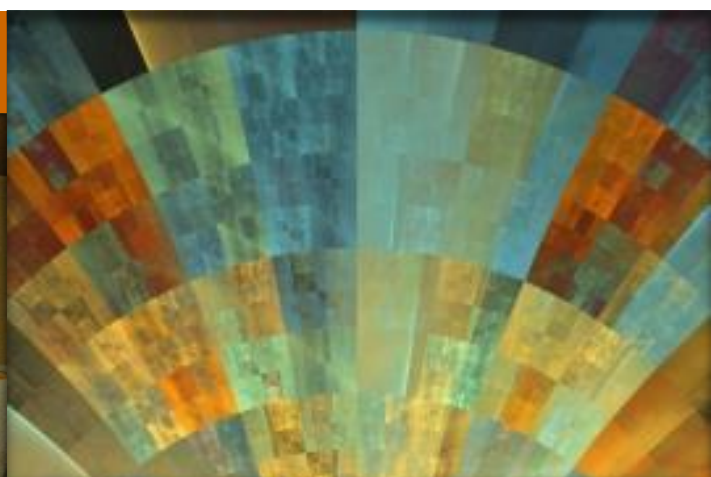


CCS

**Reflect. Act.
Be Transformed.**

The Centre for Christian Studies



Annual Report 2016

January – December

presented to the **2017 Annual meeting**

The Centre for Christian Studies

60 Maryland St., Winnipeg, MB

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Mission & Values



Who We Are

The **Centre for Christian Studies** is a national theological school for women and men preparing for ministry in the Anglican and United Churches of Canada. Our roots go back to the 1890s when the Anglican, Methodist, and Presbyterian churches founded schools in Toronto for women to study theology and be trained as deaconesses and missionaries. CCS continues to train and support leaders who emerge from the “edges” to engage in ministry that lives in the world, works with the world and transforms for wholeness.

Our Mission

“Educating leaders for justice, compassion and transformation.”

Our Core Values

1. Acting in faith

- Approaching theology from a position of inquiry and struggle, striving to extend our boundaries outward in dialogue with other denominations, religious traditions, and spiritual expressions;
- Nurtured by the Anglican and United Church traditions;
- Centred in an understanding of the God of grace, love and reconciliation, for us and all of creation, as set out in Scripture;
- Finding liberation and life in Jesus’ ministry of justice and healing;
- Empowered by the Spirit of the risen Christ and guided by Wisdom.

2. Living a theology of justice

- Inspired by Jesus’ reversal of power, his example of service in washing the feet of his disciples, and his rejection of the values of empire;
- Believing that justice includes economic, social, and ecological concerns;
- Founding our work and relationships in values of mutuality, equality, and respect;
- Acknowledging our churches’ culpability in unjust practices and seeking to redress them;
- Responding to the prophetic and gospel call to share resources, to restore what was taken, to reconcile what was

divided, to embrace those who have been excluded.

3. Educating through action/reflection, integration, transformation

- Believing that education is most effective when it engages the whole person, when we are co-learners and co-teachers, and when it is relevant and collaborative;
- Valuing education that is self-directed and relational, affirming and evaluative;
- Dedicated to forming learning communities as the foundation to our approach to education.

4. Grounding ourselves in sacred community

- Fostering community-building that challenges individualism and egotism;
- Intentional about creating life-giving communities of learning as a context for growth, shared wisdom, hospitality, support, and accountability;
- Seeking to create communities that are inclusive, respectful, and diverse.

5. Living out of a spirit of abundance and gratitude

- Our beginning was made possible by gifts from major donors who believed in the founding vision of our school;
- Our present and future is made possible by donations from graduates and Friends, and by grants from institutional supporters;
- We rely for our governance and program on a company of volunteers who give and give back to CCS as members of our Central Council, Committees, and working groups; as learning facilitators, mentors, and supporters for our students.

6. Participating in a larger story

- Nurtured by a worldwide, ecumenical network of deacons and diaconal ministers from many traditions;
- Sharing values and vision of faith, justice, education, service and community with many movements, institutions, and communities;
- Learning through active involvement in movements for justice;
- Fostering partnerships of solidarity for common cause.

Principal's Report

Recently I heard a radio commentator say that finding meaning and purpose was more significant for our wellbeing than the more elusive "pursuit of happiness." I was struck by David Lappano's words that "CCS staff remember we are part of something much larger than ourselves." (see Staff Report)

Without doubt, those of us who connect with the Centre for Christian Studies, with our mission, our learning communities, and with our ministry in the wider world, are guaranteed to experience a sense of being part of something larger than ourselves.

Something Larger Than Ourselves

The effect that we are having on our communities and world is like a stone dropped in still water, creating concentric circles that start with ourselves and move outward.

Starting with Ourselves

The stone we drop in still water has weight and heft because of the quality of our staff and volunteers. This small centre of energy and Spirit is sustained by extraordinary people who serve on our staff, committees, and Central Council.

I'm thinking of Ann Naylor who welcomed me, mentored me, and guided me since I started as principal in August 2011. It was with heavy heart that I received news that her health would prevent her from continuing as a member of our Program team, and that she had to take leave of us at the end of August.

Yet I am immensely grateful for Janet Ross and David Lappano, who have taken hold of their work as program staff so capably in the past year, bringing us their own gifts as well as their great respect for our students and for our



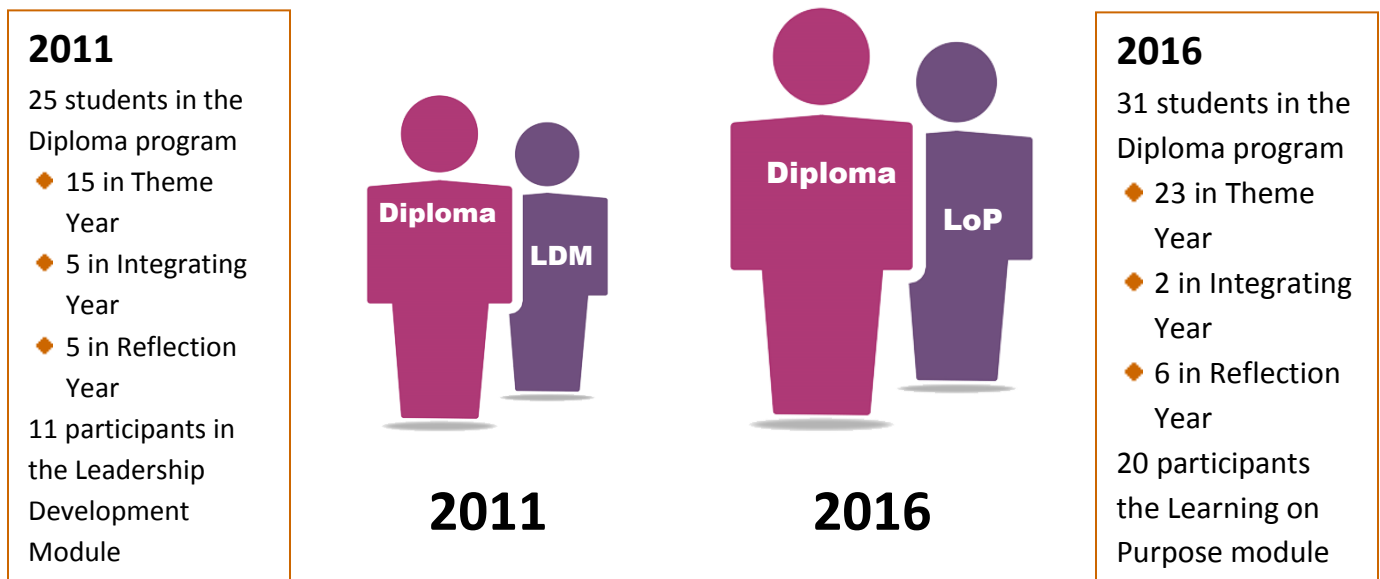
values and methodology. Together with Scott's multiple talents in communication, administration, and creative programming, Lori's passion for inviting people to "fall in love" with the Centre for Christian Studies, and Cheryl's growing confidence and skills in financial administration and all parts of her job, the staff team helps create a solid foundation for our daily work.

They are supported by a strong Central Council, chaired by Penny Cummine and Kathy Platt. The Council brings together a wide circle of decision-makers, with representatives from students, staff, sponsoring Churches, and people skilled in communications, human resources, financial planning, programming, and governance. They model and instill the values of CCS: community building, good process, collaboration, and commitment. This year we thank Walter Deller, Frank Tyrrell, and Tim Sale as they end their terms on Council. "Thank you" are small words for big contributions.

Moving Outward

With the support of staff and Council, the modest but healthy statistics that follow reassure me that our mission of "educating leaders for justice, compassion, and transformation" is reaching a wide and growing audience.

At the time of my first AGM in March 2012, there were 36 students in different stages of our program. Six years later, as of the March 2017 AGM, 51 students have participated in different stages of our program over the past year.



In my first year at CCS, it would be fair to say that our relationships with Anglican institutions in general were cool. By 2016, things were beginning to thaw as CCS extended its reach to Anglicans in Winnipeg and across Canada -- through workshops, retreats, and short-term courses:

- ◆ 26+ Anglicans participated in workshops and retreats on *diakonia* in the Rupert's Land Diocese
- ◆ 45 members of Anglican religious orders and communities in Canada and the US, participated in a CCS-sponsored workshop on the Papal Encyclical, *Laudato Si*, held in April in Racine, Wisconsin
- ◆ 4 Rupert's Land deacons received training to become diaconal mentors
- ◆ 6 students signed on for *Ministering by Word and Example*, a survey course for diaconal inquirers running from November to March

Becoming Part of Something Larger

I don't have the same kind of statistics to show how our students and graduates are making a difference in the communities where they live and work and minister. But it is instructive to

review our recent Tapestry newsletters and get a sample of where and how our students are serving:



◆ **Kim** is a student minister in a shared rural congregation in central B.C., determined to follow her call to *diakonia* in spite of the challenges this presents in her context;



◆ **Hubert** has discovered an unexpected heart for pastoral ministry, has started *Café del Soul* for isolated people in his rural community, and received a grant to start a ministry with Gen Xers;



◆ **Gwen** is serving as incumbent at St. Matthew's Anglican Church in Winnipeg, living her dream of "doing priestly ministry in a diaconal way."



◆ **Kelley** is co-leading groups in Calgary for people who have been court-mandated because of domestic abuse or child neglect.

What a range of congregational, urban, rural, institutional, traditional, innovative models of ministry! Think of the foundations in applied ministry, community development, pastoral care, and mature self-awareness they built at the Centre for Christian Studies! Think how what they learned here grounds them in the tradition of *diakonia* and helps them contribute to the health and wellbeing of their communities!

Where I Started Out

When I first came in 2011, some of the questions I wanted to explore about our continuing capacity to form and educate diaconal leaders were:

- ◆ **Is our program effective and relevant** to the changing context of our world and church?
- ◆ **Are we continuing to reach new students who will create strong communities and change their world?** Do we have a plan for appealing to a new generation of ministers?
- ◆ **Are we upholding our ecumenical heritage as a centre of learning for United and Anglican students?** In an age when ecumenism is on the decline, is CCS modelling what it means to be united and uniting? How accessible are the diaconal resources of CCS to both our churches, and beyond?
- ◆ **How well are we telling our story?** People who know and like us always enjoy hearing what we're doing. But what about those who don't know what that goes on within the walls of that yellow and green house?

Amazingly, in spite of changes and transitions in the past five years, CCS has been steadily addressing these questions with a strong sense of values and a keen sense of vision. We are getting clearer as we go, and making tangible progress in re-designing our program, reaching out to a wider range of students, making our program more accessible, and preparing to reveal a new logo and tag line that tell the world who we are and what we stand for.

Moving Forward and Outward with our Strategic Plan

After broad consultation among staff, students, and the wider CCS constituency, the Central Council looked at our mission, vision and values statements with fresh eyes and gave them a new vitality. In addition, they identified strategic priorities in 2013 that are beginning to show after three years of hard work:

1. **Stabilize financial and material resources for theological education**—The Finance Committee undertook a multi-faceted initiative that has included careful management of our Endowment Fund, diligent monitoring of our expenses, and a robust development initiative. This goal also calls for ongoing dialogue with our main sponsor, The United Church of Canada, about the future of financial support and our continuing role in theological education.
2. **Increase staffing capacity for continued excellence in teaching and learning**—With help from wise and experienced consultants, the Central Council decided to do this in 2015! In January 2016, Janet Ross and David Lappano joined the Program Staff Team at CCS and have very quickly integrated our key values while contributing their own exceptional gifts and experience. Their leadership has been especially

What I'm Taking With Me

Since becoming principal five and a half years ago, I have become aware of the passion and persistence of our students as they juggle lives, family, health, assignments and “externals” to respond faithfully to their sense of call to ministry. I have learned with gratitude and amazement about the generosity of time and money among our graduates and those who share a commitment to the values and vision of the Centre for Christian Studies. As a cradle Anglican, I have been inspired by the hallmarks of justice and inclusivity that characterize the United Church of Canada. And my faith in God and hope in humanity have grown and deepened through my association with the powerful diaconal community that is “CCS”.

Being part of something larger for the last five years, going on six, has been a great gift in my life. Thank you.

Maylanne Maybee, Principal



appreciated in the absence of Ann Naylor who has been on leave since September 2016.

3. **Strengthen and diversify our learning community and institutional partnerships** —This is an ongoing “important but not urgent” priority that has been advancing steadily thanks to the faithful and vigilant support of the Partnership Working Group.
4. **Review and renew leadership development and diaconal programming** —the Program Review and Redesign project is about one year behind schedule but we are doing this! There is much excitement for the future coming out of the February 2017 consultation of the Integrated Program Working Group, pulling together the many threads of research, evaluation, and creative ideas arising from diaconal and educational networks in Canada and the US.
5. **Develop and implement a vibrant, up-to-date communication and promotion plan** —As this report goes to press we are awaiting the great drumroll when a new tagline, a new logo, and a new list of key messages will be unveiled to launch the Centre for Christian Studies into the next 125 years.

