.)

Business

BETFIM Report (see attached): Susan Butler Jones

Hyerim Park spoke about a project Rainbow K videos that BETFIM helped her group to produce.

Kaufman Fund Report (see attached):

CCS Update: Marcie Gibson (interim principal)

Vicki thanked the following people for their support throughout the gathering;

Chris McPhee tech and internet, Michael Blair, Local Arrangements team, Worship team, Anniversary Team, and Travel team.

FRIDAY Business

Deborah Laforet moved and Joan Jarvis 2nd acceptance of all reports.

Nominations received volunteers to:

DUCC Coordinating Committee Chair Tracy Robertson

Coordinating Committee Members at Large: Karen Tjaden Kathy Platt

Advocacy Committee: Kim McKnaughton

Kaufmann Fund Committee: Roland Legge, Joan Jarvis

Nominations committee: Kathy Douglas, Tammy Allan

Archives committee needs 1 more person

Theme Time (Active Experimentation)

Table groups discussed individual, regional, DUCC, and wider church actions that can be taken in light of the emerging church and the issues currently faced by the UCC.

Some notes from the report back: Tracy Robertson to collate all responses*****

- Attend CCS circles for ConEd.**
- Nurture discipleship in congregations and lay leaders**
- Bring forward to regions petitions to GC re supporting bivocational ministries**
- Get DUCCs on all GCE committees and Office of Vocations Board and committees**

- **DUCC – create videos**
- **Get DUCCS on Candidacy committees**
- **1. on Diaconal Ministry (vocational) and make easily available on YouTube/Facebook/ Instagram and in the church (Suggested title: Here Us, See Us, Watch Us, Shape Us” or “We are here!”**
- **2. Diakonia as the ministry of all Christians and churches**
- **Have conversations with colleagues about What is ministry for the future church?**
- **Gather DUCC Commissioners to strategize re upcoming General Council petitions**
- **Connect with other DUCCS in our regions**
- **Education of Candidacy committees (Video? Dispelling myths that continue to be perpetuated re Education of Diaconals, Diaconal Ministry, and calling out Prejudices re neurodiversity, race, Education,...**

The Gathering was concluded with a Communion Service

Participants were invited to share evaluations in an online EVALUATION FORM (WHO WILL COALATE THE EVALUATIONS? Eric did it last time with someone else.)

Reports and 4 Year Budget Below

2020-2023 4 year Actual Budget

	2020 Actuals	2021 Actual	2022 Actual	2023 Actual
Income				
Membership Donations	14,595	13,385	13,602	12,905
DUCC Pins	54	135	256	
Misc. Income *		162	345	
DUCC 2020, 2022 Registrations received	10,463		30,380	500
DUCC 2020 Rental Refund received	1,865			
Total Income	26,977	13,682	44,583	13,405

Expenses				
Administration	141.48	130.3	372	877
Zoom subscription	120	240	240	298
OneDrive Accss/DUCC emails		483.84	609	565.84
Clusters/Committees				
Communications			535	199.59
Archive Data base consultant		3,000.00		
Website domain fee (pay 2021,2024		339		
Website Annual Hosting fee	1,085	1,122	1,085	1,128
Regional Groups	568	50	325	2,096
DUCC Liaison to UCC (Staff) Honorarium	2,500	2,500	2,500	3,600
DUCC Liaison – Registration & Travel Expenses DUCC Nat. Gath.			1,000	
National Gathering (DUCC)				
For Expenses	920	1,000.00	35,854	624
National Gathering Participant Subsidy				
DUCC 2020 registrations refunded	12,841			
Diaconal Connections:				

DUCC DOTAC rep (Registration & Travel)				2,175.56
DOTAC Participant Subsidies				1,186.80
World Diakonia Participant Subsidies				
DUCC Annual Support		1,000.00	1,000.00	1,000.00
DOVE (every 4 years) 2020, 2024				
Financial Expenses:				
Treasurer Honorarium	600	600	600	900
Bank Charges + new cheques	495.81	420.56	458	434
Institutional Membership (misc/Affirm)	250	250	250	250
DUCC Pins (in/out) (misc) as needed				
Marketing				215.3
Healing Fund		215		
Total Expenses	\$19,521	\$11,351	\$44,828	\$15,550
Annual Surplus/Deficit	\$7,456	\$2,331	-\$245	-\$2,145
4 year Surplus/Deficit				\$7,397
*				

updated: 2023.12.07 HR

Treasurers Report DUCC 2024 Drumheller

I have provided you with the actual totals of our finances for 2020 – 2023.

As you can see, with costs averaged across that 4 year period, we stayed within our income.

In the working budget that spans 2024-2027, we are showing a possible 4 year deficit – but honestly if that was to come true, averaged over the 8 years we'd still be within our income.

We have 63 people who contribute to DUCC via PAR and a further 16 people have sent one-time donations through cheques or E transfer. A total of 79 folk who have been able to support our efforts and programs.

This is not a membership fee. If you are a Diaconal Minister you are a DUCC. It's that simple.

However, we appreciate and need donations to support Regional Gatherings, to share information with each other through the Website, Zoom, a shared email and filing system that we hope will enable us to not lose treasured stories, to supplement costs for gatherings such as this.

We have funds in the bank. As of yesterday at noon, we had close to \$52,000 in our chequing account and \$28,000 in GICs about \$80,000.00

Some of the work that we will do this week will help the Coordinating Committee with preparing new goals and a strategic plan. Having funds available will help us to achieve the results we name together as important.

We encourage member attendance at DOTAC and at the DIAKONIA World Federation

In 2025, World Federation will be located in Tanzania 7-12 of July. It is the first time it has been hosted in South Africa. The costs of registration are a bit high – somewhere between \$1350-\$1500 before December 31. Transportation would be added to that. I am wondering if DUCC would like to set aside an amount of funds to be used to sponsor DUCC members to get there. For example, we could choose to cover registration fees fully for 5 people, or ½ for 10 people, or 1/3 for whoever would like to go.

*Note: during registration for this DUCC 2024 event there were a small number of people who had not changed the contact number in their e-transfer contacts at their home bank. Would you please check to ensure that you are using treasurer@ducc.ca to send funds to me for any occasions. I will not receive funds that you send somewhere else – and you may not get them back.

All participants in this event should have received their receipts for registration. Any additional donations will receive receipts in the beginning of 2025.

Thank you for the opportunity to serve DUCC as your treasurer. I'm always available for questions. My contact information is found in the monthly newsletter – or email me at treasurer@ducc.ca

Helen Reed

DOTAC Report to DUCC National Gathering 2024

Assembly



2023 DOTAC Assembly

Minneapolis, MN | August 14-18, 2023

Assembly

DOTAC planned and led a 5 day Assembly in Minneapolis in August of 2023. The theme “Gather at the River – Connect – Heal – Engage” and the location enabled us to

gather on Dakota land, near Bdote – the sacred place where two rivers meet,

to connect as ecumenical and international diaconal community,

in lament of a world of

racism and ecological gloom,

poverty and pandemic,

war and uprooted people,

to claim healing for ourselves, the planet, and its people,

and move toward holy joy in our work for justice.

Some thirty DUCCs participated.



