

COMMITTEE ON EMPLOYED WOMEN WORKERS IN THE CHURCH.

1926-28.

ROLL CALL.

Rev. C. W. Bishop, D.D., Chairman.

Miss Winnifred Thomas, Secretary.

Miss Jean Macdonald.

Rev. H. J. Pritchard.

Rev. Colin Young, D.D.,

Prof. Fred. Langford.

Mrs. Oliver Hezzelwood.

Mrs. Alex. Mills.

Miss Marion Yeigh.

Miss Bona Mills.

BOARD REPRESENTATIVES.

Foreign Missions - - Rev. A. E. Armstrong, D.D.

Home Missions - - - Rev. W. H. Sedgewick, D.D.

Social Service and Evangelism - - Rev. D. N. McLachlan, D.D.

Religious Education - - - Rev. Frank Langford.

Woman's Missionary Society - - - Miss M. E. T. Addison.

United Church Training School - - Rev. J. C. Robertson, D.D.

Manitoba College - - - Rev. John Mackay, D.D.

Deaconess Order - - - Mrs. Mina McMaster.
Miss Louise Pirch.

Toronto Conference Deaconess Board - - - Rev. A. I. Terryberry.

ACTION OF GENERAL COUNCIL

RE.

DEACONESS WORK.

June 1928.⁶

- I. That, whereas, the Methodist and Presbyterian Churches, previous to Union, had each instituted an Order of Deaconesses, and whereas there are now about one hundred deaconesses in the United Church, provision be made for continuing within the United Church of Canada, the Deaconess Orders of the uniting Churches, these to be combined in one Order of which those already connected with the existing Orders shall be members as well as any who in the future may be designated to the office of deaconess by the United Church of Canada.
- II. (a) That, whereas, there are such far-reaching issues involved, the General Council appoint a committee to study the whole question of the permanent policy re. the scope and supervision of the Deaconess Order and of the other trained women workers of the United Church, and to report at the next meeting of the Council.

(b) That this Committee in the meantime assume full responsibility for the care and direction of the Deaconess Order as well as giving consideration to the interests of those trained women workers who are not members of the Deaconess Order.
- III. In our judgment the work of this Committee is of such a nature as to necessitate representation upon it from the existing training centres for women, the W.M.S., and other interested Boards, and the Deaconess Order.
- IV. (a) That Miss Winnifred Thomas be a member and Executive Secretary of the General Council's Committee on Employed Women Workers in the Church, and that she also be a member of the Board and Staff of the United Church Training School.

(b) That Miss Jean Macdonald be appointed Principal of the United Church Training School, and a member of the General Council's Committee on the Employed Women Workers of the Church.

(c) That the Committee on Employed Women Workers of the Church consist of the following:

 - (1) One representative from each of the following Boards: The United Church Training School, Manitoba College, Foreign Missions, Home Missions, Evangelism and Social Service, Religious Education, the Women's Missionary Society, and the Deaconess Order, who shall be appointed by their respective Boards.
 - (2) The following eight members appointed by this Council: Rev. C. W. Bishop, Chairman; Rev. H. J. Pritchard, Professor Fred Langford, Rev. Colin Young, Mrs. Alex. Mills, Mrs. Oliver Hezzelwood, Miss Marion Yeigh, Miss Bona Mills.
 - (3) That the salary of Miss Thomas and of Miss Macdonald be \$2,000 each with living allowance.

ACTION OF THE EXECUTIVE OF THE GENERAL
COUNCIL.

September 8, 1926.

i. That, all the respective powers, rights, authorities and privileges of the Corporations, Boards, and other bodies hereinafter mentioned in this paragraph shall cease and determine at midnight of the 30th. of this month, (Sept. 30th., 1926).

The Deaconess Committee of the Board of the Presbyterian Missionary and Deaconess Training Home.

The Deaconess Society of the Methodist Church.

ii. That unless otherwise directed by the Executive Committee, there should be an audit by an auditor approved by the Treasurer of the book and accounts of all the Boards, Committees and other bodies of the Negotiating Churches, whose powers are to be terminated, such audit to be as of the 30th. of September and to give such inventories or further information as the Finance Committee of the United Church may require.

*Read -
Resolution
at Union
Sub-Exec.
or Sec.
Trustee
resolution*

MINUTES

COMMITTEE ON EMPLOYED WOMEN WORKERS IN THE CHURCH
INCLUDING THE DEACONESS ORDER.

The first meeting of the Committee on Employed Women Workers in the Church was held on Friday, Nov. 5th., 1926, in the Library of the United Church Training School, the Chairman, Rev. C. W. Bishop, presiding.

The Chairman opened the meeting with prayer.

ACTION OF GENERAL COUNCIL, INFORMING COMMITTEE.