Maylanne checks in with Program Staff Janet Ross and David Lappano

Central Council Co-Chairs Report

Experience Shared and Stories Told

Kathy Platt

I have now completed one full year on the Council, although I feel like I have not yet carried my full share of the co-chairing since I was on Sabbatical for 3 months this fall. However, I am ever so glad to be sitting around the figurative table (we only meet face to face once a year!) with this very faithful group of Council members.

It is a little stunning how much work goes on behind the scenes in terms of program development and design, financial planning, volunteer recruitment, searching for and hiring new staff, sifting through property management and what needs to happen with the building – not to mention the actual reporting on our students and how the program itself is working in terms of equipping and enabling our students for the work of *diakonia* in the church and the world

beyond the church. On each of our monthly conference calls as a Central Council we hear reports from all those various aspects of the school. And into the mix of the business, we worship and do some community-building of our own. To be in this position of Co-Chair of such a complex and busy council can feel a little daunting!

Lori Stewart recently led us through a fascinating process she will be using as part of her work in Development Planning for 2017. Her question to us was “What impact does the Centre for Christian Studies want to have in 2017?” There was a list of 12 choices, and we were to pick our top 3. I will leave her to unpack her discoveries herself in the months to come, but I want to use two of my top choices as a way of reflecting on this past year.

#1. CCS will be known in the wider community for the depth of our training and its relevance to our context.

One of the aspects of my education through CCS that I deeply value is around transformational change. I owe a huge debt of gratitude to the Centre for enabling me to embrace change rather than to fear it. In the United Church of Canada, diaconal ministers have a huge gift to offer the church as it undergoes what could be massive changes in terms of structure and ways of organizing ourselves. We can offer our skills of social analysis and



empowerment as ways of helping congregations and other ministries move courageously into new ways of being the church. I've seen the Council use those same "diaconal skills" as we hired two new staff, had another staff member move into a leave, and sorted through the process of searching for a new principal as we prepare to say goodbye to Maylanne upon her retirement. That is a lot of change in one year, and I have appreciated the strength of this Council to support each other, and to support our Staff and students as they walked their way through the changes and all that that entailed. I hope and I trust that we will continue to find ways to lift up the depth of our training and how it is exactly what "the church" (however we understand "church") needs for today.

#2. CCS will have a catalogue of stories of the social justice impacts of graduates for use in recruitment and fund development.

One of the best ways of explaining what CCS is all about is through sharing the stories of the variety of ministries that diaconal folk are engaged in. Maylanne has excelled in finding ways to share those stories throughout our network. One of the aims for the Council is around recruitment of new students. The more that we can make diaconal ministry visible in concrete ways, the easier it will be to draw people into our

programs for education for ministry. Our Communications committee has been working with a consulting company, and is now in the process of rolling out a new logo – Del did a great job of building excitement around the mystery of what it will look like! Part of what will keep the Centre alive and vital is if we can continue to express our own excitement around the real ways that diaconal ministry is being lived out within our own communities of faith.

I deeply appreciate that this Council is co-chaired – Penny and I each bring our own skills and experience within our own denominations to the work that we do. However, it is our mutual passion for *diakonia* that clearly draws us into this work. It has been a pleasure to be able to give back to the Centre in this work that we are doing – and I look forward to seeing what unfolds in this next year.

Penny Cummine

As Co-Chair on Council and occasional visitor to the Centre in Winnipeg, it is easy to pick up on the energy and to hear the stories emerging through conversations, Tapestry newsletter, and programs such Learning on Purpose, Ministry by Word and Example, retreats, and the Learning Circles to which students travel to Winnipeg twice a year to participate.



This past year, the Integrating Year for our two graduating students, Ian and Josh, wrote of their Global Perspective Experience (GPE). One went to a First Nation community in my neighbourhood – actually I live in theirs – Treaty 3, for which I am grateful. The other went to a fishing village in the Philippines. In both places the two men stepped out of their comfort zones, met and lived with people in situations where they could reflect on injustices revealed, gifts which cultures, other than their own, bring, and how faith sustains. Upon reflection, Josh was quoted to say, “These issues weren’t new to me. But I have never heard them addressed with such raw emotion. I feel a deeper weight now when I hear some of the

struggles that First Nations people face in Canada. It’s a heart thing now, and not just a head thing.” Ian was quoted to say, “It was enough of a culture shock to be in an environment of such poverty; it was quite something else to experience firsthand how people can be treated with such cruelty and disrespect. At the same time I left with an incredible appreciation of the ‘indomitable spirit’ of these people, who, despite the hardships and threats, carry on daily life with hope for a better tomorrow.”

It is the experience shared and the stories told which enrich these leaders for justice, compassion, and transformation. Those of us who volunteer are beneficiaries of this rich tradition and we join the chorus of prophetic voices at the Centre and beyond.

Staff Report

Larger and Deeper

The Centre for Christian Studies is a small theological school, and yet this year it will celebrate a big anniversary – 125 years of Anglican and United Church Diaconal education and formation.

On several occasions I’ve had the opportunity to tell people I meet in Winnipeg about the school. When they ask where it is and I tell them it’s at the corner of Maryland and Wolseley, I often hear the surprised reply, ‘There’s a school there?’ Yes. And I describe the house. Often people will say that they’ve noticed it and they’ve noticed the rainbow flag flying out front. ‘Yes’, I say proudly, ‘that’s the Centre for Christian Studies.’ Some of these people say that they’ve often wondered what this building is. At this point a few words can usually be said about J. S. Woodsworth, the tradition of the Social Gospel, and how that history intersects with Diaconal and Deaconess movements in Christianity.

Part of a Deep Tradition



Woodsworth House

Of course the building itself doesn't tell our story. From within the Woodsworth House and with a visit to our website a larger network of diaconal ministers takes shape and a deeper history and tradition comes into view. The community of students, alumni, and supporters is much larger than one might expect if one looked at CCS from across the street. Similarly, the social, ecclesiastical, and spiritual impact of CCS alumni on Canadian Christianity runs deeper than one might assume if one looked only at enrolment numbers.

Staff at CCS remember that we are part of something much larger than ourselves. It is helpful, I believe, to remember that we are part of a large and deep tradition as we reflect on 2016, and as we look forward to celebrating our 125th anniversary –

which we all must do with a characteristic dose of healthy self-criticism. We have a witness to this critical faithfulness in Jung-Hee Park. *Diakonia* was her calling and her tradition, yet the theme of 'service' did not escape her critique. An act of remembering CCS history inspires both pride and responsibility for a legacy, but it also prevents us from falling in love with ourselves. Many previous struggles for gender justice and economic justice have laid the groundwork for where we are and for the struggles of today. The world still cries out for gender justice and economic justice, as well as ecological and racial justice. Today the Church in Canada has the opportunity to participate in the continuing work of truth and reconciliation with Indigenous peoples who are demanding a better future together. Therefore, theological education in a diaconal character has a present and a future, which is where we live and work. The 125th anniversary invites us to reflect on the broad arch of this institution's life. We ask that you keep that broad arch in mind as we look back on 2016 for this report.



Church of England Deaconess and Missionary Training House, established 1892

Staff Highlights

Whole Staff Team

Weekly worship and reflection – we cannot overestimate its value in our schedules. In fact, the word ‘value’ seems to somehow sully the good regard with which we approach that time together. Every Wednesday between 10:15 and 12:00 we gather for song, prayer, reflection, personal check-in, and an organized discussion of work-related matters. If a stranger wanted to get a sense of the ethos of this workplace then our weekly meetings would be the time to observe. It is when we share our joys and celebrations with humour and thanksgiving; it is when we challenge each other in reflection and inquisitiveness with openness and without judgment; it is when we share our frustrations, anxieties, or uncertainties with a spirit of honesty, humility, safety, and hope. We have learned much from each other, which energizes us in our different tasks at the Centre.

Celebrating birthdays has been a fun way to honour each other and our staff development day in February was a good for teambuilding activity. Another group highlight came late in August when staff and family members gathered in Assiniboine Park for a picnic dinner. We had a wonderful spread of food, but most importantly we were able to enjoy the fresh outdoor air and the relaxed familiarity of each other’s company.



CCS Staff: Scott Douglas (Information & Program Administrator), Lori Stewart (Development Coordinator), Maylanne Maybee (Principal), Ann Naylor (Program Staff), Janet Ross (Program Staff), David Lappano (Program Staff). Not shown: Cheryl Thiessen (Office Administrator)

Administration, Program, Development

Cheryl has expressed that this has been a big year for her at CCS. As she puts it, she is feeling more comfortable in her 'work-skin'. Cheryl has really enjoyed working with the new accountant and taking accounting courses. She points out that it has been great to get to know more CCS people over the year and to be able to now recognize people when they come in or when they call.

Lori has noted that in her work this year has been a year of relationship building. With donors, that has happened through, personal visits, phone calls, and news. They are strong advocates and sponsors. She says it's been fun getting to know students and graduates. Their stories often demonstrate compassionate justice making that makes a difference in people's lives in their churches and communities. Telling about the Centre for Christian Studies and our students to church people and the public who have never heard those stories is a great way to begin making new friends. Those are all ways we are becoming deeper and larger.



*CCS student deep in conversation
with Sandy-Saulteaux elder*

This past year saw the completion of the Social Ministry theme year and the beginning of the Education and Liturgy theme year. During the spring learning circle Social Ministry students visited the learning circle at Sandy-Saulteaux Spiritual Centre for an afternoon of learning together, and in October the two learning circles met in Winnipeg for another day of shared learning about diaconal symbols and the call to ministry. We look forward to more opportunities for SSSC and CCS staff and students to share teachings and friendship with each other.

New 'Learning on Purpose' (LoP) modules launched this year facilitated by Janet Ross, Marcie Gibson, and David Lappano. While the structure of the LoP is faithful to previous Leadership Development Modules, this year's

staff added significant pieces pertaining to intercultural ministry, biblical exploration, and theological world-views.

With Ann on medical leave this year Scott and Lori have been happy to step into the program role when they can. Along with their training and experience, they each bring their creativity and insight to education here. Students and other program staff are enjoying their contributions.

The Anglican Diaconal leadership program called *Ministering by Word and Example*, led by Maylanne Maybee and Lori Stewart, has attracted a group of really engaged participants. This course, which consists of eight Saturdays, is bringing Diaconal training and theology to interested local Anglicans who want to explore their ecclesial vocation. *Ministering by Word and Example* is an example of how CCS continually strives to offer programming that meets the diverse educational needs of the Anglican Church of Canada and the United Church of Canada.

In 2016 CCS embarked on the initial stages of a complete program review. Much of how this process would proceed was formulated and articulated by Ann Naylor and it continues to be overseen by the Program Review Committee. Lori has replaced Ann on this committee as the staff rep. There is a sense of excitement and uncertainty about the Program Review. Nobody yet knows what will come of it, yet everyone involved is committed to finding the best way possible to *do* theological education that meets the needs of our churches and our communities. At the time of this report we are looking forward to a face-to-face program Redesign Consultation in February. Several of the sub-committees will be reporting on their discussions and findings, and together we will start to bring together a vision for what CCS education could possibly look like in the near future.

Other big shifts

*Ann Naylor (left)
with curriculum
evaluator Marylee
Stephenson*



In late August Ann Naylor went on medical leave following her doctor's determination that she was no longer able to work due to the challenges of living with Parkinson's Disease. We have missed her presence in the office. Her institutional memory and wisdom are regularly missed. Her creative teaching is regularly missed. Her apt critique is regularly missed. Her humour and care with staff is regularly missed.

missed. As a result, we are contracting various segments of the program load to others. We have enlisted the talents of Gwen McAllister, Ted Dodd, Marcie Gibson, and others. Scott and Lori have also stepped in to lead more program and work with more committees. In the midst of this Ann continues to be a diaconal mentor to Janet and David, who meet on occasion to discuss diaconal history, key figures, and key themes.

Maylanne also announced her retirement this year which has set in motion a search process for her replacement. Whatever this decision means for her personally it has not slowed her down or diminished her engagement with CCS. She has traversed the country this year nurturing and strengthening relationships with theological schools, with students, with donors, and with other Anglican and United Church partners. In addition to *Ministering by Word and Example* Maylanne is designing and teaching an online course through the Church Divinity School of the Pacific, called *Images of Diakonia: Interpreting the sacred in Church and World*. As staff we know that the coming year means preparing to say goodbye to Maylanne, which will only be slightly less difficult because we know Maylanne intends to remain in Winnipeg for a while and we can count on seeing her from time to time. When we think of this past year with Maylanne and Ann we are confronted with the whole human stew of emotions from joy to sadness.

Submitted by David Lappano on behalf of the CCS Staff

Student Report

Students in both the Theme Year and the Integration Year have really appreciated the richness of the learning circles this year –



Continuous Learning

the variety of assignments, the enriching field placements, the deep reflection on diaconal perspectives, and the integration of theory with practice. Whether in first year or final year, critical thinking is promoted and lifelong learning encouraged.

Critical Feedback

As students we are encouraged to raise our voices as a living part of the decision-making process throughout

all areas of CCS' organization. Information, ideas and concerns flow from Central Council to the students and back.

Students also admire the commitment to thoughtful and contemplative feedback and continuous encouragement from staff. We are particularly grateful for the way our needs have been held up despite staff changes and the loss of Ann Naylor in the program area.

Integration in Preparation for Ministry

One of the Centre's primary goals is to prepare students for ministry settings and

this begins in our first year. Education year and IY students alike learn the value of bringing together learning in theory with practice. This is being enhanced again this year in field placements and for the IY students in continued ministerial appointments.

