

# Minutes of DUCC National Gathering Oct 3 – 6, 2022

## Truro and Tatamagouche, Nova Scotia

### Theme: “ I will Pour out My Spirit on All People”

Reports included in this folder: DOTAC /DWF Report, Coordinating Committee Report, Staff Report

Committee reports: Communications, Archives, Nominations , Financial Statements

Other documents : Theme Document : Caretakers Report to General Council 2022

#### 1.Meeting Agenda

Mission, Purposes, Bylaws, Charter, Statement of Vision and Decision Making Process,  
of Our Indigenous Circle Calls to the Church

#### 2.Draft :

3.Theme document : Care Takers

Present in person: Ted Dodd, Mark Laird, Karen Lumley, Vicki McPhee, Debra Kigar, Deborah LaForet, Lynda Gow, Karlene Kimber, Patricia Lisson, Barbara McGill, Linda Ervin, Denise Davis Taylor, Rachel Nadon, David Hewitt, Heather Sandilands, NanCorrigan, Catherine Gutjhar, Leila Curry, Maylanne Maybee, Lorrie Lowes, Lori Crocker, Elaine Kellogg, Marlene Britton, Karen Orlandi, Susan Toller, Eric Tusz-King, Beth Baskin, Annika Sangster, Terrie Chedore, Erin Ackland, Alicia Walls, Dorothy Naylor, Tracy Robertson, Ann Naylor, Heather Robbins, Amy Crawford, Lori Stewart, Carey Wagner, Kathryn Toivanen, Murray Pruden, Ellen Baynton Walker, Melanie Ihmels, Sharilynn Upsdell, Deborah Deavu, Joan Tuchlinsky, Karen Tjaden, Christina Crawford, Charmain Bailey, Laura Hunter

Online Participants: Carolynne Bouey Shank, Ken Delisle, Jen Dresser, Janet Ross, Mary Piercy, Dyanne Marlok, Kristin Woodburke, Caryn Douglas, Marcie Gibson

Monday October 3, 2022

The group was welcomed to S/t Andrew's United Church in Truro by Rev Shannon McLean. (The meeting was moved to this location as a result of the damages to Tatamagouche Center by Hurricane Fiona) The meeting concluded with a day and a half at Tatamagouche Center.

Worship Karen Orlandi, Charmain Bailey

Community Building Tracy Robertson

Land Acknowledgement : ancestral and unceded lands of the Mi'kmaq people. This land is governed by the treaties of Peace and Friendship, first signed by the Mi'kmaq, Wolastoqey, Peskotomukhatiyik, and the British Crown in 1726.

#### Business Session 1

Reports received for information: Communications, Staff Report, Coordinating Committee, 2020 Virtual National Gathering Minutes,

Archives presentation : Erica (Archivist) talked about the uses of archives and what to send to her.

Consensus Process was reviewed. (see the Bylaws document)

Nominations Report: Ted Dodd (see written document)

Maylanne Maybee gave us a Theological Reflection as the Eccumenical guest.

Tuesday October 4, 2022

#### Business Session 2

Constitution and Bylaws were reviewed and commented on by small groups. Notes were taken from each group with recommendations for changes. Moved by TED Dodd and seconded by Carey Wagner that the Mission, Purposes, Bylaws ,Charter, Statement of Vision and Decision Making Process document be accepted as the guiding principles for the Coordinating Committee as it considers the suggested changes from the community. Passed unanimously by consensus.

It was suggested that testing proposed changes to the document be discussed in an online discussion.

Wednesday October 5

Business Session 3

Advocacy Report: Eric Tusz-King and Ann Naylor

- The committee has been working with Adam Handley in the General Council Office who has helped arrange meetings with Regional Pastoral Ministers to work towards having consistent policies and awareness about recognizing Diaconal Ministry and designated outreach ministries.
- The committee met with regional Executive Ministers and realized that the policy regarding recognizing outreach ministries was no longer in the manual and was not known about by the Executive ministers. It was NOT rescinded just omitted.
- The committee is working on collecting the documentation and having the policy returned to the Manual.
- The committee advocated for placements for several Diaconal students with success.
- It has helped individuals find supports in their contexts and structures.  
It cannot advocate for individuals because DUCC is not recognized by the General Council.
- The committee posed the questions: Is this the advocacy DUCC wishes the committee to do?
- It was suggested that the Advocacy committee could help individuals find supports in their contexts and structures.

Regional Breakout groups: what do you need in your Region to encourage, support and nurture Diaconal ministry?

Report from General Council 2022 by Mark Laird and Deborah LaForet.

Theme of General Council "Who do you say that I am?"

This event

took place online with gatherings from February through to August. We played a game of figuring out the Themes of General Council : Change, Diversity, Online Community, Communication, Mistrust. Subsequently the presenters spoke to each theme.

Marlene Britton did a brief presentation on "Use of the Office of Vocations"

Topics' she addressed

were : complaints can be lodged confidentially through the Office of Vocations regarding retired, past , deceased ministers. She assured the group that every complaint is responded to. Complaints regarding the ministry of congregations need to be directed to the Pastoral Relations Minister of the local region. Equity Research Project titled "Thriving with Equity" has put out a survey for ministry personnel to respond to by October 15<sup>th</sup>.

Thursday October 6

Business Session 4

Welcome to the unceded Territory of the Mi'kmaq

Staff Presentation: Eric Tusz-King (see written report)

DUCC representation needed in the Wider Church courts: see the Staff report for details. It was noted that it is especially important for DUCCS to be represented in Ministry and Personnel and Vocations committees. Application Deadline October 20, 2022.

DOTAC Report Ted Dodd (see written report for details)

- Ted highlighted that zoom has been a blessing by expanding the work and spirituality of DOTAC Eg Antiracism group that has met internationally. (Next meeting Octobe 17<sup>th</sup> noon Central time)
- WCCC asked DOTAC to do a Pilgrimage of Justice and Peace
- DOVE event - four DUCCS attended Marlene Britton, Karen Tjaden, Elaine Kellogg, Ted Dodd
- 16 days of Activism Against Gender based Violence will take place online November 25- December 10 again this year.
- Mondays in May from 2022 can be found on the DOTAC Youtube channel Theme: WCC Diakonia Document
- Diakonia World Federation will post presentations online October 24m 25, 2022
- NEXT DOTAC Meeting will be August 14-16 , 2023 Minneapolis Theme: Connect , Heal, Engage

Nominations report: Moved by Ted Dodd Seconded by Deb Kigar passed by consensus.

- It was noted that this event represented an historic moment in DUCC. More men (five) than ever before were present at this gathering.

AUCTION money raised was \$939.00 Proceeds were given to Tatamagouche Center and will be used to assist staff who lost pay because of Hurricane Fiona.

Nancy Lee from Tatamagouche Center spoke briefly to give her thanks to the community for coming to the Center for the last day and a half of the gathering.

Thanks were given to Alicia Wells, Rachel Nadon and Melanie Ihmels for tech support, St Andrew's United Church especially Rev. Shannon McLean in Truro for their hospitality, the Local Arrangements team (s), Theme team and Theme presenter Rev. Murray Pruden from the General Council Office, Music and Worship team: Karen Orlandi and Charmain Bailey Community Building: Tracy Robertson Meeting Chair person: Vicki McPhee Eccumenical Guest and Reflector : Maylanne Maybee Workshop leaders : Marlene Britton and Charmaine on Black Ministry and Ministers in the UCC , Maureen Sinclair "Conflict Transformation and Community Transformation".

Thanks will be sent to Caryn Douglas for her wonderful Memorial Service presentation.

Cards were written and sent to the Site Visit locations: Windfarm Tatamagouche, North Nova Forest Owners Cooperative Ltd., Organic Farm Tatamagouche, Staff of Tatamagouche Center

Closing Reflection by Maylanne Maybee on the topic of Reconciliation

Monday, Oct 3	Tuesday, Oct 4	Wednesday, Oct 5	Thursday, Oct 6
	Breakfast	Breakfast	Breakfast
	9:00 Music 9:10 Worship (30 min) 9:40 Theme 10:45 Break 11:10 Music 11:15 Business: Bylaws (consensus Thursday) <ul style="list-style-type: none"> <li>• Introduce topic/history [10]</li> <li>• Move to break out room [5]</li> <li>• Discussion [25]</li> <li>• Report Backs [35]</li> </ul>	9:00 Music 9:10 Worship (30 min) 9:40 Business: Advocacy [10], Regions Break Out [30] – what do you need in your Region to encourage, support and nurture diaconal community? Comments to Eric. Finances & Funding [20] 10:40 Break 11:00 Music 11:15 Theme	9:00 Music 9:10 Worship (15 min) 9:25 Business: Diaconal representation in UCC [10], GC44 [35], DOTAC/DWF [15], Consensus (Nominations, Bylaws) [20] 10:45 Break 11:10 Music 11:15 Business: Unfinished Business 11:45 Theological reflection (David Rojas Martinez) 12:00 Closing Worship (30 min)
Lunch on your own	12:30 Lunch	12:30 Lunch	12:30 Lunch bag lunch
1:55 Music 2:00 Community building 3:00 Opening Worship (30 min) 3:30 Break 3:55 Music 4:00 Business: Agenda, Minutes [20] History/Archives – Kathy T [25], Consensus Process - Jen [25], Reports, Nominations [20]	Theological Workshops - twice <ul style="list-style-type: none"> <li>• David Rojas Martinez</li> <li>• Black Clergy in DUCC – Panel &amp; smaller talking groups</li> </ul> Group photo – during break between two workshops  5:15 Music	Site Visits	
5:30 Supper	5:30 Supper	5:30 Supper	
6:55 Music 7:00 Theme 8:15 Theological reflection (David Rojas Martinez) 8:30 Worship: Memorials (Caryn Douglas) 9:00 Socializing	7:00 Socializing: Kitchen Party	6:55 Music 7:00 Theme 8:15 Theological reflection (David Rojas Martinez) 8:30 Worship (15 min) 8:45 Socializing	

**Gathering  
Tatamagouche, NS**

**REPORTS**

September 14, 2022

**Recap of past 3 years finances for the Kaufman Fund**

2019 – 8 grants were given for graduates of CCS to attend the DOTAC

**Meeting.**

The fund earned \$11,598.45 that year. We paid \$1,108.82 to the Foundation to manage the Kaufman Fund.

**Year end balance was \$76,317.21**

**2020 – 6 grants were given to CCS graduates to attend the DUCC**

**meeting. The meeting was cancelled so the Administration**

**Committee requested recipients pass the grant money on in  
their church or community.**

**2 other grants were given to CCS graduates for other needs.**

**The fund earned \$8,793.10 in 2020 and we were charged  
\$1,141.01 for managing the fund.**

**2020 Year end balance was \$80,644.30.**

### **DUCC Coordinating Committee Accountability Report to the 2022 DUCC Gathering**

As the global pandemic has been wont to do to our sense of time since the early days of 2020, it has hard to remember the timing of activities and meetings. For this reason, my report will be an imperfect accounting from the Coordinating Committee. However, I believe it captures most of what the Committee has been up to since we last met in-person.

The highlights of the business of the Coordinating Committee (CC) between spring of 2018 and the fall of 2022 is as follows:

- Members of the Coordinating Committee
  - Melanie Ihmels (BC), Vicki McPhee (AB), Helen Reed (AB), Denise Davis-Taylor (AB), Jen Dresser (SK), Ted Dodd (MB), Marlene Britton (ON), Lori Crocker (NS), Eric Tusz-King (NB)
- Strengthening connections and networks amongst the diaconal community
  - Continued to seek out and coordinate Regional Leads to share information within each of the Regions and to encourage local gatherings of DUCCs
  - Ensured the DUCC budget included funding for Regional gatherings
  - Invited leaders from the Indigenous church into discussion, exploring how best to connect with and support indigenous diaconal ministers and candidates
- Recognizing a considerable gap in the archiving of DUCC's history over the past years, arrangements were made to hire Erin Acland, archivist for the Prairie to Pine Region. Work is ongoing to find and catalog the history, work and activities of DUCC.
- Following an ongoing discussion regarding succession and how to pass knowledge and information to those people who will follow us in leadership at DUCC, the CC worked with the Communications Cluster to establish a new website and new system of email address and online storage.
- With new committees and task groups emerging, the CC has prepared a set of bylaws for DUCC, which will be presented at the National Gathering in Tatamagouche.
- After receiving notice that some Candidates for Commissioning were having difficulty finding approval for Regionally Recognized Ministries, the CC requested that the Advocacy Committee work on behalf of the Candidates, to see how best to support them in their applications for Regionally Recognized Ministries.

- We received reports from the DUCC staff person, Eric Tusz-King; the rep to DOTAC, Ted Dodd; the Treasurer, Helen Reed; and the Communication Cluster through Lori Crocker.
- A Staff Review for the DUCC Staff person was completed. The CC would like to express gratitude and appreciation for the ongoing commitment and dedication that Eric brings to his role.
- In advance of the 44<sup>th</sup> meeting of the General Council, the CC worked to suggest diaconal nominees for the various working groups and commissions.
- The diaconal Commissioners to the GC44 were invited to meet together before the business portion of the meeting to discuss the proposals that might most interest the diaconal community.
- Pandemic Pivoting:
  - Instead of meeting in Ottawa in May of 2020, the CC designed and facilitated an online gathering. Eighty people registered for the event, including ecumenical guests from as far away as Great Britain.
  - The CC would like to thank the local arrangements group from Ottawa and other leaders for the work they put into the Ottawa gathering that needed to be cancelled.
  - Members of the CC created and facilitated an online Advent Retreat in November 2020.
- The CC attempted to align future DUCC in-person gatherings within the meeting schedules of DOTAC and World Federation of Diakonia, however there is still uncertainty as to when these dates will be. It was concluded that DUCC should set a meeting and future timings will be sorted as more information is known. In the fall of 2021, the CC decided to plan for an in-person gathering in the fall of 2022. The Maritimes DUCCs agreed to host the gathering.
- Leads for Theme, Worship and Local Arrangements were established and the planning for DUCC 2022 began.

Submitted with respect,

Vicki McPhee  
 Diaconal Minister  
 DUCC Chair  
 Diakonia of the United Church of Canada

## **DUCC ARCHIVES 2021-2022**

**Committee Members:** Linda M. Ervin (Chair), Kathy Toivanen (Secretary), Cheryl Kirk, Judith Colwell

**Staff:** Erin Acland & Eric Tusz-King

### **Introduction:**

Archives is fun, engages our brain in many new ways, lots of new words and the discovery of how important ARCHIVES are. Disappointing to learn that we have lost so much of our DUCC history. In our archive work we are hoping to discover some of the lost pieces and put together a more comprehensive record of DUCC.

When the members of the committee said yes to being on the DUCC Archives Committee, we didn't really understand what we said yes to. Thanks to Judith who guided us in those early days and with patience helped us to understand what fonds are. No, they are not a plant in your garden, in the world of archives a FONDS is a very important tool that may include records in any format - textual records, sound recordings, photographs and other graphics. Another word we use is finding tool, which is not an app on your cell phone. A FINDING TOOL is: tools that help a user find information in a specific record group, collection, or series of archival materials.

Judith is not at this conference with us but Erin Acland is and she is our employed archivist with our Archives committee. She loves to answer questions about ARCHIVES. Judith is also a retired Archivist with the Maritime United Church Archive.

Judith is leaving our Archive committee and we give thanks for her work in teaching us about archives and for her love of archives. She knows much about Deaconesses, Certified Churchmen and Diaconal Ministers. Her wisdom will be missed.

Cheryl Kirk has done great work in rewriting a description of Series 9 of Fonds 518. Cheryl is not able to be with us at this meeting.

Below are the activities and educational events that we have done in the last two years. Please ask questions, please bring your photographs and any documents you have in your possession to the DUCC Gathering in Tatamagouche October 2022

#### **Activities:**

- Reviving the research and writing of the DUCC History - Kathy Toivanen; on hold because of COVID, could not access archives needed for research
- Working with Finding Aids across the various archives to locate information on DUCC
- Trying to locate lost photo albums on DUCC history (once kept at GC offices in a box)
- Trying to locate framed statement of DUCC purpose
- Trying to locate DUCC minutes from Coordinating committees over the years as well as Minutes from DUCC conferences
- Locating the DUCC constitution
- Rewriting Description of Series 9 of Fonds 518 (current description does not reflect DUCC as accurate as it could)
- Clarified Eric's role on the committee
- Identifying people who could assist with rewriting description of Series 9 Fonds 518
- Continued learning about the role of archives and how archives are used
- Continuing to identify places where there is misinformation or no information (e.g., various names used to describe Diaconal Ministers and preparation for diaconal ministry)
- Information on the impact of the name change and the importance of the two conferences held at CCS in Toronto and Cedar Glen
- Ensuring records of Diaconal Ministers like Jessie Oliver, Jessie McLeod, Dorothy Landau, Margaret Fulton and Jean Whittaker are in the archives, identifying who is missing from the archives.
- Formalized an Agreement with DUCC Coordinating Committee and Prairie to Pine Region (UCC) regarding Erin's role with the Archives committee

#### **Educational Opportunities:**

- January 2021 Introduction to Archives Webinar
- Conversation with students at CCS
- Information at DUCC Gatherings
- placing webinars on DUCC website

DUCC Archives committee meets about every six weeks or so depending on urgency of the work. We meet by ZOOM.

**PLEASE KEEP YOUR RECORDS, PLEASE KEEP AND LABEL PHOTOGRAPHS**

**PLEASE GET TO KNOW YOUR LOCAL ARCHIVIST, THEY LOVE INFORMATION**

**PLEASE RESPOND TO THE ARCHIVES COMMITTEE REQUESTS FOR PHOTOGRAHS AND DOCUMENTS, WE SEND OUT REQUESTS EVERY ONCE IN AWHILE.**

**We do not want to be a lonely committee in some dark place in a museum. Archives and our committee are a live vital and necessary committee that will provide information to all those who come after us. You might not think anyone would be interested but there are people who are very interested. Our work, as I am discovering, is seen by some researchers as an integral part to what was going on in the society at certain times in history. Don't be surprised if some research student calls you and asks what was your involvement in...some 20 years ago.**

**Thank you to Erin for her helpfulness around our education endeavors and searching for missing records and continuing Judith's teaching about the importance of Archives. Thanks to Eric, our steady and supportive staff person who brings great wisdom to the table. Thank you to Cheryl who jumped right in and did incredible work around Fond description. Thank you to Kathy who is an amazing minute taker and has the daunting task of writing DUCC history. It is a pleasure to meet together, usually 8 am BC time, to have interesting conversations and develop creative educational opportunities for people to find great joy in the Ministry of Archives.**

**On behalf of the DUCC Archive Committee**

**Linda M. Ervin, Diaconal Minister**

**September 20, 2022**



<b>DUCC Financial Statement Reconciled with Bank Statement</b>	<b>Actual 2022 Sept 30</b>	<b>2022 Budget</b>	<b>Notes</b>
<b>Income</b>			
Membership Donations	9,573.48	14,600.00	<i>anticipated total: 12,176.10</i>
DUCC Pin (in/out)	81.00		
Misc. Income	50.00	0	\$50 to travel pool
Registrations for 2022 Gathering	28,730.00		includes Celtic Colours regision
Total 2020 Income			
Additional Funds from chequing account			
<b>Total Income</b>	<b>38,434.48</b>	<b>14,600.00</b>	
<b>Expenses</b>			
Administration (Operating Costs)	372.61	400	Inc. Postage & stationery for 2019 tax receipts
Zoom Subscription	180	240	<i>Anticipated: 240.00</i>
OneDrive access/Ducc emails	608.84	484	CC Motion: 2021.02.12
Clusters/Committees		200	
Communications	450		cards, mailchimp
Archive Database consultant			
Website Domain Fee (pay 2021, 2024)			
Website Annual Hosting Fee	1,084.80	1,150.00	Annual Website Hosting Package
Regional Groups	235.25	2,000.00	
DUCC Liaison to UCC (Staff) Honorarium	1,800	2,500.00	
DUCC Liaison-- Registration & travel Expenses DUCC National Gathering			
National Gathering (DUCC) for Expenses	2,502.65		Not included is \$1,000 Deposit for 2022 Gathering paid in 2021
DUCC2022 registrations refunded	2,070.00		Canellations
National Gathering Subsidy/Cost			Students and Retirees
Diaconal Connections:			
DUCC DOTAC rep			
DOTAC Subsidies			
DOTAC Annual Support	1,000.00	1,000.00	CC Motion Dec/20
World Diakonia Subsidies			
DOVE (every 4 years) 2020		500.00	
DUCC 2020			
Financial Expenses:			
Treasurer Honorarium		600.00	
Bank Charges + new cheques	331.92	500.00	
Institutional Membership			
Affirm (misc)	250	250	
DUCC Pins (in/out) (misc)			
Marketing		100.00	
Healing fund			
<b>Total 2022 Expenses</b>	<b>10,886.07</b>	<b>9,924.00</b>	
<b>Total 2022 Surplus/Deficit</b>	<b>27,548.41</b>	<b>4,676.00</b>	

Money in the Bank			
September 30, 2022		2021	
Chequing	62,754.90	Chequing	33,914.03
GICs Total	26,440.23	GICs Total	26,237.13
GIC adjustment			
<b>TOTAL</b>	<b>89,195.13</b>	<b>TOTAL</b>	<b>60,151.16</b>

### Supporting Donors

Sept 30, 2022 = 75 (62 PAR; 13 Cheques/E-Transfer)

Sept 17, 2021 = 83 (62 PAR; 19 Cheques/E-Transfer)

Sept 30, 2020 = 88 (62 PAR; 26 Cheques/E-Transfer)

Notes:

#### **Donations:**

The donors who support us through PAR have been consistent through the last few years. However, those who are relying on their memories to send cheques or E-Transfers are slowing reducing their support. Doing a quick scan of who is missing, I would say that this is not something that could be attributed to our older members. There are other members who are not sending in support as they used to.