The speakers theologian and poet Joe Davis, and artist and curator Angela Two Stars, offered time to mourn and time to create leading to inspirational hope. The Bible Study planning team included DUCC **Kathy Toivanen**, focusing on Psalm 46, and offered intellectual stimulation and participatory process. The Worship Team included DUCCs **Bri-Anne Swan** and **Marlene Britton** and was filled with water imagery and scripture references that were engaging and meaningful. Preachers included Dr. Kelly Sherman-Conroy and Deacon David Rojas Martínez. Gathering Music was led by a variety of musicians including DUCC **Charmain Bailey**. We were able to get the day off to a prayerful start with early morning spiritual practice sessions. Workshops covered a number of topics including one co-lead by DUCC **Eric Tusz-King**. On Wednesday morning a number of site visit options included inner city ministries, Indigenous Sacred Sites, and the George Floyd Memorial. At Business Sessions, we heard from the President and Secretary of DIAKONIA World Federation (DWF), and the Regional President of



DIAKONIA Region Africa Europe (DRAE). The fun cultural Minnesota trivia and karaoke.

night focused on



Board

The DOTAC Board meets about 4-5 times a year via Zoom and once a year in person for a longer period.



Many changes are anticipated for the membership of the Board. My term as DOTAC President ends July 11, 2025. My term as DUCC representative to DOTAC ends at the same time. So **at this National Gathering we will need to have an election of the new DUCC representative to DOTAC.** (see Appendix 1 for a draft job description.) It is hoped that the successful candidate would be able, and willing, to come to the DOTAC in-person meeting, November 3-9 in Houston, Texas. DUCC has established a tradition of paying for the new representative to attend meeting before their term formally begins, to aid in orientation, at the rise of the DIAKONIA World Federation Assembly, in Tanzania. Also, DOTAC's Treasurer and Acting Vice President, Deaconess Lisa Polito, and Secretary, Sister Noreen Stevens will also be leaving the Board at the end of December, 2024. We will be holding elections for these officer positions at our meeting in November.

We have been thinking about all this transition and we wanted to be intentional about the planning of the future for the region. Some elements that we are considering include:

- Conducting a skills inventory of the Board
- Inviting the Past President to stay on the Board on an annual basis
- Asking communities/associations if terms for the Board members might reflect some consistent pattern
- Actively pursuing new member communities/associations
- Fleshing out the job descriptions of the Officers
- Developing an orientation package for new Board members
- Setting up a repository for documentation
- Using Email assigned to the Officers of the Board rather than personal email
- Having a formal moment to include 'goodbyes' in the assemblies, as well as at Board meetings

Spirituality

Since June 2020, DOTAC has been organizing a Monthly Prayer group via Zoom. We meet at noon Central time on the first of each month. This holy sacred time offers time for group worship but also a meaningful sense of diaconal community connection. To join the group send an email to teddodd@live.com and you will be sent the link and the litany created for that month. Thanks to Karen Tjaden and Ian McLean, DUCCs who have stepped up to lead sessions.



Social Justice Committee





- The DOTAC Social Justice Committee has organized two “Theology of Reconciliation” events for 2024 (see Appendix 2)
 - September 16 - Bible Study
 - October 21 – Panel of diaconal folks doing reconciliation work of various forms
- The quadrennial DOVE (Diakonia Overcoming Violence Exchange) will, this year, explore issues related to immigration. Five Americans, 3 Brazilians, 3 Canadians (all DUCCs Vicki McPhee, Hyerim Park and Lynda Dickson) and 3 folks from the Caribbean will comprise the delegation, from October 14-19 at the Texas-Mexico border.
- The DWF Justice Committee sponsored three Zoom events on *Diakonia and Climate Change*, co-lead by DUCC Eric Tusz-King. The DOTAC Social Justice Committee did its best to promote and support these seminars in April, May, and July, 2024. Conversation indicates that the group would like to continue with some form of education and action.
- For the fourth year, the DOTAC Social Justice Committee will be leading programming related to *16 Days of Activism against Gender-based Violence*. From November 24 (International Day to Eliminate Violence against Women) to December 10 (International Human Rights Day), participants can follow a calendar of related activities, attend Zoom study sessions, and daily pray the intercessions written by DOTAC folks and posted on our Facebook page. Thank you to DUCC Marlene Britton who has served on the planning team since the beginning.
- Thanks to the thoughtful DOTAC Social Justice committee.

Education Committee

- Mondays in May, DOTAC’s Seminar Series on Diakonia, for the fourth year, proved to be a great success. This year presenters, representing the Lutherans in Brazil, the Anglicans in Canada, the Methodists in the Caribbean, and the United Methodists in the US, shared about their diaconal communities/associations. This gave the small groups plenty of material to compare and contrast with their own communities/associations.







In 2023, a diverse group of scholars and writers, offered presentations that were challenging and thoughtful. The experiences were great for enhancing the study of diakonia but also led to community building, intellectual stimulation, and deepened diaconal awareness and identity.



- Next steps for continuing the conversation re: Diaconal Formation programs and resources, begun at the DOTAC 2023 Assembly and continued in January 2024, will be discussed at the DOTAC Education Committee meeting in August.
- Please take a chance to sample the videos that this committee assembled and are posted on our website. We asked each of our 12 communities/associations to profile one of their members asking how they got into the diaconate, what biblical reference guides their ministry, and a theological image that shapes their vocation. DUCC is represented by **Marlene Britton**. <https://dotac.diakonia-world.org/member-communities/diakonia-of-the-united-church-of-canada/>
- Thanks to this Committee. DUCC **Marcie Gibson** is one of the active members.

Communications Committee

- Our Website is a work in progress and keeping it current and advertising events is an on-going task. We do have profiles of the board, descriptions of each community/association and their diaconal formation programs, the videos mentioned above, and videos of Mondays in May and some of our Anti-Racism programming.

- Our presence on Facebook continues apace. As a Communication Committee, we try to post on a regular basis and keep the page fresh. We also share our posts with 13-14 other diaconal Facebook groups.
- Having a presence on other social media venues is part of our planning for the future.
- Thanks for the energy that this Committee, which includes DUCC [Kathy Toivanen](#), extends to this work.

2027 DOTAC Assembly

Our 2027 DOTAC Assembly is in the early stages of planning. It will be in the Caribbean July 19-23, 2027.

Presidential Travels

As President of DOTAC, when invited, I have the honour and privilege of traveling to the meetings of the 12 DOTAC diaconal associations/communities.

Since our last DUCC National Gathering, I have been to:

- Brazil for the Deacons and Deaconesses of the Igreja Evangélica de Confissão Luterana no Brasil.
- Sorrento, B.C. for the joint meeting of the Lutheran and Anglican Deacons in Canada
- Michigan and Indiana for two Lutheran Deaconess Conferences
- Texas and Minnesota for two Annual Meetings of the Deaconess Community of the Evangelical Lutheran Church in America
- Ontario for the Presbyterian Church in Canada – Order of Diaconal Ministries
- Texas to meet with United Methodist Deaconesses and Home Missioners

Plus Zooming with the Wesley Diaconal Community of the Methodist Church of the Caribbean and the Americas.



DIAKONIA World Federation

I have been serving on the Executive Committee (EC) of the DIAKONIA World Federation (DWF) since 2017. Traditionally, the EC of the DWF met once a year in person. Since COVID the pattern has changed

so that we now meet once a month via Zoom. The President attempts to keep the meetings to an hour and a half because those in Australia have risen at 5:30 am on a Wednesday, and the Europeans and Africans are struggling to stay awake late night Tuesday.



The Assembly of DIAKONIA World Federation (DWF) will be held in Moshi, Tanzania from July 7 to 12, 2025. The conference will take place at the Lutheran Uhuru Hotel. The theme of the Assembly will be *Dancing the Faith–Drumming up Hope*, and will be examined during worship, bible study, and speakers' presentations.