The Chairman read the minute re. Deaconess Work from the records of the General Council meeting of June 1926, which defines the function and personnel of the Committee on Employed Women Workers in the Church.

NOTICE FROM THE SECRETARY OF THE GENERAL COUNCIL.

The Chairman read a notice from the Secretary of the General Council authorizing all new committees and Boards to assume office on October the first, 1926.

ROLL CALL.

The Secretary reported that the following are members of the Committee:-

(a) Appointed by General Council:

Rev. C. W. Bishop, Chairman.
Miss Winnifred Thomas, Secretary.
Miss Jean Macdonald.
Rev. H. J. Pritchard.
Prof. Fred Langford.
Rev. Colin Young, D.D.
Mrs. Alex Mills.
Mrs. Oliver Hezzelwood.
Miss Marion Yeigh.
Miss Bona Mills.

(b) Representatives of Boards:

United Church Training School, Rev. J. C. Robertson, D.D. acting.
Manitoba College - To be appointed.
Foreign Missions - Rev. A. E. Armstrong, acting.
Home Missions, To be appointed.
Evangelism and Social Service - To be appointed.
Religious Education - Rev. Frank Langford.
Woman's Missionary Society - Miss M. E. T. Addison.
Deaconess Order - Mrs. Mina McMaster - acting.

PRESENT /

Rev. C. W. Bishop, Miss Jean Macdonald, Rev. H. J. Pritchard, Prof. Fred. Langford, Dr. Colin Young, Mrs. Oliver Hezzelwood, Miss Marion Yeigh, Miss Bona Mills, Dr. J. C. Robertson, Rev. A. E. Armstrong, Rev. Frank Langford, Miss M. E. T. Addison, Mrs. Mina McMaster and Miss Thomas.

REPRESENTATIVE FROM DEACONESS ORDER.

It was voted that Mrs. McMaster sit as a member of the Committee until the Deaconess Order shall have elected its representative.

FIELD SECRETARY, A CORRESPONDING MEMBER.

It was voted that the field secretary, Mrs. Elsie R. Smith, be asked to sit with the Committee as a corresponding member

OUTLINE OF THE WORK OF THE COMMITTEE.

The Secretary presented the following outline of the work of the Committee on Employed Women Workers in the Church:-

- "1. The preparation for presentation to the General Council of a suggested permanent policy re. the scope and supervision of the Deaconess Order and of the other trained women of the United Church; a study, in fact, of Church Work as a vocation for women.

This involves, among other things, a survey of the present situation in order to discover how many women workers are employed in the United Church and by whom they are employed, and to gain some knowledge of their special work, their training for it and the remuneration they receive. An effort should also be made to understand the attitude of the leading educated young women of our Church toward Church Work as a vocation.

On the basis of such a survey it should be possible for our Committee to decide what type of women the United Church needs as leaders, what preparation they should be expected to secure and what status they should have. This study will inevitably bring up the question of the place of the Deaconess Order and of the need of a permanent General Council Board or Committee to give supervision and leadership to the employed women workers of the Church.

2. CARE AND DIRECTION OF THE DEACONESS ORDER.

In uniting the two Deaconess Orders into one Order under the United Church, certain matters must receive almost immediate attention:-

1. Conditions of Entrance and Designation.
2. Method of Appointment.
3. Uniform and Badge.
4. Superannuation.
5. Remuneration.
6. Deaconess Boards and Deaconess Aid Societies.
7. Deaconess Homes, etc.

3. ASSISTANCE TO OTHER TRAINED WOMEN WORKERS.

A number of women other than deaconesses already in the work of the Church should look to this committee for assistance in getting positions and for other help."

In the discussion which followed it was emphasized that the work of this Committee should point the way to a unified effort on the part of all Church Boards concerned with the education and employment of women toward setting and maintaining a high standard for women entering the service of the Church as employed workers.

It was voted that we accept this outline as an elaboration of our function as a Committee.

SECRETARY'S REPORT.

The Secretary presented a report dealing with the adjustments which had been made through the Summer and early Autumn in harmony with the decisions reached at General Council, and with matters in connection with the work of this Committee which required attention before the meeting of the Committee.

The chief items reported were:

1. As a member of the staff of the United Church Training School, the Secretary has, at the request of the Principal, assumed responsibility for two classes in Religious Education, and for the general supervision of the students' field work.
2. The Toronto Conference Deaconess Board is making a study of its work and should have some constructive suggestions to offer to this Committee regarding the place and function of Conference Deaconess Boards.
3. The Deaconesses of the former Methodist Church were stationed in June according to the usual procedure and only one of those who wishes to be in active service this year is without an appointment.
4. Several deaconesses of the former Presbyterian Church have taken new positions this Autumn. The only member of that group at present without a position has been recommended to a church in Moose Jaw which is seeking to secure a deaconess.
5. There has been an encouraging number of openings for young women this Fall and the Secretary has been able to assist in securing suitable workers for a number of positions.
6. The Secretary of this Committee has been appointed Candidates' Secretary of the Women's Missionary Society.