Reminders are placed in the Newsletter, with year-end receipts and sometimes as an additional letter sent to those who may have simply forgotten for one year.

PAR forms are available on the DUCC website ([ducc.ca](http://ducc.ca)) under the "Support Us" tab. Your donations come to us on approximately the 20<sup>th</sup> of each month. You can choose any for a monthly donations – currently donors range from \$5-\$25 per month.

#### **Surplus:**

Don't get all excited about the big surplus that is showing for the end of September! This includes the registrations for the Fall Gathering and also for the Celtic Colours Tour. Once the bills are paid for those events, the surplus will be much smaller 😊

**Fees for the Gathering:** The Coordinating Committee also set the fees for the Gathering at a somewhat affordable rate. Extra costs will be covered with funds that we already had in the bank. It was felt that this Gathering was so important that we wanted to try to make it as financially accessible as possible.

**Travel Pool:** \$50 of each registration is put toward a Travel Pool. Those who would like to apply to get some Travel Pool funds, must fill in a form and send it to the Treasurer ([treasurer@ducc.ca](mailto:treasurer@ducc.ca)). The funds will be divided between those who apply for them on a % basis. Your application must be received by October 10<sup>th</sup>.

## **Nominations Committee Report to DUCC National Gathering 2022**

The Nominations Committee has contacted all the present DUCC Committee members to ask them if they were willing to continue to serve in their various roles. This also gave us a chance to thank people for taking on these responsibilities. We are grateful that so many were willing to continue.

We appreciate the energy and effort of those who are stepping down from DUCC Committees:

- Lori Crocker from the Coordinating Committee and the Communications Committee
- David Hewitt from the Communications Committee
- Anika Sangster from the Communications Committee
- Judith Colwell from the Archives Committee
- Ted Dodd from the Nominations Committee
- Judith Astley from the Kaufman Fund
- Kathy Toivanen from the Regional Contact – East Central Ontario
- Joan Jarvis from the Regional Contact – Prairie to Pine

In this report we are also including, for information purposes, the names of those who are appointed to:

- DIAKONIA World Federation Committees
- DIAKONIA of the Americas and the Caribbean Board and Committees
- General Council Commissioners
- Board of Vocations Committees
- General Council Committees

The following names are presented for the approval of the National Gathering. We suggest that the Gathering review the names on our first day, and that any further nominations may be received by the Nominations Committee during the event, and that on our last day the Gathering can make a consensus decision about the report and any additions or amendments.

Respectfully submitted,

Ted Dodd, Marcie Gibson, and Barbara Lieurance

### *Coordinating Committee*

Vicki	MacPhee	Chair
Denise	Davis-Taylor	Secretary
Helen	Reed	Treasurer
Ted	Dodd	DOTAC Representative
Marlene	Britton	
Jen	Dresser	
Melanie	Ihmels	
Eric	Tusz-King	Staff for DUCC

**Communications**

Carey	Wagner	DUCCs Unlimited Facebook Page
Debra	Kigar	Data Minder
Kathryn	Toivanen	DUCC News
Marilyn	Burnard	Card Secretary
Debra	LaForet	Website and OneDrive
Eric	Tusz-King	Staff for DUCC

**Archives**

Linda	Ervin	Chair
Cheryl	Kirk	
Kathy	Toivanen	Secretary
Erin	Acland	recruited from outside of DUCC
Rachel	Nadon	new member
Eric	Tusz-King	Staff for DUCC

**Archives - Photos**

Kimiko	Karpoff	
Lynda	Gow	Chair
Ann	Naylor	
Eric	Tusz-King	Staff for DUCC

**Advocacy**

Keith	Simmonds	
Ann	Naylor	
Michelle	Owens	
Carolyne	Bouey-Shank	
Bri-Anne	Swan	New member
Eric	Tusz-King	Staff for DUCC

**Barb Elliott Trust Fund for Innovative Ministries**

Susan	Butler-Jones	Chair
Denise	Davis-Taylor	
Ken	DeLilse	
Marilyn	Burnard	

***Kaufman Fund***

<b>Lynda</b>	<b>Appleby</b>
<b>Ellen</b>	<b>Baynton-Walker</b>
<b>Linda</b>	<b>Ervin</b>

***Nominations***

<b>Barbara</b>	<b>Lieurance</b>
<b>Marcie</b>	<b>Gibson</b>
<b>Ken</b>	<b>DeLisle</b>

***Regional Contacts***

<b>Melanie</b>	<b>Ihmels</b>	<b>Pacific Mountain</b>
<b>Denise</b>	<b>Davis-Taylor</b>	<b>Northern Spirit</b>
<b>Tammy</b>	<b>Allan</b>	<b>Chinook Winds</b>
<b>Allan</b>	<b>Gairns</b>	<b>Living Skies</b>
<b>Heather</b>	<b>Robbins</b>	<b>Prairie to Pine</b>
		<b>Canadian Shield</b>
<b>Jim</b>	<b>Hatt</b>	<b>Antler River Watershed</b>
<b>Kathy</b>	<b>Douglas</b>	<b>Western Ontario Waterways</b>
<b>Alana</b>	<b>Martin</b>	<b>Shining Waters</b>
<b>Deborah</b>	<b>Laforet</b>	<b>Horseshoe Falls</b>
<b>Lynn</b>	<b>Smith-Reeves</b>	<b>East Central Ontario</b>
<b>Catherine</b>	<b>Gutjahr</b>	<b>Eastern Ontario Outaouais</b>
<b>Patricia</b>	<b>Lisson</b>	<b>Nakonha:ka</b>
<b>Lynda</b>	<b>Gow</b>	<b>Fundy St. Lawrence Dawning Waters</b>
<b>Lori</b>	<b>Crocker</b>	<b>Region 15</b>
<b>Rebecca</b>	<b>Pike</b>	<b>First Dawn Eastern Edge</b>
		<b>Indigenous</b>
<b>Eric</b>	<b>Tusz-King</b>	<b>DUCC Staff</b>

***DIAKONIA World Federation***

<b>Ted</b>	<b>Dodd</b>	<b>DWF Executive Committee</b>
<b>Caryn</b>	<b>Douglas</b>	<b>DWF Donor Development</b>
<b>Eric</b>	<b>Tusz-King</b>	<b>DWF Justice Committee</b>

***DIAKONIA of the Americas and the Caribbean***

<b>Ted</b>	<b>Dodd</b>	<b>DOTAC rep and President</b>
<b>Marcie</b>	<b>Gibson</b>	<b>DOTAC Education Committee</b>
<b>Kathy</b>	<b>Toivanen</b>	<b>DOTAC Communications Committee</b>
<b>Helen</b>	<b>Reed</b>	<b>DOTAC Finance Committee</b>

***General Council Commissioners***

<b>Allan</b>	<b>Gairns</b>
<b>Deborah</b>	<b>Leforet</b>
<b>Ken</b>	<b>DeLisle</b>
<b>Vicki</b>	<b>McPhee</b>
<b>Denise</b>	<b>Davis-Taylor</b>
<b>Helen</b>	<b>Reed</b>
<b>Heather</b>	<b>Sandilands</b>
<b>Karen</b>	<b>Tjaden</b>
<b>Karen</b>	<b>Orlandi</b>
<b>Keith</b>	<b>Simmonds</b>
<b>Mark</b>	<b>Laird</b>
<b>Tammy</b>	<b>Allan</b>

***Appointments Made by the Board of Vocation***

***Admission Board***

<b>Sarah</b>	<b>Bruer</b>
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***Credentialing Committee***

<b>Ken</b>	<b>Delisle</b>
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***Standards for Accreditation Committee***

<b>Deborah</b>	<b>Deavu</b>
----------------	--------------

***Response Committee***

**Marcie Gibson**

***Remedial Committee***

**No diaconal minister**

***South Western Ontario Candidacy Board***

**Mary Piercy**

**Elizabeth**

**Ellen Baynton-Walker**

***North and Central Ontario Candidacy Board***

**Mary Jo Tracy**

***Prairie Candidacy Board***

**Brenda Curtis**

***Mountain Candidacy Board***

**Ian McLean**

**Vicki McPhee**

***Atlantic Candidacy Board***

**no diaconal ministers**

***Quebec and Eastern Ontario Candidacy Board***

**no diaconal ministers**

***Appointments Made by the General Council or its Executive***

***Theology and Inter-Church Inter-Faith Committee***

**Michelle Owens**

***Board of Vocation***

**Patricia Baker**

**Mark Green**

### ***Anti-Racism Common Table***

Melanie Ihmels

### ***Nominations Committee***

no diaconal ministers

### ***Audit Committee***

no diaconal ministers

### ***Judicial Committee***

no diaconal ministers

## **DOTAC and DWF Report to DUCC National Gathering October 3-6, 2022**



### **DOTAC Board**

- A DOTAC Board Meeting has been meeting via Zoom every other month
- Plans are underway to have our first in-person meeting in person November 14-18 in Minnesota

### **Finances**

- DOTAC finances are in good shape
- We appreciate Helen Reed has stepped into the role of chair of the Finances Committee

### **Spirituality**

- *Monthly Prayer Zoom Meeting*
  - Since June 2020, DOTAC has been organizing a prayer gathering on the first of each month.
  - Odd months at noon Central Time
  - Even months at 5 pm Central Time
  - If interested in joining us, send an email -- [teddodd@live.com](mailto:teddodd@live.com)



- *Weekly Prayer*
  - Lectionary-based prayers were posted on the DOTAC Facebook page for most of COVID
- *Spiritual Practice Session*
  - One session on integrating contemplation and creativity was offered in 2021
  - Hopes are to encourage other of these opportunities

### **Education Committee**



- **Thanks**
  - To Marcie Gibson, who represents DUCC on the DOTAC Education Committee

- **Mondays in May**

- 2021 and 2022 Seminar Series was positively reviewed by the committee
- Agreed to go ahead with a 2023 Series
  - Names of potential presenters atwelcome



**Mondays in May: Seminar Series on Diakonia**

- In May of both 2021 and 2022, DOTAC organized a seminar series featuring scholars who have written and conducted research related to diakonia.
- The speakers' presentations have been recorded and made available on the website.



- **Video Project**

- One profile from each of the 12 communities/associations
- Participants to answer the following questions:
  - What lead you into the diaconate?
  - What is your diaconal work/ministry focus?
  - What biblical story guides your diaconal ministry?
  - What image of diakonia is important to you?
- Videos will be used as a profile on the individual and will be spliced together with "sound bits" for each of the four questions
- Videos will be posted on the website and shared on the DOTAC Facebook page and DOTAC YouTube channel
- Thank you to Marlene Britton for representing DUCC

<https://youtu.be/waLZDly3XXQ>

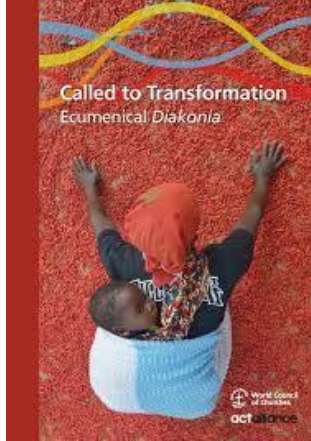


- **Diaconal Formation**

- Paragraphs describing the diaconal formation process of each of the 12 communities/associations
- Paragraphs will be added to the website and posted on the DOTAC Facebook page – one a week for twelve weeks

- **WCC Document**

- The World Council of Churches document "Called to Transformative Action: Ecumenical Diakonia" was the focus of a September Zoom study. [Called to Transformation Ecumenical Diakonia Web Med Res.pdf](#)
- Presenters were:
  - Monday, September 12 -- Matthew Ross, WCC Staff
  - Monday, September 19 – Marianne Uri Overland, DRAE President
  - Monday, September 26 – Hyuk Cho, UCC delegate to WCC Assembly



- **Study Exchanges**

- The idea of having students, and those already in the diaconate, attend other DOTAC diaconal formation courses was discussed. Background: In situations where the formation is largely seminary-based the concern was raised that diaconal identity is not attended to with much intentionality.
  - Some could attend hybrid or virtual courses, e.g.
    - Centre for Christian Studies <https://ccsonline.ca/program/courses-and-circles/>
    - United Methodist Deaconess and Home Missioners, Theology of Mission
    - Lutheran Diaconal Association, Seminar Week
  - Some could attend in person, e.g.
    - ELCA Deaconess Community, J Term <https://deaconesscommunity.org/j-term-2019/>
    - AED or ADC Diocesan retreats for Deacons
  - Would DUCG be willing to consider funding tuition (or travel) for those from the south who might benefit from these programs?

- **DOTAC Assembly 2023**

- August 14-18, 2023, in Minneapolis, Minnesota, USA
  - Costs will be US Dollars \$425 plus accommodation and travel
- Theme and Program Planning Team met in early July and considered the feedback from the DOTAC Board
  - Theme will be:

**Gather at the River**

**Connect Heal Engage**

We will 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



- Registration
  - Registration went live on October 1
- Publicity
  - A Save the Date message was shared widely since August 14 (a year out from the Assembly)

- **Social Justice Committee**

- *16 Days of Activism against Gender-based Violence: November 25-December 10.*
  - This programming was considered helpful in 2021 and DOTAC will offer more programming in 2022

- It included;
  - A daily prayer from various members of DOTAC posted on the Facebook page
  - A calendar of daily activities and learning that participants could follow
  - Five Zoom gatherings for bible study, worship, or prayer services
- Thanks to Marlene Britton for her passion and commitment to this project on the planning team



- **Anti-Racism**

- DOTAC followed up in 2021 on the Racial Justice discussion and learning group



- The World Council of Churches gave a grant to DOTAC through their Pilgrimage of Justice and Peace program, to continue our anti-racism work



- This enabled DOTAC to partner with other organizations: Kairos Canada, Christian Peacemaker Teams, and Together Here Ministries.



- **Diakonia Overcoming Violence Exchange (DOVE)**

- Originally scheduled for an in-person exchange in Jamaica in September 2020, the event was moved to a virtual format in September 2021. Participants were exposed to scholarship, and a number of agencies and initiatives, in Jamaica that are addressing the impact of violence in their culture.
- DUCC was represented by Vicki McPhee, Elaine Kellogg, Marlene Britton, and Karen Tjaden



**VIRTUAL ASSEMBLY**  
**DIAKONIA WORLD FEDERATION**  
**Dates: 24th and 25th October**  
**Theme: [Dis]embodied Diakonia**

**About the theme**

***Embodied ('in body')***

We each embody and live out diakonia in different ways. How do we live out our understanding of diakonia in our different contexts? What is the gift my tradition gives to you? What from your tradition is a gift to me? (Receptive ecumenism/diaconal ecumenism)

John 1:14 The Word became flesh and blood, and moved into the neighbourhood.

***Disembodied – spiritual connections***

COVID has disconnected us from meeting in person. We may feel as if our 'online' connections are 'disembodied'. But there is a spiritual thread that connects us as God's Spirit weaves us together.

Ephesians 4:4 There is one body and one Spirit - just as you were called to the one hope that belongs to your call.

**What you need to know**

The Assembly will be "held" October 24th & 25th, 2022

**People do not need to register - all information will be on the website in September.**

**Organise a time for a 'watch party' at a time that suits you.**

Videos will be posted on the DWF YouTube channel those days that will include:

- Worship times provided by member communities,
- DIAKAID reports from our recent DIAKAID Grant recipients
- Regional Reports from DIAKONIA regions
- President Sandy Boyce's report
- Selected videos from individual member communities from around the world
- Some short presentations from speakers about DIAKONIA

After the videos have been presented (according to the program) on these two days, they will be posted to the DIAKONIA World Federation YouTube channel for viewing at any time.

**Cost**

We are just asking you to give what you can as a registration fee. You can pay through the DWF PayPal link, found on our [website](#).

Note: Because we expect very minimal costs to do this assembly, all remaining money from registration will be added to our travel fund, which provides transportation and registration fees to insure the attendance of at least one person from each of our member communities at an in-person Assembly.

**'Viewing parties'**

We are encouraging you to gather other diaconal people together to have "viewing parties" for this assembly. Because we will be posting the videos on YouTube, these would not have to necessarily occur on those days in October!

**Videos**

All member communities are invited to submit videos sharing about themselves.

A guide for making videos can be found in the [FILES](#) section of the DIAKONIA World Federation Facebook page .

All of these videos will be posted on the [DWF YouTube channel](#). Be sure to subscribe to the Youtube channel and keep watching.

## **New Structure**

### *Executive Committee*

Previously, the Executive Committee of DWF met once a year in person. During COVID we have been meeting monthly via Zoom. The meetings tend to be short as the time zone differences mean that the folks in Australia are getting up very early in the morning, and the Africans and Europeans start the meeting very late at night.

Despite the shortness of the meetings, this regularity of contact has empowered the organization and enabled accountability and deep relational energy. Ted Dodd serves on the Executive Committee as President of DOTAC.

### *Committees*

DIAKONIA World Federation is in the process of forming several committees. These committees are:

**Communication** – oversight of the various communication platforms of the World Federation (e.g. E-news, Web Site, Monthly Prayer, President's Blog, social media).

**DIAKAID** (grants) –review grant applications, promote donations, and support those involved in DIAKAID projects.

**Membership Connections** – encourage relationships between and amongst DIAKONIA World Federation member communities and individuals, i.e. animate affinity groups and on-line connections.

**Diaconal Formation**– coordinate and support a network of those doing diaconal formation and training, and encourage sharing of information across the Federation.

**Donor Development** – promote donor development for the DIAKONIA World Federation. Caryn Douglas serves on this committee.

**Finance Committee** – oversee the financial management and budgeting process.

**New Member Communities** – recruit and support new member communities in DIAKONIA World Federation.

**Justice Committee** –Currently, the committee has chosen to focus their work on climate change. Eric Tusz-King chairs this group.

**Theology of Diakonia** – encourage theological discussion, study and reflection about the nature, purpose and aims of diakonia.

**Volunteer Coordination** – recruit, orient, and support the volunteers in the committee structure. Ted Dodd chairs this committee.

### *DIAKAID*

In 2020 fifteen projects were funded around the world. These projects focused on response during the pandemic. In 2021 ten more projects were awarded grants. It was decided in 2022 to re-group in order to systemize the application process and deadlines, and seek donations to refurbish the fund. For more information, or to make a donation, go to: <https://diakonia-world.org/diakaid/>

Respectfully submitted,

Ted Dodd -- DOTAC President and DUCC representative to DOTAC

## **2022 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:**

Donations to the fund to remember, honour or celebrate someone or a particular event or ministry are always appreciated.