Feedback from placements and staff continues to be critical in requiring students to look deeper and determine how our theology manifests itself in our lives and future ministry.

Submitted by student reps, Ian McLean and Lisa Byer-de Wever.



2015-2016
Social Ministry Year

2016-2017
Educational &
Liturgical
Ministry Year



2016 Students

Social Ministry Year (2015-2016)

Tani Baskett
Tammy Bleue
Lisa Byer de Weaver
Pat Chabluk
Christina Crawford
Keith Hall
John Helps
Marion Martin
Lynn McGrath
Ian McLean
Patricia McLeod
Kim McNaughton
Debra Osmar
David Puranen
Catherine Underhill
Josh Ward
Meghan Witzel

Integrating Year (2015-2016)

Hubert Den Draak
Lynn Smith
Jackie Van't Voort

Reflection Year (2015-2016)

Charmain Bailey Foutner
Jordan Basso
Don Evans
Melanie Ihmels
Dan Leaver
Lorrie Lowes
Barbara McGill
Tif McNaughton
Anita Rowland
Mona Smart

Educational & Liturgical Ministry Year (2016-2017)

Charmain Bailey Foutner
Jordan Basso
Tammy Bleue
Lisa Byer de Weaver
Pat Chabluk
Christina Crawford
Keith Hall
John Helps
Melanie Ihmels
Dan Leaver
Lorrie Lowes
Alana Martin
Marion Martin
Barbara McGill
Kim McNaughton
Tif McNaughton
Rachel Myers-Jordan
Karen Orlandi
Debra Osmar
Rebecca Pike
Aisha Tahir
Meghan Witzel

Integrating Year (2016-2017)

Ian McLean
Josh Ward

Reflection Year (2015-2016)

Tani Baskett
Don Evans
Lynn McGrath
Patricia McLeod
David Puranen
Anita Rowland
Catherine Underhill

Learning on Purpose 2016

Toronto:
Sharon Dunlop
Jen Forest
David Krause
Alana Martin
Rachel Myers-Jordan
Rachael Nicholls
Emmanuel Ofori
Karen Orlandi
Rebecca Pike
Sharon Zagrodney
Winnipeg:
Cathie Clow
Hewitt Holmes
Sherrie Hughes
Jane Jupe
Min-Goo Kang
Mikaela Oldenkamp
Shirley Ratzlaff
Aisha Tahir
Stacy Young

Ministering by Word & Example (2016-2017)

Shelagh Balfour
Margaret Friesen
Shirley Ratzlaff
Dan Thagart
Evan Young

*Hewitt, Janet, Aisha, and MinGoo
at 2016 Learning on Purpose in
Winnipeg*



2016 Field Volunteers

Learning Facilitators

Paul Campbell
Jane Capstick
Rick Chapman
Bruce Comrie
Jill Craven
Margaret Dempster
Caryn Douglas
Bob Gilbert
Jackie Harper
Lauren Hodgson
Paula Kline

Jim Lockhead
Juanita Lowe
Sheila MacGregor
Gwen McAllister
Olga McKellar
Alanna Menu
Gail Miller
Denine Morgan
Nancy Nourse
Trisha Robinson
Loraine MacKenzie Shepherd

Leenane Shiels
Emilie Smith
Eva Stanley
Liz Stone
Pat Stuart
Lynda Trono
Kim Vidal
Deborah Vitt
Sharon Willis-Whitwell
Carolyn Wynne

Vocational Mentors

Paula Ashby
Carolynne Bouey - Shank
Brenda Curtis
Ken DeLisle
Kathy Douglas
Linda Ervin
Tracy Fairfield
Marcie Gibson
Anne Gowans-Blinn
Jim Hatt

Laura Hunter
Donna Krucik
Juanita Fern Lowe
Karen Lumley
Martha Martin
Patricia McColl
Sally Meyer
Dayle Michaud
Janet Nield
Christina Paradela

Debra Schweyer
Anne Telford
Lynda Trono
Joan Tuchlinsky
Frank Tyrrell
Deborah Vitt
Carey Wagner
Beth Walker
Alice Watson
Verna Windrem

2016 Graduates

Risk Sharing Bread with a Stranger

My name is Ann Naylor and I am honoured to present to you today the graduating class of 2015 –2016.... Hubert den Draak, Lynn Smith, and Jackie Van't Voort. Those of you who were at the banquet last night will have heard them speaking eloquently about life before and during their time at CCS and about what lies ahead for them.

A brief re-cap...

Before coming to CCS, you might have run into them animating and producing films, teaching Drivers Education, being the administrator of a large church building, homeschooling children, moving from one continent to another, building an eco-friendly retreat and learning centre, bartending, being a machinist... thoughts of diaconal ministry far from their minds.

Yet, here they stand, not that many years later (although they may tell you it feels like a lifetime), firmly rooted in faith, clear about their sense of call, confident and competent and, indeed, gifted. Their journeys to this place have required much of them and those who love them.

To be open to the kind of transformation they have experienced requires strength of character, deepening self-awareness, willingness to challenge and to be challenged, to re-examine deeply held assumptions and beliefs, to risk entering into the unfamiliar with open hearts and open minds, willing to be forever changed. A sense of humor doesn't hurt either.

John Dominic Crossan, a theologian whose work has been woven throughout their journeys, proposes that the message of the biblical story we heard earlier about the encounter on the road to Emmaus is that we meet Jesus in risking the sharing of bread with the stranger. Jackie, Hubert and Lynn know well the risk and the gift of such encounter. They have opened themselves to this risk with one another and in their field placements in congregations, outreach initiatives, restorative justice programs, revitalization processes, community ministries, learning and retreat centres.

Their Global Perspectives Experiences in Belize and Asubpeeschoseewagong First Nation, also known as Grassy Narrows, deepened their commitment to know, understand, and share their own stories as they listen to, and find connection in, the stories of people whose lives are very different than theirs, opening themselves to relationship, participating in making justice and engaging in the hard, holy work of reconciliation.

As they complete their program at CCS and move more deeply into the ministries that await them, they will look for opportunities for practising this risky Emmaus Road hospitality, trusting that such encounters with the stranger indeed mediate resurrection.

During our closure session on Friday, I asked them what they look forward to doing now that the seemingly unending requirements of reading, writing assignments, evaluations, field



2016 Graduates:

Lynn Smith, Hubert Den Draak, Jackie Van't Voort

placements, external courses, reflection, reflection, reflection will no longer be imposed by CCS. They talked about reading novels, maybe even comic books, actually, anything that they get to choose, painting, taking voice lessons, doing film animation... These are highly motivated people with wide-ranging interests, people who love life. If you want to see into their hearts though, ask them to talk about their work in ministry, their call to participate in God's work of healing, of love, of respect, of justice for all of Creation.

As CCS staff and as their families, friends, mentors, and companions on the journey, we all have witnessed and learned from their growth and transformation, their deepening confidence, and their commitment. Grounded in faith, Lynn, Jackie, and Hubert move forward from this place and time with strength and hope.

We celebrate with them and we give thanks to God.

2016 Companions of the Centre

Stan McKay

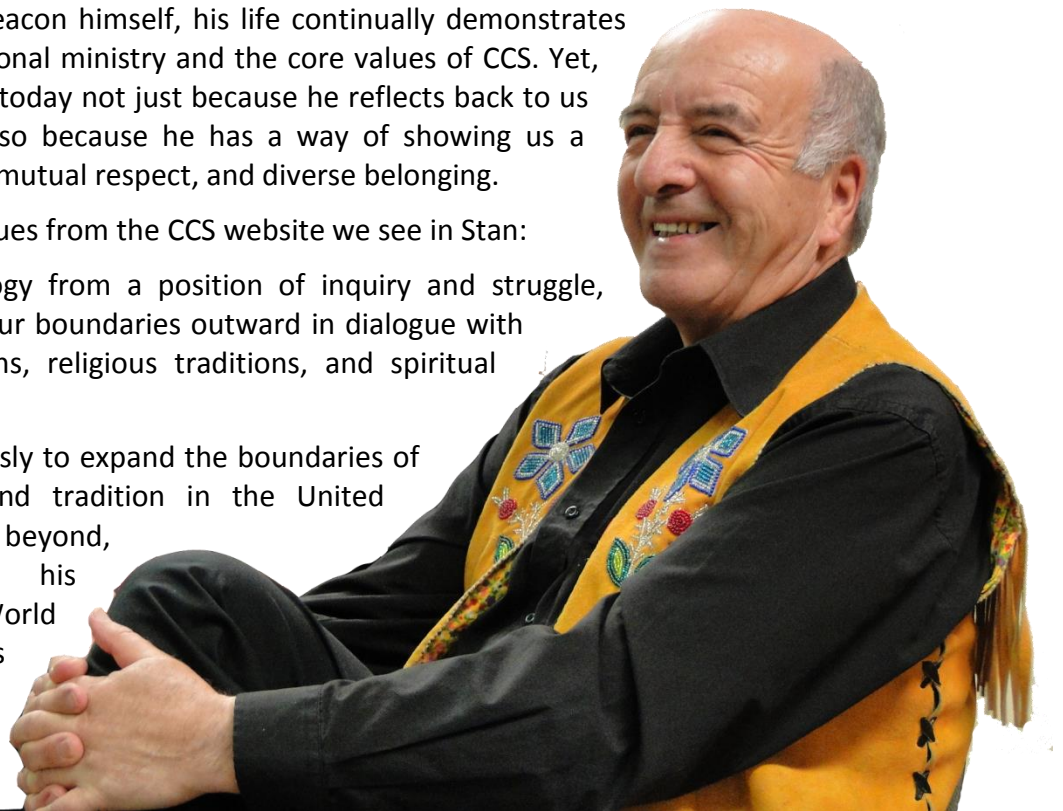
Today Stan McKay is honoured as a Companion of the Centre for Christian Studies because, although he is not a deacon himself, his life continually demonstrates the active spirit of diaconal ministry and the core values of CCS. Yet, we are honouring Stan today not just because he reflects back to us diaconal values, but also because he has a way of showing us a vision for shared hope, mutual respect, and diverse belonging.

Here are four of the values from the CCS website we see in Stan:

- ◆ Approaching theology from a position of inquiry and struggle, striving to extend our boundaries outward in dialogue with other denominations, religious traditions, and spiritual expressions.

Stan has worked tirelessly to expand the boundaries of religious expression and tradition in the United Church of Canada and beyond, which includes his participation in the World Council of Churches, his role on numerous General Council committees, and of course, his role as

Moderator. As National Co-ordinator of Native Ministries Stan also affected the manner by



which dialogue and interaction took place. He encouraged the circle model and consensus building for decision making. We are also reminded of Stan's involvement in the formation of the All Native Circle Conference of the United Church, which was created, in part, to bring together and amplify the many unheard Indigenous voices, but also to honour Indigenous practices and beliefs within The United Church of Canada.

Stan consistently preaches a message of interdependence and an ethic of caring for 'all our relations'. The earnestness of this conviction invites genuine inter-faith and inter-cultural dialogue – for example, I'm thinking of his conversation with Raheel Raza at CCS's 120th Anniversary – but it has also helped to shift ethical discussions away from an anthropocentric view to include all of creation among our relations.

A second value is:

- ◆ Responding to the prophetic and gospel call to share resources, to restore what was taken, to reconcile what was divided, to embrace those who have been excluded.

One supporter has said of Stan that he displays truth telling, justice, and compassion as guiding principles. Another has said that he has the ability to communicate hard truths in a way that do not berate or humiliate others. When asked how to communicate these hard truths when one is angry, he said with equal parts humour and seriousness, "You can say almost anything you want if you smile." We should acknowledge how difficult all this is, and also how gracefully Stan embodies humour and seriousness. He was an integral member of the National Native Council of the UCC, which helped pave the way for an important apology from the Church for its role in the colonial destruction of Indigenous culture and the residential schools program in Canada. More recently, Stan has contributed personal testimony and challenging insights for the ongoing Truth and Reconciliation process in Canada. Here we not only witness his commitment to transform relationships, but also his prophetic warning not to bypass the hard work of justice that is needed in order to make reconciliation genuine.

A third value we recognize in Stan:

- ◆ Believing that education is most effective when it engages the whole person, when we are co-learners and co-teachers, and when it is relevant and collaborative.

Stan has acknowledged that although he holds two degrees from the University of Winnipeg, his most impactful and deepest learning, in both Christian and Aboriginal teachings, has come from the elders of his Cree community. As a result, he has been committed to developing theological training for Indigenous students that is culturally appropriate and contextually relevant. Stan was instrumental in the formation of the Dr. Jessie Saulteaux Resource Centre and he served as a director and educator there for several years. The pedagogical model practiced there, as it is today at the Sandy-Saulteaux Spiritual Centre, has influenced CCS Learning Circles. And the two centres have a relationship that continues to this day.

Fourth value:

- ◆ Fostering partnerships of solidarity for common cause.

A colleague of his remembers feeling “drawn in to work in solidarity by his patience and generosity.” Today Stan continues to be an active community member, spiritual leader, and national advocate for justice and right relationship among all peoples who inhabit this land. In Winnipeg Stan is on the steering committee for the redevelopment of the Merchants Hotel, which will include a community centre, education facilities, and affordable housing for people in the neighbourhood. This project is an opportunity for a community to realize its dreams. It brings together a broad coalition of groups, institutions, and businesses, which reflect the kind of diverse engagement Stan has always encouraged.

Stan has reiterated that his own truth “does not deny the truth of another.” This informs his vision for a future life together. He says, “We no longer have to be the same to live in love and relationship and respect. We can now be people who we are, as we are, of the family of hope.”

Please join me in welcoming and honouring the Very Rev. Stan McKay as a Companion of the Centre for Christian Studies.