DWF's member organisation Ushirika wa Neema and the Evangelical Church in Tanzania, Northern Diocese will be the hosts of the Assembly together with the Executive Committee of DWF. Monday July 7 is the arrival day and the program will start at 6 pm. The event will close in the evening of Friday July 11 with Saturday, July 12 as departure day.

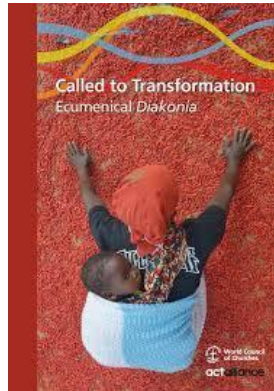
The main venue for the Assembly will be at Uhuru Lutheran hotel. Accommodation will be at the hotel and other hotels close by. Both single and double rooms will be available. Breakfast will be at the hotel where you are sleeping. The rest of the meals will be at Uhuru hotel.

Early bird registration is September 1 – December 31, 2024. After that prices will increase. The very last date to register is February 28, 2025.

The Assembly of Members (AoM) will meet twice through the Assembly and the agenda will include election of a new President, endorsing the new Executive Committee, affirming the Constitution and the Bylaws, financial statements, reports and other items. The voting in the Assembly of Members is done by delegates given the authority to vote from their organisation. The DWF Constitution states in that each member organisation can send one delegate for every 250 registered members, up to a maximum of five. So DUCC is entitled to have two voting delegates. **We need to name our delegates** either at the National Gathering or empower the Coordinating Committee to make that decision.

World Council of Churches Ecumenical Diakonia Reference Group

All being well I will be leaving a bit early from my community's Biennial National Gathering to fly from Calgary to Armenia. I have been appointed to World Council of Churches (WCC) Ecumenical Diakonia Reference Group (EDRG).



This group was created by the WCC assembly in 2022 and constituted in 2023. We have had one Zoom meeting, and this will be our first in-person gathering. The number one purpose of the EDRG is

- To make evident and promote the centrality of Diakonia (complementing Martyria and Koinonia) in our Christian faith, to help make the Good News of Christ a reality for all.

This group emerged out of the recommendations of the joint WCC and Act Alliance report *Called to Transform: Ecumenical Diakonia*. The wide-ranging scope of the work will involve developing an action plan that embraces research, capacity building, curriculum development. Cooperation with various WCC bodies working on the concept of “Eco-Diakonia” is also an expectation.

The EDRG is a large group with 8 people from Europe, 7 from Africa, 6 from Asia, 3 from North America and one each from the Caribbean, Latin America, the Middle East, and the Pacific. And of course, they represent a diverse set of denominations and church bodies. It promises to be a stretching commitment.

Definitions of *diakonia* vary. In WCC it is largely defined as a form of Christian social practice and justice-making, without much reference to those of us in the diaconate. So it will be a personal goal to wave the diaconate flag to remind them of our presence and role in this important work.

Diakonal Studies Publication

While not a DOTAC project watch for this new publication:

Diakonal Studies: Lived Theology for the Church in North America is under contract with Regnum Books International. Editors are Darryl Stephens and Craig Nesson. Publication is expected in late 2024. Contributors include many who made presentations at the last four years of DOTAC’s Seminar Series on Diakonia “Mondays in May:

- Margaret Ann Crain
- Norma Dollaga
- Mary Elizabeth Moore
- Man-Hei Yip
- Dionata Rodrigues de Oliveira
- Darryl Stephens
- Benjamin Hartley

<https://darrylwstephens.com/diakonal-studies/diakonal-studies-the-book/>

As well, many good friends of DOTAC have contributed: Sandy Boyce, Craig Nesson, Norma Cook Everist, Johannes Eurich. As well, I was asked to write one of the forewords.

Respectfully submitted, Ted Dodd, DOTAC President

Appendix 1

Draft Job Description –

DOTAC Board Members – Representatives of Communities/Associations

ARTICLE III BOARD OF DIRECTORS

3.1 General Powers The business and affairs of DIAKONIA of the Americas and the Caribbean (DOTAC) shall be managed by its Board of Directors, which shall exercise in the name of and on behalf of the Corporation all of the rights and privileges legally exercisable by the Corporation as a corporate entity, except as otherwise may be provided by law, the Charter of the Corporation and these Bylaws.

Without limiting the foregoing, the Board of Directors shall have the power to solicit, receive and accept property, whether real, personal or mixed, by gift or bequest from any person or entity; to hold and administer such property in accordance with the terms set forth in the Charter and these Bylaws; and to distribute such property in furtherance of the purposes of the Corporation as stated in its Charter and these Bylaws.

The Board of Directors shall:

- 3.1.1 Communicate with DIAKONIA World Federation (DIAKONIA).
- 3.1.2 Inform representatives from member organizations of information from DIAKONIA.
- 3.1.3 Plan for periodic DOTAC Conferences.
- 3.1.4 Report to the Conference.
- 3.1.5 Seek new DOTAC members from among those organizations meeting membership qualifications.
- 3.1.6 Establish connections with other groups and organizations with similar commitments and concerns.
- 3.1.7 Promote diaconal ministry in organizations.
- 3.1.8 Respond to concerns regarding justice in relation to diaconal ministry.
- 3.1.9 Respond to concerns raised by member groups.

3.2 Board of Directors Membership. The Board of Directors of DIAKONIA of the Americas and the Caribbean shall consist of:

3.2.1 *Representatives.* A representative from each member diaconal association, sisterhood, or order, serves on the Board of Directors.

3.2.1.1 The representative is appointed by the member organization.

3.2.1.2 The member organization determines the representative's term on the Board.

Bylaws: DIAKONIA of the Americas and the Caribbean

Terms of Reference

Role:

Community/Association Representative on the DOTAC Board of Directors of Diakonia of the Americas and Caribbean (DOTAC). DOTAC is one of three member regions of the Diakonia World Federation.

Mandate/Purpose:

To represent the cares and concerns of the Representative's Community's/Association's to DOTAC and to represent the cares and concerns of DOTAC to the Representative's Community/Association; to

inform the Representative's Community's/Association's about the activities, decisions, and directions of DOTAC and vice versa; and to facilitate deeper engagement of the Representative's Community's/Association's colleagues in looking beyond their own context, culturally, denominationally, and theologically. Also, since the DOTAC Board is a working board, the Community/Association Representatives is also expected to undertake some specific task(s) to assist with DOTAC's work.

Appointment Process

1. As per the DOTAC By-laws: each Community/Association Representative is appointed by the member Community/Association. Terms of service are determined by the member Community/Association. However, the DOTAC Board benefits from, and encourages, longer terms which engender continuity and a sense of collective history.
2. Communities/Associations are encouraged to circulate this job description and other information of orientation to DOTAC and the Community's/Association Representative position, prior to appointment, election, or selection of the Community/Association Representative.
3. Communities/Associations are encouraged to take care to select a representative and alternate who:
 - i. Reflects the Communities/Associations vision of diaconal ministry.
 - ii. Is an experienced, active, and involved member of the Community/Association with a good grasp of the identity, activities and vision of Community/Association.
 - iii. Has a grasp of the Community's/Association's denomination's diversity, witness, theology, practice, and understanding of the diaconate.
 - iv. Has an interest in and/or previous experience working ecumenically and/or in a cross-cultural context.
 - v. Is willing to consider taking on leadership roles within DOTAC.