The members of the administrative committee of BETFIM are,

Susan Butler-Jones

Denise Davis-Taylor

Ken DeLisle

Marilyn Burnard

#### Staff Report to 2022 National Gathering – Tatamagouche – October 2022

I continue to be very encouraged by DUCC and its work in Canada and globally. In my recent work review, conducted by the Coordinating Committee, I stated that I feel my time and skills are well valued and used in a very well-run organization.

Many DUCC members may be unfamiliar with the roles I play in DUCC. My position description asks that I do approximately eight hours of work per month. My work has two major foci – to keep abreast with policies and programs of General Council which affect Diaconal Ministers and secondly to support the work of the Coordinating Committee in carrying out its work.

When I started this position in 2015 keeping up on activities in General Council was mostly done through monitoring minutes of pertinent committees and GC Executive. More recently this work has been done through building trusting working relationships with GC staff who relate to Diaconal Ministers. This has been due to two factors – GC governance structure has been in upheaval, making it too difficult to track committee mandates and secondly, DUCC has developed more consistent relationships with GC staff. Now, GC staff often come to DUCC with concerns upon which they are seeking DUCC's input.

A good example has been GC staff person, Diane Bosman, responsible for Member Engagement, who came to me with a list of committees and other positions that she is seeking a Diaconal Minister to nominate. Thereafter, we have had several conversations obtaining further information and strategies to identify the right people for these positions. The Coordinating Committee proved extra support to this search. The list below shows both those who are serving and vacancies.

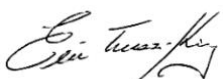
Another example was when Vicki and I had a Zoom call with the Diaconal Ministers who are commissioners to the GC 44. We provided background information on several proposals/ issues Adam Hanley, GC staff person who relates to Diaconal Ministers, suggested were important for Diaconal Ministers to consider. The participants on the call found this very supportive.

Much of my work in assisting the Coordinating Committee happens in preparation for, resourcing, and following up on committee meetings. I attend all Coordinating Committees and some sub-committee meetings such as the Archives, Communications, and Advocacy Committees. In the meetings themselves I generally participate as any member except I am always asking who needs to know about this work and who else can help.

The Coordinating Committee asked me to help strengthen regional clusters of DMs, but it has had limited success. Some regions have met regularly in person or virtually. Other regions have not met even after being offered support. Some individual members who live in regions without an active cluster have been welcomed to other regions. This is now easily accommodated using Zoom. Organizing regional clusters as a national initiative seems to have partial outcomes. Perhaps the best DUCC can do from the national level is to continually offer support to regional initiatives to organize. There are funds for travel and other meeting costs to encourage regional gatherings.

As I stated above, I am very pleased to be DUCC's staff person. Working with great leadership on all the committees makes it personally and professionally rewarding.

Together in ministry,



Eric Tusz-King

## Appointments Made by the Board of Vocation

Admission Board - Sarah Bruer – Western Ontario Waterways, *2nd term*

Credentialing Committee - Ken Delisle – Prairie to Pine, *2nd term*

Standards for Accreditation Committee - Deborah Deavu – Western Ontario Waterways, *2nd term*

- Vacancies remaining

Response Committee - Marcie Gibson – Horseshoe Falls, *2<sup>nd</sup> term*

South Western Ontario Candidacy Board

- Mary Elizabeth Piercy – Western Ontario Waterways
- Ellen Baynton-Walker – Western Ontario Waterways, *2nd term*

North and Central Ontario Candidacy Board

- Mary Jo Tracy – Canadian Shield
- Vacancies remaining

Prairie Candidacy Board (12 members) - Laura Fohse – Living Skies *second term*

Mountain Candidacy Board (12 members)

- Ian McLean – Pacific Mountain, *second term*
- Vicki McPhee – Chinook Winds, *second term*

[Committees Without Diaconal Ministers]

### Atlantic Candidacy

*No Diaconal Ministers – vacancies remaining*

### Quebec and Eastern Ontario Candidacy Board

*No Diaconal Ministers – vacancies remaining*

### Remedial Committee

**No Diaconal Ministers**

***Two remaining vacancies to be held for members who bring racial or equity identities***

**Appointments Made by the General Council or its Executive**

**Theology and Inter-Church Inter-Faith Committee (45th General Council, 2025)**

- **Michelle Owens – Antler River Watershed, *2nd term***

**Board of Vocation (44th General Council, 2025)**

- **Patricia Baker – Prairie to Pine, *second term***
- **Mark Green – Pacific Mountain, *second term***

**Anti-Racism Common Table (August 2022- 2025) (For Information)**

- **Melanie Ihmels –**

**[Committees Without Diaconal Ministers]**

**Nominations Committee (44th General Council, 2025)**

***No Diaconal Ministers – 1 vacancy remaining (outside of Ontario)***

**Audit Committee (45th General Council, 2025)**

***No Diaconal Ministers – vacancies remaining***

**Judicial Committee**

***No Diaconal Ministers – no vacancies remaining***



**Theological Statement:**

*Through education, service, social justice, and pastoral care,  
diaconal ministry in The United Church of Canada,  
encourages a growing faith,  
speaks truth to power,  
seeks mutual empowerment,  
proclaims prophetic hope,  
nurtures life-giving community,  
fosters peaceful, right relationship,  
within the church and the whole of creation  
wherever the Spirit may lead.*

*(Excerpt from DUCC Statement of Vision, April 2009)*

**Rationale:**

One way this is achieved at our national gatherings is through a model of reimbursement of travel expenses. Acknowledging that we live in a vast country geographically, we recognize that attending DUCC national gatherings is not accessible to everyone. One way to try to mitigate that is through the use of a travel pool.

**Policy:**

It is the policy of DUCC to institute a travel pool for all those who register for the national gatherings. Payment into the travel pool is incorporated into the registration fees for the event at a rate set by the DUCC Coordinating Committee, in consultation with the planning team, prior to each national gathering. The claiming of travel expenses is open to everyone attending the event, but is not mandatory.

**How it works:**

- The amount paid to those who place claims will be variable based on how many people have registered, and how many people are claiming expenses.
- Please note that if you received a reimbursement one year, it is not guaranteed you will receive the same amount in another year.
- Gatherings at either end of the country will most likely result in more expense claims thus lower payouts than gatherings located in a more central (Ontario) location.
- Everyone is encouraged to explore other ways of funding their participation at the national gatherings by utilizing possible continuing education money, inquiring about funding from Presbyteries or Conferences as well as outside grants or bursaries.
- Those attending the gathering who wish to help out others who find the geographical distance a deterrent may contribute extra into the travel pool

upon registration or may choose not to claim their own travel expenses, or to only claim a portion of their expenses. Please only claim what you would like to be reimbursed for. For example, if your flight cost \$500 and you have outside funding to cover 50% of it, please only claim \$250.

- To try to create as fair a system as possible it is understood by those participating in the travel pool that they will travel the least expensive way possible. People are encouraged to book early, take advantage of seat sales for flights, or drive/car pool road trip if possible.
- While it is impossible for the policy to anticipate any and every scenario, we hope that common sense will prevail. E.g. If one person chooses to drive from Edmonton to Winnipeg, where a flight would be cheaper the cost of the flight is what could be claimed for travel expenses. If 4 people road trip from Edmonton to Winnipeg, the driver may claim mileage for the return drive at as that would be cheaper than 4 return flights. Overnight accommodation that is required in the travel process may be taken into consideration in determining travel expenses.
- Claim forms are to be submitted by the announced deadline at the first day of our gathering so that calculations may be made before the end of the gathering. Failure to hand in your form will result in no reimbursement. After receiving all of the applications the coordinating committee will determine the percentage of available funds, which will be able to be paid to each applicant. Everyone will receive the same percentage of his or her claim back. For example if we have \$5000 in travel pool money available and receive \$10 000 in claims then everyone who made a claim will receive 50% of their claim. If one person claimed \$200 they would receive \$100, if another person claimed \$800 they would receive \$400.

Please detach the form below, and submit it before the deadline to be reimbursed.

-----  
Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Expenses claimed: Km's \_\_\_\_\_ X \_\_\_\_\_ KM = \$ \_\_\_\_\_

Flight/Train/Bus/= \$ \_\_\_\_\_

Other: \$ \_\_\_\_\_

Total = \$ \_\_\_\_\_

(to be filled out by committee) % given back \_\_\_\_\_ % Amount \$ \_\_\_\_\_

**Mission,  
Purposes,  
Bylaws,  
Charter,  
Statement of Vision, and  
Decision-Making Process**



**Diakonia of The United Church of Canada**

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## **Diakonia of The United Church of Canada (DUCC)**

### **STATEMENT OF VISION**

God calls us to diaconal ministry.  
The gospel of Jesus invites all to this ministry:  
to offer compassion and accompaniment,  
to work for liberation and justice,  
to act as advocates of creative transformation.

Diaconal ministry, as a recognized order, is rooted  
within our faith tradition and history,  
and it is continued and embodied  
in an ecumenical, world-wide community.

This vocation is a journey  
involving Spirit-filled enrichment and learning,  
requiring humble offering of self,  
demanding prayerful discernment and courageous risking,  
exercising visionary and communal leadership,  
promising joy and meaning,  
and daring to imagine God’s abundance  
in a world of love and respect.

Through education, service, social justice, and pastoral care,  
diaconal ministry in The United Church of Canada,  
encourages a growing faith,  
speaks truth to power,  
seeks mutual empowerment, lw  
proclaims prophetic hope,  
nurtures life-giving community,  
fosters peaceful, right relationship,  
within the church and the whole of creation  
wherever the Spirit may lead.



## **MISSION**

Diakonia of The United Church of Canada will seek to:

- Strengthen diaconal ministry within The United Church of Canada.
- Support individuals and groups committed to diaconal ministry.
- Affirm diaconal heritage and history.
- Foster better understanding of this vital dimension of Christian ministry.

## **BYLAWS of Diakonia of The United Church of Canada (DUCC)**

### **ARTICLE 1 PURPOSE**

1. The primary purpose of DUCC is to create and maintain community and connection among its members in order to:
  - 1.1. Build up the body of Christ through strengthening diaconal ministries and those in diaconal ministry in the United Church.
  - 1.2. Share information of interest with members and others who are interested in diaconal ministry.
  - 1.3. Reflect on issues related to diaconal ministry within the United Church.
  - 1.4. Advocate for diaconal ministry in the courts of the United Church, particularly the General Council and its Committees and Task Groups.
  - 1.5. Further theological reflection on diaconal ministry in the context of the changing face of the Christian church in our times.
  - 1.6. Maintain membership in, and appoint representatives to DIAKONIA World Federation and DIAKONIA of the Americas and the Caribbean (DOTAC) and their committees.
  - 1.7. Promote interest and involvement in international and ecumenical programs and events related to diakonia.
  - 1.8. Encourage reflection, learning, and action on local, national and international issues related to diaconal ministry.

### **ARTICLE 2 MEMBERSHIP**

2. Membership in DUCC includes the following:
  - 2.1. Commissioned Diaconal Ministers (active or retired) are considered members of DUCC.
  - 2.2. Membership in DUCC is also open to those in the following categories who apply to the Coordinating Committee and who agree to supporting the mission of the organization. (See Section 4.1)
    - 2.2.1. Students in diaconal ministry preparation programs.
    - 2.2.2. Others associated with The United Church of Canada who identify themselves as being in diaconal ministry.
  - 2.3. Associate membership is open to interested ecumenical colleagues who apply to the Coordinating Committee. Criteria for acceptance will be determined by the Coordinating Committee.
  - 2.4. There is no membership fee for DUCC. Expenses of DUCC are borne by members' donations. These contributions are a tangible way to support the work of the association and its committees.
    - 2.4.1.1. The amount of support is flexible and optional.
    - 2.4.1.2. All donations are tax deductible.

### **ARTICLE 3 NATIONAL GATHERING**

3. National DUCC Gatherings are meetings of members for the purposes of conducting business before the membership, and for sharing, learning, worship, celebration and inspiration.
  - 3.1. **Frequency** – Typically, the National Gathering will be held in person every two years, in a location based on an invitation from a local group of diaconal ministers and agreed to by the coordinating committee. Those issuing the invitation would normally form the core of the local arrangements committee. More frequent

virtual national meetings will be arranged as decided by the Coordinating Committee.

3.2. **Planning Team** – A planning team will be recruited by the Coordinating Committee to oversee the Program of the event. The team shall consult and be accountable to the Coordinating Committee.

3.2.1. A Coordinator(s) of the event will be named.

3.2.2. A Registrar(s) will be recruited.

3.2.3. A budget will be established, including registration costs.

3.2.4. Other leadership necessary for the event will be recruited.

3.2.5. A theme will be chosen for the event.

3.3. **Local Arrangements** – A local arrangements team, of diaconal ministers who live and work in proximity to the location of the event, will be established to:

3.3.1. Find a venue for the meeting.

3.3.2. Ensure accommodation options are available.

3.3.3. Manage any transportation needs.

3.3.4. Provide hospitality and social events.

3.3.5. Communicate costs to the Program Planning Team for the purpose of setting the registration fee and budget.

3.3.6. Arrange for meals at the venue.

1.1. Provide suggestions for local visits, if the program planners want to include those in the agenda.

1.2. **Schedule** – Typically, the National Gathering will include the following elements:

1.2.1. **Business** – The Coordinating Committee will organize this portion of the National Gathering. They will communicate the amount of time needed for the business of DUCC to the Program Planning Team. Decisions are normally made by consensus. (See Appendix C.) If a vote is required a simple majority is required for the motion to pass. A more detailed description of consensus decision-making is appended to the end of the bylaws.

The business before the members shall include:

1.2.1.1. A Coordinating Committee accountability report.

1.2.1.2. Any issues from General Council, the Regions, or the international DIAKONIA and ecumenical diaconal networks that are deemed appropriate for wider conversation.

1.2.1.3. A budget and accounting of the finances since the last National Gathering.

1.2.1.4. A nominations report.

1.2.1.5. Reports from Committees

1.2.1.6. Reports from the Regional Groups.

1.2.1.7. Reports from the Barbara Elliot Trust Fund for Innovative Ministries and the Kaufman Renewal and Emergency Fund.

1.2.1.8. Reports from DOTAC (DIAKONIA of the Americas and the Caribbean) and DWF (DIAKONIA World Federation).

1.2.1.9. Report of the DUCC Staff.

1.2.1.10. Reports from the Theological Schools that offer preparation for Diaconal Ministry.

1.2.2. **Program** – The Planning Team establishes a theme for the event in consultation with the Coordinating Committee. They will oversee and arrange leadership for:

1.2.2.1. Orientation and Community Building – Sharing any history and providing welcome for everyone especially new comers.

1.2.2.2. Worship and Music – Any aspects of spiritual practice.

1.2.2.3. Theme – Any speakers, reflective programming, workshops, site visits, bible studies as are deemed suitable.

1.2.2.4. Memorials and Celebrations – Recognition of deceased members and of milestones for members (i.e. anniversaries of commissioning, retirement, graduations).

## ARTICLE 4 ORGANIZATIONAL STRUCTURE

2. The work of DUCC will be distributed over a number of standing committees.

2.1. **Coordinating Committee** -- The business and affairs of DUCC shall be managed and overseen by a Coordinating Committee. This Committee shall exercise in the name of, and on behalf of, DUCC all of the rights and privileges legally exercisable as a corporate entity, except as otherwise noted by law, the Charter, and these Bylaws. Normally, business of DUCC will be done through consensus decision-making processes.

2.1.1. **Membership** -- The members of the Coordinating Committee shall include: (See Section 2.1.4 Officers and Section 2.1.5 Staff Person.)

- 2.1.1.1. Chair.
- 2.1.1.2. Treasurer.
- 2.1.1.3. Secretary.
- 2.1.1.4. Representative to DOTAC.
- 2.1.1.5. Representative of the Nominating Committee.
- 2.1.1.6. Representative of the Communications Committee.
- 2.1.1.7. At least two Members at Large.
- 2.1.1.8. The DUCC Staff person as a *corresponding (non-voting)* member, who can be asked to absent themselves for human resources issues.
- 2.1.2. **Terms** – Members will serve for four-year terms (normally the period covered by two biennial National Gatherings). Terms may be renewable once for a total of eight years.
- 2.1.3. **Duties and Responsibilities** -- The Coordinating Committee shall:
  - 2.1.3.1. Be accountable to the National Gathering and see that decisions from the National Gathering are carried out.
  - 2.1.3.2. Monitor the implementation of policies/plans determined by the membership of DUCC.
  - 2.1.3.3. Keep financial records and establish budgets.
  - 2.1.3.4. Receive gifts or bequests offered for DUCC and administer them in accordance with the Charter, Purposes and Bylaws of the organization.
  - 2.1.3.5. Maintain minutes and records.
  - 2.1.3.6. Communicate with membership.
  - 2.1.3.7. Oversee plans for the National Gathering.
  - 2.1.3.8. Facilitate the sharing of information and resources for counselling, support, and spiritual growth.
  - 2.1.3.9. Respond to concerns raised by members and committees.
  - 2.1.3.10. Support regional groups.
  - 2.1.3.11. Advocate for diaconal ministry in the United Church of Canada.
  - 2.1.3.12. Encourage reflection and study of the theology of diakonia.
  - 2.1.3.13. Encourage DUCC members to participate on various United Church of Canada bodies and governance structures.
  - 2.1.3.14. Maintain international and ecumenical connections through DOTAC (DIAKONIA of the Americas and the Caribbean) and DWF (DIAKONIA World Federation), and naming a DUCC representatives and delegates to these organizations, their programs, committees, and assemblies.
  - 2.1.3.15. Receive any resignations for members of any DUCC Committees and inform the Nominations Committee.
  - 2.1.3.16. Name task groups and committees to address emerging matters for the organization.
- 2.1.4. **Officers**
  - 2.1.4.1. The length of term for the following positions shall be four year and renewable once for total length of eight years.
  - 2.1.4.2. These positions are elected by and accountable to the Coordinating Committee.
  - 2.1.4.3. **Chair shall:**
    - 2.1.4.3.1. Preside at, and prepare the agendas for, meetings of the Coordinating Committee.
    - 2.1.4.3.2. Preside at, and oversee the agenda for, the business sections of the National Gatherings.
    - 2.1.4.3.3. Share with the Secretary responsibilities for correspondence.
    - 2.1.4.3.4. Act as liaison to the planning team for the National Gathering.
    - 2.1.4.3.5. Delegate responsibilities to other member of the Coordinating Committee.
    - 2.1.4.3.6. Be the official spokesperson for the organization.
    - 2.1.4.3.7. Act as an authorized signatory, with the Secretary or Treasurer, for DUCC.
    - 2.1.4.3.8. Perform such other duties as may be prescribed by the Coordinating Committee, or National Gathering, from time to time.
  - 2.1.4.4. **Secretary shall:**
    - 2.1.4.4.1. Keep, and circulate, the minutes of the Coordinating Committee and National Gatherings.
    - 2.1.4.4.2. Keep records for DUCC.
    - 2.1.4.4.3. Share with the Chair of the Coordinating Committee responsibilities for

correspondence.

**2.1.4.5. Treasurer shall:**

- 2.1.4.5.1. Serve as the financial officer of DUCC.
- 2.1.4.5.2. Be responsible for handling all income and expenditures.
- 2.1.4.5.3. Be responsible for monitoring financial policies.
- 2.1.4.5.4. Provide quarterly financial reports to the Coordinating Committee and reports to the National Gathering.
- 2.1.4.5.5. Provide annual tax receipts for donors.
- 2.1.4.5.6. Prepare an annual budget.
- 2.1.4.5.7. Provide year end statements (Fiscal Year begins January 1 and ends December 31).
- 2.1.4.5.8. Annually, arrange for a financial review or audit in consultation with the Coordinating Committee.
- 2.1.4.5.9. Prepare the annual charitable filing for the Canada Revenue Agency
- 2.1.4.5.10. Perform all of the duties incident to the office of Treasurer and such other duties as may from time to time be assigned to them by the President or Board of Directors.