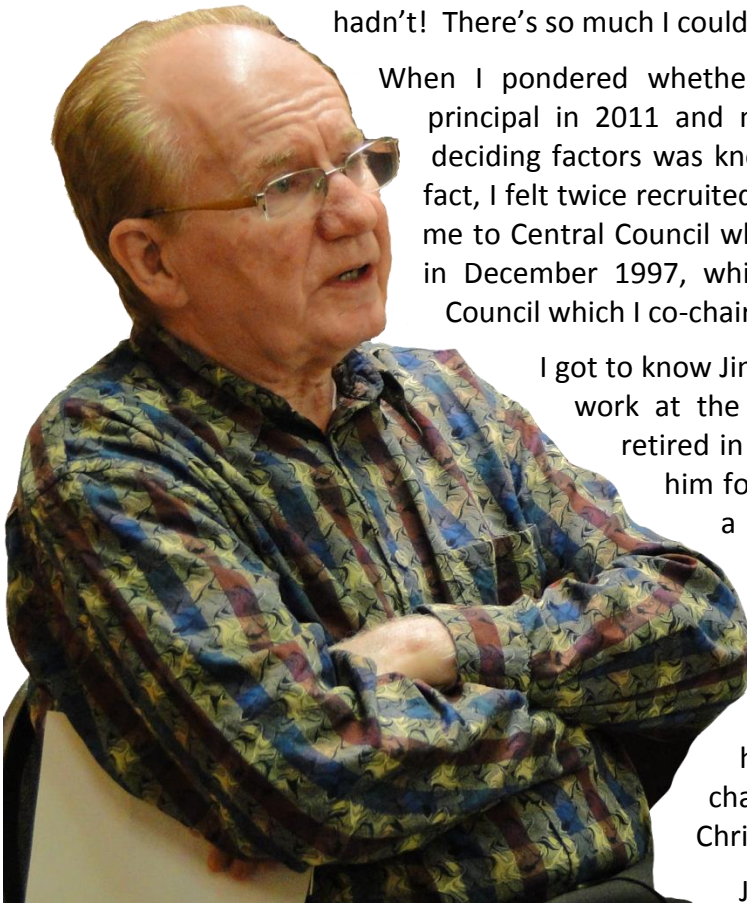
Jim Boyles

It’s been a struggle for me when making citations for Companions, to keep them to a reasonable length. I resolved this year to pare down my remarks, but wish I hadn’t! There’s so much I could say!

When I pondered whether or not to accept the appointment as principal in 2011 and make the move to Winnipeg, one of the deciding factors was knowing I would get my old “boss” back! In fact, I felt twice recruited by Jim Boyles, as it was he who appointed me to Central Council when an Interim Central Council was formed in December 1997, which then became the Transitional Central Council which I co-chaired with Deb Schweyer.

I got to know Jim Boyles as General Secretary when I began work at the Anglican Church House in 1996 until he retired in 2005. During that time, I came to respect him for his steadiness, clarity, and compassion as a consummate church administrator, for his skill and integrity at navigating The Anglican Church of Canada through the first stages of litigation and reconciliation in the aftermath of the Indian Residential Schools, and later, for his leadership as a member and then co-chair of the Central Council of the Centre for Christian Studies.

Jim’s role as General Secretary represented



for me the best of what it means to be diaconal – he showed a combination of initiative and judgement in his own right, and yet knew how to function supportively and effectively in relation to Michael Peers, the Primate at the time. There was no confusion or overlap of roles. He had the gift of maintaining calm and transparent communication in times of crisis. When I first arrived at Church House, we were in the midst of major budget cuts and restructuring during which there was much angst, anger, and upheaval, yet he navigated us through these critical times, paying close attention to the institutional requirements of the church, as well as to the in-house needs of staff.

This work continued when the issue of the legacy of Residential Schools intensified during the 1990s and early 2000s as a critical reality for the Anglican Church of Canada and other mainstream denominations. Somehow in those years, every one of us at Church House knew that the bankruptcy of General Synod was a real possibility, yet there was a feeling of assurance that our work was valued, that we would not be caught by surprise if our jobs were going to be affected, and that the work and the uncertainty was for the sake of a cause much larger than ourselves –repentance, justice, reconciliation, and truth.

As one of his nominators pointed out, “When the Anglican Church of Canada was confronted by the reality of its own racism, oppressive conduct and complicity with evil... Jim brought his administrative clarity, process skills, and ability as a communicator to bear on the work of apology, repentance, and seeking right and new relationships on behalf of the church. He brought his gifts of compassion, integrity, and unflinching commitment to service to the tasks at hand: legal processes, precision of responsibility and liability, and leveraging financial resources required to fulfill those responsibilities.

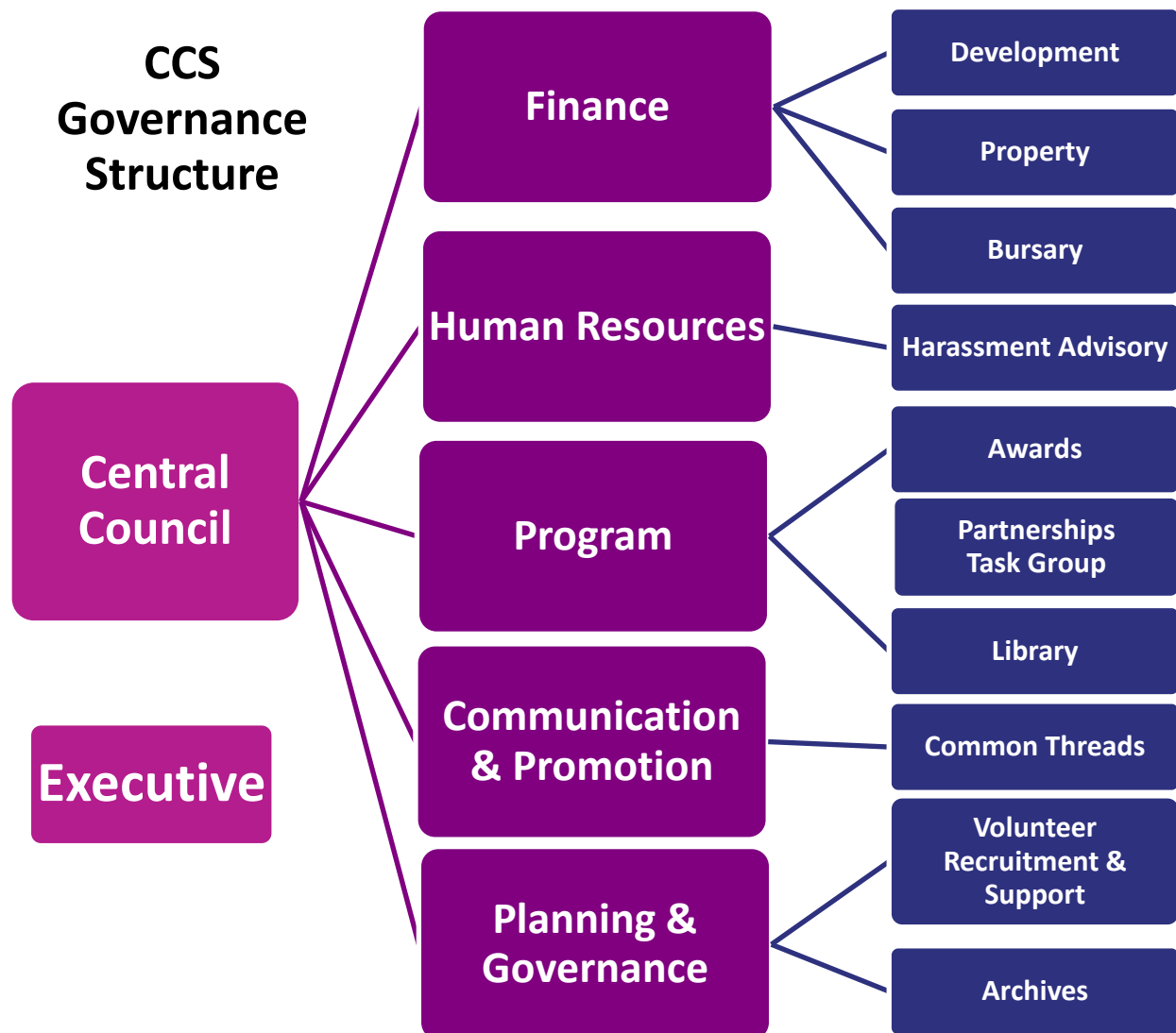
He formulated the church’s priorities and kept to them: first, to promote healing and reconciliation in the aftermath of the Indian Residential Schools, and second, to survive as an institution in order to carry out the first priority.

It’s hard to believe that during these tumultuous times, Jim also served on the Central Council of CCS throughout a time of discernment and difficult decision-making –about the future of the building at 77 Charles Street, about our future as a theological school, about the appointment of a new principal after Caryn Douglas retired, first in 2008, and again a few short years later in 2011. To me, he exemplified “action/reflection” in these times of uncertainty, tension, and turmoil. Undoubtedly, in retrospect, other and perhaps better choices might have been made, but his gift was to assemble the information and commitments known to us in the moment, and to help us as an organization to move forward with boldness and confidence.

He did not hesitate to attend to detail, even inconvenient or difficult detail if the occasion demanded. In the days when plane tickets were not available on line, I remember Jim interrupting his weekend to meet me at Church House and let me to get my ticket to Cuba for a flight leaving before Monday morning. He baked and brought home-made cookies to meetings and parties. He alerted us to snow days, and on more than one occasion, he phoned people one by one to inform them of the untimely loss of a colleague.

Jim, yours has been a genuine ministry of *diakonia*, always carried out in the concrete, nitty-gritty details of daily life: setting the table with the right information, ensuring that all the guests are present, seasoning the documents with exact and precise language and intent, attending with patience and grace to everyone's needs and hopes.

CCS Committees and Working Groups



Program Committee

The Program Committee oversees and supports the Centre's educational programs. In 2016 they focused on ...

- ◆ Recruiting students for the two-week Learning on Purpose leadership development course
- ◆ Seeking out partnerships with other educational institutions
- ◆ Reviewing and updating policies, especially its policy on Prior Learning Assessment & Review (PLAR)
- ◆ Beginning a process to review and improve the content, approach, and structure of CCS's program.

The **Program Review** has followed a process originally developed by Ann Naylor and then embellished by the Program Review Coordinating Team, made up of Marcie Gibson, Linda Ervin, and Lori Stewart. Dozens of volunteers have been recruited to serve on various task groups, researching and reflecting on everything from current trends in adult education, the nature of our present context in church and world and its implications for theological education, the

meaning of our connection to diakonia and diaconal identity, the quality of vocational formation, the possibilities offered by technology, the relationship between the various pieces of our program and between our core diaconal ministry education and lifelong learning or continuing education, etc. It's a big project. In 2017 the Program Review Coordinating Team, along with the Integrated Program Working Group and the CCS staff, hope to pull together all the various pieces of input and evaluation and create the new shape of CCS's program.

As Program Committee chair Deb Laforet says, "With the review and design of the program being done by a separate task group, it leaves the committee in a state of transition as we await the results of this work. It will be interesting to see what the 2017 brings."

*Program Review
Coordinating
Team member
Marcie Gibson*



Partnership Working Group

"Partnerships are crucial to our ongoing programming and in planning future initiatives," says working group member Dorothy Naylor.

In 2016 the Partnership Working Group focused on...

- ◆ Expanding the partnership with the Anglican Church by developing and presenting a course for deacons who will be mentoring diaconal candidates and recent ordinands.
- ◆ Initiating conversations toward a partnership among western theological colleges tentatively named *Prairie Partners*.
- ◆ Celebrating the acceptance of the Learning on Purpose for credit at Emmanuel College (with potential for

similar agreements in other institutions).

- ◆ Establishing a new partnership with the Church Divinity School of the Pacific (Episcopal). Maylanne developed and taught an online course offered jointly by their Center for Anglican Learning and Leadership and CCS.

Partnering with other initiatives and institutions in the wider community, models CCS's values of living out of abundance and gratitude, participating in a larger story, and basing our learning in community. It also opens up access to our unique educational model, broadening the reach of theological education through a diaconal lens; as Maylanne Maybee says, "adding salt to the life of the church."

Awards Working Group

The Awards Working Group administers three scholarships:

- ◆ The *Dr. and Mrs. A.J.W. Myers Scholarship* (up to \$600) and the *Gertrude Rutherford Scholarship* (up to \$2,400) encourage the pursuit of knowledge and understanding in the field of theology and training for diaconal ministry. In 2016 the Rutherford Scholarship was not awarded. The Myers Scholarship was given to CCS student Melanie Ihmels,

who we congratulate on her achievement.

- ◆ The *Emma Kaufmann Theological Education Scholarship* of about \$10,000 is awarded periodically, as interest on the initial investment accrues. The award highlights theological education, academic encouragement of women, intercultural exchange as well as a theology of Justice. It was not awarded in 2016.

The Awards Working Group also receive nominations for the *Companion of the*

Centre Award, offered annually to a special person who has personified the vision of CCS and who has supported or inspired us by their life's work.

In 2016 Companionships were bestowed upon Stan McKay and Jim Boyles. These two honourees have been giants in their respective ministries and singular friends of CCS. (See the Companion citations earlier in this annual report.) As Awards Working Group chair Elizabeth Brain says, "Both men truly upheld the aspirations of CCS."

Through 2016 the working group worked to put forward the recommendation of the 2017 Companion: Linda Ervin. Linda has "richly espoused and demonstrated our vision, especially in the field of transformative diaconal ministry and social

justice both nationally and internationally," says Elizabeth. She will be honoured with CCS's gratitude and great respect at the Annual service of Celebration in March 2017.