Tasks and Expectations

1. Participate in orientation processes from DOTAC and from the Representative's Community/Association.
2. Attend annual in-person DOTAC Board meetings, (usually about five days in length in November).
3. Attend Zoom DOTAC Board meetings, (usually about four or five two-hour meetings in a year, usually on Wednesdays at noon Central Time).
4. Liaise with the Representative's Community's/Association's alternate representative to DOTAC. Keep the alternate informed of DOTAC matters.
5. Attend the Representative's Community/Association meetings and share a report on DOTAC and DIAKONIA World Federation events and business.
6. Report on DOTAC and DIAKONIA World Federation events and business to governing bodies of the Representative's Community/Association.
7. Report on DOTAC and DIAKONIA World Federation events and business in the communication vehicles (e.g. newsletters, social media, group chats) of the Representative's Community/Association.
8. Be prepared to take on leadership in worship, and business matters at DOTAC Board meetings and Assemblies. As possible, accept responsibility for other work that needs to be done in between DOTAC meetings.
9. Be in regular email and social media communication with DOTAC and the Representative's Community/Association.
10. Encourage people to attend DOTAC, DOVE (Diakonia Overcoming Violence Exchange) and DIAKONIA World Federation events.

11. Provide names of recent consecrations/ordinations/commissionings to DOTAC Officers so they can provide congratulation and invite these new members of the diaconate to attend DOTAC and DIAKONIA World Federation events and programs.
12. The Representative's Community/Association may be asked to co- host a World, DOTAC, or DOVE event. The working committee for DOVE, DOTAC and World is usually Ecumenical. As appropriate, take leadership in these areas.
13. Enjoy the ecumenical connection with other diaconal folks and maintain Ecumenical relationships with others from your area.
14. Ensure DOTAC and DIAKONIA World Federation Fees are paid annually.

Finances

In-Person Board Meetings

Travel, accommodation, and meals for face-to-face board meetings will be covered for Community/ Association Representatives. Directors are expected to choose the least expensive means of travel that is reasonable. Accommodations and meals will be arranged with economy in mind. Directors will not be reimbursed for the purchase of alcoholic beverages. Donations toward the costs of meeting will be encouraged from those communities or individuals in a position to make this contribution.

Assemblies and Events

Community/ Association Representatives expenses for any meetings prior to or after a Conference/ Assembly, will be covered (except alcohol). Community/ Association Representatives are expected to cover the costs of registration, accommodation, and meals for the time of the actual Conference/Assembly.

Termination

Should issues arise with respect to the character or quality of the Representative's handling of their responsibilities, the Board shall review the appointment, and shall determine if suitable cause is found to approach the Representative's Community/ Association and ask them to terminate the appointment. Suitable cause may include failure to attend or to report, misrepresentation of the Community/ Association or DOTAC, or egregious behaviour that has the potential to damage the relational ties between organizations or amongst members.

Appendix 2



**Join DOTAC as we dwell in Scripture and call
on members to share their experience
and wisdom during two Zoom sessions on**

Monday, September 16 at 1 pm Central Daylight Time

We will dwell in the Word and with quotes from commentaries and theologians as we open our hearts to reconciliation – listening, learning, and moving forward with hope and action.

Monday, October 21 at 1 pm Central Daylight Time

We will welcome a panel of our members who are actively engaged in reconciliation in their ministries. They will share their wisdom, experience, and knowledge from a variety of ministry contexts and ecumenical traditions. The panel will include a participant from the recent DOVE and -



Alison Iton



Oliveira

Chaplain of the Jamaica National Children's Home
Kingston & St. Andrew Child Diversion Committee
Brasil (IECLB)

Deacon, Wesley Diaconal Community of the
Methodist Church in the Caribbean & the Americas

Dionata Rodrigues de

Theological Advisor for Formation and Diakonia
Deacon, Igreja Evangélica de Confissão Luterana no



Helen Ryde

Social Justice and Reconciliation
Epiphany and St. Mark, Parkdale, Toronto
Rev. Canon, Anglican Deacons Canada

Claudette Taylor

Gathered into small groups, we will explore –

What are the needs for reconciliation in your context?

What actions might you commit yourself to going forward?

Are their corporate actions, we as DOTAC, might also explore?

Register to receive the link for the two Zoom sessions on RECONCILIATION.

<https://www.jotform.com/build/242036111087042>

Contact Sr. Noreen with questions:

Noreen.stevens@elca.org

Confirm the time you will join the meeting with this time zone converter:



<https://www.timeanddate.com/worldclock/converter.html>

Advocacy Report

Advocacy Committee Report to the September 2024 National Gathering of DUCC

Introduction:

Our work since the 2022 National Gathering has emerged out of our understanding of our mandate, informally understood as upholding diaconal ministry in The United Church of Canada. This includes being/becoming aware of issues/policies/practices affecting diaconal ministry, Diaconal Ministers, students and Candidates, educational preparation programmes for diaconal ministry - and taking action as deemed appropriate.

Individual Advocacy

Normally we do not get involved in doing advocacy with/for individuals. If approached for individual support/advocacy, our practice has been to determine whether it appears that policies or protocols are being honoured. This is complicated by the fact that re-structuring of the United Church has resulted in significantly more variation in policy, practice, and protocol amongst the Regions and the Indigenous Church. This variation sometimes leads to individuals in similar circumstances being treated very differently. These differences are sometimes responsive to specific needs and realities in the Regions/Indigenous church and are experienced as helpful. In other situations the differences seem to be more arbitrary and influenced primarily by differing perceptions and opinions and, sometimes, by lack of knowledge about diaconal ministry. DUCC does not have the authority to require particular actions from the courts of the United Church. We can make sure that the people seeking advocacy are:

☐ aware of all relevant policies, practices, and protocols in their Region/Indigenous church that pertain to the concern(s) they are raising;

☐ aware of any recent decisions related to these policies etc;

☐ aware of Diaconal Ministers or others in their context who might be able to clarify the concerns and provide advocacy as needed.

Individual or Systemic?

Regionally Recognized Ministries Policy (an example)

When we hear from/about several diaconal folks who are experiencing similar challenges, this may point to a wider/systemic issue that needs to be investigated with the help of diaconal folks in particular areas and/or in consultation with General Council staff. One example of this was that several Diaconal Ministers and Candidates were experiencing resistance to having Regionally Recognized Ministries being considered as eligible for appointment sites. Our discussion with General Council staff led to them gathering information from Executive Ministers regarding how decisions are made about Regionally Recognized Ministries. This led to an opportunity for members of the Advocacy Committee and some GC staff to have time designated on the agenda of the monthly meeting of the Pastoral Relations Circle and, subsequently, to meet with Executive

Ministers, General Council staff, and members of the Advocacy Committee. In addition to learning from listening to one another, this meeting led to the production of an assessment resource by the General Council staff with input from the Advocacy Committee. This resource addressed several important issues related to Regionally Recognized Ministries and was made available across the United Church by the General Council staff.

By way of follow-up, we wrote to the Manual Committee, noting that significant sections of The Manual dealing with Regionally Recognized Ministry had been removed from The Manual when it was simplified a number of years ago, leaving no direction in some key areas. We asked about having those sections reinstated but DUCC does not have standing to make this request. A Proposal from the General Secretary, addressed some of our key concerns.

This was a good example of effective collaboration between DUCC and the GC staff whose work connects with diaconal ministry. Years of developing respectful relationships between DUCC (particularly DUCC Staff) and GC staff, contributed significantly to the effectiveness of the work on this issue. We are grateful for Eric's leadership, discernment, wisdom, and accountability.