**2.1.5. Staff Person**

- 2.1.5.1.1. The Coordinating Committee may hire a staff person to assist in carrying out its responsibilities as the Coordinating Committee directs.
  - 2.1.5.1.1.1. The staff person shall receive remuneration and shall be on contract with no fixed end date, but shall have an annual performance review based upon the job description in the contract.

2.2. **Nominations Committee** - A Nominating Committee will recruit, orient, support, and thank volunteer members of DUCC and representatives of DUCC on other bodies.

- 2.2.1. Membership -The Biennial Gathering elects between 3 and 5 people to the Nominating Committee to serve a term of four years (renewable once).
- 2.2.2. Accountability - The Committee is accountable to the DUCC Community through the Coordinating Committee. The Nominating Committee will be represented on the Coordinating Committee by a representative selected by the Nominating Committee.
- 2.2.3. Duties and Responsibilities – The Nominating Committee shall:
  - 2.2.3.1. Meet at least once a year to assess vacancies within the DUCC structure.
  - 2.2.3.2. Recruit DUCC members to serve on Committees as directed by the Coordinating Committee.
  - 2.2.3.3. Aim for a rich diversity in representation on committees
  - 2.2.3.4. Stay mindful of succession planning needs for the organization.
  - 2.2.3.5. Maintain an inventory listing skill sets required for committees and representation.
  - 2.2.3.6. Maintain a gifts, skills, and interests inventory of DUCC members interested in serving the organization.
  - 2.2.3.7. Develop orientation materials for the organization and committee, and share them with members recruited to serve in these positions.
  - 2.2.3.8. Offer support as appropriate to and/or as requested by volunteers serving.
  - 2.2.3.9. Develop opportunities and mechanisms to thank volunteers who have served.
  - 2.2.3.10. Keep minutes and records.
  - 2.2.3.11. Report to the Coordinating Committee and at the National Gathering.
  - 2.2.3.12. Submit any budget considerations to the Treasurer for the annual budget process.

2.3. **Communications** – The Communications Committee will encourage, carry out and coordinate the communication of items of interest and importance to DUCC in order to enhance relationships and information sharing within the DUCC community.

- 2.3.1. Membership – The National Gathering elects between five to eight people to the Communication Committee to serve a term of four years (renewable once). Membership on the Committee shall include:
  - 2.3.1.1. Chair.
  - 2.3.1.2. Editor of DUCC Enews.



- 2.3.1.3. DUCC Website Minder.
  - 2.3.1.4. DUCC Database Minder.
  - 2.3.1.5. Administrator of DUCC Social Media.
  - 2.3.1.6. Members at Large.
- 2.3.2. Accountability - The Committee is accountable to the DUCC community through the Coordinating Committee. The Communications Committee will be represented on the Coordinating Committee by a representative selected by the Communications Committee.
- 2.3.3. Duties and Responsibilities – The Communications Committee shall:
- 2.3.3.1. Meet regularly to discuss matters of policy and oversight of DUCC’s communication efforts.
  - 2.3.3.2. Oversee the work and policies related to the:
    - 2.3.3.2.1. DUCC Enews.
    - 2.3.3.2.2. DUCC Website.
    - 2.3.3.2.3. DUCC Database.
    - 2.3.3.2.4. DUCC Social Media.
    - 2.3.3.2.5. Other communication initiatives that emerge.
  - 2.3.3.3. Keep minutes and records.
  - 2.3.3.4. Report regularly to the Coordinating Committee and at the National Gathering.
  - 2.3.3.5. Submit any budget considerations to the Treasurer for the annual budget process.
- 2.4. **Advocacy Committee** –The Advocacy Committee will represent the DUCC community with the structures of the larger church and will monitor and assess policies and issues that impact Diaconal Ministry in The United Church of Canada.
- 2.4.1. Membership -- The Nominating Committee will recruit and maintain a roster of five to six persons to serve on the Advocacy Committee.
- 2.4.1.1. Members will serve a term of four years (renewable once).
  - 2.4.1.2. The DUCC Staff person will be an *ex officio* member of this committee.
- 2.4.2. Accountability—The Committee is accountable to the DUCC Community through the Coordinating Committee. The Advocacy Committee will regularly be represented on the Coordinating Committee by the Staff Person. The Staff Person will convene the Advocacy Committee. Advocacy Committee members may attend Coordinating Committee meetings at anytime upon request of the Coordinating Committee Chair.
- 2.4.3. Duties and Responsibilities – The Advocacy Committee shall:
- 2.4.3.1. Liaise with persons in the General Council and Regional Offices who have responsibilities that affect Diaconal Ministry.
  - 2.4.3.2. Monitor and evaluate policies and structures that impact the understanding and practice of Diaconal Ministry in The United Church of Canada.
  - 2.4.3.3. Liaise with staff in the theological schools that provide preparation for Diaconal Ministry.
  - 2.4.3.4. Monitor and evaluate programs of Diaconal Formation in the theological schools that provide preparation for Diaconal Ministry.
  - 2.4.3.5. Consult with the DUCC community about concerns and issues related to Diaconal Ministry in The United Church of Canada.
  - 2.4.3.6. Promote awareness of Diaconal Ministry in the Church.
  - 2.4.3.7. Keep minutes and records.
  - 2.4.3.8. Report regularly to the Coordinating Committee and at the National Gathering.
  - 2.4.3.9. Submit any budget considerations to the Treasurer for the annual budget process.
- 2.5. **Archives Committee** – The Archives Committee will develop and preserve the institutional memory of DUCC.
- 2.5.1. Membership - The Nominating Committee will recruit and maintain a roster of four to six persons to serve on the Archives Committee
- 2.5.1.1. Members will serve a term of four years (renewable once).
  - 2.5.1.2. The DUCC Staff person will be a corresponding member of this committee.
- 2.5.2. Accountability - The Committee is accountable to the DUCC Community through the Coordinating Committee. The Archives Committee will report as needed, and at least annually, to DUCC’s Coordinating Committee.

2.5.3. Duties and Responsibilities – The Archives Committee shall:

- 2.5.3.1. Oversee DUCC's records, historical documents and artifacts and ensure that they are properly retained and accessible by members and the public, as has been decided.
- 2.5.3.2. Be informed about the various places where DUCC records are stored and share that knowledge with the DUCC community.
- 2.5.3.3. Develop and maintain a process of collecting DUCC's records and depositing them with The United Church of Canada's Archives on a regular and timely basis.
- 2.5.3.4. Be the primary contact with the United Church of Canada's archivist who manages the DUCC collection and other regional United Church archivists who maintain some DUCC records.
- 2.5.3.5. Encourage DUCC members to retain their own papers and records and submit them to the United Church archives so that there is a robust representation of diaconal ministry in the historic record.
- 2.5.3.6. Educate DUCC members and the UCC regarding the history of DUCC
- 2.5.3.7. Assist those who research, write, or present DUCC's history and be a resource in ensuring that the representation of DUCC and UCC Diaconal Ministers is historically accurate and respectful.
- 2.5.3.8. Maintain Archive Committee minutes and records.
- 2.5.3.9. Report regularly to the Coordinating Committee and at the National Gathering.
- 2.5.3.10. Submit any budget considerations to the Treasurer for the annual budget process.

2.6. **Regional Clusters** – A network of contacts for each region will share information, support and build community amongst the regions' DUCCs.

2.6.1. **Membership** – The Nominations Committee will seek a person to serve as contact from each of the Regions in The United Church of Canada

- 2.6.1.1. Members will serve a term of four years (renewable once).
- 2.6.1.2. The DUCC Staff person will be the primary communicator with the regional contacts.

2.6.2. **Accountability** -- The Regional Contacts are an informal network. The contacts will be accountable to the Diaconal Ministers in their Region and will liaise with the DUCC Staff and the Coordinating Committee as necessary.

2.6.3. **Duties and Responsibilities** – The Regional Contacts shall:

- 2.6.3.1. Support individual Diaconal Ministers and offer space for gathering and connecting with other DUCC Members.
- 2.6.3.2. Help to strengthen diaconal identity in their region.
- 2.6.3.3. Share information about DUCC, DIAKONIA, and diaconal programming and events.
- 2.6.3.4. Provide forums for the Coordination Committee to consult with DUCCs.
- 2.6.3.5. Support any DUCC Regional Group who may take on a working role for the organization, if they choose.

## **ARTICLE 5 REPRESENTATIONS**

### **3. Representation to DOTAC (DIAKONIA of the Americas and the Caribbean)**

3.1. **Membership** – The representative, and an alternate, to DOTAC are chosen from the members at the National Gathering, two years before the term begins.

3.1.1. A term is usually eight years (the period between two World DIAKONIA assemblies).

3.1.2. The incoming representative is mentored, by the incumbent representative, for one year prior to the beginning of their term.

3.1.3. **Accountability** – The DOTAC Representative shall be a Member of the Coordinating Committee and shall share regular reports there and at National Gatherings.

3.1.4. **Duties and Responsibilities** – The DOTAC Representative shall:

- 3.1.4.1. Attend and participate in DOTAC Board of Director meetings.
- 3.1.4.2. Liaise with the alternate DUCC representative to DOTAC, keeping the alternate informed of DOTAC matters.
- 3.1.4.3. Attend DUCC National Gatherings and share a report on DOTAC and World DIAKONIA events and business.
- 3.1.4.4. Provide reports to the DUCC Coordinating Committee.

- 3.1.4.5. Write reports for the DOTAC Board of Directors about the work of DUCC and Diaconal activity and concerns that arise in The United Church of Canada.
  - 3.1.4.6. Be prepared to take on leadership in worship, and business matters for DOTAC and DIAKONIA World Federation (DWF).
  - 3.1.4.7. Arrange to have DOTAC and DWF information shared via DUCC communication channels.
  - 3.1.4.8. Ensure DOTAC and World DIAKONIA Fees are paid annually.
- 3.2. **Representatives Barbara Elliot Trust Fund for Innovative Ministries** – The BEFIM was established to support innovative and/or non-traditional Canadian ministries which reflect Barb Elliott’s commitment to the ministry of diakonia, and which find it difficult to secure regular funding.
- 3.2.1. Membership - The Nominating Committee will recruit and maintain a roster of three to four persons to serve on the Committee that administers the Fund.
  - 3.2.2. Accountability – The Representatives report to the Coordinating Committee at least annually and to the National Gatherings
  - 3.2.3. Duties and Responsibilities – The Representatives shall:
    - 3.2.3.1. Attend and participate in meetings of the Committee.
    - 3.2.3.2. Promote the Fund in the DUCC community, both to encourage applications for grants, and to foster donations to the Fund.
    - 3.2.3.3. Ensure that the criteria for the fund are posted on the DUCC Website.
    - 3.2.3.4. Receive and review grant applications.
    - 3.2.3.5. Communicate decisions to all applicants.
    - 3.2.3.6. Liaise with the United Church Foundation which stewards the funds and administers the funds to successful applicants.
    - 3.2.3.7. Receive reports from successful applicants.
    - 3.2.3.8. Report to the DUCC community about decisions of the Committee.
    - 3.2.3.9. Keep records and minutes.
- 3.3. **Representatives Kaufman Renewal and Emergency Fund** – The purpose of the KREF is to help with the cost of retreat, reflection, renewal, and rest experiences, as well as to make possible a grant or loan to members of DUCC or graduates of the Centre for Christian Studies (and its forerunners) who find themselves in a financial emergency.
- 3.3.1. Membership - The Nominating Committee will recruit and maintain a roster of three to four persons to serve on the Committee that administers the Fund.
  - 3.3.2. Accountability – The Representatives report to the Coordinating Committee at least annually and to the National Gatherings.
  - 3.3.3. Duties and Responsibilities – The Representatives shall:
    - 3.3.3.1. Attend and participate in meetings of the Fund Committee
    - 3.3.3.2. Promote the Fund in the DUCC community.
    - 3.3.3.3. Receive, review, and decide on grant applications.
    - 3.3.3.4. Communicate decisions to all applicants
    - 3.3.3.5. Receive reports from successful applicants
    - 3.3.3.6. Report to the DUCC community about decisions of the committee.
    - 3.3.3.7. Keep records and minutes.

## **ARTICLE 6 GOVERNANCE PRINCIPLES**

4. DUCC shall be governed according to the following principles and practices:
- 4.1. DUCC will use consensus process for decision-making. The most recent version of the process is appended to this set of bylaws.
  - 4.2. Quorum at National Gatherings will be five per cent of the membership. Associate members and guests are not counted for quorum.
  - 4.3. Meetings of the National Gathering and Committees may be held in person, by video, or telephone conference, or similar communications equipment by means of which all persons participating in the meeting can hear one another and vote, if needed.
  - 4.4. At the National Gathering or Committees, whether in person or some means, proxies will not be permitted.
  - 4.5. Quorum of committees will be 50 per cent of the membership of the committee.
  - 4.6. Notice of National Gatherings will be shared in all of the communication media, available to DUCC, at least 30 days prior to the gathering.

- 4.7. Urgent decisions that are required by the Coordinating Committee, or the Committees, may be made by an exchange of emails. These decisions will be recorded in the official minutes.
- 4.8. Members of Committees and at the National Gatherings are to declare any conflicts of interest that would include financial advantage or adversity. These conflicts are to be recorded in the minutes. Members are to remove themselves from the decision-making.
- 4.9. Amendments to the Charter and/or Bylaws need to be approved by the National Gathering.
- 4.10. Dissolution of the organization will need to be approved at a National Gathering and decisions about distribution of any assets of DUCC will need to be identified at that time.

## **APPENDUM A: CHARTER**

“To strengthen the diaconal ministry within The United Church of Canada, we the undersigned covenant with each other in founding the DIAKONIA of The United Church of Canada on this the seventeenth day of June in the year one thousand, nine hundred and eighty-four. We commit ourselves to support this association as it participates in affirming our diaconal heritage, fostering a better understanding of the vital dimension of Christian Ministry and support for those individuals and groups committed to Diakonia. This association shall be guided by the principles and responsibilities which have been accepted on this same date, and by those on which we agree in the future. With faith in God we renew our commitment to diaconal ministry.” June 17<sup>th</sup>, 1984

## **APPENDUM B: Model of Decision Making by Consensus**

1. The topic for decision is introduced with background and a clearly articulated motion.
2. Chair would ask for clarifying questions.
3. Engage in plenary discussion of the motion.
4. Chair would check for consensus
  - a. Are there any who disagree?
    - i. If there are none then the motion passes.
    - ii. If there are some who disagree then those people are given an opportunity to speak.
  - b. Take a “straw vote” – non-binding using the categories
    - i. Yes.
    - ii. No.
    - iii. Undecided.
    - iv. Abstain.
  - c. Those undecided are allowed to ask questions which might allow them to decide.
  - d. If there are no votes against or undecided then an immediate formal vote is taken on the motion
5. If there is no consensus there would follow discussion on how critical is it that a decision be made and whether it is wise to defer.
6. If it is agreed that a decision needs to be made, a vote is taken which must have a 2/3 majority of those eligible to vote to carry the motion.
7. Whether the vote is carried or defeated, there would be time for small groups to discuss the implications the vote has on us as individuals or as a group.

# Theme Presentation Document

43rd General Council, July 2018 Oshawa, Ontario For Information PAGE 1 of 11 Caretakers of our Indigenous Circle:

## **Calls to the Church CARETAKERS OF OUR INDIGENOUS CIRCLE CALLS TO THE CHURCH**

**PREAMBLE: THE WORDS BEFORE ALL OTHER WORDS** The Indigenous ministries of The United Church of Canada have been about the work of ministry since the beginning in 1925 with roots in the 19th Century work of Methodist and Presbyterian ministries. 2018 marks the 193rd Anniversary of the Grand River Methodist Mission. This long history has seen bright beginnings and dark days and is poised on the brink of a Kairos moment as it faces the future. Indigenous people have met regularly over many decades and held deep and ongoing conversations about matters relating to our Indigenous work and our relationship with the United Church. We have been evolving, struggling, adapting and growing since that time and even losing ground too. We do not want to lose the gains we have achieved through the years in any future developments.

**Canada's Truth & Reconciliation Commission (TRC) and United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration):**

The TRC Calls to Action embrace of the UN Declaration. The United Church adopted the UN Declaration and reported how their policies in reference to their Indigenous constituents reflect this on March 31, 2016. As the church implements this framework for reconciliation it has committed to developing mechanisms to report on its progress. The UN Declaration is about establishing and maintaining respectful relationship, Indigenous selfgovernment, and Indigenous land rights in their traditional territories. This means the Indigenous faith community must exercise a truly Indigenous self-determination and possess a sustainable land-based support.

The Calls to Action of the Truth and Reconciliation Commission and the United Nations Declaration on the Right of Indigenous Peoples has been embraced by the United Church. The Right Rev. Jordan Cantwell, 42nd Moderator has noted the obligation to ensure "our policies, practices, and programs align with the "principles, norms, and standards" of the Declaration. The United Church has apologized for its colonial application of the policy of assimilation and acknowledged its impoverishment by the rejection of an Indigenous understanding. It is the desire to live into right relations with a repentant church and pursue the original Indigenous desire for friendship, peace and the strength that comes from respect that the following calls are made. May they be received in the spirit of reconciliation in which they are made.

**We Will Say What Indigenous Ministry Is** British Columbia Elder Alberta Billy said, "We have our own way of doing things." Other Elders have said the same thing especially when there was a conflict with the expectations of the broader western church. This is where colonial policies and procedures have worked against the Indigenous community. Our Elders have cried out for our own churches, leaders, training programs, and support systems. We, the Indigenous ministries and communities of faith of The United Church, declare that we will tell our own story of what ministry means for us. We will decide for ourselves who we are, who constitutes our ministries groups and practices. Colonialism took community control away from us 43rd General Council, July 2018 Oshawa, Ontario For Information

and placed it in a colonial center of authority. Recovery from colonialism is our path moving forward. We will determine an Indigenous Testamur, a training program for ministry preparation, that will help our leaders be competent as the healers and helpers our communities are crying out for. We will recruit and oversee the development of our ministry training students and assist their placement and support in our communities.

**We Will Do Indigenous Theology** Our own Indigenous understanding of the Christ story is what we need.

We are Indigenous nations, tribes, confederacies with clans and Elders. Creator has placed us in our sacred lands and taught us to harvest the food just as the first humans in the Bible.

Our ways, of seeing and being in this earth, are much like the Hebrew people. We can hear creation and have learned from all our relations, the animals, the water folk, the plant families, our mother the earth, etc. We hear in the groaning of the earth the sufferings of Christ. We feel the preciousness of life and the sanctity of love in our communities and lands. Part of our work will challenge the colonial vision of Jesus and western theology.

Our Indigenous languages, ways of life, spiritualities, and connection to our traditional lands will be restored. We are finding our own spirituality and Indigenous understanding of Jesus and his work in our communities. We will see through our eyes who Jesus is and decide for ourselves what this means for us as ministries and communities of faith. We are thankful for our roots in the work of the church in our past but we will shape our future through our own perspectives. The Spirit gives us authority to do this and we will listen to our siblings in the larger community of faith.

**We Will Say Who We Are**

The concept of identity is a complicated issue within Indigenous communities. The very notion of being an "Indigenous" person is a European construct. Prior to European contact, the people of Turtle Island identified themselves as members of their own tribes, nations, or communities. Inter-marriage was common and many children were "mixed-blood" as a result of this, yet accepted in their communities. Many nations have always practiced traditional adoptions, self-determining who is part of their communities. With European contact, these many nations and tribes became lumped into one homogenous group known as "Indigenous, Aboriginal, or Indian". This has caused Indigenous people to be viewed as a single nation, erasing the reality of many nations with different social, cultural, and spiritual beliefs and traditions. Eurocentrism introduced identity politics based on race, blood quantum, and what people look like. This raises the question of whether being Indigenous is a racial, ethnic, cultural, legal, political, or genetic identity. Blood quantum, which serves no other purpose than to limit, and eventually, eradicate Indigenous identity is in direct opposition to the traditional notion of Indigeneity being one's connection to the land, culture, and recognition within a tribe, nation, or community. We affirm that Indigenous people and Indigenous communities of faith will self-determine who is part of the Indigenous church.