2017 Companion of the Centre – Linda Ervin

Communications Committee

In 2016, the Communications & Promotions Committee pursued the idea of engaging a professional consulting firm in the field of marketing and advertising to assist us in sharpening the image and messaging work for CCS. Barefoot Creative of Ontario was selected to develop a communication plan: refining the key messages for all future marketing efforts while creating a new logo, colour palette, font selection and tag line for the Centre. "As this is being written," says Communications chair Del Sexsmith, "details are being finalized for the official launch of this new 'look' which will be

reflected in all future CCS materials, both print and digital formats."

During 2016, the Communications Committee also focused on ...

- ◆ Encouraging the distribution of recruitment information, including the well-received "calling card." The intention is to reinforce our network of alumni, friends and advocates who seek to help us find new students and donors.
- ◆ Connecting with the CCS community through Common Threads, our regular e-bulletin of news and reflections delivered on a monthly basis, and the

Tapestry newsletter which was sent out three times in 2016 in both printed and e-formats. Scott Douglas is the creative force behind Common Threads while assisting in other important areas (such as the “calling card” design). He is our leader on social media as well including our website, Facebook page, Twitter feed and YouTube channel. Lori Stewart does a terrific job in organizing our displays for Conferences, Synods and

other events, and seeks out stories of impact for the Tapestry newsletter.

As the new format for the Centre’s messaging rolls out, there will be changes to our website, Common Threads and other aspects of our communications program. Feel free to send your feedback on these things at any time.



Finance Committee

Operating and Bursary Accounts:

Preliminary year end operating statements show that we ended the year with a deficit of \$18,309 significantly less than our projected deficit of \$35,080. During the year we drew \$150,000 from our Endowment Fund, in accordance with our budget plan. Again this year we did not do any major work on our building, hence under-spending that budget by \$10,000. We did invest in a new projector for our Smart Board on the main floor. We expect to have to do some maintenance work in the coming year.

Particularly good news comes from the fund development shared by all, but led by Lori. CCS received a total of \$88,860 in general donations to the endowment and operating funds, special gifts of \$48,500, and three estates totalling \$244,000. This is an historic total of over \$382,069. CCS's family continues its wonderful generosity.

On a total entity basis, we ended the year with net income of \$431,284.00, which is a combination of the major gifts to the Endowment Fund, and investment performance, including realized and unrealized investment gains and losses.

"We need to ask all our volunteers to consider remembering CCS in their wills," says treasurer Tim Sale. "It is these major gifts that sustain our capacity to offer the great programs we do."

Endowment and Bursary Funds:

The Endowment Fund has reached \$2,626,000, \$700,000 higher than it was in January 2012, after withdrawals and investment fees of over \$675,000. This reflects very, very good investment performance, coupled with the generosity of gifts from people long associated with CCS who have remembered us in their wills.

The Bursary Fund now sits at just over \$800,000, again a record number, mostly reflecting investment gains, but also some smaller donations during the past five years. We now have the capacity to make bursary awards of over \$30,000 annually from our own funds, which when coupled with the Student Aid from the UCC of \$16,000 means that we can offset tuition costs of our students by almost one-third.

Accounting Support:

During the fall of 2016, we completed a transition from our previous bookkeeping support to Allyson Watts. This required a great deal of effort on the part of Cheryl, as well as Allyson. The results are very gratifying, and we now have considerably more internal control and support for our accounting functions, and fewer demands on volunteers for assistance with monthly statements.

Looking Ahead:

"While CCS is in a strong financial position at the present time, we are counting on substantial and continued generosity from a fairly small base of supporters," says Tim.

“Our 2017 annual budget calls for \$195,000 in *annual* gifts this year, a very aggressive goal. While we exceeded that goal last year, I believe that we need to take steps in

the coming year to further grow our Endowment Fund in order to reduce the risk associated with such a high annual campaign requirement.”

2016 Financial Summary and 2017 Budget

Summary

	2017 budget	2016 actual	2016 budget	2015 actual	Comments & Explanations
Revenues	\$626,700	\$563,035	\$621,730	\$495,793	
Expenses	\$649,670	\$581,459	\$656,810	\$482,090	
Surplus/Deficit	-\$22,970	-\$18,424	-\$35,080	\$13,702	

Revenue

Budget Item	2017 budget	2016 actual	2016 budget	2015 actual	Comments & Explanations
Grants & Donations	\$310,000	\$247,116	\$314,000	\$243,040	
Program Revenue	\$182,700*	\$153,058	\$153,800	\$137,471	*includes 2% tuition increase
Operating Revenue	\$9,000	\$11,929*	\$33,000*	\$10,221	*includes transfer from WFB fund for staff search and relocation
Endowment transfer	\$125,000	\$150,932	\$110,930	\$105,060	
Total Revenue	\$626,700	\$563,035	\$621,730	\$495,793	

Expenses

Budget Item	2017 budget	2016 actual	2016 budget	2015 actual	Comments & Explanations
Administration	\$49,550	\$54,372	\$47,250	\$56,659	

Promotion & Development	\$21,750	\$13,463	\$22,300	\$8,922	
Property	\$29,550	\$15,164	\$31,450	\$20,687	
Governance	\$30,450*	\$25,314	\$31,500	\$10,954	*includes staff search and relocation costs
Special Projects	\$15,000	\$1,350	\$24,000	\$1,492	
Program	\$19,300	\$14,591	\$26,810	\$44,117*	*Increased contract staffing to cover staff leaving
Library	\$1,350	\$1044	\$1,350	\$796	
Staff Salaries and Expenses	\$482,720	\$456,159	\$472,150	\$339,086	
Total Expenses	\$649,670	\$581,459	\$656,810	\$482,090	

This summary is based on CCS's operating statement. For a more detailed breakdown of CCS's financial picture, including unrealized investment gains and endowment fund donations, see the [Appendix D - Auditor's Report](#).

Bursary Working Group

The Bursary Working Group allocates and distributes bursary funds to those candidates who have made an application for assistance with their tuition or other costs.

Working initially with the Finance Committee to determine the funding available (from named bursary funds and general purpose funds, as well as an additional amount from the United Church of Canada), the Bursary Working Group reviews the applications and tries to

accommodate the needs. "It can be a difficult decision when trying to allocate amounts to the various candidates," says working group member Ken Phernambucq. "We try to be fair to all concerned."

"Our working group believes that it would be great if we had more funds to allocate to those determined individuals who are pursuing their goals at CCS," says Ken. "It is most gratifying when we hear back from students when they receive their news."

Development Working Group

The Development Working Group members are advice-givers and guides to the Development Coordinator, Lori Stewart. They make sure that people who want to be part of changing the world are connected with our students who are doing that very thing. “We are not just interested in inviting people to give,” says Lori Stewart, “we are intent on creating rapport and fostering relationships with friends who care about the mission.”

In 2016 the Development Working Group focused on

- ◆ Visiting and hosting gatherings with friends, graduates, and donors in Alberta, Newfoundland, and southern Ontario; making phone calls to personally thank supporters; and sending cards recognizing significant life events.
- ◆ Inviting supporters to consider leaving gifts to the Centre for Christian Studies in their wills in order to benefit students into the future.
- ◆ Encouraging donors to think of themselves as part of the larger CCS picture, for example in the Annual Appeal, using the image of a puzzle where every piece has a place.



Development Coordinator Lori Stewart

- ◆ Helping students connect with the big picture through development breakfasts that provided information about how important our donors are to them. Tuition is only one part of the overall cost of their education. “We hope our students will appreciate how many people support them with prayers and gifts,” says Lori. “Many of our students are future donors and we want them to know why their generosity in the future is so important.”

As for things that did not work, on the face of it, the *Sing for Justice* project was supported by only two groups raising 10 % of our goal. “However,” says Lori, “There were a number of people who participated in those events who had not had a connection with CCS before. We now have an opportunity to make new friends with them.”

Property Working Group

The Property Working Group oversees the regular upkeep and repair of Woodsworth House. On-call handyman Rob Neufeld, expert gardeners Marilyn Anderson Corkum and Bill Corkum, representative from the Winnipeg Quaker Group Rob Miller (replacing Jim Chapryk), and CCS Office Administrator Cheryl Thiessen care for CCS's home.

In 2016 the Property Working Group focused on...

- ◆ Installing a second handrail between the second and third floors, and repairing the back ramp, to aid in accessibility
- ◆ Replacing eavestrough damaged in wind storm, and checking out some minor wood rot
- ◆ Minor repairs: replacing doorbells, fixing a storage room door, disposing of old fluorescent bulbs, carpet cleaning
- ◆ Following up on damage to CCS's siding and fence caused by condo construction next door.

Human Resources Committee

The Human Resources Committee upholds CCS's core values and those of our sponsor denominations by creating clear processes in our hiring, compensation, and termination procedures. It strives to model CCS's vision of collaborative, non-hierarchical team work by putting into place clear procedures for communicating expectations, holding accountable, and supporting members of staff.

In 2016 the Human Resources Committee focused on...

- ◆ Completing a review of all Human Resources policies to ensure they harmonized with the comprehensive personnel policy adopted in 2013.

- ◆ Reviewing and assessing the job description for the Information and Program Administrator.
- ◆ Ensuring that the many staff transitions – the arrival of two new Program Staff in January, Ann Naylor's leave in August, Maylanne's pending retirement, and the search for a new Principal – were done in ways that were respectful of our students and other staff and that allowed their studies and work to proceed with minimal disruption.

At the end of August 2016 the HR Committee received notice that Ann Naylor was no longer able to work, owing to her medical condition. They made sure that due process was followed, and liaised with the Personnel Minister of MNWO Conference to learn about the coverage provided by the

United Church Restorative Care Plan. Arrangements were made to ensure her work was covered by existing and contract staff.

A Retirement and Replacement task group (Barbara Barnett and Irene Rainey) started work with Maylanne on setting priorities, planning to hand over her work, and preparing for retirement.

The Human Resources Committee recruited and launched a pre-search committee made up of Mona Denton (chair), Penny Cummine, Dorothy Naylor, Hubert den Draak, and David Lappano, to review the

Principal's job description; conduct a survey about priorities for the Centre; and prepare an overview of the skills, ministry resources and community life of the Centre for Christian Studies.

The Principal's Search Committee was formed in October, with Eric Tusz-King (chair), Mona Denton (HR rep), Ansley Tucker (Anglican rep on Central Council), Lori Stewart (staff rep), Josh Ward (student rep), and Chris Trott, Warden of St. John's College, Winnipeg (member at large). A job ad was posted by mid-December with an application deadline of February 15, 2017.

Harassment Advisory Working Group

"The best case scenario for a working group such as ours is to never be needed," says Harassment Advisory Working Group member Carey Wagner. "Unless of course the silence proceeds from those who need our help not knowing of our existence. We do our best to avoid that by ensuring that information about our role and how to contact us is in all the CCS student materials, and by writing a letter to both staff and students for distribution at the fall learning circle reminding them of who we are and what we do."

Currently members of the working group are Marilyn Boyd, Heather Robbins and Carey Wagner.

"I think our experience in 2015 when we were invited to process in the learning circle our understanding of what 'harassment' means in the context of an experiential learning environment helped to broaden and deepen our own understanding of our role within the CCS community," says Carey. Beyond the usual "sexual harassment" category, the working group holds itself ready to be of service in any instance of misunderstanding or relationship breakdown, where mediation for the individuals involved or the larger group could be of help.

Planning & Governance Committee

The Planning & Governance Committee supports the smooth and effective operation of CCS's council, committees, and working groups.

In 2016 Planning & Governance focused on...

- ◆ Helping Central Council update its 2013 Strategic Plan at the annual Face-to-Face meeting. Following this, the Planning & Governance Committee was tasked with prioritizing the recommendations. The committee was able to present a very readable and visually appealing report that was

approved by Central Council. This report is in such a format that it can be utilized in the upcoming search for a principal.

- ◆ Reviewing a number of CCS policies and recommending updates.

The committee has been experimenting this year with holding its regular meetings via video conferencing. Bob Osborne, chair of Planning & Governance, has found this technology “extremely helpful with being able to see our colleagues during the course of the meeting. We would suggest other committees consider utilizing this technology in the course of their work.”

Archives Working Group

In 2016 the Archives Working Group focused on...

- ◆ Reviewing the Centre's record creation and retention practices, drawing on best practices from the university and larger not-for profit sectors. “The intent of the Review is to support continuity during a period of transition given the pending retirement of the Principal and recent Faculty changes,” says Archives Working Group chair, Diane Haglund.
- ◆ Recommending a formal policy regarding ownership and copyright of CCS faculty records. A review of

University of Winnipeg policies as a model for policy on the retention of Faculty personnel records is in process.

- ◆ Developing policy for the management and retention of the Principal's Records, both paper and electronic.
- ◆ Recommending an annual review by the Finance Committee of Revenue Canada regulations on record creation and retention , to assess the responsibilities of the Executive and other committees and recommend policy development as required.

Volunteer Recruitment and Support Working Group

The Volunteer Recruitment and Support Working Group seeks out volunteers to serve on the various committees and working groups that make up CCS's governance. "We are the collector of seeds," says VR&S chair Carolynne Bouey-Shank, of the work of pulling together the annual nomination list.

In 2016 the Volunteer Recruitment and Support Working Group focused on...

- ◆ Seeking ways to be supportive of the committees and working groups and inviting the committees and working groups to do likewise.
- ◆ Keeping a connection with the wider community of CCS. "Several of those we invite to be part of committee or working group – whether they agree or

decline – share their life stories," says Carolynne. Often people unable to accept an invitation say they would like to be invited another time. "And then we have people *contacting* CCS, volunteering to be part of the governance of CCS, wanting to share their gifts!"

For the future, the VR&S Committee is looking at reaching beyond its own contacts, trying to make better use of databases of CCS Grads, DUCC (Diaconia of the United Church of Canada), Anglican deacons, and friends of CCS who are donors or past volunteers.

"The Spirit of Community moves among us all," Carolynne reminds.

2016 Nominations

Goodbye and thank you to the following volunteers who are retiring or have retired from positions...