Welcome Designated Lay Ministers discerning a Call to Diaconal Ministry

Our conversation with GCO staff regarding DLMs becoming part of the Order of Ministry was a highlight of our recent advocacy work. Upon learning about this Decision of the General Council, various members of the Advocacy Committee researched the background to the decision, the decision itself, the content of the DLM program, and other interpretive material. We acknowledged the strengths of the DLM program and its graduates and the fact that the DLM program did not include diaconal formation.

Concern was raised that the decision of the Council could be used as precedent in other circumstances to grant testamur for educational preparation for Diaconal Ministry that did not include diaconal formation. Open conversation with General Council staff was an essential component of our work on this complex issue.

Observations/Our Approach:

- ☐ Groundwork of relationship building with GCO staff so that conversations are constructive and collaborative

- ☐ Discerning echoes of gate-keeping around ministry that has impacted diaconal and designated lay ministries

- o Second class

- o Ordained ministry seen as 'normal/proper/real' ministry - the standard to which other ministries are measured

- o Ignorance and disparagement of community based education streams

- ☐ Constructive plan for invitation into diaconal community for DLMs discerning a diaconal call

❓ Learning that the DLM discernment process was producing proportionately more diaconal discernments (compared to candidacy pathway)

- o Possibly because intentional conversation with a diaconal minister was required as part of the process

- o Possibly because current DLMs would include people who entered ministry as staff associates with focus on educational/youth/children's ministry

❓ Expression of gratitude from GCO staff for the diaconal invitational response to DLM entrance to order of ministry

❓ Discovery of another anecdotal geographic clump of diaconal discerning (big SW Ontario Committee of folks choosing diaconal ministry)

Observed that we may need to resume initiating contact with DUCC folks on the GC

❓ Decisions:

- o Send names to GC staff of Diaconal Ministers who can be available for vocational conversations

- o Send a Welcome to DUCC – celebrating newcomers

- o Regionally and nationally

- o Invitation to national gathering

- o Develop an educational piece on DUCC

- o Host a webinar for explorers

- o Restock the DUCC pins

The Path Not Taken

When issues are brought to our attention we always need to bring to our consideration the clarity of good analysis, the wisdom of thoughtful reflection, the urgency of the issues, the impact of taking action or not taking action, and the assessment of our time and energy. It has been suggested that we develop an advocacy strategy/assessment tool to use in making these decisions but the Committee has not had time to pursue this possibility. A draft of the idea is included here because we would welcome ideas about the value and the content of developing this kind of resource and because we think it might be used/adapted for use in other contexts

Such a tool would need to include things like:

- ☐ naming the issue(s)
- ☐ source of the request
- ☐ policies related to the concern
- ☐ who has jurisdiction?
- ☐ does DUCC have standing in this concern?
- ☐ What assumptions about diaconal ministry are evident?
- ☐ does this appear to be an individual or systemic issue?
- ☐ where is the (perceived) injustice?
- ☐ what is at stake? For whom?
- ☐ previous work on this issue and the outcome of that work
- ☐ is there an appropriate role for DUCC? In what ways does this concern related to the mandate of the Advocacy Committee?
- ☐ would this matter be addressed more effectively through informal approaches or by deferring action?
- ☐ do we have the capacity (time/energy) to act?

Diaconal Who? What? Where?

The Advocacy Committee has not had time to consider how advocacy might happen in situations where concern is raised about the continuing invisibility of diaconal ministry in many aspects of the life and work of the United Church. Despite decades of intentional work to educate the church about diaconal ministry, and despite the strong leadership of Diaconal Ministers/Candidates in all parts of the church, ordination continues to be regarded as normative, and diaconal ministers continue to be under-represented in leadership positions, even in areas in which diaconal ministry brings expertise.

Examples include events offered by the United Church Foundation, United in Learning, programming for Licensed Lay Worship Leaders. Some church policy (example Formal Association) continues to be based on the functions of ordained ministry. Advocacy in this context is more complicated. Discussion at /direction emerging from the National Gathering would be help to determine possibilities and priorities.

Needing More Attention

In order to increase the effectiveness of our work we need to strengthen our relationship with the schools providing educational preparation for diaconal ministry, (Sandy-Saulteaux Spiritual Centre

and the Centre for Christian Studies) and become more familiar with their programs and areas in which advocacy might be needed.

Advocacy Committee Leadership Roles

The Advocacy Committee has relied heavily on the DUCC Staff person for convening the meetings, preparing the agendas and reporting on the Advocacy Committee's work to the Coordinating Committee. The Committee is of the opinion that this ad hoc and staff dependent role is needing to be replaced by a duly appointed chair who would assume those responsibilities. The DUCC Staff person would continue to be liaison with General Council Office Staff, monitor General Council policy or practices related to DUCC's interest, and provide staff support to the Advocacy Committee.

We ask that the request be granted and that the Nominating Committee act as quickly as possible to fill the position of Chair of the Advocacy Committee.

Record Keeping

Our record keeping has been sporadic. We hope that the addition of the position of Chair of the Advocacy Committee will help to strengthen our administrative work. e.g. minutes, resources created...

It has been an honour to do this work on behalf of DUCC and to work with General Council staff who bring to this work respect, vision, wisdom and accountability.

Advocacy Committee

Carolynne Bouey Shank

Keith Simmonds

Bri-anne Swan

Michelle Owens

Ann Naylor

Eric Tusz-King DUCC staff

BETFIM Report 2024 Report to National Gathering DUCC
from the Administrative Committee of the
Barbara Elliott Trust Fund for Innovative Ministry

Susan Butler-Jones

The Barbara Elliott Trust Fund for Innovative Ministry was established in memory of Diaconal Minister, Barb Elliott. It supports innovative and/or nontraditional ministries that find it difficult to secure regular funding. Funding should be seen as seed money to get new projects started, or for new aspects of existing programs, or to enable a one time special project, and not for support of ongoing work. A project is only eligible for one grant. An accountability report is required by the ministry following the implementation of the project.

Funding criteria and application form are available on the website:

<https://www.ducc.ca/grant-opportunities/barbara-elliott-fund/>

Donations to the fund to remember, honour or celebrate someone or a particular event or ministry are always appreciated, and can be made by contacting the United Church Foundation:

<https://unitedchurchfoundation.ca/>

The members of the administrative committee of BETFIM are,

Susan Butler-Jones

Denise Davis-Taylor

Ken DeLisle

Marilyn Burnard

The committee meets by Zoom as needed. Applications are reviewed, and decisions re funding are made as soon as possible (usually early March) following the February application deadline. Decisions are made in accordance with the Funding Criteria. All applicants are contacted with the decision of the committee as soon as possible following our meetings.

We attempt to promote the Fund through announcements and stories in the DUCC news. We invite those who have benefited from the fund to write a brief article that could be included in the DUCC news. The Fund has supported many creative and beneficial projects over the years.

2023

During 2023 we had two rounds of applications, our regular one in February and an additional one in the fall since we had not awarded all of the available funds in the spring.

We were pleased to offer funding to the following projects:

Spring Application 2023

1. Bold Discipleship for the Common Good - Phase 1
submitted by The Four Amigos - four coaches with EDGE (A network for Ministry Development of the UCC) in partnership with The Centre for Christian Studies and Atlantic School of Theology.
Contact person: Eric Tusz-King

The following is a brief excerpt from their application:

Drawing on lived wisdom and personal and professional experience, and evidence-based we envision a “Holy Experiment” in nurturing Bold Discipleship for Common Good.