It was voted that this report be received and appreciation expressed of the work undertaken thus far by the Secretary.

ORGANIZATION OF THE COMMITTEE - PROCEDURE.

It was voted that we continue to work as a Whole Committee, meeting if necessary more frequently, rather than appointing a number of standing Committees.

It was voted that the Chairman and Secretary make a study of the method by which the Committee should carry out its function and report to the next meeting.

It was voted that the Secretary, Miss Macdonald and Mrs. McMaster be a committee to prepare ~~to propose~~ for the Committee memoranda covering methods of procedure in the administration of Deaconess Work in the uniting Churches, together with suggestion as to what methods should be adopted by this Committee in its care and supervision of the Deaconess Order.

CORRESPONDENCE.

(a) Re. Appointments.

The Secretary read notifications of the following appointments of deaconesses of the former Presbyterian Order:

Miss Ruby Brown to Queen's Ave. United Church, New Westminster, B.C.

Miss Nettie Bickell to First United Church, Galt, Ont., as Director of Religious Education.

Miss Mary Firth to Travellers' Aid Work under the Toronto Church Extension and Mission Union.

Miss Margaret Halliday, to College St. United Church, Toronto, Ont.

It was voted that, in harmony with the procedure of the former Presbyterian Deaconess Board, this Committee approve of these appointments.

The Secretary reported that since the meeting of the Stationing Committee of the former Methodist Board, Miss Leah Bratt had taken a position in All Peoples' Mission, Winnipeg, and Miss Jessie Sweetman in Travellers' Aid work under the Toronto Church Extension and Mission Union.

It was voted that this report be received for information and no action taken until our new policy re appointments is defined.

The Secretary reported that Miss Margaret Hall had resigned her position as deaconess of Kew Beach United Church and had taken a position under the Protestant Girls' Home of Toronto. Miss Hattie King, a deaconess, is now employed in a secretarial position under the Neighbourhood Workers' Association of Toronto. These deaconesses raise the question: Do they cease to be considered deaconesses in active service when employed by other than a Church Board?

It was voted that Miss King and Miss Hall be continued on the roll of deaconesses in active service until this Committee shall have defined its policy in this regard.

The Secretary reported the resignation of Miss Louise Pirch as deaconess in North Bay United Church.

It was voted that this resignation be accepted.

(b) Designation.

The Secretary reported that Miss Margaret Halliday, a graduate of the Presbyterian Missionary and Deaconess Training Home, and recently appointed as deaconess at College St. United Church, requests that she be designated.

It was voted that this Committee recommend to the proper authorities the designation of Miss Margaret Halliday.

(c) Requests for Positions.

The Secretary referred to several applications for position in the Church from young women who are neither deaconesses nor graduates of any of the training centres of the United Church.

It was agreed that the Secretary should assist such women in securing positions where at all possible to do so.

FINANCES.

(a) REST AND RELIEF FUND.

The Secretary presented the following audited financial statement of the Rest and Relief Fund for the five months ending Sept. 30, 1926; as well as a statement regarding the cash in the bank at the present time.

REST AND RELIEF FUND OF THE DEACONESS SOCIETY OF THE METHODIST CHURCH.

AUDITED STATEMENT, SEPTEMBER 30, 1926.

		5 Months Ending Sept. 30, 1926.
<u>Opening Balance of Fund.</u>		41,045.13.
<u>Receipts.</u>		
From Churches.	50.00.	
Interest on Victory Bonds.	962.50.	
Interest from National Trust Co.	153.12.	
Sundries.	70.00.	1,235.62.
Total.		42,280.75.
<u>Disbursements.</u>		
Paid to and for Deaconesses	1108.80.	1,108.80.
		41,171.95.
<u>Investment of Fund.</u>		
Cash in Bank.	671.95.	
Securities on Hand.	40500.00.	
	41171.95.	41,171.95.
Received since September 30, 1926 -	962.50.	
Cash in Bank, Nov. 5, 1926. -	1634.45.	

The Secretary also reported the following minute passed by the Executive of the General Conference Board of the Deaconess Society of the Methodist Church at its last meeting:-

"It was moved by Mr. F. A. Magee and seconded by Mrs. T. A. Brown, that whereas there is now in the Rest and Relief Fund of the General Board of the Deaconess Society of the former Methodist Church the sum of \$40,500.00 and whereas this fund has been established through contributions and bequests from persons interested especially in the Deaconess Work of that Church to be used for the assistance of deaconesses in cases of sickness, disability and retirement, this General Board of the former Methodist Church in regular meeting assembled hereby recommends to the new Board of the United Church of Canada that this fund be administered in the interests of those deaconesses who are at present members of the Deaconess Order of the former Methodist Church, special consideration being given to those who entered the Order in the earlier years of its operations.