Frank Tyrrell – Central Council and Partnership
 Tim Sale – Central Council, Finance, treasurer
 Ken Phernambucq – Finance and Bursary
 Heather Collingridge – Finance
 Jamie Bradshaw - Finance
 Ross Taylor – Development

Jim Chapryk - Property
 David Robinson – Communications
 Jesse Dymond – Communications
 Pamela McLeod – Human Resources
 Walter Deller – Program
 Diane Ives-Lewis - Program

Hello and welcome to the following volunteers who are taking on or have taken on new positions...

Ansley Tucker – Central Council, Anglican rep
 Stacy Young – Central Council, Finance, treasurer
 Wally Eamer – Finance
 David Collins – Finance
 Debra Schweyer - Finance
 Rob Neufeld – Property

Rob Miller – Property
 Debbie Houston – Human Resources
 Deborah Laforet – Program
 Mark Laird – Program
 Debbie Stockdale - Program
 Rachael Nicholls - Program

Nominations Table (as of February 21, 2017)

CENTRAL COUNCIL

Role	Name		Term
ACC co-Chair	Penny Cummine	ACC	2015-2018 1 st term
UCC co-Chair	Kathy Platt	UCC	2016-2019 1 st term
ACC member	Ansley Tucker	ACC	2016-2019 1 st term
UCC member	Dorothy Naylor	UCC	2015-2018 2 nd term
Student rep	Ian McLean	UCC	2015-2018
Student rep	Lisa Byer de Wever	UCC	2016-2019
Finance rep	Stacy Young	ACC	2017-2019 1 st term
HR rep	Lindsay Allan	PEN	2016-2019 2 nd term
Program rep	Deb Laforet	UCC	2016-2019 1 st term
Communications and Promotion rep	Del Sexsmith	UCC	2015-2018 1 st term
Planning and Governance rep	Bob Osborne	ACC	2015-2018 1 st term
Recording Secretary (<i>non-voting</i>)	Patty Evans (renewed for 2 nd term)	UCC	2017-2020 2 nd term
Principal (<i>non-voting</i>)	Maylanne Maybee	ACC	
Staff rep (<i>non-voting</i>)	David Lappano	UCC	2016-2017
ACC Theo. Ed. Secretary (<i>ex-officio</i>)	Eileen Scully	ACC	
UCC Theo. Ed. Secretary (<i>ex-officio</i>)	John Young	UCC	

EXECUTIVE

ACC co-Chair	Penny Cummine	ACC	2016-2018
UCC co-Chair	Kathy Platt	UCC	2016-2018
Recording Secretary (<i>non-voting</i>)	Patty Evans	UCC	2015-2017 (ext)
Treasurer	Stacy Young	ACC	2017-2019
ACC member		ACC	
UCC member	Del Sexsmith	UCC	2016-2018
Principal	Maylanne Maybee	ACC	

FINANCE – Terms are two years, renewable twice

Treasurer, Chair	Stacy Young	ACC	2017-2019 1 st term
Member	Tannis Young	UCC	2016-2018 2 nd term
Member	Wally Eamer	ACC	2017-2019 1 st term
Member	David Collins	UCC	2017-2019 1 st term
Member	Debra Schwyer	UCC	2017-2019 1 st term
Student rep	Patricia McLeod	UCC	2015-2017
Staff (<i>non-voting</i>) rep	Maylanne Maybee	ACC	-
Development chair (<i>corresponding</i>)	Lori Stewart		
Bursary chair (<i>corresponding</i>)	Jen Dresser	UCC	
Property chair (<i>corresponding</i>)			

Development Working Group

Convener			
ACC member	Margaret Clarke	ACC	2016-2018 1 st term
UCC member			
Member	Jim Hatt	UCC	2017-2019 2 nd term
Member	Maureen Colgan		2016-2018 1 st term
Student rep	Debra Osmar	UCC	2016-2018
Staff rep	Lori Stewart	UCC	

Property Working Group

Member	Rob Neufeld	Menno	2016-2018 1 st term
Member	Rob Miller	Quaker	2016-2018 1 st term
Member	Marilyn Anderson Corkum	UCC	2017-2019 2 nd term
Member	Bill Corkum	UCC	2017-2019 2 nd term
Staff rep	Cheryl Thiessen		

Bursary Working Group

Convener	Jen Dresser	UCC	2017-2019 3 rd term
Member of Finance Committee			
Principal	Maylanne Maybee		

HUMAN RESOURCES

Member, Chair	Lindsay Allan (chair)	PEN	2017-2019 3 rd term
Member	Debbie Houston	UCC	2017-2019 1 st term
Member	Mona Denton	UCC	2016-2018 2 nd term
Member	Kresta Kwamsoos		2016-2018 2 nd term
Principal	Maylanne Maybee	ACC	
Convener of Harassment Adv. Grp.	(<i>corresponding</i>)		

Harassment Advisory Working Group

Member Male	Carey Wagner	UCC	2017-2019 3 rd term
Member	Heather Robbins	UCC	2017-2019 2 nd term
Member	Marilyn Boyd	ACC	2016-2018 3 rd term

PROGRAM

Chair	Deborah Laforet	UCC	2017-2019 1 st term
Member	Rachael Nicholls	ACC	2017-2019 1 st term
Member	Marcie Gibson	UCC	2017-2019 2 nd term
Member	Kathy Douglas	UCC	2016-2018 2 nd term
Member	Mark Laird	UCC	2017-2019 1 st term
Member	Debbie Stockdale (starting in Sept.)	UCC	2017-2019 1 st term
Student Representative	Tani Baskett	UCC	2015-2017
Program staff rep	Janet Ross	UCC	
Principal	Maylanne Maybee	ACC	
Dean, St. Stephen's (<i>corresponding</i>)		UCC	
Director, UW UTC (<i>corresponding</i>)		UCC	

Awards Working Group

Convener	Elizabeth Brain	ACC	2016-2018 3 rd term
Member	Mary Ellen Moore	UCC	2017-2019 2 nd term
Student rep	Keith Hall	UCC	2016-2018
Staff rep	Lori Stewart	UCC	

Partnership Working Group

Convener	Dorothy Naylor	UCC	2016-2018 2 nd term
Member			
Member	Arthur Walker-Jones	UCC	2016-2018 1 st term
Staff rep	Maylanne Maybee	ACC	

Library Advisory Group

Member	Brianne Selman		2016-2018 2 nd term
Student rep	Melanie Ihmels	UCC	2015-2017
Staff rep	Scott Douglas	UCC	

COMMUNICATIONS AND PROMOTIONS

Member, Chair	Del Sexsmith - renewed for 2 nd term	UCC	2017-2019 2 nd term
Member	Beth Walker	UCC	2016-2018 2 nd term

Member			
Member			
Member		UCC	
Student rep	Joshua Ward	UCC	2014-2016
Staff rep	Scott Douglas Lori Stewart	UCC	

Common Threads Working Group

Member			
Member	Laurel Walton	UCC	2016-2018 2 nd term
Member	Jenny Sprong		2017-2019 2 nd term
Staff rep	Scott Douglas	UCC	

PLANNING AND GOVERNANCE

Member, Chair and Council rep	Bob Osborne	ACC	2017-2019 2 nd term
Member	Linda Ervin	UCC	2016-2018 1 st term
Member	Phil Barnett	ACC	2016-2018 2 nd term
Principal	Maylanne Maybee	ACC	

Archives Working Group

Convener	Diane Haglund	UCC	2017-2019 3 rd term
Member	Tanya Weigand		2016-2018 1 st term
Member	Terry Reilly	ACC	2017-2019 3 rd term
Staff	Maylanne Maybee	ACC	

Volunteer Recruitment Working Group

Convener	Carolynne Bouey Shank	UCC	2016-2018 1 st term
One of the Co-Chairs of Council	Penny Cummine	ACC	2016-2018 1 st term
Member	Janice Dodd	UCC	2016-2018 1 st term
Member	Vicky Aldersley	UCC	2016-2018 2 nd term
Member	Janet Nield	UCC	2017-2019 2 nd term
Member	Annette Hoare	ACC	2017-2019 2 nd term
Staff rep	Janet Ross	UCC	

Appendix A – In Memoriam

Margaret Avison	United grad 1962
George Butler	friend of CCS
Brad Elliott	former member of Central Council
Margaret Etter	Anglican grad 1951
Nancy Fraser	United grad 1965
Betty Garrett	Anglican grad 1952
BJ Klassen	friend of CCS
Rolly MacLean	United grad 2003
Ruth McPhee	United grad 1954
Violet Naylor	Anglican grad 1958
Junghee Park	United grad 2005
Marjorie Powles	United grad 1943, Companion of the Centre 2003
Alison Sheppard	Anglican grad 1952
Doug Smith	United grad 1964
Etta Snow	United grad 1952
Audrey Tobias	friend of CCS



Appendix B – Membership Information

From the Centre for Christian Studies by-laws

4.01 Friends- The membership of the Centre shall consist of Friends of the Centre. The number of Friends of the Centre shall be unlimited. The role of Friends is to support the work of the Centre and to attend the Annual or Special General Meetings.

4.02 Qualifications for Friends:

- a) current students in a diploma or certificate program of the Corporation;
- b) current staff persons of the Corporation;
- c) those appointed by Central Council as a member of a Committee;
- d) graduates of the Diploma Program of the Corporation or one of its predecessors;
- e) graduates of the Western Field Based Diaconal Ministry Program of the United Church of Canada;
- f) Companions of the Centre

- g) persons who have donated to the Centre in the two fiscal years prior to the Annual Meeting of the Centre;
- h) members of the Central Council;
- i) persons who are admitted as a Friend by the Central Council or by resolution at an Annual or Special General Meeting

Friends may indicate their desire to be involved in the life of the Centre in various ways, and in particular by their participation in the Annual or Special General Meetings of the Centre.

Appendix C – Minutes of the 2016 AGM

Annual General Meeting Centre for Christian Studies 18 February 2016

1. Opening - Penny Cummine co-chaired the first portion of the meeting.

1.1 Welcome, Attendance

Central Council: Penny Cummine (ACC Co-chair), Carolynne Bouey Shank (UCC Co-Chair), Kimiko Karpoff (UCC), Walter Deller (ACC), Maylanne Maybee (ACC – Principal) Dorothy Naylor (UCC), Bob Osborne (ACC), Tim Sale (ACC), Frank Tyrell (ACC), Patty Evans (UCC - Recording Secretary)

Staff: Scott Clark, David Lappano, Ann Naylor, Janet Ross, Lori Stewart, Cheryl Thiessen.

Others: Kathy Platt (UCC), Ansley Tucker (ACC), gwen McAllister (ACC), Marcie Gibson (UCC), Ken DeLisle (UCC), Laura Richardson (UCC), Garth Mundle (UCC), Jamie Bradshaw (UCC), Eric Tusz-King (UCC), Gwyn Griffith (UCC), Linda Ervin (UCC), Lisa Byer de Wever (UCC), Lorrie Lowes (UCC), Laura Richardson (UCC), Norah McMurtry (UCC), Betty Marlin (UCC), Linda Trono (UCC), Tannis Young (UCC), Irene Rainey (UCC).

Regrets: Phil and Barbara Barnett, Lindsay Allan, Caryn Douglas, Tammy Allan, Del Sexsmith, Jim Boyles, Margaret Clark, Paul Hagerman, Barbara Lieurance.

2. Worship – gwen McAllister

gwen led the group in a time of reflection on the question, “How might practicing Sabbath help us to build Christic communities?” She shared from the resource, *sabbath as resistance: Saying NO to the CULTURE OF NOW*, by Walter Bruggemann.

3. Acceptance of Friends

MOTION: Moved by Linda Ervin and seconded by Walter Deller that all those present, not already a Friend of the Centre for Christian Studies (member of Council or committee, current student, current staff, graduate, donated in past two years, graduate of the Western Field-Based Program for Diaconal Ministry), be made a Friend of the Centre.

CARRIED

4. Agenda Review

5. Approval of Minutes of AGM Feb. 26, 2015

MOTION: Moved by Frank Tyrell and seconded by Kimiko Karpoff that the Minutes of the AGM Feb. 26, 2015 be approved, as amended. The date was corrected to read 2015.

CARRIED**REPORTS****6. Sharing of Highlights - Co-Chairs, Principal, Staff, Students**

Penny reflected on search process: was community building, committee met face to face at interviews, collaborative discernment when together, drew on Friends of CCS who attended the course sessions of the candidate teaching in pairs.

Carolynne made recognition of Ted Dodd's years of teaching, as well as Council's special visit to Sandy-Saulteaux Spirituality Centre (SSSC), listening to the elders, students and other staff about their concerns and being part of the graduation exercise. This is a growing relationship out of the initiative of Dorothy Naylor and Frank Tyrell of the Partnership Working Group.

Maylanne – Last year one of anticipation about changes coming in UCC. CCS theme has shifted from building bridges to digging for talent. Referred to the well-known parable of the talents – Ched Myers sees it differently as getting richer while the poor are being punished. Parables have ambiguity and different ways to interpret. Were in discernment recognizing that we have talents and are talents. Took risk and are digging deeply. Cheryl came as office administrator and now at her 1-year anniversary. David Lappano and Janet Ross have recently joined the faculty. Also digging for talented volunteers with special thanks for Carolynne's guidance and attentiveness during her term as co-chair to all that is happening in people's lives. Thanks to Barbara Lieurance as chair of Volunteer Recruitment Working Group. Digging for talented students will be ongoing and recruitment is being ramped up. Maylanne pointed out the "calling card" that can be used to identify talents. Revamping LDM with a new name – sessions will be held in Toronto and Winnipeg this year. Every talent matters, we all have ways of contributing to the Centre. One way is through financial gifts – have a development plan. Most important thing we do is digging for talent with our students. So program review is an important part of digging for talent. Maylanne concluded, "For all the talents you offer and all the talents you are, I thank you."