Small groups will be invited to journey together in character-transforming discipleship communities of practice, discovering, sharing and engaging common foundational wisdom and practices that are transformational to both personal and world change. We need strong, authentic, trusting relationships with one another, embracing intentionality and mutual accountability in order to become morally courageous advocates for common good. These small diverse communities of practice, comprised of people from both outside and inside the church, will gather twice monthly for a period of twelve to eighteen months.

Phase 1 of this Holy Experiment will create two communities of practice (ideally 5 - 6 participants in each) working with an experienced community of practice coordinator.

Selected participants in these initial communities of practice ('seed groups') will be individuals who are recognized to be 'early adopters' who express willingness to continue through Phase 2. There will be opportunity for both personal reflection, growth and learning how to create similar spaces and opportunities for others.

Fall Applications 2023

1. The GO Project on CHURCHx

submitted by:

The GO Project; Shining Waters Regional Council

Contact Person: Alana Martin

The following is a brief excerpt from their application:

The GO Project's curriculum initiative is a transformative educational endeavor designed to address a pressing need within United Church of Canada communities. This initiative responds to the demand for progressive, inclusive, and justice-centered curriculum resources tailored for children, youth, and leaders. Through collaboration, innovation, and strategic partnerships, the project seeks to redefine how faith-based education is delivered and experienced, contributing to the vibrancy and expansion of local faith communities.

2. The International Interfaith Network Face to Face gathering convened by ICHRP Global Conference and General Assembly, Bangkok, November 6-9, 2023.

Submitted by: Beaconsfield's Initiative & ICHRP Canada-Global- Beaconsfield United Church.

Contact Person: Patricia Lisson

The following is a brief excerpt from their application:

The International Coalition for Human Rights in the Philippines' upcoming conference stands as a testament to the synergy between justice, faith, and action. By uniting under the banner of "The Peace We Want," participants will engage in meaningful discussions, training, and collaboration that directly align with the criteria outlined by the Barbara Elliott Trust Fund. This exceptional endeavor exemplifies the pivotal role faith and justice play in creating a better world for all. Your financial support will

be used to promote the face-to-face International interfaith Meeting by enabling participants from the Philippines and South East Asia to attend. Of course, your support will be recognized in all our publications and conference information and before the face-to-face meeting.

2024

We were pleased to offer funding to the following projects:

1. K-Queer Workshop series “Rainbow Insights”

submitted by: Korean Rainbow United

(캐나다연합교회 무지개연대); a queer Christian Korean group inside the United Church of Canada for both queer members and allies, clergy and lay members.

Contact person: Hyerim Park

The following is a brief excerpt from their application:

"Rainbow Insights" is a groundbreaking initiative aimed at providing educational opportunities for individuals fluent in Korean and English living in North America and Korea to enhance their understanding of 2SLGBTQIA+ issues. Recognizing the importance of fostering inclusivity and cultural sensitivity, our project seeks to bridge the gap in 2SLGBTQIA+ education by offering comprehensive resources and learning experiences.

"Rainbow Insights" is a dynamic workshop series designed to provide comprehensive 2SLGBTQIA+ education quarterly. This series will feature impactful guest speakers, language translators, and recorded videos, ensuring a wide-reaching and lasting impact.

2. Guaranteed Livable Income Forum

Learn. Listen. Activate.

submitted by: Niagara Region Guaranteed Livable Income

Resource Group and Silver Spire United Church,

St. Catherine's ON

Contact person: Valerie Pitt

The following is a brief excerpt from their application:

With the help of advocates, stakeholders, economists, faith leaders and politicians, we are planning a community forum for March 23, 2024, at Silver Spire United Church in St Catharines. Silver Spire has an ongoing relationship with people in the downtown core. They also have experience offering forums on relevant and essential topics in the community. This project will draw upon the expertise and knowledge of people who participated in the GLI pilot sharing lived experiences. Speakers and facilitators from Hamilton Roundtable for Poverty Reduction, Deirdre Pike (Niagara Anglican Diocese), Elaine Power, author, advocate, and professor, Queen's University, Senator Kim Pate, Economist Ken Wang and Loyd Marenescu, Artist Jessie Golem (also a participant in GLI pilot project), Andrea Budgie, Sylvia Keismat and Brian Walsh on faith and poverty and a viewing of a discussion of a documentary, a project from the Hamilton Roundtable for Poverty.

There will be ample opportunity for participants to connect through coffee and snack breaks and an extended lunch break, encouraging conversation and networking. Small group sessions

will include advocacy and political action, GLI and the artist, documentary and discussion, faith and poverty, food security, social determinants of health, and art and storytelling for change.

As the event title suggests, facilitators aim to create an environment where people move from reflection to faith in action.

3. Singing for Earth

submitted by: The United Church in Meadowood, Winnipeg

contact person: Caryn Douglas

The following is a brief excerpt from their application:

Climate anxiety is real, and many feel overwhelmed by the problem. We have heard that people long for leaders to help them deal with their feelings and to support them in taking action. The Outreach Committee has reshaped its mandate to include a focus on Climate Action and has an ambitious plan to educate and motivate the congregation to reform our relationship with Earth and be advocates and motivators.

The arrival in 2023 of Jeremy Vallance, as the choral director at UCiM, sparked the idea of a Greening project focused on singing. He has a particular gift to use music as a tool for self-awareness and healing along with a background in community choirs and spiritually grounded music. He has led similar kinds of programs in the past.

Singing for Earth is a 5 day camp/event (Monday, July 29 to August 2, 8:30 to 4 pm) to be held at UCiM. We envision interweaving singing with body work and workshop/activities that allow for integration of learning and the development of skills and

resources for Climate Action.

The singing is not geared to performance, but to participation, as each person is supported to find their voice and to experience the power of being in an intentional community. The accompanying activities will complement the singing and will include time outdoors.

Reports

Part of the criteria for awarding grants from the BETFIM is to send a report of the project to the BETFIM Team.

Reports Received since 2022:

1. ICHIRP Global Conference

Communications Report

Communications Committee Report - 2023-24

As of the last gathering, the communications committee had four members and no chair. We now have six members and in the fall of 2023, Deborah Laforet stepped forward to chair the committee.

Each member of the Communications Team has a role:

Kathy Toivanen keeps minutes and is the editor of our DUCC E-news,

Debra Kigar keeps track of our DUCC member database,

Carey Wagner facilitates our presence on Facebook,

Rachel Nadon facilitates our presence on Instagram,

Marilyn Burnard is our card secretary,

Deborah Laforet is our web minder and chair of this committee, also making her a member of the Coordinating Committee.

We all have a role to fill but we work as a team and support the various initiatives that are brought to the committee. We also thank Eric Tusz-King, DUCC staff person, who attends our meetings and supports this work.

We had a variety of initiatives over the past couple of years. One was to open a DUCC account on Instagram and increase our presence on social media. Another was to spend some time getting to know Microsoft One Drive, Share Point, and Teams, trying to maximize the platform DUCC is using as a part of our website package. Meetings on Teams have not gone as smoothly as Zoom, but we and the Coordinating Committee are still working on it.

In anticipation of our 40th anniversary, the committee decided to create an image on coasters and had 500 of them printed. These coasters have been distributed far and wide and there are still many available.

The past year has been focused on preparing for the national gathering in Drumheller, ensuring it is being advertised through the e-news and social media and that the website contains all necessary information. This is still in progress and at our next meeting we will be discussing our role at the national gathering, in terms of reporting and sharing news following the gathering. Members on the Communications Committee have held dual roles with Rachel Nadon on local arrangements for the gathering and both she, Debra, and Deborah on the planning committee.