Carried."

It was voted that the Chairman and Secretary be instructed to consult with the Secretary and Treasurer of the General Council in regard to the taking over of this fund, and to take any steps necessary to having the funds transferred so as to be available under the authority of this Board.

It was moved by Rev. H. J. Pritchard and seconded by Rev. Frank Langford that the Secretary of this Committee be empowered to sign all requisitions for payments to be made from this Fund as authorized by this Committee or its Rest and Relief Fund Committee.

It was voted that the Rest and Relief Fund Committee consist of Mrs. Oliver Hezzelwood (Chairman), Mrs. McMaster, Rev. H. J. Pritchard and Miss Thomas.

(b) BEQUEST FUND.

The Secretary presented the following audited statement of the Bequest Fund for the five months ending Sept. 30, 1926.

(The interest on this Fund was used for Maintenance).

AUDITED STATEMENT, SEPTEMBER 30, 1926.

	5 Months ending Sept. 30, 1926.
<u>Opening Balance of Fund.</u>	10,915.48.
<u>Disbursements.</u>	
Readjusted with Maintenance Fund.	<u>1.25.</u>
<u>Closing Balance of Fund.</u>	10,914.23.
<u>Investment of Fund.</u>	
Cash in Bank.	11.48.
Securities on Hand.	<u>10,902.75.</u>
	10,914.23.
	10,914.23.

It was voted that Prof. Langford, Miss Thomas and Miss Addison be a committee to confer with a similar committee of the Board of Management of the United Church Training School regarding the disposition of this Fund.

(c) ESTIMATES.

It was voted that the Chairman, the Secretary and Rev. Frank Langford be appointed as a committee with power to draw up and submit to the Executive of the General Council the estimated budget of this Committee for the year 1927-28.

DEACONESS UNIFORM.

The Secretary reported that a Committee of deaconesses appointed by the Conference of the Deaconess Association had prepared designs for a Summer and Winter uniform for deaconesses. These designs had been submitted to all the deaconesses and with certain minor changes approved by them.

It was voted that this committee accept as the official uniform of the Deaconess Order of the United Church the designs presented by the executive of the Deaconess Association, with the understanding, as recommended by them, that the deaconesses have the privilege of wearing the uniform according to their own discretion, that, the designs be strictly adhered to by those who do wear the uniform, and that the Deaconess Association have power to recommend modifications from time to time as there shall be a consensus of opinion to warrant the same.

FIELD SECRETARY.

The Secretary explained that the appointment of Mrs. Elsie R. Smith as field secretary had been made by the Joint Deaconess Boards in June, and that the Board of Management of the United Church Training School recommends that for this year Mrs. Smith's time be divided between the work of that Board and of this Committee.

It was voted that this recommendation be adopted.

MINUTES.

It was voted that copies of the minutes be sent to each member of the Committee.

DATE OF NEXT MEETING.

It was agreed that the next meeting of this Committee be held on Monday, December 6th.

ADJOURNMENT.

The meeting was closed with prayer by Rev. C. W. Bishop.

WINNIFRED THOMAS, Secretary.

Chas. W. Bishop Chairman

COMMITTEE ON EMPLOYED WOMEN WORKERS IN THE CHURCH.

The second meeting of the General Council's Committee on Employed Women Worker in the Church was held on Monday, Dec. 6th., 1926, at 2:30 p.m. in the Board Room of the United Church Training School, the Chairman, Rev. C. W. Bishop, presiding.

The meeting opened with prayer by Dr. J. F. McLaughlin.

Present.

Rev. C. W. Bishop, Miss Jean Macdonald, Prof. Fred. Langford, Mrs. Oliver Hezzelwood, Miss Bona Mills, Miss Wilson (supplying for Miss Marion Weigh), Mrs. Smith, Miss Thomas and the following Board representatives:-

Foreign Missions - Rev. A. E. Armstrong.
Woman's Missionary Society - Miss Addison.
Deaconess Order - Mrs. McMaster, acting.
Manitoba College - Dr. MacKay.
United Church Training School, Dr. McLaughlin, acting.
Social Service and Evangelism, Rev. D. N. McLachlan, acting.

Regrets for absence were received from Rev. H. J. Pritchard, and Dr. Colin Young.

The Chairman introduced and welcomed Dr. MacKay of Manitoba College.

MINUTES.