Student – Lisa Byer de Wever spoke on behalf of students – 2015 has been a sacred year though challenging, losing Ted but gaining two new program staff. There was initial apprehension but then at fall circle just amazed. In a stretching, challenging and affirming year, students felt very held by the community at CCS.

7. Committee reports

7.1 Recruitment - Kimiko – was asked to help with recruiting. A critical process, but slow to begin. She is connecting with students across the country and with people who have experience in recruiting. Working at two levels – immediate, tapping on shoulder while also raising the profile of the CCS and getting the school on the radar with Conference staff. A national school requires a different level of connection being countrywide. There are also connections being made with the DUC network, as well as a campaign of provocative information to encourage people to seek to learn more. Kimiko has found high interest at various levels.

7.2 Program Review - Marcie reported that she, Linda Ervin, and Ann Naylor are the design team. Review is being funded in part by a grant from the Anglican Foundation. The time for review is now because redesign can take into account new staff, UCC comprehensive review, one ordination proposal, possible Lutheran connection, and move toward competency based programs. Also it is time for a review, given some years since the last one. The design is a cascading model of review. Some groups will be active early on and others at later points in the process. The work should be distributive, collaborative and manageable. Each group will access what they need; all can make use of consultants as needed. Similar model to the Anglican caucus—the caucus will be involved in the small groups but then meet as a caucus. Because of the grant, there is a limited budget to provide remuneration to consultants.

Marcie referred to the Call Out – a request to identify names of others or selves who might participate in the process, looking for those who are dedicated to CCS but also to transformation. Team is asking for wide net of ideas about the people to approach. Review timeline – complete by summer of 2017.

Carolynne Bouey Shank chaired the second half of the meeting

7.3 Financial Report – Tim Sale

7.3.1 MOTION: Moved by Ken DeLisle and seconded by Betty Marlin that the financial reports contained in the Annual Report be received.

Discussion: A surplus from a deficit budget, expenses were managed well and came under budget, and revenue with the development work was higher than previous years. Were able to capitalize the bequests. While investments were challenged, have still had growth overall.

CARRIED

7.3.2 MOTION: Moved by Tim Sale and seconded by Walter Deller that the audited financial statements for 2015 be approved.

Discussion: Request to have the AGM in coming years later than February to enable a more timely auditing process.

CARRIED

7.3.3 MOTION: Moved by Tim Sale and seconded by Linda Ervin that the Osborne Accounting Group be appointed as auditor for the year ending December 31, 2016.

CARRIED

7.3.4 MOTION: Moved by Tim Sale and seconded by Frank Tyrell that the current signing officers remain in effect until replaced by Central Council.

CARRIED

7.3.5 MOTION: Moved by Tim Sale and seconded by Gwen Griffith that the 2015 Annual Meeting of the Centre for Christian Studies directs Central Council as follows:

1. To amalgamate the following bursary funds into one General Bursary Fund, 3563, Bursary Fund

3601 · A C Mildmay Bursary

3602 · Anna Hilliard Bursary

3603 · Annie E A Kennedy Bursary 3604 · Bertha Collett Scott Bursary 3605 · Dr F N G Starr Bursary

3606 · Jean Hutchinson Bursary

3607 · Kay Pearson Bursary

3608 · M Russell & A Dawson Bursary 3609 · Margaret G Fisher Bursary 3610 · Martha R Beatty Bursary

3611 · Martha Turnbull Trust Fund 3612 · Menzies Memorial Bursary 3600 · Bursaries – Other

And

2. To memorialize all of the donors of funds so amalgamated on the website of CCS and in some issues of Common Threads with appropriate information about the donors.

Discussion: Tim recalled that when he was first involved, Charlotte Caron struggled with the arcane process of bursary funds, but considerable money is awarded through these bursaries. From financial point of view, would be easier to manage by amalgamating. But also want to memorialize the donors for the many who would not know them.

Question - why these particular ones were included – did they have no conditions? Answered that some scholarships would remain separate because they are for post-grads. Some other funds have very distinct purposes and so are not included. Each fund named here has a term of reference “that the terms of this trust can be amended” (a decision at the AGM 2012.)

CARRIED

7.4 Committee Reports Received for Information

MOTION: Moved by Walter Deller and seconded by Ken DeLisle that the Committee Reports be received for information.

CARRIED

8. Nominations Report – Bob Osborne (on behalf of Barbara Lieurance, Chair of Volunteer Recruitment and Support Working group)

8.1 MOTION: Moved by Bob Osborne and seconded by Tim Sale that nominations for Central Council for the year 2016 be closed.

CARRIED.

8.2 MOTION: Moved by Bob Osborne and seconded by Dorothy Naylor that the slate of nominees for Central Council for 2016 be approved.

CARRIED

8.3 MOTION: Moved by Bob Osborne and seconded by Betty Marlin that the slate of nominees for Committees and Working Groups be approved.

CARRIED

8.4 The following persons have completed their terms and are stepping down:

- Carolynne Bouey Shank Central Council, co-chair
- Walter Deller Anglican Rep, Central Council (leaving in Aug 2016)
- Dorothy Naylor UCC rep to Exec
- Brian Faurschou Finance Committee – member, former chair
- Barbara Barnett Development WG
- Nathaniel Kaplan Property WG
- Lynn Smith Student Rep on Program Committee
- Barb Roberts Library WG
- Diane Dwarka Library WG
- Jeff Cook Common Threads WG
- Linda Murray Planning & Governance Committee
- Barbara Lieurance Convener, Volunteer Recruitment WG
- Norah McMurtry Volunteer Recruitment WG

MOTION: Moved by Bob Osborne and seconded by Betty Marlin that the Annual Meeting of the Centre for Christian Studies expresses its profound gratitude to these volunteers who have served on the Central Council, Committees and Working Groups of CCS.

CARRIED

Bob shared a message from Eileen Scully who wrote that “the work of the Centre and Central Council are close to my heart as you know.”

9. Introduction of New Staff– from the Liturgy of Welcome

Maylanne introduced the two new program staff.

David Lappano, coming from the UK and from Toronto, is a scholar in theology. CCS was searching, but he found the Centre on the web. He and his wife will make their permanent move to Winnipeg in the summer.

Janet Ross, a biblical scholar, has prior experience with the United Church General Council, and at McMaster University and Emmanuel College.

Maylanne invited each to share what gifts they are bringing and what they have received.

Janet – Gifts are passion for learning as related to change and justice in the world and how we are with each other; teaching, not the same as learning; appreciation for the history of CCS and methods of education and focus on integrity and authenticity and how we live into change and transformation. Janet has experienced gifts of warmth and welcome, to work with people who share values, priorities, goals and purposes in the world. May seem very grand, but each piece is part of the whole.

David – Sought out a place of education that he had not experienced before and that was what led him to CCS. Difficult to think of gifts we bring—passion for theology, reflection, deep digging, and creative building of ideas. Also gift shared is an ability to midwife knowledge, help students give birth to their own understanding. Has experienced gift of collaboration and purpose, in addition to warmth, ability to work together.

9.1 Liturgy of Welcome

To New Staff: Will you commit yourself to study, teach and learn among us, to dedicate yourself to the education and formation of our students for ministry, and to seek with us all that is true and just and holy?

David and Janet: I will, with God's help.

To the community: Will you who are friends of the Centre for Christian Studies do all in your power to support these persons in their role as program staff?

Response: We will.

10. Effects of UCC Restructuring on CCS – Eric and Ann

Eric – at General Council a motion was brought forward about One Order of Ministry for the three existing forms comprising Word, Sacrament, Education, and Pastoral Care. The motion passed but not with huge majority. The diaconal community also is not of one mind. A lot of ferment – discussion is rich. Motion then went to General Council Office where a question is posed as a remit and sent to presbyteries and pastoral charges with study guide (both comprehensive and condensed guides are available with the remit).

10.1 What are the implications for CCS in this report? Eric Tusz-King, Staff Person of the Diakonia of the United Church of Canada (DUCC) and Ann Naylor, CCS Program Staff, identified the following points:

The study document that accompanies the remit includes a statement of particular importance to CCS.

“Since diaconal identity currently involves a specific program of study (Centre for Christian Studies) and commitments to the values of the global diaconal movement, it is assumed that these two foundations will continue.”

The motion approved by the General Council includes two additional statements that are equally important for us as the Centre for Christian Studies.

“to provide within the ordained ministry of the church, for those who so choose through an appropriate educational program, ordination to *the diakonia*”;

“to develop multiple paths of educational formation to the ordained ministry based on overall equivalency of educational and spiritual formation”.

The implications for CCS arise from these three statements.

- 1a) Will the Centre for Christian Studies and the Sandy-Saulteaux Spiritual Centre, who currently exclusively prepare Candidates for diaconal ministry, be recognized as preparing Candidates for all five functions of the one order of ministry?
- 1b) Will the other schools, who currently exclusively prepare Candidates for ordained ministry, be recognized as preparing Candidates for all five functions of the one order of ministry?

The report indicates that Designated Lay Ministry, as we know it, will no longer exist. It further indicates that a new program, the Diploma in Pastoral Theology, will be developed, similar to the current programs at the Centre for Christian Studies and the Sandy-Saulteaux Spiritual Centre.

- 2a) If Designated Lay Ministry, as we know it, no longer exists, who are the intended students for the Diploma in Pastoral Theology program?
- 2b) If there is a new program, would the Centre for Christian Studies and the Sandy-Saulteaux Spiritual Centre offer this program, as it is similar to programs these schools presently offer?

Both versions include a statement that because diaconal identity involves a specific program of study and a commitment to the diaconal community, they will continue.

10.2 Discussion

Good questions – clear, direct.

What do we do with the questions? Can we raise them with the congregations and presbyteries?

If answers to the first two questions are yes, (all five), does the diaconal community have any say in requirements for someone to be labeled diaconal and have had learning in community? Promised consultation with CCS and DUC only happened with the initiative of those bodies.

What does it reflect about the uniqueness of CCS and the diaconate?

Worry when an institution wants us to reflect on an institution's question instead of what the world needs in ministry. What is the United Church trying to do institutionally? Feel we are colouring within the lines.

One perception was that it is to facilitate ecumenical partnerships instead of diversity in call. Knew immediately that this was the ministry she was called to. Not all grads can articulate what it means to be diaconal – that is part of our problem.

It was noted that where these mergers have been done in international contexts, the loss of diaconia has been the outcome.

Comments included frustration with having worked on this for so long, the sense that the diaconate is not seen by some, and lack of clarity for the rationale.

10.3 Next steps – actions or implications to send back to Central Council.

Can do informal actions – online conversations. DUCC will have to consider more of this. However, as noted earlier, diaconal community is not of one mind on this.

Suggestions for actions:

Walter – Important for the Centre not to only respond to this as threat, but also to discern what the opportunities might be.

Penny – Need to proclaim what diaconia is – without it the churches will not survive. If the gospel is not practiced in the community, it will not last in the building.

Ken – Can these questions go out with the material?

Linda Ervin – Prepare some talking points from which to speak in presbyteries and pastoral charges

Kimiko – The way ministry is understood and embraced across the country is not the same. In some places, the diaconal minister is automatically licensed for the sacraments. Those who are doing sacramental work or in chaplaincies have been confusing to other groups. Only people in ministry are the ones who care and not the people in the pews. My order of selfhood is not the foundation on which this decision should be made. Is there some value in the opportunity of having other people trained in and drawn into the way of being in the world?

Remit will be online with study documents on Feb. 22.

11. New Business

Linda Ervin noted that it was a sensible decision to amalgamate the bursaries.

12. In Memoriam - gwen McAllister

The names of those who had died in the past year were read and comments in memory of these individuals were shared.

13. Commissioning and Blessing – gwen McAllister

14. Adjournment at 9:23 p.m.

Submitted by Recording Secretary, Patty Evans

Appendix D – Auditor's Report

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

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CHARTERED PROFESSIONAL ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Members of Centre for Christian Studies Canada Inc.