43rd General Council, July 2018 Oshawa, Ontario For Information PAGE 3 of 11 Caretakers of our Indigenous Circle: Calls to the Church A Healing Church

Our "roots" as Indigenous peoples, are what the Creator has made us to be. We are embracing who we are as Creator made us. The Indigenous church will be an instrument of healing our identity and a place of renewal of our cultures. Our roots have been broken by colonialism and we will restore them. Wounds came from being told we are wrong and the loss of language and culture. Our recovery from these negative influences means that we must have a process that is trauma-informed. We won't be healed by a western medical model but a trauma-informed approach. It is not helpful to treat people who struggle with addictions as criminals, but rather we must take a healing approach. The colonial system has been dehumanizing for both Indigenous and non-Indigenous Peoples.

We will expand our work from the end of life to the beginning of life. We will restore the whole circle of life: infancy and childhood, youth, adult and Elder stages. We will maintain right relations with the broader United Church and educate them about our need to Indigenize our work and decolonize what continues to harm us. We do not want to experience the feeling of exclusion at the table of decision or have our concerns minimized by others. We will teach you who we are, what our values are, and place into practice how we want to work among ourselves and with others. We have faith that the Spirit of Christ, the work of the Holy Spirit, the evidence of creation, and the love of God will move us forward on the road of true reconciliation so that we can know "the beloved community" of "All Our Relations."

**The Earth is Our Provider** The earth is our ground of being. The earth is our Mother. The earth is our sustenance. The earth is our Eden. Creator made us from our Mother the Earth. Access to the earth has been stolen from us and others now eat from her provisions.

We have been marginalized and separated from our own lands. It was stolen from us by a false Doctrine of Discovery. This doctrine was repudiated by the United Church. We must return to the provisions of the land. The land will sustain us as it has for millennia. Furthermore, our traditional territories are not equivalent to reserves that were created and maintained by the colonial Indian Act. Many urban<sup>1</sup> Indigenous Peoples are still living in their traditional territory even though they no longer live, and perhaps may have never connected, on reserve. Indigenous spirituality is not confined to buildings but is connected to the land. The United Church is asset rich. Rich in land and properties. These lands were stolen by false promises in treaty negotiations. We meant to invite settlers to our lands and that we would share it. It would feed us both. But we are cut off from the land. Justice in land matters must be about reparations and not only apologies. Reconciliation is not just heads and hearts that feel bad but hands and feet that do tangible good. Selling church properties is a matter of Indigenous land justice or injustice. We are grateful for every effort churches, presbyteries, Conferences, and the General Council have done to give back to the Indigenous ministries when churches decommission and properties are sold. May this justice flow like a river.

**1** The word “urban” lacks the diversity envisioned by the urban Indigenous Caretakers. By “urban”, we mean those who have left their home communities, as well as those who have been born and raised in villages, towns, and cities across Canada, some willingly and some against their will. 43rd General Council, July 2018 Oshawa, Ontario For Information

**PAGE 4 of 11 Caretakers of our Indigenous Circle: Calls to the Church**

#### **Calls to the Church**

**1. Concerning an Office of Vocation: We Remember, We Say • Remembering all the meetings in our history where Indigenous and missional clergy met to fellowship, pray together, strategize and minister among Indigenous peoples; • Affirming our support for all clergy ministering in our Indigenous communities; • Acknowledging the need for clergy accountability in Indigenous communities; • Acknowledging the need to limit harm done unintentionally or otherwise by clergy in our Indigenous faith communities; • Knowing ministry in our Indigenous communities often differs from that in non-Indigenous communities; • Supportive of evaluating and dealing with ministerial matters with Indigenous values and processes; • Mindful of the UN Declaration’s call for Indigenous self-governance and adequate resources to achieve this; • Affirming the Indigenous community’s right to determine our own ministry personnel; We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church’s adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for: A. The establishment of an Indigenous office or department within the Office of Vocation so that ministry personnel in our communities have services provided by people who are knowledgeable of Indigenous ways of being and working, B. That this office or department have an advisory group that is engaged in the development Indigenous ministry policy.**

**2. Concerning Indigenous Ministry Formation Accompaniment and Oversight: We Remember, We Say • Acknowledging the success of supportive and sensitive Indigenous accompaniment and oversight in the Dr. Jessie Saulteaux Resource Centre (DJSRC) and the Francis Sandy Theological Centre (FSTC) programs and partnership with All Native Circle Conference, Presbyteries and communities of faith; • Recognizing these student resources have continued in the program of Sandy-Saulteaux Spiritual Centre, the amalgamation of DJSRC and FSTC; • Recognizing the struggle of Indigenous students in the non-Indigenous United Church system through lack of understanding of Indigenous ways; • Acknowledging the success of the Councils on Learning in overseeing Indigenous students in ministry training; • Recognizing the vast educational requirements to ensure a proper level of support, encouragement and guidance for Indigenous students in non-Indigenous churches, presbyteries, and conferences; • Recognizing the value of Indigenous language and cultural competency in Indigenous ministry training;**

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We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

- A. Students accepted for ministry training have community of faith and Elder support;
- B. Continued strong Indigenous oversight of Indigenous ministry students in training from the community of faith to regional and national Indigenous groups with appropriate overseers who are suited to the student and their Indigenous ministry context;
- C. A clear pathway for students and Indigenous communities of faith to follow in accompanying and overseeing Indigenous ministry formation;
- D. Ensuring the accompaniers and overseers are primarily Indigenous people experienced in the work of ministry and have resources adequate to provide sufficient oversight (meeting at least yearly);
- E. Ensuring that non-Indigenous accompaniers and overseers have the Indigenous orientation education required of those working in Indigenous communities;
- F. Ministry training be provided in Indigenous communities and urban settings, as is feasible;
- G. Providing support following Testamur to ensure a good transition into ministry life;
- H. Ensuring that a trauma-informed approach be taken in the ministry training program, accompaniment, and aftercare of all students and ministry personnel.

#### 4. Concerning Indigenous Communities of Faith Approved Ministry Placement:

We Remember, We Say • Remembering Elder and first Indigenous Moderator of the United Church the Very Reverend Stan McKay Jr.'s words, "Given the trend of the church and cut backs, full-time paid accountable ministry is not going to be our future."

- Remembering the success of previous graduates of DJSRC and FSTC in non-traditional "ministry" placements;
- Recognizing that many Indigenous communities and educational authorities are not really interested in training church leaders;
- Acknowledging the call from our Indigenous communities and support of educational authorities for healing arts training for Indigenous students, as in: trauma recovery, intergeneration effect of trauma, counseling, and other therapies and means of wellness that comes from Indigenous ways;
- Realizing the ministry call of Jesus was to "heal the broken hearted, recover the sight of the blind, set the captive free and proclaim the time of equity and freedom" and that this call is answered by students in ministry training;
- Recognizing the relational Indigenous community ways and the need to expand what "ministry" means as was the successful Presbytery-approved ministry placements outside of the church;
- Remembering the great Six Nations educational work done by Nations Uniting in responding to the land claim conflict in Caledonia, Ontario in 2006; • Valuing the great work being done in the Indigenous LGBTQ-2SA+ community;
- Affirming our future lies with Indigenous youth and all the great work being done among and by them;

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We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

- A. Indigenous community and region approved ministry placements options outside of the church context;
- B. Agencies outside of the church to be educated to work cooperatively in assisting the Indigenous ministry formation accompaniers to supervise these placements;
- C. Programs to be established to provide clinical, helping and healing skills for ministry students, and, community development and networking;

**D. Reporting to and celebration from the church concerning this work of ministry students in such placements. 4.**

**Concerning Indigenous Testamur: We Remember, We Say**

- Acknowledging the ill-fit and sometimes even harm from some well-meaning but poorly prepared ministers working in our Indigenous faith communities;
- Remembering the 1970's Indian Ministry Training Program;
- Remembering the dreams and hope of our elders Dr. Jessie Saulteaux and Mr. Francis Sandy to have our own Indigenously trained ministry leadership for our communities;
- Remembering the establishment of Dr. Jessie Saulteaux Resource Centre (DJSRC) in 1984;
- Remembering the establishment of Francis Sandy Theological Centre (FSTC) in 1987;
- Remembering the work of the Wabung process that was the foundation for the amalgamation of DJSRC and FSTC into the Sandy-Saulteaux Spiritual Centre (SSSC) as the National Aboriginal ministry training school of The United Church of Canada in 2011;
- Acknowledging the fundamental linguistic and cultural differences in the Indigenous communities of faith in The UCC;
- Committed to the dignity affirmed in the United Nations Declaration on the Right of Indigenous People including the right to self-determination on our own Indigenous terms and in keeping with our own Indigenous spiritual values;
- Convinced by our Elders that a fundamentally differing approach, structure and value system is what Indigenous faith communities are calling for and need for a healthy recovery of community and sustainability;
- Believing that when the United Church of Canada's policy conflicts with Indigenous community values that community values come first;

**We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:**

**A. The establishment of an Indigenous Testamur (a required completed program indicating that a person is suitably trained for ministry in The Indigenous United Church of Canada) that recognizes unique Indigenous competencies needed to work in our communities;**

**i. That this Indigenous Testamur be determined by the Indigenous faith communities of the United Church with consideration for all the geographic and linguistic differences across Canada;**

**ii. That in this Indigenous Testamur it is recognized that Indigenous communities of faith are free to determine how they respond to all Indigenous issues and that outside authorities will not impose their values on the local community;**

**iii. That Sandy-Saulteaux Spiritual Centre be entrusted with overseeing the completion of this Indigenous Testamur;**

**iv. That this Indigenous Testamur contain components to ensure competency in non-Indigenous United Church communities;**

**v. That this Indigenous Testamur provide training for The United Church of Canada's order of ministry including ordination, commissioning, designated lay ministry or other expressions of Indigenous ministry approved by the Indigenous communities of faith (urban included);**

**B. The currently accepted United Church Testamur to contain components to ensure cultural competency and safety when working in Indigenous and other cross-cultural settings;**

**i. That this curriculum be included in the continuing education requirement for ongoing accreditation for ministers within the United Church;**

**ii. That all United Church ministers be educated in this curriculum in their continuing education;**

**C. Ministry personnel serving in Indigenous communities of faith will require ongoing culturally appropriate oversight and support, equipping them to deepen ministry skills in the context of Indigenous ministry;**

**D. For coordinated development of Indigenous theological resources to support the needs of Indigenous communities of faith and education on Indigenous matters for the United Church.**

**5. Concerning a National Indigenous Organization for Support and Fellowship: We Remember, We Say**

- Remembering The 1980's national Aboriginal ministry consultations that eventually became the current National Aboriginal Spiritual Gathering;
- Remembering Keewatin Presbytery as the first Indigenous presbytery in The United Church of Canada in 1982;
- Remembering the establishment in 1982 of the National Native Ministries Council in The United Church of Canada to oversee the work of the first National Native Ministries Coordinator, Rev. Stan McKay Jr.;

- Remembering the local work that led to the formation of All Tribes, Plains, and Great Lakes presbyteries that were the basis of All Native Circle Conference;
- Remembering the historic establishment of All Native Circle Conference, the first Indigenous conference and one that crossed colonial boundaries in 1988;
- Remembering the establishment of BC Native Ministries, in 1988;
  - Remembering the establishment of Ontario Quebec Native Ministries in 1989;
- Remembering the establishment of the Aboriginal Ministries Council and its staff the Aboriginal Ministries Circle at General Council Office and beyond in 2008;
- Remembering all the Ecumenical gatherings over the decades;
  - Knowing urban Indigenous ministry often differs from that in both Indigenous and nonIndigenous communities;
  - Remembering that according to the 2006 Census, more than half of people identifying themselves in some way as indigenous reside in urban areas; and
  - Believing the time has come to foster and support the creation of more urban Indigenous ministries;

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We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

**A. A National Indigenous Elders Council:**

- i. with equitable representation from across the country;
- ii. Elders who are lifted-up by communities;
- iii. with a minimum number of face-to-face meetings.

**B. A National Indigenous Organization:**

- i. comprising various kinds of members like Elders, youth, strategic thinkers, knowledge keepers, and carriers of the history;
- ii. members who are lifted-up by the Indigenous communities of faith; including those in urban settings;
- iii. with a minimum number of face-to-face meetings;
- iv. with a national Indigenous ministry support staffteam: — ministry facilitating staffing to serve all the Indigenous communities of faith; — distributed equitably across the nation to serve all Indigenous communities of faith; — with a minimum number of face-to-face meetings.
- v. Continued opportunities for the gathering, working together, and supportive work of all the Indigenous faith communities in the United Church, including a National Indigenous Spiritual Gathering, as well as regional and cluster gatherings. These gatherings will honour the cultural and linguistic regions of the Indigenous communities;
- vi. That this office organization support a national network of urban Indigenous Ministries.
- vii. When we meet, we will honour the local protocols (as determined by the local communities of faith) and we will honour our Elders.
- viii. Strong communications strategy and resources necessary to accomplish the work of a national Indigenous organization.
- ix. Strengthened relationships between the Indigenous communities of faith and the rest of the United Church with requested Indigenous representation provided for in all aspects of the United Church;
- x. Education of all United Church personnel, programs and groups in Indigenous history, culture and contemporary issues to strengthen relations with Indigenous communities of faith and the United Church and to reignite the spiritual, cultural, holistic and healing renewal of whole church.

**6. Concerning Belonging: We Remember, We Say**

- Remembering that during the formation of the first all Indigenous Keewatin Presbytery in 1982 our Elders said we are drawing aside to find ourselves and then we will be back;
  - Affirming that the Indigenous communities of faith desire to remain a part of The United Church of Canada;
  - Appreciating our long history of Indigenous ministry that pre-dates the formation of The UCC;

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- Desiring to live into right relations with The UCC and to find out what the apologies of 1986 and 1998 mean; We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

A. For the right of Indigenous church communities to choose their relationships within a three-court structure;

i. The right to dual belonging;

ii. To fully belong to a regional body, and;

B. To fully belong to a national Indigenous body;

C. That urban Indigenous ministries be recognized as communities of faith with the same rights and responsibilities.

## 7. Concerning Indigenous Community Leadership and Consensus Building;

**We Remember, We Say**

- Thankful for our predecessors who embarked upon a path that was radical, inclusive, progressive, and courageous for its time. And, that like every generation who's understanding of what it means to be inclusive is ever evolving we realize that our predecessors had a limited and flawed understanding of what it means to be inclusive And, that by recognizing this past we seek to heal relationships that have been broken and to forge new relationships in the future.

- Remembering the legacy of the Indian Methodist heritage work prior to the start of the UCC with the first Methodist church at Six Nations in 1822;

- Remembering that not all Indian Methodist churches joined the United Church in 1925;

- Remembering the legacy of Indian Presbyterian heritage work prior to the start of the UCC;

- Remembering all the elders, men and women, youth, and children of our Indigenous communities of faith who began, nurtured and supported the work of the church in their communities;

- Recognizing the omission of Indigenous faith communities in the establishment of The United Church of Canada in 1925 and the corrective measures taken in Ottawa in 2012 at General Council 41 to amend the Basis of Union to include this history and legacy;

- Acknowledging the redesign of The United Church of Canada's crest to include the four colors of many Indigenous communities and the Mohawk phrase "Akwe Nia'Tetewá:neren" meaning "All My Relations" at General Council 41 in Ottawa in 2012;

- Wanting to live in right relations with The United Church of Canada on our own Indigenous terms;

- Honouring our Elders who have long stood up for our people in The United Church of Canada from the very beginning;

- Remembering the Indigenous community consultations in gatherings and Indigenous communities of faith;

- Recognizing the need to honour each Indigenous cultural territory and community of faith in their own decision making processes;

- Wanting to ensure a grassroots leadership in making change in the Indigenous communities of faith;

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Caretakers of our Indigenous Circle: Calls to the Church

- Remembering that Indigenous consensus is not a simple ideal where every single person must agree before the community moves ahead but that individuals also consent to the overwhelming support of decisions and chose to be gracious and not undermine them, even though they may not fully agree with the larger community; We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

A. Consensus decision-making in the Indigenous faith community be honoured by ensuring enough time (as determined by the Indigenous community) is afforded for community discussion before major issues are decided upon;

B. Resources to help the communications necessary for Indigenous communities of faith to arrive at consensus regionally and nationally;

C. The national church to incorporate Indigenous community of faith input into all its programs, departments, divisions and works.

## 8. Concerning Sustainable Support:

**We Remember, We Say**

- Realizing the Doctrine of Discovery rests on the illegitimate claims of Christian superiority in the Papal Bulls of 1453, 1454 and 1493;

- Understanding that the 1793 Royal Proclamation rests on the Doctrine of Discovery and is the basis of colonial claims to underlying radical title to Indigenous lands;

- Remembering that the United Church repudiated the Doctrine of Discovery;

- Realizing that the sale United Church properties involves Indigenous claims to the land.

- Realizing that the UN Declaration is a framework for reconciliation that includes these principles: Indigenous peoples right to participate in decision-making; right to land and resources; and right to self-determination.

- Recognizing that a significant number of Indigenous Peoples now dwell in urban communities; We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

A. Equitable distribution of Mission and Service Funds keeping in mind the whole Indigenous community across the country;

B. A policy be developed to that would ensure there is a percentage of the proceeds of property liquidation allocated to Indigenous ministry and justice work

C. Any properties turned over to Indigenous communities be brought up-to-code before they are transferred; D. Financial decisions that affect Indigenous communities of faith be determined by the Indigenous communities;

E. Relational connections between Indigenous and non-Indigenous communities of faith and Regions be encouraged to continue. Local engagement and support of Indigenous work is valuable and needs to increase;

F. Adequate resources (i.e. financial support, staff, and space, etc.) be included to address the needs of urban Indigenous ministries.

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#### 9. Concerning sexual orientation and diversity: We Remember, We Say

- Remembering that gender diversity is a revered part of our heritage before colonization; • Realizing that the role of 2-Spirit people in ceremonies and spiritual practices remains relevant to the overall well-being of all our communities;

- Recognizing that many LGBTQ2A+ Indigenous people leave their home communities because of intolerance introduced by the colonizers;

- Realizing that many LGBTQ2A+ young people are at high risk for suicide;

- Remembering the policy that was passed at General Council 40 which: "affirms the participation and ministry of trans people, and encourages all congregations to welcome trans people into membership, ministry, and full participation;"

We, the Indigenous faith communities of The United Church of Canada, as an expression of the United Church's adoption of the United Nations Declaration on the Rights of Indigenous Peoples, call for:

A. Educational resources that will invite and assist Indigenous communities of faith to support LGBTQ2A+ members and youth;

B. That the United Church of Canada through its health benefit coverage plan continue to support employees and their families who are transitioning gender.