The Minutes of the last meeting were read and approved.

CORRESPONDENCE.

The Secretary read a letter from the clerk of the session of St. Andrews' United Church, North Bay, requesting the appointment of Miss Mildred Goldie, a graduate of the Presbyterian Missionary and Deaconess Training Home, to succeed Miss Louise Pirch.

It was voted that the appointment of Miss Mildred Goldie to St. Andrews' United Church be approved and that, in harmony with the procedure of the former Presbyterian Church, we request the proper authorities of the Toronto Conference to proceed with her designation, if she so desires.

The secretary read a letter from Miss Rose Miller, a deaconess of the former Methodist Church, requesting a year's leave of absence.

It was voted that Miss Miller be granted a year's leave of absence.

The secretary reported that since the last meeting of the Committee, a letter of greeting had been sent to all the deaconesses of the United Church, telling them of the action of the General Council in forming this Committee and of our desire to be of service to them. A statement of the ruling regarding uniform was enclosed in each letter as well as a slip on which each deaconess was asked to record her vote for the deaconess representative on this Committee.

It was agreed that similar letters should be sent to the deaconesses after all meetings of the Committee at which decisions are reached which concern the Deaconess Order.

ESTIMATES.

The secretary reported that the following estimated budget for 1927-28 had been submitted to the Finance Committee of the General Council:-

Expense of Committee Meetings - - - - -	\$125.00.
Secretary's Salary - - - - -	2000.00.
Travelling Expenses of Secretary - - - - -	500.00.
Stenographic Help and Office Expenses - - - - -	875.00.
Total.	\$ 3500.00.

The General Treasurer had acknowledged receipt of these estimates and had given assurance that they would receive consideration, but no action regarding them has yet been taken by the Finance Committee of the General Council.

REST AND RELIEF FUND.

The secretary reported that she had given to the General Treasurer a copy of the audited financial statement of the General Conference Deaconess Board of the Methodist Church, as well as a copy of the minute stating the action taken by this Committee at its last meeting regarding the administration of the Rest and Relief Fund. The General Treasurer agreed personally with the proposed policy and will present the matter to the Finance Committee of the General Council for consideration.

It was voted that the following grants be made from the Rest and Relief Fund:-

- To Miss Ora McElhenie, the quarterly grant of \$200 due Dec. 15, 1926.
- To Miss Emma Cunningham, a yearly grant of \$500, the first quarterly payment to be made immediately, the second on Jan. 15.
- To Miss Collinson, a grant of \$300, in appreciation of her long years of service in the Deaconess Order.
- To Miss C. Wilcox, a monthly allowance of \$25.00 from Sept. 1st. 1926, to March 31st., 1927.

BEQUEST FUND.

The secretary reported that the committee appointed to consider the disposition of the Bequest Fund had not met owing to the fact that the Board of the United Church Training School had not yet named the committee with which our committee is to confer.

It was voted that this joint committee assume as well the function of reviewing and making recommendations regarding the allocation of bequests that are in hand or may in future be received.

REPORT OF THE COMMITTEE ON METHOD OF PROCEDURE.

The secretary, reporting for the committee, presented the following suggestions re. procedure:-

1. That this Committee attempt to ascertain these facts regarding all women workers employed by the United Church of Canada:- Name, address, position held, by whom employed, nature of work, age, length of time in Church Work, general educational standing, special training for present work, status, remuneration.
2. That we seek from these women themselves an expression of opinion regarding the general education and special training which they consider desirable for the work which they are doing and for new work which they think will be demanded in the future together with any other suggestions which they may wish to offer.

3. That as a Committee we secure this information direct from the deaconesses, and from other graduates of the training centres of the Uniting churches who are working in individual congregations.

4. That we approach the Boards which are represented on this Committee, namely the Woman's Missionary Society, the Board of Foreign Missions, the Board of Home Missions, the Board of Social Service and Evangelism and the Board of Religious Education, asking them to secure for presentation to this Committee these same facts regarding the women whom they employ.

5. That if necessary we secure the cooperation of some one person in each Conference, possibly the secretary, with a view to gaining information regarding women employed by individual Churches or Missions who are not included in those groups referred to above, such, for example, as Church secretaries.

6. That as an initial step in ascertaining the opinion of the ministers and other church leaders as to the types of women workers who are needed today, the secretary interview a number of ministers and laymen in the Churches of the Toronto Conference.

It was voted that these suggestions be approved as the method of procedure for the Committee.

Miss Addison raised the question of the relation of this survey to the women employed in the schools and colleges under the Board of Education of the United Church. The matter was discussed but no decision was reached.

It was voted that the Chairman, Miss Macdonald and Miss Thomas, with power to add, be a committee to draft the questionnaire to be sent to the employed women workers in the Church.