We have audited the accompanying financial statements of Centre for Christian Studies Canada Inc., which comprise the statement of financial position as at December 31, 2016 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Centre for Christian Studies Canada Inc. as at December 31, 2016 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Winnipeg, Manitoba
February 23, 2017

Osborne Accounting Group LLP
Chartered Professional Accountants

Michelle Coyle, FCPA, FCGA* | Eva Gaudette, CPA, CGA* | Ryan Rawluk, CPA, CGA* | Eric Robert, CPA, CGA*

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* denotes Professional Corporation

CENTRE FOR CHRISTIAN STUDIES CANADA INC.
Statement of Financial Position
December 31, 2016

	Operating Fund	Endowment Fund	Total unrestricted	Bursary Fund	2016 Total	2015 Total
ASSETS						
CURRENT						
Cash and cash equivalents	\$ 135,027	\$ -	\$ 135,027	\$ 6,938	\$ 141,965	\$ 136,972
Investments (Note 3)	-	2,636,827	2,636,827	799,434	3,436,261	3,015,592
Accounts receivable	7,663	-	7,663	-	7,663	3,760
Prepaid expenses	-	-	-	-	-	398
	142,690	2,636,827	2,779,517	806,372	3,585,889	3,156,722
CASH SURRENDER VALUE OF LIFE INSURANCE (Note 4)	-	15,988	15,988	-	15,988	13,393
CAPITAL ASSETS (Note 5)	77,359	-	77,359	-	77,359	80,223
	<u>\$ 220,049</u>	<u>\$ 2,652,815</u>	<u>\$ 2,872,864</u>	<u>\$ 806,372</u>	<u>\$ 3,679,236</u>	<u>\$ 3,250,338</u>
LIABILITIES AND NET ASSETS						
CURRENT						
Accounts payable and accrued liabilities	\$ 13,365	\$ -	\$ 13,365	\$ -	\$ 13,365	\$ 12,559
Deferred contributions (Note 6)	12,301	-	12,301	16,000	28,301	41,240
	25,666	-	25,666	16,000	41,666	53,799
NET ASSETS	194,383	2,652,815	2,847,198	790,372	3,637,570	3,196,539
	<u>\$ 220,049</u>	<u>\$ 2,652,815</u>	<u>\$ 2,872,864</u>	<u>\$ 806,372</u>	<u>\$ 3,679,236</u>	<u>\$ 3,250,338</u>

APPROVED ON BEHALF OF THE BOARD

Director

Director

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.
Statement of Revenues and Expenditures
Year Ended December 31, 2016

	Operating Fund	Endowment Fund	Total unrestricted	Bursary Fund	2016 Total	2015 Total
REVENUE						
Operating (Schedule 1)	\$ 112,004	\$ -	\$ 112,004	\$ -	\$ 112,004	\$ 129,942
Program revenue (Schedule 2)	153,058	-	153,058	-	153,058	133,956
Bequests	21,000	223,709	244,709	-	244,709	19,385
Contributions and other aid - United Church of Canada	-	-	-	16,000	16,000	16,000
Increase in value of life insurance policy	-	2,595	2,595	-	2,595	1,271
Donations	130,521	16,794	147,315	-	147,315	124,543
Investment income	-	74,105	74,105	23,179	97,284	90,183
Increase (decrease) in value of investments	-	251,343	251,343	79,017	330,360	(1,271)
	416,583	568,546	985,129	118,196	1,103,325	514,009
EXPENSES						
Amortization	5,300	-	5,300	-	5,300	5,568
Bursaries	-	2,000	2,000	45,550	47,550	39,348
Continuing education	-	-	-	-	-	624
Governance (Schedule 3)	22,039	-	22,039	-	22,039	10,955
HR search costs	-	-	-	3,275	3,275	16,419
Life insurance	-	2,199	2,199	-	2,199	-
Management fees	-	23,317	23,317	7,278	30,595	26,081
Operating (Schedule 1)	234,245	-	234,245	-	234,245	229,138
Programming (Schedule 2)	317,091	-	317,091	-	317,091	235,138
	578,675	27,516	606,191	56,103	662,294	563,271
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ (162,092)	\$ 541,030	\$ 378,938	\$ 62,093	\$ 441,031	\$ (49,262)

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.
Statement of Changes in Net Assets
Year Ended December 31, 2016

	Operating Fund	Endowment Fund	Total unrestricted	Bursary Fund	2016 Total	2015 Total
BALANCE - BEGINNING OF YEAR	\$ 175,575	\$ 2,298,896	\$ 2,474,471	\$ 722,068	\$ 3,196,539	\$ 3,245,801
Excess of revenue over expenses	(162,092)	541,030	378,938	62,093	441,031	(49,262)
Transfer to (from) funds	180,900	(187,111)	(6,211)	6,211	-	-
BALANCE - END OF YEAR	\$ 194,383	\$ 2,652,815	\$ 2,847,198	\$ 790,372	\$ 3,637,570	\$ 3,196,539

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Statement of Cash Flows

Year Ended December 31, 2016

	2016	2015
OPERATING ACTIVITIES		
Excess (deficiency) of revenue	\$ 441,031	\$ (49,262)
Items not affecting cash:		
Amortization of tangible capital assets	5,300	5,568
Increase in value of life insurance policy	(2,595)	(1,271)
Change in fair value of investments	(420,668)	(3,212)
	<u>23,068</u>	<u>(48,177)</u>
Changes in non-cash working capital:		
Accounts receivable	(3,903)	246
Accounts payable and accrued liabilities	806	1,013
Prepaid expenses	398	398
Deferred contributions	(12,940)	1,707
	<u>(15,639)</u>	<u>3,364</u>
Cash flow from operating activities	<u>7,429</u>	<u>(44,813)</u>
INVESTING ACTIVITY		
Purchase of tangible capital assets	<u>(2,436)</u>	<u>(1,977)</u>
Cash flow used by investing activity	<u>(2,436)</u>	<u>(1,977)</u>
INCREASE (DECREASE) IN CASH FLOW	4,993	(46,790)
Cash - beginning of year	<u>136,972</u>	<u>183,762</u>
CASH - END OF YEAR	<u>141,965</u>	<u>136,972</u>
CASH FLOWS SUPPLEMENTARY INFORMATION		
Interest paid	\$ -	\$ -
Income taxes paid	\$ -	\$ -
CASH CONSISTS OF:		
Cash on hand and balance with banks	\$ 139,809	\$ 134,842
Cash equivalents	<u>2,156</u>	<u>2,130</u>
	<u>\$ 141,965</u>	<u>\$ 136,972</u>

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Notes to Financial Statements

Year Ended December 31, 2016

1. PURPOSE OF THE ORGANIZATION

Centre for Christian Studies Canada Inc. ("CCS") was established as a result of the amalgamation of The Anglican Women's Training College and Covenant College in 1969 and from thereon operated under the name Centre for Christian Studies. The application for letters patent of amalgamation was filed May 29, 1991 and became official November 26, 1991. CCS was incorporated under the Manitoba Corporations Act, without share capital, on August 4, 1998 with the name being officially changed to Centre for Christian Studies Canada Inc.

CCS is a registered charitable organization under the *Income Tax Act*, and, accordingly, is exempt from income taxes provided certain requirements of the *Income Tax Act* are met. CCS operates a theological education centre and offers a four year diploma in Diaconal Ministries: Studies in Transformation and Action and accepts students from the United Church of Canada and the Anglican Church of Canada. Upon completion of their studies, students may be commissioned or ordained in their respective denomination. In March of each fiscal year, students are invited to apply for bursaries and they are awarded based on need and previous awarded bursaries.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPPO).

Fund accounting

Operating Fund (unrestricted):

CCS accounts for the general revenues and expenditures such as general donations, rental income and contributions from The United Church of Canada in the Operating Fund.

Endowment Fund (unrestricted):

The Endowment Fund was established to sustain the operations of CCS. The investment income earned on the investments is intended to support the annual operation of CCS and its programs.

Bursary Fund (restricted):

The Bursary Fund is maintained for specific purposes including awards to students in financial need. The funds are disbursed at the discretion of the Bursary Working Group. The Bursary Fund is designated into three categories as illustrated in note 7.

Revenue recognition

CCS follows the restricted fund method of accounting for contributions.

Restricted contributions related to the Operating Fund and the Endowment Fund are recognized as revenue in the appropriate fund in the year in which the related expenses are incurred. All other restricted contributions are recognized as revenue of the appropriate restricted fund.

(continues)

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Notes to Financial Statements

Year Ended December 31, 2016

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. CCS has not elected to carry any such financial instruments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in credit union shares and are valued at cost. The carrying amounts approximate fair value because they can be redeemed in less than ninety days.

Tangible capital assets

Tangible capital assets are stated at cost or deemed cost less accumulated amortization. Tangible capital assets are amortized over their estimated useful lives at the following rates and methods:

Building	5%	declining balance method
Equipment and sign	20%	declining balance method
Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method

The CCS regularly reviews its tangible capital assets to eliminate obsolete items. Government grants are treated as a reduction of tangible capital assets cost.

Tangible capital assets acquired during the year but not placed into use are not amortized until they are placed into use. In the year of acquisition, half the stated rate is used.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Foreign currency translation

Accounts in foreign currencies have been translated into Canadian dollars using the temporal method. Under this method, monetary assets and liabilities have been translated at the year end exchange rate. Non-monetary assets have been translated at the rate of exchange prevailing at the date of transaction. Revenue and expense items are translated at the exchange rate in effect at the time of the transaction.

Foreign exchange gains and losses on monetary assets and liabilities are included in the determination of earnings.

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Notes to Financial Statements

Year Ended December 31, 2016

3. INVESTMENTS

The investments in each fund consist of the following:

	<u>2016</u>	<u>2015</u>
Endowment Fund:		
Cash and short-term investments	\$ 10,292	\$ 15,200
Common and preferred shares	2,296,422	1,582,474
Fixed income	<u>330,113</u>	<u>687,829</u>
	<u>\$ 2,636,827</u>	<u>\$ 2,285,503</u>
Bursary Fund:		
Cash and short-term investments	\$ 3,184	\$ 10,179
Common and preferred shares	690,459	517,537
Fixed income	<u>105,791</u>	<u>202,373</u>
	<u>\$ 799,434</u>	<u>\$ 730,089</u>

4. CASH SURRENDER VALUE OF LIFE INSURANCE POLICY

The ownership of two life insurance policies was donated to CCS and recorded as donations in the years donated. The ongoing premiums paid by the insured are recorded as donation revenue and insurance premium expense.

5. TANGIBLE CAPITAL ASSETS

	<u>2016</u>		<u>2015</u>	
	Cost	Accumulated amortization	Cost	Accumulated amortization
Land	\$ 25,000	\$ -	\$ 25,000	\$ -
Building	104,307	64,085	104,307	61,969
Equipment and sign	38,810	32,000	38,810	30,297
Computer equipment	33,300	29,543	30,864	28,454
Furniture and fixtures	<u>25,874</u>	<u>24,304</u>	<u>25,874</u>	<u>23,912</u>
	<u>\$ 227,291</u>	<u>\$ 149,932</u>	<u>\$ 224,855</u>	<u>\$ 144,632</u>
Net book value	<u>\$ 77,359</u>		<u>\$ 80,223</u>	

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Notes to Financial Statements

Year Ended December 31, 2016

6. DEFERRED CONTRIBUTIONS

Deferred contributions relate to amounts received in the current year and relate to expenditures to be incurred in a future year or to grants received in the current year but earned in a future year.

	2016	2015
Balance, beginning of the year	\$ 41,240	\$ 39,533
Amounts received during the year	16,000	26,000
	57,240	65,533
Less amounts recognized as revenue during the year	28,939	24,293
Balance, end of the year	\$ 28,301	\$ 41,240

7. BURSARY FUND BALANCES

The Bursary Fund balance is comprised of three components. A portion of the funds has been designated by certain donors and is permanent. This portion of the Bursary Fund is referred to as the Permanent Designated Fund. A second portion of the funds has been designated by donors and can be used to provide bursaries to students. This portion is referred to as the Expendable Designated Fund. The final remaining category balance is the Non-Designated Fund which represents the accrued earnings of the fund and is expendable.

Each bursary fund will be accorded a pro-rata value in the general fund for accounting purposes. In a year when a given bursary is partially awarded or not awarded at all, the capital value will increase by its excess earnings in that year. Should the Fund's performance exceed the target income of 5% or the need for bursaries is less than 5% of the then current value of the Fund, the excess funds shall be added to the General Bursary Fund.

CENTRE FOR CHRISTIAN STUDIES CANADA INC.

Notes to Financial Statements

Year Ended December 31, 2016

8. FINANCIAL INSTRUMENTS

CCS is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about CCS's risk exposure and concentration as of December 31, 2016.

(a) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. CCS is exposed to market risk through its investments in publicly traded securities are subject to fluctuations due to price changes in the market. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. CCS is mainly exposed to currency risk and interest rate risk.

(b) Currency risk

Currency risk is the risk to the company's earnings that arise from fluctuations of foreign exchange rates and the degree of volatility of these rates. CCS is exposed to foreign currency exchange risk on its investments held in U.S. dollars. The company does not use derivative instruments to reduce its exposure to foreign currency risk.

	2016	2015
Investments denominated in US Funds (Bursary)	\$ 264,883	\$ 222,468
Investments denominated in US Funds (Endowment)	868,416	678,981
Concentration of currency risk	\$ 1,133,299	\$ 901,449

(c) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. CCS is mainly exposed to interest rate risk through its investments in publicly traded companies.

It is management's opinion that the CCS is not exposed to significant other price risks arising from these financial instruments.

CENTRE FOR CHRISTIAN STUDIES CANADA INC.
Operating Fund - Operating Revenues and Expenditures *(Schedule 1)*
Year Ended December 31, 2016

	2016	2015
Operating revenue		
Contribution - United Church of Canada	\$ 100,000	\$ 108,427
Other contributions	4,870	13,567
Rental and other miscellaneous	6,936	7,722
Investment income	198	226
	<u>\$ 112,004</u>	<u>\$ 129,942</u>
 Operating expenses		
Administration and office	\$ 48,216	\$ 49,784
Building	15,164	20,687
Promotion and recruitment	17,657	10,807
Salaries and wages	151,858	146,368
Special projects	1,350	1,492
	<u>\$ 234,245</u>	<u>\$ 229,138</u>

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.
Operating Fund - Program Revenues and Expenditures *(Schedule 2)*
Year Ended December 31, 2016

	2016	2015
Program revenue		
Tuition	\$ 143,760	\$ 132,425
Other	<u>9,298</u>	<u>1,531</u>
	<u>\$ 153,058</u>	<u>\$ 133,956</u>
 Program expenses		
Copyright	\$ 236	\$ 191
Honoraria	800	300
Other projects and programs	2,462	4,961
Photocopying, postage and printing	59	96
Rent	5,665	3,924
Resource	3,075	24,216
Travel and accommodation	3,338	11,225
Salaries and wages	<u>301,456</u>	<u>190,225</u>
	<u>\$ 317,091</u>	<u>\$ 235,138</u>

The accompanying notes are an integral part of this statement

CENTRE FOR CHRISTIAN STUDIES CANADA INC.**Operating Fund - Governance Expenditures****(Schedule 3)****Year Ended December 31, 2016**

	2016	2015
Governance expenses		
Annual service of celebration	\$ 3,619	\$ 3,964
Central council meetings	3,561	5,158
Council projects	1,280	1,424
Finance committee	275	115
Human resources search committee	13,304	294
	\$ 22,039	\$ 10,955

The accompanying notes are an integral part of this statement