#### Caretakers Member List

Ray Jones, BC Native Ministries George Montour, Aboriginal Ministries Council Lawrence Sankey, Aboriginal Ministries Council Janet Sigurdson, Council of Learning, All Native Circle Conference Bernice Saulteaux, Leading Elder, All Native Circle Conference Susan Beaver, Great Lakes Waterways Presbytery Robert Patton, Chair of Council on Sharing Marlene Lightening, General Council Representative, All Native Circle Conference Gloria Cook, All Native Circle Conference Evelyn Broadfoot, All Native Circle Conference Alternative John Thompson, Sandy Saulteaux Spiritual Centre, Chair of Board Martha Pedoniquotte, Ontario and Quebec Native Ministries Lee Claus, Aboriginal Ministries Council, Sandy Saulteaux Spiritual Centre Board member Teresa Burnett-Cole, Urban Indigenous – Ottawa RW Hoekstra, Urban Indigenous – Edmonton Staff: Maggie McLeod, Executive Minister, Aboriginal Ministries and Indigenous Justice Cheryl Jourdain,

**Speaker, All Native Circle Conference Adriane Jacobs, Sandy-Saulteaux Spiritual Centre Lisa Anwar, BC Native Ministries 2 LGBTQA2+ is a place-holder that stands for lesbian, gay, bisexual, transgender and transsexual, queer, asexual, 2-Spirit and everyone else! The understanding behind the acronym is that sexuality and gender are fluid and not limited to male and female**

## **Minutes of Virtual Gathering 2020**

### **Minutes of DUCC 2020 Virtual Gathering**

**May 12 – 14, 2020, 10 – 12pm daily.**

#### **Participants :**

Kristin Woodburke Catherine Gutjahr Anne Telford, Susan Reed, Tammy Allan, Kent Gibbons, Barbara Lieurance, Carolynne Bouey Shank, Mark Laird, Ann Naylor, Heather Robbins, Kathy Platt, Paula Ashby, Jen Dresser, Helen Reed, Vicki Aldersley, Christina Crawford, Susan Butler- Jones, Ted Dodd, Elizabeth Stewart, Diane Trollope, Linda Ervin, Karen Orlandi, Joan Jarvis, Dorothy Naylor , Christine Dudley, Linda Kitchenton (UK), Linda Gow, Christina Paradella, Beth Baskin, Laura Richardson, Joan Tuchlinsky, Patricia Lissen, Irene Rainy, Ken Delisle, Michelle Owens, John Robertson, Marg Scott, Alice Hanson, Debra Deveau, Marlene Britton, Kathy Douglas, Linda Clark, Denise Davis Taylor, Karen Tjaden, Debra Kigar, Lori Stewart, Kathryn Toivanen, Marcie Gibson, Allan Gairns, Amy Crawford, Leanne Benoit, Debbie Brill, Melanie Ihmels, Lorie Lowes, Nancy Ruth, Eric Tusz-King, Laura Hunter, Adam Hanley, David Hewitt, Barbara Hansen, Martha Martin, Aneka Sangster, Jen Carter-Morgan, Sharon McRann, Lori Neale, Lori Crocker, Nan Corrigan, Jim Hatt, JoAnne Wilson-Symonds, Heather Sandilands, Deborah LaForet, Susan Toller, Barabara McGill, Karen Lumley, Karyn Douglas, Debbie Stockdale, Liz Bowyer, Tracie Robertston, Sue Taylor, Joan Gugeler, YoonOk Kang, Cheryl Kirk, Gail Allan (Guest theme presenter), Terrie Chedore, Adrienne Patterson, Melody McKeller, Marilyn Burnard, Kimiko Karpoff, Vicki McPhee.

Up to 88 people were on the calls each day.

#### **Schedule**

Tuesday: Welcome Agenda and housekeeping zoom etiquette – Vicki McPhee

Worship

Music: Called by Earth and Sky (More Voices 135

When Pain of the World (Voices United 598)

Scripture: Ecclesiastes 4:1-12 (selected verses) – The Message

Break out rooms for (re)connecting in small groups: sharing symbols of what this time of isolation has been like

Memorials organised by Caryn Douglass with help from Ken Delisle,

Wednesday

Welcome/Agenda/ housekeeping

Worship Music: Come and Find the Quiet Centre (Voices United 374 )

GodWeeps(MoreVoices78)

Scripture: Acts 17:22-24a, 26-28 Laughing Bird Paraphrase <http://laughingbird.net/ScriptureParaphrases.html>

Theme Presentation : Program Coordinator, Ecumenical and Interfaith for the General Council Gail Allan

Sacred Dance

Closing

Thursday:

Welcome / Agenda

Music: Never Ending Joy (More Voices 40)

Rise Up, Rise Up (More Voices 130)

Business

Worship

Confitemini Domino (Come and Fill Our Hearts) (More Voices 16)

Spirit God Be our Breath (More Voices 150)

Scripture: John 14:25-27 Laughing Bird Paraphrase <http://laughingbird.net/ScriptureParaphrases.html>

Closing Prayer: Your heart has its own intelligence...find the courage to stay in your heart centre. Go back into the world filled with peace, free of fear and anxiety to live your purpose, serve God and the world and be agents of transformation.

### **Business Minutes chaired by Vicki MacPhee Chair of CoOrdinating Committee**

Vicki introduced members of the CoOrdinating committee.

An overview of business agenda was given. (see following items)

The process of how we will do business on zoom was also reviewed.

Vicki reported on action taken on items brought to the 2018 gathering from the Chicago gathering in 2017.

How do we live out the ideals named in our purpose and relate to each other and the wider world.

#### **Financial presentation from Helen Reed Treasurer (report attached below included in the program booklet)**

reviewed the 2019 bank statement highlighted changes in the budget and expenses.

Items Noted by Helen: There weren't enough people who were new (students, retirees and diverse cultural /racial representatives) so the \$8000 set aside for subsidies for these people was used to support others who wished subsidies.

Questions re the report were answered: benefits of e-transfer (cost less), and PAR. Answer: It costs \$.50 for each PAR donation.

Can tax receipts be sent by email? (more work for treasurer but doable)

Review of 2020 Financial statement :

Helen reminded the group membership is not CLAIMABLE to CRA because our membership to Diakonia is not a requirement of being Diaconal. 300 members in the Diaconal data base but only 93 financial supporters for DUCC. Hence we are donors not members.

is money to support regional gatherings (excluding alcohol) PLEASE USE IT!

increased donations if we are able. DUCC donated \$250.

are doing well. This means we have money to support each other. Let's do it.

donations contact Helen Reed.

She also reminded us that there  
Affirm membership asked for  
Comparison to last year: We  
AND If you want to increase

**Four Year Budget presentation:** reminder we will go into breakout rooms after this item. BUDGETS are fluid.

It is a wish list of what we want to do. Keep this in mind.

*The titles of budget items were changed to line up with the DUCC Purpose.*

Some highlights Helen noted: We are sharing a zoom subscription with another group currently,

½ of financial support for regional gathering (because it wasn't being used) BUT it will be increased if needed.

Cost of website domain costs for the website included.

National gatherings requiring the staff person to be present, the costs will be covered by DUCC.

Anticipate that \$4,000 will go to national gatherings.

Want to make funding available to help people attend DOTAC and World Diakonia.

\$8000 for subsidies to DOTAC in the Carribean.

(World Diakonia in Darwin has been cancelled but subsidies have been set aside if they are needed. )

We have money in the bank! We are in good shape.

**Questions:** Are all Diaconal ministers members of DUCC and some are financial supporters? YES this is true.

We did not want to exclude people based on finances. Non Diaconal but those who identify as diaconal are also welcome to be friends of DUCC.

Can we share our stories ? Requested for an item for minutes for mission especially our participation in DOTAC.

Change to the budget needed regarding increase of ???? \$100

### **PURPOSE of DUCC**

Discussions in the CoOrdinating committee and other committees. How are we doing each item ? Where is it reflected in budget? How do we strengthen Diaconal ministry? How do we reflect on issues related to Diaconal ministry? We have been working hard to disseminate information. Advocates in the General Council and other UCC structures are Adam Handley , Eric Tusz King, and representatives to specific committees and GC executive are listed in the program book. Trying to champion groups who might not otherwise consider participation in DUCC , DOTAC. Supporting smaller regional gatherings, for connection, learn history, do theological reflection. Vicki noted that 88 people set time aside to participate virtually....should we do this in the off years between gatherings.

Question for small groups: Affirmation of work being done?

Where can we see the work being expanded?

Who would like to participate in the work of DUCC?

Report back from groups: Groups were to email comments to Vicki so that they can be reviewed at the next CoOrdinating committee

## Nominations Committee Report

### DUCC 2.0

May 14, 2020

This winter, the Coordinating Committee agreed to establish a Nominating Committee to recruit, orient, support and thank volunteer members of Coordinating Committee, sub-committees, and representatives of DUCC on other bodies. Nominating Committee members will serve a term of four years and consist of between 3 and 5 members. One of the members of the Nominating Committee will represent the Committee on the Coordinating Committee.

The Nominations Committee will also handle the responsibilities of

- retaining related documents and share the same with new appointed persons to orient them to their new positions.
- offering support as appropriate to and/or as requested by volunteers serving.
- developing opportunities and mechanisms to thank volunteers who have served.

As an Interim Nominating Committee appointed by the Coordinating Committee in March 2020, we have endeavoured to recruit folks to serve the organization following the May 2020 Biennial Gathering. We present this slate of nominees for the Biennial gathering's consideration.

Respectfully submitted,

Ted Dodd

Vicki McPhee

Interim Nominations Committee

<b>Coordinating Committee</b>	Chair	Vicki McPhee
	Treasurer	Helen Reed
	Secretary	Denise Davis-Taylor
	Staff	Eric Tusz-King
	DOTAC representative	Ted Dodd
	Communications	Lori Crocker
	Members at Large	Marlene Britton
		Jen Dresser
Melanie Ihmels		
<b>Communications and Membership Committee</b>	Chair	Lori Crocker
	Webminder	Deborah Laforet
	Newsletter Editor	Kathy Toivanen
	Data Base Coordinator	Debra Kigar
	Card Secretary	Kay Dean/Kent Gibbons ( <i>pro tem</i> )
	Members at Large	Eric Tusz-King
David Hewitt		
Laura Hunter		
Lynda Gow		
Hubert den Draak		
Annika Sangster		
<b>Advocacy Committee</b>	Michelle Owens	
	Catherine Gutjahr	
	Ann Naylor	
	Keith Simmonds	
	Carolynne Bouey Shank	
	Eric Tusz-King	
<b>Archives Committee</b>	Chair	Linda Ervin
		Judith Colwell
		Kathy Toivanen



Liaison with Coordinating  
Committee and Digital Library  
Committee

Eric Tusz-King

**Digital Images  
(Photo Library)**

Kimiko Karpoff

Sally Meyer

Lynda Gow

Ann Naylor

Liaison with Coordinating  
Committee and Archives  
Committee

Eric Tusz-King

**Nominations Committee**

Ted Dodd

Barbara Lieurance

Marcie Gibson

**National Gathering**

At this point, a decision has not been reached about the future of the National Gathering. We have options:

- Hold the event in the spring of 2021 in Ottawa (pending willingness of the Ottawa team)
- Hold the event in the fall of 2021 in Ottawa (pending willingness of the Ottawa team)
- Hold the event in the spring of 2021 virtually
- Wait until 2022 to hold the event

Until these decisions are made, we have not been recruiting for these roles.

In the meantime, we thank those who were planning for Ottawa and those involved in hosting the Zoom meetings.

**National Gathering, 2020**

Coordinator

Vicki McPhee

Theme Planning

Tammy Allan

Denise Davis-Taylor

Barbara Lieurance

Kelley Warner

Local Arrangements

Catherine Gutjahr

Dorothy Naylor

Janet Nield

Jan Lougheed

Laura Richardson

Susan Toller

Susan Butler-Jones

Lorrie Lowes

Worship

Terrie Chedore

Jen Dresser

Heather Robbins

**Barb Elliot Trust Fund for  
Innovative Ministries**

Susan Butler-Jones

Denise Davis-Taylor

Ken DeLilse

Marilyn Burnard

**Kaufman Renewal and  
Emergency Fund**

Lynda Appleby

Judith Astley

Ellen Baynton-Walker

Linda Ervin

**Regional Contact Persons**

The Nominations Committee is in process of recruiting regional contact persons for each of the new regions. Some of our regions have an active sense of connection amongst DUCCs. Other regions have less diaconal ministers and less communal network. The Nominations Committee hopes to empower the regions toward circles of support, accountability, and reflection. Some regions might join with others to honour historic geographic traditions. Other regions may join together for periodic meeting. We will be encouraging imagination in the use of technology and manner of gathering.

Pacific Mountain	Linda Ervin
Northern Spirit	Denise Davis-Taylor
Chinook Winds	Tammy Allan
Living Skies	Jen Dresser
Prairie to Pine	Joan Jarvis
Canadian Shield	
Antler River Watershed	Eric Hatt
Western Ontario Waterways	Kathy Douglas
Horseshoe Falls	Deb Laforet
Shining Waters	
East Central Ontario	Kathy Toivanen
Eastern Ontario Outaouais	Catherine Gutjahr
Nakonha:ka	Patricia Lisson
Fundy St. Lawrence Dawning Waters	Lynda Gow
Region 15	Lori Crocker
First Dawn Eastern Edge	
National Indigenous Organization	

Special thanks to the over 35 DUCCs who are serving on General Council committees or bodies. Clarification was made that there is no Indigenous region yet.

## **Nominations Committee Report**

### **2020 Report to DUCC**

*submitted by Ted Dodd*

This winter, the Coordinating Committee agreed to establish a Nominating Committee to recruit, orient, support and thank volunteer members of Coordinating Committee, sub-committees, and representatives of DUCC on other bodies. Nominating Committee members will serve a term of four years and consist of between 3 and 5 members. One of the members of the Nominating Committee will represent the Committee on the Coordinating Committee.

As an Interim Nominating Committee appointed by the Coordinating Committee in March 2020, we have endeavoured to recruit folks to serve the organization following the May 2020 Biennial Gathering. During the gathering we will present a slate of nominees for the Biennial gathering's consideration.

The Nominations Committee will also handle the responsibilities of

- retaining related documents and share the same with new appointed persons to orient them to their new positions.
- offering support as appropriate to and/or as requested by volunteers serving.
- developing opportunities and mechanisms to thank volunteers who have served.

At the present time, we are aware of the following DUCCs who are serving on General Council committees or bodies – see next page...

**Diaoonal Min iste r.s.Servi, g in  
General Council Roles April 6,  
W20**

Supervising Body	Committee	Contact Name	Start Date	End Date	Regional Council Membership (Contact Name) (Contact)
IIOV	Admission Board	Sarah Ilmer	23/10/2019	25/07/2021	Prairie to Pine Regional Council
JIOIF	Anglican O1L1rch -United Church Dialogue	Russell Mitchell-Wacker	16/12/2019	31/12/2020	Living Skies Regional Council
GC	Board of Vocational	Patricia Baker	10/06/2019	15/07/2021	Prairie to Pine Regional Council
GC	Board of Vocational	Marti Green	01/01/2019	30/07/2021	Pacific Mountain Regional Council
JIOIF	Canadian Council of Ormches: Governing Board	Martha Martin	01/06/2018	01/06/2021	Shining Waters Regional Council
IIOV	Caridacy Board - Mountain	Ian McLean	22/03/2019	30/07/2021	Pacific Mountain Regional Council
IIOV	Caridacy Board - Mountain	Vicki McPhee	01/01/2019	15/07/2021	Chinook Winds Regional Council
B0V	Caridacy Board - Prairie	Yoonok Shin Kang	22/03/2019	30/07/2021	Northern Spirit Regional Council
B0V	Caridacy Board - Prairie	Laura Fouse	22/03/2019	30/07/2021	Living Skies Regional Council
B0V	Caridacy Board - South Western Ontario	Ellen Baynton-Walker	22/03/2019	30/07/2021	Western Ontario Waterways Regional Council
GCO	Climate Advisory Circle	Ericusz-King	15/05/2019	30/07/2021	Fun dySt La 'Nfence Dawning Waters Regional Council
B0V	Credentiaing Committee	Kenneth E. Delille	07/05/2019	15/07/2021	Prairie to Pine Regional Council
GC	Executive of the General Council	Debra Hinksman	01/01/2019	15/07/2021	Pacific Mountain Regional Council
GC	General Council 43	carel Waagner	21/07/2018	21/07/2021	Antler River Waite Regional Council
GC	General Council 43	Brenda Curtis	21/07/2018	21/07/2021	Living Skies Regional Council
GC	General Council 43	Kenneth E. Delille	21/07/2018	21/07/2021	Prairie to Pine Regional Council
GC	General Council 43	Maxine McVey	21/07/2018	21/07/2021	Canadian Shield Regional Council
GC	General Council 43	Maureen Platt	21/07/2018	21/07/2021	Prairie to Pine Regional Council
GC	General Council 43	Tim Shantz	21/07/2018	21/07/2021	Horshoe Falls Regional Council
GC	General Council 43	Olestinia Paradelala	21/07/2018	21/07/2021	Horshoe Falls Regional Council
GC	General Council 43	Deborah Lafont	21/07/2018	21/07/2021	Horshoe Falls Regional Council
GC	General Council 43	Sarah Bruer	21/07/2018	21/07/2021	Prairie to Pine Regional Council
GC	General Council 43	Allan Gaimis	21/07/2018	21/07/2021	Living Skies Regional Council
GC	General Council 43	Nancy Corrigan	21/07/2018	21/07/2021	Regional Council 15
GC	General Council 43	Yoonok Shin Kang	21/07/2018	21/07/2021	Northern Spirit Regional Council
GC	General Council 43	Fammv AlJan,	21/07/2018	21/07/2021	Chinook Winds Regional Council
GC	General Council 43	Susan Reed	21/07/2018	21/07/2021	Living Skies Regional Council
GC	General Council 43	Debra Hinksman	21/07/2018	21/07/2021	Pacific Mountain Regional Council
GC	General Council 43	M. Elaine Kellogg	21/07/2018	21/07/2021	East Central Ontario Regional Council
GC	General Council 43	Marcie Gibson	21/07/2018	21/07/2021	Horshoe Falls Regional Council
GC	General Council 43	Lawrence Moore	21/07/2018	21/07/2021	Prairie to Pine Regional Council
	Regional Council Presidents	Lori Stewart	01/01/2019	01/06/2020	Prairie to Pine Regional Council
	Regional Council Presidents	Helene Reed	01/01/2019		Chinook Winds Regional Council
B0V	Remedial Committee	Marti Percy	01/01/2019	15/07/2021	Western Ontario Waterways Regional Council
B0V	Response Committee	Marcie Gibson	22/03/2019	30/07/2021	Horshoe Falls Regional Council
JIOIF	Roman Catholic-United Church	Maxine McVey	15/06/2017	15/06/2020	Canadian Shield Regional Council
B0V	Standards Committee	Deborah Deavu	01/01/2019	15/07/2021	Western Ontario Waterways Regional Council
GCE	Sub-Executive of the General	Debra Hinksman	26/01/2019	21/07/2021	Pacific Mountain Regional Council
GC	Theology and Inter-Church Inter-Faith Committee	Michele Owen,	22/07/2018	15/07/2021	Prairie to Pine Regional Council
GC	Theology and Inter-Church Inter-Faith Committee	Jlami Bradshaw-	22/07/2018	15/07/2021	Prairie to Pine Regional Council

### Barb Elliot Trust Fund Items

Should there be another round of request for applications for 2020 as money is available? The group agreed by consensus.

Intended only for

Canadian ministries? Yes. It is a CRA guidelines/requirement.

**Archives Committee Report** given by Linda Irvin, Eric Tusz King

### Presentation to DUCC Biennial – May 2020

The Archives Committee has three members, plus Eric as DUCC staff to help us get started and become self-sufficient. The members are Linda Ervin (Chair), Kathy Toivanen,(who is writing a history of DUCC) and Judith Colwell. Judith was the archivist in Maritime Conference Archives and a volunteer on the Committee. At our most recent meeting Judith provided an orientation to how the UC Archives works and we would like to share parts of what she presented.

First of all, we found her description of how an archives functions as most helpful. ***An archives functions as a written museum of the work, lifestyle, physical and mental environment, and structure of an organization or of a civilization.***

Generally, an archive looks for minutes, documents (deeds, wills, constitution, purpose of the organization). In the case of a person an archive looks for diaries, letters, writings, wills, biographies/resumés, and in the case of ministers, samples of sermons (particularly those pertinent to world and social issues of the day). In our case as Diaconal Ministers that may also include educational or social action programs, blogs, or podcasts responding to social or environmental issues.

As you might quickly guess, it is critical that the information is filed in a way which it can be easily retrieved. The overall category is described as a **fonds**. From this over-arching entity there could be sub-entries, called **sous fonds**. The next level of description is that of a **series**. Below a series description is a sub-series. The listing we received from the Toronto archives was for the Division of Ministry Personnel and Education fonds, Diaconal Ministry is a Series, and within that there are sub-series. Each item is given a number which indicates the year it was received and the box where the item can be found. Each archive has developed search guides to help a researcher find the box and the item itself. This is all to say that there is a science to the categorization and storage of items and as we request and collect items related to DUCC, they have to fit into the system the United Church Archives has developed and that takes time. It also takes time to find it again.

When you want to personally search for information at an archive, it is recommended that you book an appointment. This allows the archivist to pull the records pertinent to your query. Archivists can also look up information for you upon written request.