ADMINISTRATION OF THE DEACONESS ORDER.

The secretary presented an interim report from the committee on administration of the Deaconess Order.

After discussion, the following recommendations as amended, were adopted.

(a) Re. Conditions of Entrance to the Deaconess Order.

1. The candidate for admission to the Deaconess Order will apply to the Committee on Employed Women Workers in the Church.
2. She must be a graduate of one of the training centres for women recognized by the General Council of the United Church.
3. She must be recommended to the Committee on Employed Women Workers in the Church by the Board of the training centre of which she is a graduate as having given evidence of being a suitable candidate for service in the Church.
4. She must pass a satisfactory physical examination.
5. She must be not less than 23 and not more than 35 years of age, unless the Committee decides otherwise.
6. The Committee on Employed Women Workers in the Church shall decide whether or not the candidate shall be accepted as a deaconess on probation.
7. She shall serve one year term of probation at the end of which, if her work has proven satisfactory, the committee shall recommend her to Conference (or Presbytery for designation(ordination, setting-apart).
8. On being accepted as a deaconess on probation she shall be privileged to wear the official uniform of the Deaconess Order; on being designated she shall receive the official badge and a license.

It was voted that action regarding the terms used in No. 7 be deferred until inquiry be made as to what rules the courts of the United Church may have made in reference to these matters.

(b) Re. Withdrawal from the Deaconess Order.

1. On marrying a deaconess ceases to be a member of the Order.
2. A deaconess may at any time tender her resignation to the Committee charged with responsibility for the supervision of the Deaconess Order.
3. Should a deaconess be without appointment because of illness or home duties, or through engaging, by permission of the Board, in some work other than under the United Church, for a period of two years, it will be the duty of the Committee responsible for the supervision of the Deaconess Order to inquire into the case, and, should they deem it wise, to request that the deaconess withdraw from the Order.
4. A deaconess having withdrawn from the Order, may, should she later wish to do so, reapply for admission to the Order, and, on acceptance, she shall receive the status that was hers at the time of her withdrawal.

(c) Re. Method of Appointment.

1. The following was the recommendation of the Deaconess Association:

"Resolved that the method of appointment be through a committee of the General Council which shall keep in close touch with each deaconess and make an earnest effort to secure positions for all deaconesses, recommending the deaconess to a position and confirming appointments but leaving the Church or Board to make its own arrangements with the worker, subject to regulations approved by the General Council of the Church".

The Committee approved this resolution in principle and so far as the present situation is concerned interprets it to mean that the Committee on Employed Women Workers in the Church is the Committee responsible for making appointments according to the method suggested and for stating the regulations governing the employment of deaconesses.

2. That at the time of the meeting of Conferences, the Committee confirm the renewal of appointments consulting both the wishes of the deaconesses and the board employing them; and that at the same time as many as possible of the new appointments be made.

(d) Re. Remuneration.

That in all the appointments of deaconesses that we approve the Committee recommends that the minimum salary be \$1000, increasing with experience to \$1200 or \$1500, the full remuneration to be paid ~~in full~~ to the deaconess monthly, she being responsible for all her own living expenses.

BADGE.

It was voted that a committee composed of Miss Macdonald, Mrs. McMaster and Miss Thomas present to the next meeting a recommendation regarding a badge for the Deaconess Order.

DATE OF NEXT MEETING.

It was voted that the next meeting of this Committee be held after an interval of about two months, the exact date to be fixed by the Chairman and Secretary.

The meeting was closed with prayer by Mr. Bishop.

Chas. W. Bishop

WINNIFRED THOMAS,

Secretary.

MINUTES.

The third meeting of the Committee on Employed Women Workers in the Church was held in the Board Room of the United Church Training School on Friday, February 18th., 1927, at 2:30 p.m., Rev. C. W. Bishop presiding.

The meeting was opened with prayer by the Chairman.

Members present - Rev. C. W. Bishop (Chairman), Miss Jean Macdonald, Rev. H. J. Pritchard, Mrs. Oliver Hezzelwood, Miss Marion Yeigh, Miss Bona Mills, Rev. J. C. Robertson, Mrs. McMaster and Miss W. Thomas.

Regrets for absence were received from Mrs. Alex. Mills, Rev. A. E. Armstrong, Rev. Frank Langford, Dr. Colin Young.

The secretary reported that the Board of Home Missions had appointed Dr. Sedgewick to the "Deaconess Board". Dr. Manning had, therefore, suggested that Dr. Sedgewick be considered the official representative of that Board on this Committee as well as on the Board of Management of the United Church Training School.

MINUTES.

The minutes of the last meeting were taken as read.

CORRESPONDENCE.