We also want to recognize that Kathy Toivanen is also doing work with the communications committee of DOTAC (Diakonia of the Americas and Caribbean).

Nominations

Nominations Committee Report to the DUCC National Gathering of 2024

We like to start with a huge thank you for the people that have been serving DUCC in a variety of roles since the last gathering of 2022. THANK YOU!

While some are finishing their terms with DUCC Committees at the time of this gathering, others are staying on for a transition period of mentoring people that are taking on new positions.

We name with gratitude the following people who are stepping down from DUCC Committees:

Vicki McPhee from the Coordinating Committee

Denise Davis-Taylor from the Coordinating Committee

Ted Dodd as DOTAC rep

Melanie Ihmels from the Coordinating Committee

Rachel Nadon from the Archives Committee

Lynda Appleby from the Kaufman Fund Committee

Ken DeLisle from the Nominations Committee

Deeply grateful for the people who bring their time, energy and creativity to their different positions, we present the following names for the approval of the National Gathering. With the exception of Tammy Allan * newly nominated for the Nominations Committee, all nominees are continuing in their current positions.

We hope that further nominations may come forward during our time together.

Submitted with respect and gratitude,

Barbara Lieurance, Marci Gibson and Eric Tusz-King

Coordinating Committee

Vicki MacPhee (Chair) will be VACANT

Denise Davis-Taylor (Secretary) will be VACANT

Helen Reed (treasurer)

Ted Dodd (DOTAC Rep) will be VACANT

Marlene Britton

Jen Dresser

Debra Laforet

Barbara Lieurance

Eric Tusz-King (DUCC Staff)

Communications Committee

Debra Laforet (Chair)

Rachel Nadon

Carey Wagner

Debra Kigar

Kathy Toivanen

Marilyn Burnard

Eric Tusz-King (DUCC Staff)

Archives Committee

Linda Ervin (Chair)

Cheryl Kirk

Kathy Toivanen (Secretary)

Erin Acland (Ex-Officio)

VACANT

VACANT

Eric Tusz-King (DUCC Staff)

Archives Committee – Photos

Lynda Gow (Chair)

Kimiko Karpoff

Ann Naylor

Eric Tusz-King (DUCC Staff)

Advocacy Committee

Keith Simmonds

Ann Naylor

Michelle Owens

Carolyn Bouey-Shank

Bri-Anne Swan

Eric Tusz-King (DUCC Staff)

Barbara Elliott Trust Fund for Innovative Ministry

Susan Butler-Jones (Chair)

Denise Davis Taylor

Ken DeLisle

Marilyn Burnard

Kaufman Fund

Ellen Bayton-Walker

Linda Ervin

Joan Jarvis

VACANT

Nominations Committee

Barbara Lieurance (Chair)

Marci Gibson

Tammy Allan *

Eric Tusz-King (DUCC Staff) supports innovative and/or

Staff Report

As this year is our 40th anniversary, and next year will be my 10th year in this position, I would like this report to serve two functions. One to provide an accountability for the work I have done for the last two years and to reflect on how the DUCC staff role has evolved since I have been in the position.

My primary accountability is to the Coordinating Committee and to the chair, Vicki McPhee. I attend the meetings as a non-voting corresponding member and often connect with Vicki several times between meetings, via emails and/or calls. On occasions I prepare the agenda with Vicki and am welcomed to contribute to all topics on the Committee's agenda. I most often prepare an accountability for each meeting.

The only committee to which I have significant responsibility is the Advocacy Committee which has no chair, so I convene the meetings when necessary. There will be a report from the Advocacy Committee that will note the topics it has addressed. My role as liaison with General Council staff, whose responsibilities relate to diaconal ministry, is critical to the work of this committee. Currently, DUCC has high trusting relationships with most of the GC staff, which often enables collaboration on tasks rather than pitting DUCC against GC.

The two other committees that I relate to are the Communications and Archives Committees. My role with these committees is primarily being a conduit for information to and from the committees to other parts of the DUCC structure. I am not a full member of either committee and although my attendance is not obligatory, I am welcomed and often consulted on a variety of topics.

The national gatherings are a lot of work for volunteers who may not always have the full picture of the DUCC structures. For the year prior to a national gathering, my priority is to ensure good communication among the various players who may not be directly involved with the planning.

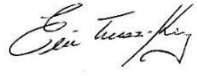
As a member of the founding committee of DUCC 40 years ago, I am delighted with the growth and strength of DUCC and diaconal ministry in the UCC. The purposes for which we created DUCC, I believe are being met. There have been and continue to be a wide number of people who deserve credit for our achievements. DUCC cannot exist without this heavy volunteer base. The role of staff is mostly to support the volunteers.

The actual work of the staff has changed slightly since we created the position over ten years ago. It still is responsible for monitoring GC, GCE and the work of the GCO offices, but with competent volunteers appointed to key committees this responsibility is shared. An example of this is my convening of DUCC members who are members of General Council. I bring them together, but they do the heavy lifting on developing responses or requests to and sharing them with General Council.

The position and my performance are reviewed every 2 or 3 years. 2025 would be a good time to do this again and reflect on if there are any changes needed in the work description or compensation.

I continue am very pleased to be DUCC's staff person and I find the work both personally and professionally rewarding. I work with great leadership.

Together in ministry,

A handwritten signature in black ink, reading "Eric Tusz-King". The signature is written in a cursive style with a large, stylized "K" at the end.

Eric Tusz-King

Kaufman Fund Report

The Kaufman Fund Report for the Diakonia of the United Church of Canada

Date: September 2024

Submitted by Ellen Baynton-Walker on behalf of Committee members:

Linda Ervin and Lynda Appleby (retired)

The following financial statements were provided by the United Church of Canada Foundation: administrators of the Kaufman Fund. Fund Centre No. 5206001. Our UCC Foundation contact person is Jenna Yango Leonard. JYLeonard@united-church.ca

Statement of the Fund Activity

	Jan 01-Dec31, 2022	Jan. 01-Dec 31, 2023
Opening balance	\$86,990.97	\$76,497.58
Revenues		
Donations	-	-
Investment Interest	-	-
Realized Investment Income (gain/loss)	-	-
Unrealized Investment Income (gain/loss)	\$(4,410.62)	\$7587.48
Total Revenues	\$(4,410.62)	\$7587.48
Expenses		
Grants	\$4,900.00	\$4850.00
Administrative Fees	\$1,182.77	\$1149.83
Total Expenses	\$ 6,082.77	
Total Transfers		
Closing Balance	\$76,497.58	\$78,085.24

NOTES: The majority of the 2022 disbursements was for the 2022 DUCG gathering in Tatamagouche; the exception was for attendance at an ICHRP conference

The 2023 disbursements were for attendance of conferences, DOTAC, a pastoral care leadership course, a sabbatical, and rest and respite care.

The Kaufman Fund Committee has met for the last 2 years via zoom to attend to the grant requests. Applications have been sent to Ellen Baynton-Walker as noted on the DUCG brochure. Lynda

Appleby has been the contact person with the Foundation; requesting the issue of the grants which is sent directly from the Foundation to the recipient.

It is with regret and our gratitude for her service that Lynda Appleby has resigned from the Kaufman Committee after many years of attending to the careful financial accounting of the committee due to health concerns.

The Committee is hoping that there will be one or two people willing to join the committee going forward into 2025.