DUCC has agreed that it will maintain its records in the Winnipeg branch of the United Church Archives. The Centre for Christian Studies records are kept there, and this also makes it easier for students access records for their research. There is a system of communication and retrieval among the various United Church Archives across Canada.

Finally, we want to say something about what DUCC would like to collect.

1. Printed documents are generally easier saved than digital documents. That is true for photographs as well. This is an active discussion in archives, but currently it is still true.
2. Sorted documents with a list to accompany them are not only easier to file properly and retrieve easier, but also may reveal helpful associations that would not be known by a person not familiar with DUCC.
3. If you have materials which relate to DOTAC and World DIAKONIA, they may be of more interest to those organizations, which have their own archives than to DUCC. However, DUCC's engagement with these organization is of interest.
4. Please, go through your documents and photographs and prepare them to be sent to the archives, but not yet.
  - a. Don't wait until you have to move or expect someone to do it when you die. We have lost wonderful personal collections documents related to deaconesses, certified employed churchmen, diaconal ministers, and DUCC itself, in the last few years because this was not done.
    - i. **Each of you probably have a document in your file which is valuable to DUCC's archives – your most recent resumé.** Start there and add to your file or box.

- b. The DUCC Archive Committee and Digital Library Committee are not quite ready to receive or direct the United Church Archives on what to expect. We are getting there, but the Covid-19 pandemic has slowed progress on this considerably.
- c. When we are ready, we will let you know, but for now, put them in a box and label it “For DUCC Archives”.

Digital library group and archives will join to discuss how they will collaborate.

Also there is overlaps with CCS , Deaconess website so this group will try to make links to these archival groups.

### **The DUCC History Project**

*submitted by Kathy Toivanen to the DUCC National Gathering, May 14, 2020*

The Archives Committee of DUCC has approved a project plan for the research and writing of a DUCC history. Kathy Toivanen has agreed to take on this project. It was initially hoped that the history would be completed by our next DUCC National Gathering in 2022; however, with the impact of the Covid 19 pandemic, that date may have to be moved to a later date. Currently, the UCC archives, which are essential to some of the research are not open.

Kathy would appreciate receiving minutes of previous DUCC gatherings and any significant DUCC events and initiatives from regional groups. ***Please do not send her these items yet; rather please email her first to determine if this is what is needed. Kathy's email is***

[kathytoivanen@gmail.com](mailto:kathytoivanen@gmail.com)

***The DUCC history will include:***

- prehistory of DUCC
  - GC Executive work around 'Commissioned Ministry'
  - 1980 meeting of deaconesses, Certified Churchmen, Commissioned Ministers
  - 1982 meeting at Cedar Glen
  - other deaconess associations such as APCW
  - work of the founding committee
  - Inaugural meeting of DUCC in 1984 at Five Oaks
- Significant decisions made at the inaugural gathering
  - Founding Statement
  - membership and membership fees
  - decision making by consensus
  - governance/structure
  - communication
  - relationship to the National UCC – Division of MP&E – Committee on Diaconal Ministry
  - relationships with theological colleges
  - relationships with International Diaconal Associations
- National Gatherings of DUCC throughout the years
  - changing structure/governance
  - changes to Statement
  - changes related to membership
  - Diaconal Pin
  - communication – website and NEWS
  - changing relationships with National Church – end of MP&E and end of Committee on Diaconal Ministry
  - new relationships – e.g. becoming an Affirming Association
  - significant debates/discussions – e.g. ordination vs commissioning
- Impact of DUCC

- advocacy
- educational preparation and formation of diaconal ministers
- leadership in UCC and wider church/community
- other

Closing comments by Vicki MacPhee we will look into having another virtual gathering possibly on the off years from face to face gatherings. There was general agreement this would be a good path to take.

Details about when this might will happen will be decided by the CoOrdinating Committee as the COVID pandemic unfolds.

**Closing Worship led by Terrie Chedore and Jen Dresser**

## **Written Reports Submitted to the gathering (included in the Participant Package)**

### **DUCC Coordinating Committee**

#### **2020 Report to DUCC**

*submitted by Vicki McPhee*

Members: Vicki McPhee (Chair), Helen Reed (Treasurer), Denise Davis Taylor (Secretary), Lori Crocker (Communications), Christine Dudley (resigned January 2019), Marlene Britton Walfall, Ted Dodd (DOTAC), Eric Tusz-King (Staff)

Since the DUCC national gathering in Winnipeg, April 2018, the Coordinating Committee has met on a monthly basis, excepting July and August.

The highlights of the business before us during this time is as follows:

- Continued to follow up suggestions from the 2017 Gathering
  - Discussions concerning community building, cultural diversity, increasing membership, leadership and participation of young people – these discussions were ongoing over the past two years and were the foundation of much of the work of the Coordinating Committee
    - a task group (DUCC Engagement) was formed to consider putting into suggestions into action
    - subsidies were offered for young people and racialized DUCC members to encourage participation in DOTAC 2019
    - reviewed & adjusted the DUCC Purpose so as to better reflect what the national body of DUCC does and who we want to be within the wider church and world – this will be presented at this gathering for ratification
    - revised the DUCC budget to reflect the newly revised Purpose
- Invited diaconal folks to volunteer for various roles in the wider church – General Council 43, Board of Vocation – see the list of Diaconal Ministers working on behalf of GC included in the reports to DUCC 2020
- Established a Nominations working group to fill vacancies within DUCC as well as seeking volunteers to be Conference/Regional DUCC contacts with the hope to improve communication and connection within the UCC diaconal community – this is ongoing
- Supported the Ottawa DUCC 2020 Local Arrangements & Theme teams as they prepared for the national gathering. The Coordinating Committee would like to give great thanks to Janet Nield, Catherine Gutjahr, Dorothy Naylor, Laura Richardson, Jan Lougheed, Terrie Chedore, Susan Butler-

Jones, Lorrie Lowes, Susan Toller, Tammy Allan, Denise Davis Taylor, Barbara Lieurance, Kelley Warner, Terrie Chedore, Jen Dresser

- We received reports from the DUCC staff person, Eric King; the rep to DOTAC, Ted Dodd; the Treasurer, Helen Reed; and the Communication Cluster through Lori Crocker.
- Encouraged the creation of an Archive team & Digital Library – See Communications Report for more details
- Requested and supported the creation of a new DUCC website
- Supported and helped organize this virtual national gathering
  - Jen Dresser will join the Committee (June 2020), we are looking for one more member

## **DUCC Communications Cluster Report 2020 Report to DUCC**

*submitted by Lori Crocker*

### ***Membership:***

Lori Crocker – Chair

Eric Tusz-King – DUCC Staff person  
Kathy Toivanen – Editor of DUCC NEWS  
Deb Kigar – Data Base Manager

Deborah Laforet- Webminder (began May 2018)  
Annika Sankster

Kent Gibbons  
Lynda Gow  
Laura Hunter  
Martha Martin  
David Hewitt  
Herbert Den Draak (joined May 2018)

### **Meetings:**

Since the DUCC National Gathering in Winnipeg in May of 2018, the Communications Cluster has met 12 times by ZOOM conference call.

### **Data Base:**

Deb Kigar manages the data base and consults with Helen Reed, Treasurer, with regard to those who are paid members and new members. Currently there are 94 paid members of DUCC and 333 in the data base.

The data base is well-backed up and is adjusted regularly as needed with updates to those on the list.

Deceased members are taken off the active list and are moved to another spreadsheet.

Contact information for individuals in various regional DUCC groups is provided upon request.

Thank you to Deb Kigar for her work in overhauling, updating and maintaining the data base. And it must be noted that many are very appreciative of the prompt and helpful replies they receive from Deb whenever they ask for information.

### **Mail Chimp and the DUCC Website**

Kathy Toivanen is the Editor of DUCC News which is distributed electronically through the Mail Chimp platform. Kathy has sent out 19 DUCC News via Mailchimp since our last National Gathering. At one time it was anticipated that DUCC News Communications would be sent out quarterly but much information is time sensitive resulting in more frequent e-mailings.

As of March 2020 275 people subscribe to the Newsletter on Mail Chimp. There has been appreciation expressed to Kathy for the appealing look of the emails and the attention to prayer and pastoral care and creative presentation of the News.

**Webminder.** Deborah Laforet has been our webminder for the past two years and has been hard at work overseeing the updating of our entire site, which has the dual purpose of introducing newcomers to DUCC and providing up to date and historic information to the members of DUCC. A consultant was hired to guide the rebuild of the website without losing its crucial information.

Countless are the hours that Deborah has put in both to familiarize herself with the website and to work with the consultant. Kudos to her! As a result we have a website that is more comprehensible and user friendly. Feedback on how our members experience it is helpful as improvements continue. Deborah would like to hear from you.

The DUCC website is ready to receive your profiles. Templates are on the website to help you to do this. Thanks to all those who have already provided their profiles and a nudge to others to get to work!

Memorials for the website are prepared by Caryn Douglas and we thank her for this work.

Requests to communicate DUCC news or areas of concern related to DUCC should be sent to either the chair of the Communications Cluster or to the coordinators of the specific communication platforms. (Mailchimp – Kathy Toivanen, Data base – Deb Kigar, Website - Deborah Laforet) If required, there may be further consultation with the Coordinating Cluster prior to posting an item of communication.

**DUCC Photo Library** Shortly after the 2018 National gathering work began to create a Photo library for DUCC. Kimiko Karpof was approached and agreed to become our photo Librarian. Work has been done to clarify the purpose of a photo library and to give direction in cataloging photos. There are now four members working on this sub- group – Kimiko Karpof, Ann Naylor, Lynda Gow, and Sally Meyer. There will soon be discussions with the Archives Committee to see how these two groups need to coordinate their work with each other.

### **Cards**

Since May of 2018 our DUCC card secretary is Kay Dean, has sent out approximately one dozen cards, some congratulations on retirement, some for support during illness, and some to convey sympathy in the event of a family death. Most often individual members of DUCC contact Kay directly to request her to send a card. To date she has not received any requests via the link on the website. Cards can also be sent to celebrate anniversaries, graduation from CCS or Sandy Saulteaux and other special occasions.

**PLEASE NOTE:** As of the May 20<sup>th</sup> National Gathering the duties of the **Card Secretary will be handled by Kent Gibbons ([kentgibbons@rogers.com](mailto:kentgibbons@rogers.com))** as Kay has requested “time off” due to the demands of caring for an elderly aunt. Kent will be our acting Card Secretary until such time as Kay is able to return. Thank you Kent for agreeing to do this and thank you Kay for all your work on our behalf.

**The promotion of Diaconal Ministry and of DUCC throughout the regions.** At our January 2020 meeting we discussed the need to encourage members to arrange for tables at regional annual meeting to promote the work of DUCC and CCS and to educate about diaconal ministry. We also wondered about having a similar presence at events such as Rendezvous.

**DUCC is on Facebook.** This Facebook page is an independent project and is not part of our committee’s work. However, it is a welcome addition to foster communications, conversation and support among diaconal folk. Our committee plans to be more intentional about posting our information on this Facebook page.



The Communication Cluster seeks to keep the DUCC community informed and aware and welcomes your input to keep our community informed!

Report submitted by Lori Crocker with special thanks to Kathy Toivanen who creates such good minutes of all our meetings.

## **Regional DUCC Cluster Reports 2018-2020**

### **Fundy St. Lawrence Dawning Waters (Region 14)** *Submitted by Regional Contact Lynda Gow*

This small but faithful group joins with the Region 15 folks on a regular and irregular basis – most recently on zoom gatherings and before the pandemic on a biannual basis – at the annual general meeting of regions and at a cottage on a lake midway for everyone. Sometimes our time includes an overnight also. These gatherings welcome newcomers to the region. Our conversations vary, from check in's to topics that affect diaconal ministers. We make the most of our time together, eat well and enjoy one another.

**Region 15** *Submitted by Regional Contact Lori Crocker* Regions 14 and 15 cover what was previously known as Maritime Conference and our gatherings include folks from both regions. So I echo what Lynda Gow has submitted. Since the DUCC annual gathering of 2018 we have had two breakfast meetings at our regional gatherings. We catch up with each other and feast on eggs, bacon, French toast, homemade yogurts and jams. Each August we have invited our members to a gathering at the cottage of Eric Tusz-King. Even though the number attending is small, our time is rich with good food, an overnight sleepover and opportunity for canoeing and swimming. More recently, during this “Great Pause” Lynda Gow has organized a couple of zoom gatherings with 8 or 9 of us responding doing check in and sharing reflections and learnings. Our next one is planned for early June.

Lastly, a number of us are members of the DUCC Communications Committee which is centered in this region (with key members from other regions as well). Our committee meetings are held by zoom. We find that being involved in a task as a region ensures that we meet.

### **Pacific Mountain** *Submitted by Regional Contact Linda M Ervin*

BC Diaconals met at the Pacific Mountain Regional first meeting for a lunch hour conversation. Introductions, updates and congratulations were shared. Some folks were moving to new pastoral charges, others were new to DUCC, and Lynn McGrath was commissioned at the Regional Meeting. So we in BC will have to do more to improve our connection. I will try and host a BC DUCC zoom meeting by the end of June 2020

### **Living Skies** *Submitted by Regional Contact Jen Dresser*

*DUCCS meet at the Pacific Mountain Regional Gathering in Langley BC, May 31, 2019, photo: Sharilynn Upsdell*

Living Skies has nothing new to report. Prior to our DUCC 2018 meeting zoom calls were organized with minimal success. This was reported previously. Nothing has been organized since then.

**Northern Spirit** *Submitted by Regional Contact Denise Davis Taylor* After the institution of the new regional structure in January 2019 Diaconal ministers in the new Northern Spirit Region have met twice to touch base. We gathered over a meal at the regional gathering in May 2019. After checking Kimberly Roy

raised a concern about the issuing of marriage licenses to Diaconal ministers in the new region. Another smaller group of eight met in September of 2019 in Edmonton following the ReVitalize Event at St Paul's United. We enjoyed an evening of reconnecting. We were invited to join with other Diaconals again in February 20, 2020 in Red Deer where we were able to connect with friends in the southern region.

## **Barbara Elliott Trust Fund for Innovative Ministry 2020 Report to DUCC**

*submitted by 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/>

Donations to the fund to remember, honour or celebrate someone or a particular event or ministry are always appreciated.

The members of the administrative committee of BETFIM are:

Nancy Corrigan (Region 15)

Susan Butler-Jones (Eastern Ontario Outaouais Regional Council)

Denise Davis-Taylor (Northern Spirit Region)

The committee meets by video conference 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.

### 2019

We received one application and made one grant in the full amount of \$5000 to The Go Project to update their website. An accountability report has been received.

We received the accountability report from DOTAC for the 2018 grant.

### 2020

Two applications were received.

One was deemed to not fit the criteria.

One grant in the full amount of \$5000 was made to The Centre for Christian Studies for the "All Are Called" project; a recruitment and marketing initiative to enlarge *diakonia* through the Centre for Christian Studies. The project is intended to

- Equip lay leaders in areas under-served by clergy
- Engage with clergy and lay people seeking continuing education and professional development that integrates social analysis, reflection, and spirituality.

- Connect with those who are discerning a call to vocational diaconal ministry  
We look forward to seeing the accountability report from CCS on this project.

*continued next page...*

*Barbara Elliott Trust Fund for Innovative Ministry...continued from page 2*

**For Consideration by DUCC:**

**1. Possible second call for applications in 2020. There are still funds available for granting this year. DUCC might consider a second round of applications for this year as has been done in the past.**

**2. Is the BETFIM intended only for Canadian ministries?**

**This question comes out of our discussion around an application that came from outside of Canada, which was deemed not to fit the criteria for other reasons.**

**The administrative committee would like direction from DUCC on this matter.**

**3. Members. Susan and Denise have agreed to continue this work on the BETFIM team on behalf of DUCC. Nan has served her term (and beyond) and will step down.**

**We request DUCC appoint one person to the BETFIM Administrative Committee in light of this vacancy.**

**The Kaufman Renewal and Emergency Fund  
2020 Report to DUCC**

*Submitted by Lynda Appleby, Treasurer*

All Graduates of The Centre For Christian Studies and the former United Church of Canada Colleges, and all Diaconal Ministers, are eligible to apply to the Kaufman Fund for a grant for emergency funding or a grant to attend an educational event or an event that offers rest and renewal.

In 2019, 8 people applied for and received grants to help defer costs to attend the DOTAC meeting held in Vancouver Aug. 14-20. One other person received a grant to help with costs to be a part of an educational course put on by B.C.Conference

The Administration Committee has 4 members. We meet mostly via email when we are deciding the amount of a grant someone that has applied should receive. We also took part in an online meeting. The present Administration Committee is: Lynda Appleby, Judith Astley, Ellen Baynton Walker and Linda Ervin.

The Administration Committee is affirmed when DUCC meets at their biennial meetings. That meeting should be in 2020 but unfortunately was cancelled but is having virtual meetings instead. **We ask that affirmation of the present Administration Committee, for The Kaufman Renewal and Emergency Fund, be on the virtual agenda of the 2020 DUCC meeting. Please let us know when and if we are affirmed for another two years.**

<b><u>Balance on hand January 1, 2019</u></b>		<b>\$68,227.58</b>
<b><u>Receipts</u></b>		
Fund interest income for year 2019		11,598.45
		<hr/>
Balance of fund plus interest income for 2019		\$79,826.03
<b><u>Expenditures</u></b>		
Grants	2,400.00	
Fund Administration fees	1,108.82	
Total 2019 Expenditures	3,508.82	<b><u>\$3,508.82</u></b>
<b>KAUFMAN FUND BALANCE DEC. 31, 2019</b>		<b><u>\$76,317.21</u></b>

**DIAKONIA of the Americas and the Caribbean (DOTAC)  
2020 Report to DUCC**

*submitted by Ted Dodd, DUCC representative and DOTAC President*

**DOTAC Quadrennial Assembly**

The Quadrennial Assembly of DIAKONIA of the Americas and the Caribbean (DOTAC) took place in August of 2019 in Vancouver on the University of British Columbia campus. A rich array of speakers, Bible study sessions, worship services, workshops, and site visits helped us to explore the theme “Respecting Covenant – Risking the Journey toward Reconciliation” through the lenses of Indigeneity, Creation and Global Migration.

Over 160 persons participated in this ecumenical and international diaconal gathering. Almost 40 of those participants were DUCCs. DUCCs were very involved in offering leadership at this event.



- Music: Bri-Anne Swan, Charmain Bailey, Barb Myers (who had to bow out because of health reasons)
- Local Arrangements
  - Cultural Night: Kimiko Karpoff
  - Technology: Caryn Douglas, Ellen Baynton-Walker, Sharilynn Upsdell, Melanie Ihmels
  - Sunday Morning Church Visits and Worship Support: Tracy Fairfield
  - Transportation: Tracy Fairfield, Kimiko Karpoff, Kim McNaughton, Linda Ervin

- Table Group Leaders: Karen Tjaden, Jacqueline Samson, Jenn Dresser, Josh Ward, Kelley Warner, Ken DeLilse, Kelley Warner, Ian McLean, Brenda Miller
- Worship: Michelle Owens, Deborah Deavu, Ted Dodd, Ken DeLisle, Tracy Fairfield, Kelley Warner, Marlene Britton
- Theme and Program
  - Theme Speakers –Marlene Britton, Caryn Douglas
  - Bible Study – Caryn Douglas and Marcie Gibson
- Facilities Liaison: Helen Reed
- Spiritual Practices Options: Linda Ervin, Lori Stewart
- Chaplain: Susan Everton
- Visa Support: Michelle Owens



We are most grateful for all their planning and effort to make this event a success. And we are appreciative of DUCC for sponsoring an ad in our Program Booklet. As well, the Coordinating Committee offered several persons financial support. This enabled us to sponsor several folks and enhance the diversity of our delegation. All being well the next quadrennial assembly will be in 2023 in the Caribbean, likely in Jamaica.