A letter was read from Dr. Laird, the Treasurer of the United Church, acknowledging the receipt of the cheque for \$1634.45 transferred to the Treasury Department from the Rest and Relief Fund; and stating, as well, that the Executive of the General Council had included the sum of \$3,500, as the appropriation from the Maintenance and Extension Fund for the Committee on Employed Women Workers in the Church for the twelve-month period beginning April 1st., 1927; and that the Finance Committee had acceded to the request of our Committee to take over and administer, subject to the order of our Committee, the Rest and Relief Fund.

A letter was read from Mrs. C. L. Sharp, formerly Miss C. J. Collinson, expressing appreciation for the grant of \$300 sent her from the Rest and Relief Fund.

DIVISION OF BEQUEST FUND AND DISPOSITION OF FUTURE BEQUESTS.

The secretary reported that the committee appointed at the last meeting to confer with the Finance Committee of the Board of Management of the School, had met, and that the joint committee recommends that the Bequest Fund be divided equally between the Committee on Employed Women Workers in the Church, now responsible for the supervision of the Deaconess Order, and the Board of Management of the United Church Training School.

It was voted that this recommendation be approved, with the understanding that the portion which is allocated to this Committee be used on behalf of the Deaconess Order.

The Secretary reported that the joint committee had also considered the bequest of the late Mrs. Redditt who has left \$3000 to the work for which this Committee and the Board of Management of the Training School are responsible. The Executors of this estate request our consent to their making a small grant to some relatives of Mrs. Redditt's before disposing of the residue of which we are entitled to a proportion. The joint committee recommends that this request be granted.

It was voted that this recommendation be approved.

The secretary drew the attention of the committee to the fact that ~~this~~ joint committee had found in dealing with Mrs. Redditt's Will that their powers were not wide enough nor sufficiently clearly defined.

It was voted that this Committee delegate to this joint committee, insofar as it is concerned, the right to receive bequests, and to decide to what Board or Committee they shall be allocated.

It was also voted that this and each future bequest be sent to and held by the Treasurer of the United Church, pending decision by the joint committee, when it shall be paid, by order of the joint committee, to the Board or Committee to which it is allocated.

REST AND RELIEF COMMITTEE.

The Chairman, Mrs. Hezzelwood, reported for the Rest and Relief Committee.

The following grants were recommended and approved:

To Miss Ora McElhenie - quarterly payments of \$200 until Dec. 31st., 1927.

To Miss Emma Cunningham - quarterly payments of \$125 until Dec. 31, 1927, together with an immediate grant of \$100 toward hospital expenses.

To Miss Caroline Wilcox, a monthly allowance of \$25 for the months of April, May, and June 1927, together with an immediate grant of \$50 toward medical expenses.

To Mrs. Mary T. Burwash, a monthly allowance of \$25 for 6 months January to June, 1927.

To Miss Clara Banton, a yearly allowance of \$500 for the year immediately following the severance of her connection with Trinity United Church, as well as provision for medical attention immediately required.

The Committee presented a proposed Constitution for the Rest and Relief Fund.

This Constitution was given tentative approval and the Rest and Relief Committee instructed to secure actuarial advice.

FIELD SECRETARY 1927-28.

The secretary explained the circumstances of Mrs. Smith's appointment as Field Secretary, and drew attention to the fact that while the understanding was that Mrs. Smith be this year (Sept. 1st., 1926 - Sept. 1st., 1927) under the joint direction of this Committee and the Board of Management of the United Church Training School, no provision for her salary or travelling expenses had been made in the estimates for the year beginning April 1st., 1927, which were presented by this Committee to the Executive of the General Council.

Appreciation was expressed of the excellent work done by Mrs. Smith.

It was voted that, because of changed circumstances, the position of part-time Field Secretary under this Committee be not continued After September 1st., 1927

It was voted that we inform the Board of Management of the United Church Training School of this decision; that we draw their attention to the fact that in preparing our estimates for the financial year beginning April 1st., 1927, we overlooked any obligation that might rest on us for Mrs. Smith's salary and expenses for the period from April 1st. to August 31st. and that we offer conference on the matter should they desire it.

NEW APPOINTMENTS, DESIGNATIONS, ETC.

APPOINTMENTS.

The following appointments of deaconesses were reported and approved:-

Miss Louise Pirsch, B.A., Congregational Deaconess- Kew Beach United Church,
Toronto.

Mrs. Marie Lytle, Matron, Albert College, Belleville, Ont.

Miss Hattie King, Church Secretary, College St. United Church, Toronto.

Miss Martha May Sleeth, Congregational Deaconess, Zion United Church, Moose
Jaw, Sask.

The secretary reported that she had been able to put Mrs. Georgie Clark, B.A. (formerly a member of the Methodist Deaconess Order), in touch with a position under the Toronto Y.W.C.A.