Coordinating Committee Report to the 2024 DUCC National Gathering

I've been Chair of the Coordinating since 2017 when we gathered in Chicago following the DIAKONIA World Federation Assembly. Having attended the Assembly before the DUCC meeting, attendees found themselves energized to broaden the work of DUCC and engage more people in the various opportunities that DUCC has to offer as well as bolster the work of the diakonia in our church and communities.

As such, the Coordinating Committee recognized that its key mandates for the next years were as follows:

- to support and intentionally invite people as much as possible to attend diaconal local gatherings, national and international gatherings
 - one example of how the CC has done this work is through seeking leadership in each Region of the church to connect and engage with DUCC members in that area
 - financial resources have been set aside to assist with the costs of Regional groups meeting together
- to support and encourage underrepresented groups of people to engage with DUCC and other diaconal events
 - this has happened through examining our membership and inviting those who have not participated previously or may have experienced barriers to participating in the past
 - financial resources have been used to support and assist marginalized or under-represented groups to attend diaconal events
- to recommend and nominate diaconal folks to committees, working groups and staff positions with the wider church

The Coordinating Committee is responsible for supporting the work of the Advocacy Committee and the Archives Committee. The Communications Committee supports the work of all working groups and committees by promoting and sharing information across many different platforms.

The DUCC By-Laws have been updated and revised. Those who gathered for DUCC 2022 had opportunity to give input and the By-Laws will be reviewed and, hopefully, ratified by the gathering of DUCC 2024.

The 2022-2024 Coordinating Committee was made up of the following roles/people:

- Chair, Vicki McPhee
- Secretary, Denise Davis Taylor
- Communications Chair, Deborah Laforet
- Nominations Chair, Barbara Lieurance

- DOTAC Rep, Ted Dodd
- Member-at-Large, Marlene Britton
- Member-at-Large, Jen Dresser
- Staff, Eric Tusz-King
- Treasurer, Helen Reed

I believe the work of DUCC, through the leadership of the Coordinating Committee, over the next few years will emerge from engaging the theme of DUCC 2024 – Exploring the questions: What is the future of the church? What is the role of the diakonia in the church's future?

I have indicated that it's time for me to step aside, at the close of DUCC 2024, from the Chair role in the Coordinating Committee. Succession planning for the Coordinating Committee is still a work in progress and, as of this writing, there is not yet a nominee to take on the role following DUCC 2024. As such, I have agreed to remain as Chair until a new Chair can be found over the next few months.

My time as Chair of the Coordinating Committee has been deeply enriching for me. I have very much appreciated the opportunities that I have had to meet and work with diaconal people all across Canada. I look forward to serving DUCC in other capacities.

Yours in diakonia,

Vicki McPhee

DUCC Archives Bi-Annual Report

November 2022- June 2024

ARCHIVES are so very important and now is the time to set a file aside on your computer or in a file cabinet to put all things diaconal into. You could set that file up with **several categories:** articles written, photographs (write the names on the photograph), magazine or news stories written about your work, interesting things you do in the congregation and community, challenges you face, support groups you developed for yourself and others; other education and training done, reflections you have done, all things related to your ministry as a diaconal minister. **WHY would I do this?** So future generations can learn from our experiences and be challenged and supported by the ministries we are doing and have done.

A story: In my search for oral history participants, I learned of a woman in Ontario who as a Deaconess worked with people in her community to respond to housing needs. She was told by a member of the congregation she should not be doing that and her colleague supported the member without speaking with the Deaconess. She left ministry, received a degree from OISE and fell in love and moved to India.

Her story has gone unheard by our DUCC community until early in 2024. We will interview her.

Another Story: A woman just about to be designated as a Deaconess learned that a classmate was being denied designation because she was a smoker. In solidarity with her classmate, she refused designation.

These stories are part of our history and for me and I hope for you it is fascinating to discover what our ancestors faced as they journeyed through their education and ministry journeys.

We have several people who were not able to be designated or commissioned and some who left or felt forced out of diaconal ministry for a variety of reasons. We need all their stories and **WE NEED YOUR STORIES**, that come to us in your record keeping using the suggested filing system. Stories fill out our broad ministries from working as educational staff in congregations and sometimes in community ministries in our early ministries days, to conference staff and national staff, hospital chaplains to full time solo ministry in congregations. We have worked in intentional interim ministries, team ministries and full-time community ministries that range from environmental to housing and peace and justice, and we have been Moderators, Conference Presidents, Executive ministers, college professors and principals. Our diaconal footprint has touched many areas of ministry and we have made a difference even when we think we don't. Little seeds planted.

Archives is about our stories in our great tapestry of varied ministries and how our ministries intersect with the communities we find ourselves in.

What did Archives do since we last met.

1. Disappointed we did not collect more files and photos at the last DUCC Gathering. So, for this year we have set up a new process for collecting and identifying photos.
2. Sent a letter to all DUCCS to remember to include in your will that all your DUCC files come to the DUCC Archives. Several letters came back with a wrong address and that information

was shared with Deb Kiger who keeps the DUCC data base updated. We will send further reminders and updates about DUCC Archives. We might even do a webinar in the new year.

3. Tracking down files and correspondence that are missing from the DUCC Archived files. Many of you who have been around for a while and may have served on The Committee of Diaconal Ministry and The Task Force on Diaconal Ministry. Some of you may have taken minutes at National DUCC Gatherings. We are looking for those missing minutes/notes. Please be in touch with me. Find out who I am at the end of the document.
4. **DUCC History writing** had to be delayed because the Archives were closed due to COVID. That writing is now back on track. Kathy Toivanen is writing the history. Soon you will see our HISTORY book.
5. **We need a good detective.** Perhaps Detective Murdock who was recently commissioned could assist. We are attempting to locate our missing framed DUCC Statement from 40 years ago. I will know you read this if you ask me about Detective Murdock.
6. We are also exploring how we will archive documents like the DUCC website.
7. Oral History project has begun. BC Pacific Mountain Region agreed to finance and support the interviewing of six people. Glad to report the first of six interviews are done, second is scheduled. Kimiko Karkoff is our interviewer. Blair Galston is the BC Archivist who is working with DUCC Archives on this project along with Erin Aclan from the Prairie to Pine Archives. **DUCC Regional REPS**, please find six people in your region to be interviewed and send their names to me. We will begin the interviewing process very soon. We have funding but will require more to get six oral histories from each of our regions.
8. **ASK Eric Tusz-King or Kathy Toivanen or me** about the **Research Guide**. Cheryl Kirk has put in hours of work getting the Research Guide organized along with assistance from Erin Acland.
9. We will be having conversations with CCS and Sandy Saulteaux Centre regarding Archives.
10. If you are interested in assisting Archives with transcription of the oral histories, we would be very grateful. We do have a mechanism that can assist but we do need a human to review. If you are interested in being on the committee speak to one of the team.
11. Archives did interview several elder DUCCs for the 2024 National Gathering. Hopefully we can find a way to use the video as it contains incredible history.
12. Many years ago, 1982, Kay Huer developed a resource **Waiting as Fast as We Can**; a slide show which is now in the DUCC and CCS archives. We hope to show you the video presentation of the slide show at the national gathering that has been done by Jen Dresser.

Please be in touch if you have any questions. Please contact any of the team.

Thank you to Erin Acland for your invaluable assistance with Archives and thank you to the team, Cheryl Kirk, Kathy Toivanen and Eric Tusz-King and the Digital/Photo sub group of the DUCC Archives Team: Ann Naylor, Linda Gow and Kimiko Karkoff.

Linda M. Ervin

Archives Chair