### **DOTAC Board of Directors**

Since the last DUCC biennial in 2018, a lot has transpired in DOTAC. The former President, Vice President, Treasurer and Secretary have all had to resign for a variety of reasons. We offer our thanks for those who had to depart from these positions. Of course, these changes have involved a mix of gratitude, some tension and stress, and even sadness. But I contend that we have learned to operate with adaptability, good humour and grace. Each of these positions have been re-filled with competent and capable people. A lesser community would be reeling. We are not reeling.



We have managed these transitions with faith and flexibility, and an unshaken and solid sense of purpose. We have embraced new initiatives and imagined ways forward.

In November 2018, the DOTAC Board of Directors met in Valparaiso, Indiana. We met face-to-face in August, 2019 before and after the Quadrennial in Vancouver. In between times, we have instituted a number of Zoom meetings.

- At each meeting, each of the twelve communities of DOTAC share reports which highlight celebrations and concerns, offer segments of community statements and/or theological reflection on diaconia. We are currently embarking on a study of diaconal theology and identity related to the variety and commonalities represented in our communities.



- We have studied the World Council of Churches *Ecumenical Diakonia* document and developed a study guide for others to examine this WWC material.
- We agreed to make the *Thursdays in Black: Toward of World without Rape or Violence* campaign our social justice focus for the year.
- We continue to work on enhancing the website and social media.
- The ELCA Ecumenical Engagement Affinity Group has been welcomed as a new member.
- A re-drafting of the DOTAC by-laws has been approved and was shared at the Vancouver gathering.
- We have been working on Financial matters. We have established a Finance Committee and are developing a set of financial policies.
- Diakonia Overcoming Violence Exchange (DOVE) was to be held in Kingston, Jamaica September 21-25, 2020. It was recently decided to postpone the event until 2021 due to the global virus situation. The event is designed to build an international team that will participate in a multicultural, hands-on, action-reflection experience, related to overcoming violence in the world. Four Canadian participants have been selected, and they are all DUCCs: Marlene Britton, Elaine Kellogg, Vicki McPhee and Karen Tjaden. As well, Ted Dodd will be attending as DOTAC President.
- Over the course of a term, the DOTAC President attempts to visit as many as possible of the 12 communities. The President brings greetings from DOTAC, and in this case, is also able to say hello from DUCC. Sadly, but necessarily, much of this planned travel has been postponed or cancelled due to the COVID 19 pandemic. DOTAC is most grateful that the DUCC Coordinating Committee and Kaufmann Renewal and Emergency Fund has financially supported this travel. Details about credit for future travel with registrars, airlines and accommodations people are currently under negotiation.

### **DIAKONIA World Federation (DWF e. V.)**

DIAKONIA World Federation Executive Committee met in Berlin, June 2018. During that time, we went to Neuendettelsau to sign documents re: the change of domicile of DWF e.V. from Netherlands to Germany. We spent time evaluating the Chicago World Assembly of 2017.



Plans were underway for the next World Assembly in 2021 in Darwin, Australia. However, due to the COVID-19 crisis the event is postponed until 2022. The theme will be: “Weavers of the World.” In November 2019, we met in Neuendettelsau, Germany. We

discussed the lack of applications for DIAKAID and will be reassessing our approach with this fund. We also spent time evaluating our connection with ecumenical bodies:

- World Council of Churches
- Research-Diakonia (an academic association related to diaconal practice and theory)
- International Diaconate Centre (a Roman Catholic organization for permanent deacons)

We also had conversation about the finances of the organization and created a task group to work on these matters. Communication strategies were examined and a new on-line format for the newsletter was launched. Much time was spent in conversation about the future of the organization and how best to support our member communities and further our work in justice-making and compassion.

I am honoured to serve as the DUCC representative on the DOTAC board. Serving as President of DOTAC has been an amazing experience. My soul has been broadened by the rich ecumenical and international connections and relationships. My spirit has been deepened by the opportunities to worship and pray in various faith traditions. My mind has been expanded by the discussions and exploration we share.

**DUCC Financial Statement to December 31, 2019**  
**Income Statement: Reconciled with Bank Statement**

	Actual	2019 Budget	Notes
<b>Income</b>			
Membership	12,781.28	12,000.00	
Donations	1,396.66	1,800.00	
DUCC Pin (in/out)	111	0	
Misc. Income Grant to support DOTAC (Justice & Reconciliation)	5,000.00	5,000.00	In/out
ELCIC support for DOTAC	500.00		In/out From Barb Elliot Fund
2018 Grant Funds for DOTAC		5,000.00	
Transfer of 2018 Funds for Website		5,000.00	
DUCC2020 registrations received	2,470.00		
<b>Total Income</b>	22,258.94	28,800.00	
<b>Expenses</b>			
Administration (Operating Costs)	171.29	200	Inc. Postage & stationery for 2018 tax receipts
Committee:			
Coordinating (Misc)			
Advocacy			
Membership			
Communications (Misc)	1,084.80		Annual Website Hosting Package
Website domain fee (op. costs)			
Software update			
Webminder Honorarium		600	
Website Update (Misc)	5,650.00	5,000.00	
Zoom registration (Op Costs)	120.00	120.00	
Regional Groups	42.6	400	
DUCC Liaison to UCC (Staff)	2,500.00	2,500.00	
Diaconal Connections:			
DUCC DOTAC rep	520	1,500.00	
DOTAC 2019 Vancouver			
Registration subsidies	5,499.00	4,000.00	\$423 for 13 people
Diversity/ new attendees	2,500.00	4,000.00	\$500 for 5 people
DOTAC income grants	10,500.00	5,000.00	In/Out
DOTAC Advertising	150.00		
DOVE every 4 years. 2020?			
DUCC 2020	1,355.00		
Financial Expenses:			
Treasurer Honorarium	600.00	600	
Bank Charges + new cheques	477.26	520	

Institutional Membership Affirm	100	100	
DUCC Pins (in/out) (Misc)			
<b>Total 2019 Expenses</b>	31,269.95	24,540.00	
<b>Total 2019 Surplus/Deficit</b>	-9,011.01	4,260.00	

2019 was planned as a deficit budget with the Coordinating Council being aware that there are sufficient funds available in the chequing account to cover the deficit.

### **December 31, 2019**

Bank Balances:

Chequing: \$25,420.24

Savings: \$ 5,108.02

GIC: \$10,498.84 GIC:

\$10,222.17

Total funds: \$51,249.27

### **Treasurer notes**

#### ***Surplus/Deficit Reconciled***

Adjustments: For funds available from 2018

-9,011.01 (Income Statement Balance Dec 31, 2019)

+\$5,000.00 (DOTAC 2018 funds) \*

+\$5,650.00 (New Website 2018 funds) \*

+\$1,638.99 (Adjusted Actual Income Statement balance)

\*Details:

Expenses: \$5,000.00 paid to DOTAC funds that was actually collected in 2018.

Expenses: \$6,734.80 for the New Website. \$5,650 from 2018 funds + This includes \$1,084.80 that will be an Annual hosting fee to be budgeted for each year.

### **Membership:**

December 31, 2018 - 93 members

December 31, 2019 - 96 members (62 on PAR, 33 Cheques/E-transfer, 1 Student)



**DUCC Financial Statement  
to April 30, 2020**

DUCC Financial Statement Reconciled with Bank Statement	Actual 2020 April 30	2020 Budget	Notes
<b>Income</b>			
Membership. Donations	6,390.40	14,800.00	
DUCC 2020 Registrations received	10,462.50		
DUCC Pin (in/out)			
DUCC2020 refund received	1,865.00		
Total 2020 Income		14,800.00	
Additional Funds from chequing account			
<b>Total Income</b>	18,717.90	14,800.00	
<b>Expenses</b>			
Administration (Operating Costs)	141.48	400	Inc. Postage & stationery for 2019 tax receipts
Zoom Subscription	30	120	
Clusters/Committees		200	
Communications			
Website domain Fee (pay 2021, 2024)			
Website Annual Hosting Fee	1,084.80	1,085.00	Annual Website Hosting Package
Regional Groups	468.28	2,000.00	
DUCC Liaison to UCC (Staff) Honorarium	600	2,500.00	
DUCC Liaison-- Registration & travel Expenses DUCC National Gathering		1,000.00	
National Gathering (DUCC) Expenses	510.00	2,000.00	
DUCC2020 registrations refunded	12,840.50		
National Gathering Subsidy/Cost		3,000.00	Students and Retirees
Diaconal Connections:			

DUCC DOTAC rep			
DOTAC Subsidies			
World Diakonia Subsidies			
DOVE (every 4 years) 2020		500.00	
DUCC 2020			
Financial Expenses:			
Treasurer Honorarium		600.00	
Bank Charges + new cheques	194.27	500.00	
Institutional Membership			
Affirm (misc)	250	250	
DUCC Pins (in/out) (misc)			
Marketing		100.00	
<b>Total 2020 Expenses</b>	16,119.33	14,255.00	
<b>Total 2020 Surplus/Deficit</b>	2,598.57	545.00	

**April 30, 2020**

**In the bank:**

Chequing	28,772.31
Savings	5,108.02
<u>GICs Total</u>	<u>20,855.49</u>
Total	54,735.98

*Compare to: April 30, 2019*

**In the bank:**

Chequing: \$31,300.14
Savings: \$ 108.02
<u>GICs Total \$20,377.42</u>
Total funds: \$52,529.96

**Supporting Donors**

April 30, 2020

81 Total Donors

(62 PAR: 19 Cheques/E-Transfer)

*Compare to April 20, 2019*

85 Total Donors

(60 on PAR, 25 Cheques/E-Transfer)

**DUCC 2020 – Ottawa**

All Registrations for the Ottawa DUCC2020 Meeting have been E-transferred or Mailed.

**2020- 2023 4 Year Budget Report to DUCC 2020**

This newly rearranged budget reflects a deliberate focus on providing funding for Gatherings of DUCC, (National, International and Regional)

Registration for National Gatherings is expected to cover the cost of the event.

- An extra amount is included in the budget as a backup.
- Travel pool is to be included in registration fees but is self-sustaining and therefore not included in budgets.

We are transitioning to naming financial support from the Diaconal Community as “Donations” instead of “Memberships” This reflects both the language of the CRA and an acknowledging that not everyone is able to financially support the work of DUCC and welcome to this community is based on love not money.

	2020 Budget	2021 Budget	2022 Budget	2023 Budget	
<b>Income</b>					
Donations	14,800	14,800	14,800	14,800	
DUCC Pins					
Misc. Income					
<b>Total Income</b>	<b>+14,800</b>	<b>+14,800</b>	<b>+14,800</b>	<b>+14,800</b>	
<b>Expenses</b>					
Administration	400	400	400	400	
Zoom subscription	120	120	120	120	
Clusters/Committees	200	200	200	200	
Communications					
Website domain fee (pay 2021, 2024)		190			
Website Annual Hosting fee	1,085	1,085	1,085	1,085	
Regional Groups	2,000	2,000	2,000	2,000	
DUCC Liaison to UCC (Staff) Honorarium	2,500	2,500	2,500	2,500	
DUCC Liaison – Registration & Travel Expenses DUCC Nat. Gath.	1,000		1,000		

National Gathering (DUCC) For Expenses	(DUCC-Ottawa) 2,000	(Darwin/World)	(DUCC-location?) 2,000	(DOTAC Caribbean)	
National Gathering Subsidy /Cost	3,000		3,000		
Diaconal Connections:					
DUCC DOTAC rep	980			1,500.00	
DOTAC subsidies				*Caribbean 8,000.00	
World Diakonia subsidies		Darwin, Australia 8,000.00			
DOVE (every 4 years) 2020, 2024	Jamaica 500				
Financial Expenses:					
Treasurer Honorarium	600	600	600	600	
Bank Charges + new cheques	500	500	500	500	
Institutional Membership (misc./Affirm)	100	100	100	100	
DUCC Pins (in/out) (misc.) as needed					
Marketing	100	200	100	200	
<b>Total Expenses</b>	<b>- \$14,105</b>	<b>-\$15,895</b>	<b>-\$13,605</b>	<b>-\$17,205</b>	
Total Surplus/Deficit	+695	-\$1,095	+\$1,195	-\$2,405	<b>(-1,610)</b>

## **DUCC Staff Liaison Report**

*submitted by Eric Tusz-King,  
DUCC Staff Liaison*

I regret that this report must be presented when we are physically distancing from each other. DUCC has been so important for our members as a community of support. As DUCC's Staff Liaison, I feel blessed to be able to connect with such a great group of committed and caring people during important work.

### **General Comments:**

- DUCC has continued to exhibit all the signs of a vibrant professional diaconal ministry association:
  - The numbers of Diaconal Ministers paying membership fees is increasing
  - The Coordinating Committee and the various standing and ad hoc committees are working well
  - Key volunteers are showing committed and competent leadership
  - DUCC's financial resources are being well managed and sufficient to enable most of the initiatives which are important for DUCC.
- My role as staff liaison continues to be constructively used and is meaningful to me. I feel my ministry with DUCC is effective and appreciated.

### **Involvement since the National Gathering in Winnipeg in 2018:**

- Liaison with General Council
  - Not dynamic, but not a problem. There has not been much need to engage, beyond administrative tasks, such as record keeping of the names and contact information of Diaconal Ministers, and the payment of fees to DOTAC and World DIAKONIA.
  - The Advocacy Cluster of DUCC, which I usually convene, has not met or been consulted since mid-2018 and that was regarding General Council Executive's recommendations on the creation of the Association of Ministers, at which time we decided that DUCC was well represented by Diaconal Ministers and took no action.
  - There are other members of DUCC who share aspects this relationship:
    - Debra Kigar, who is member of the Permanent Committee on Ministry and Employment and has contacts to receive updated data on Diaconal Ministers
    - Ted Dodd, who on behalf of DUCC's relationship with DOTAC, conveys information on dues to DOTAC and World DIAKONIA.
    - Vicki McPhee, who has been introduced to our staff liaison in GCO, Adam Hanley, when she became the chair of the

Coordinating Committee. Hopefully Adam will be able to participate in our virtual gathering.

- Other Diaconal Minister, some of whom are members of DUCC, on GC Committees are listed.
- Support to develop the Digital Library and DUCC Archives Committees.
  - These two new committees have important work to do and have needed my support to help them find members, clarify their roles, and develop good working relationships within DUCC and external groups, such as the United Church Archives. My role is clearly to be supportive while enabling them to be self-reliant, i.e., not dependent upon staff, as I move onto other tasks assigned by the Coordinating Committee.
- Relating to the Discussions in Regions Regarding the Development of an Association of Ministers:
  - General Council Executive has assigned the support of minister to the regions and has not offered any appreciable assistance to any organizational development beyond the regions. At least one region (Region 15) has chosen to expand their purview to consider what it take to create a national Association of Ministers. Lori Crocker is on the committee in Region 15 pursuing this possibility.
    - Vicki McPhee, Helen Reed and I have corresponded with the Region 15 group to answer questions relating to the journey DUCC took to form as a professional association of those engaged in diaconal ministry.
    - Questions such as, how DUCC might relate to a national Association of Ministers and what are other regions doing to develop their supports for ministers, have not been explored up to this point.
- Making DUCC Stronger in Connecting with Individual Diaconal Ministers
  - The Coordinating Committee created a small group (Helen Reed, Tracy Robertson, Deborah Leforet, Jen Dresser and me) to pursue several ideas that originated at the Chicago Biennial Gathering in 2017 to help maintain contact with individual Diaconal Ministers. We are concerned particularly that those who are working outside of the church, retired, or on disability leave lose contact with DUCC and are members.
  - We believe that the primary vehicles for developing and maintaining these relationships are the regional clusters. In May 2019 we wrote to all the regional contacts to encourage more gatherings of the regional clusters, but only heard from one region. Again, in February/March 2020 I corresponded with DUCC members in three regions who have not recently met to encourage such meetings and to inform them of the funds

DUCC has to offset the costs of meeting. This resulted in one more region to express an interest in meeting. Hopefully this concern will be discussed at the National Biennial Gathering (in whatever form it takes) to identify outstanding obstacles and other supports which might be offered.

## **Centre For Christian Studies Report to DUCC**

*submitted by Michelle Owens,  
Principal*

The visual representation of the Centre for Christian Studies changes from time to time – when I was a student we had dancing purple people and “Living a Theology of Justice”. Other graduates might remember the circle and cross logo, or the tapestry with “Reflect. Act. Be Transformed”. Our



current expansive colourful logo is accompanied by “Imagine Church Differently”. We have all been pressed to imagine church – and education for leadership – very differently in the last two months. And we are called to keep imagining differently into the future.

The last Diakonia of the United Church meeting was in Winnipeg, and overlapped with our learning circles, graduation and annual celebrations. Since then, we have continued to implement the program re-design, which included transitioning from theme years (Pastoral Care, Social Ministry and Education/Worship) to a more flexible program, in which we offer one week learning circles which maintain the ‘themes’ with a more concentrated focus in areas such as “Relationships” (Spiritual/Pastoral Care), “Oppression and Resistance” (Social Justice) or “Living Scripture” (Education/Worship). Our program continues to integrate field education, mentorship and external academic courses, and emphasizes transformative learning through praxis, feedback and reflection. We implemented our first online learning circles in January 2019, which provided a solid foundation for this year, when we had to quickly transition our learning plans for the spring learning circles in Winnipeg to online learning in response to pandemic restrictions.

At the same time as implementing our own program changes, we adapted to the governance and candidacy process changes within the United Church of Canada. We have worked to maintain relationships and build new ones with the Office of Vocation and Candidacy Boards, to advocate for diaconal education and ministry and collaborate with the General

Council staff so that the education and timelines of diaconal candidates were taken into account as processes were designed.

We continue to celebrate our educational partnerships – the relationship with the Sandy Saulteaux Spiritual Centre, and the joint degree programs with St Andrew’s College in Saskatoon and St Stephen’s College in Edmonton. We have appreciated the opportunities to connect with the diaconate at regional gatherings, at DOTAC in Vancouver and through student field placements.

In 2019 the Central Council of CCS worked on strategic planning. We affirmed the school’s mission – educating leaders for justice, compassion and transformation. We reflected on the history of the diaconal education in Canada. We asked questions about the diaconate’s identity as marginal/cutting edge, and wondered about the rooting of that in the social location (particularly gender) of earlier generations of diaconal ministers. We wondered about the intersection today between the ‘cutting edge’ of the church, and the social location of diakonia.

We confirmed the mission of the school – educating leaders – and also identified that the operative, unspoken mission was educating the vocational diaconate of the United Church of Canada, and is entwined with holding (with Sandy Saulteaux) the diaconal testamur for the United Church. The operative mission, preparing diaconal ministry candidates for one denomination, was narrower than the stated mission. We looked to the DUCC vision statement, and felt the call of the opening lines: “*God calls us to diaconal ministry. The gospel of Jesus invites all to this ministry.*” We thought of all the people – especially laity and ordained clergy – who have expressed a wish that they had education like that of diaconal ministers. And we wondered how to open our circle so that all leaders who the gospel invites to diaconal service and action might be invited and encouraged to become part of our learning community.

Our vision is to support our core diploma program in diaconal ministry through broadening and diversifying our student community to include more continuing studies students – including diaconal alumni, laity, and ordained colleagues. Therefore, we are focusing on raising the profile of the school and our program offerings through recruitment and marketing initiatives. We are very grateful for the support from the Barbara Elliott Trust Fund for Innovative Ministry at The United Church of Canada Foundation for this initiative.

This direction aligns with a general shift in mainline theological education, where enrollment in M Div programs by candidates for ordered ministry is dropping while enrollment in other programs increases. In fact, many newer programs offered in other schools appear to be attempting pedagogy and content that we have been doing for decades!

We know that our community, and the members of DUCC are our most effective recruiters. Many of our students and alumni describe contact and conversation with a diaconal minister



as a key moment in their path towards diaconal education at CCS. We also hope that you might be interested in coming back to circle for continuing education!

We rely on the diaconal community for so much. Thank you for mentoring students, for facilitating field placements, for being a diaconal presence and advocate on Candidacy Boards, for serving on CCS committees, for joining the learning circles as resource people and chaplains, for participating in CCS Sunday, for attending our Annual Meeting. And thank you for your financial support. Our alumni and friends are faithful and generous donors, and we are so grateful for you. We could not continue to educate and innovate without you. Immersion in diaconal education truly is transformative.