DESIGNATIONS.

Miss Mildred Goldie was designated to the Deaconess Order by the North Bay Presbytery on Sunday, January 9th., 1927.

,It was voted that approval be given to this designation.

The Toronto Central Presbytery has been authorized by the Executive of the Toronto Conference to designate Miss Margaret Halliday to the Deaconess Order, but for personal reasons she has requested that the ceremony be postponed for a short time.

LEAVE OF ABSENCE.

Mrs. Littlewood, who has been stationed at the United Mission, Stellarton, has been forced to take leave of absence because of illness.

RESIGNATION.

The resignation of Miss Nelle Barker as deaconess of Metropolitan United Church, Regina, to take effect April 1st., 1927, was reported and approved.

WITHDRAWAL FROM THE ORDER.

The secretary reported the withdrawal from the Order, through marriage, of Miss Frances Grogan of Winnipeg.

SURVEY AND OBJECTIVES.

It was voted that the survey of employed women workers in the Church include those engaged in educational and secretarial work in the schools and colleges under the United Church, as well as those employed in the offices at the Wesley Buildings.

The secretary presented a brief statement of objectives. The Chairman requested the members of the Committee to give thought to this statement in preparation for a fuller discussion of its contents at a future meeting.

LETTER TO BOARDS AND CHURCHES EMPLOYING DEACONESSSES.

The secretary presented the draft of a letter to be sent to the Churches and Boards now employing deaconesses regarding renewals and appointments for 1927-28.

Certain changes were suggested, and it was voted that the chairman and secretary be empowered to prepare the final draft.

DEACONESS PIN.

Designs for a deaconess pin were presented.

It was voted that a committee composed of Miss Macdonald, Mrs. Hezzelwood, Miss Thomas and Mrs. McMaster be empowered to decide on the design.

HALF-FARE FOR DEACONESSSES.

It was voted that a letter be sent to the Canadian Passenger Association requesting that they accept for identification of deaconesses when securing reduced rates on the railways, the deaconess license or pin rather than the uniform.

DATE OF NEXT MEETING.

It was voted that the next meeting of this Committee be held on Friday, April 8th., at 2 o'clock.

On motion the meeting adjourned.

WINNIFRED THOMAS, Secretary.

Chas. C. Bishop Chairman.

MINUTES.

The fourth meeting of the General Council's Committee on Employed Women Workers in the Church was held in the Board Room of the United Church Training School, Friday, April 8th. ^{9th}At 2 p.m., Rev. C. W. Bishop, presiding.

The meeting was opened with prayer by the Chairman.

Present - Rev. C. W. Bishop, Rev. W. H. Sedgewick, D.D., Rev. A. E. Armstrong, Rev. John MacKay, D.D., Mrs. Oliver Hezzelwood, Mrs. Alex. Mills, Mrs. M. McMaster, Mrs. E. R. Smith, Miss Bona Mills, Miss M. E. T. Addison, Miss Macdonald and Miss Thomas.

Regrets for absence were received from Dr. Colin Young, Miss Yeigh, Rev. Frank Langford.

The minutes of the last meeting were read and approved.

CORRESPONDENCE.

A letter was read from Dr. Laird asking for the estimates for the Church Year, 1928. The secretary reported that, as these were due on April 7th., a copy of the estimates submitted for the present year had been forwarded to the Treasurer.

It was voted that these stand as our estimates for 1928, and that the action of the secretary be confirmed.

DEACONESS BADGE.

The secretary reported that the order for the deaconess badge, of the design approved at the last meeting of the Committee, had been placed with Ryrie-Birks.

It was voted that the new pin be given to all deaconesses now on active service, that the order be modified to cover that number only, and that those to whom the new pin is given be requested to return the old one.

It was voted that the interest on our share of the Bequest Fund be used in payment for the deaconess pins.

HALF-FARE FOR DEACONESSSES.

The secretary reported progress in obtaining recognition by the railway, of the deaconess badge or license as identification, instead of the uniform.

BEQUEST FUND.

The secretary reported that the Bequest Fund has still to be divided between the Board of Management of the United Church Training School and this Committee.

It was voted that the Joint Bequest Committee be empowered to divide the Bequest Fund.

It was voted that the share of the Bequest Fund coming to this Committee be called the Deaconess Fund and that authority to arrange for the re-registration or sale and re-investment of bonds be given to the Joint Bequest Committee.

It was voted that Mr. F. A. Magee, Treasurer of the Board of Management of the United Church Training School be instructed to act as Treasurer of the Joint Bequest Committee and given authority to receive and hold bequests pending decision regarding their allocation.

REQUISITIONS ON THE BUDGET, APRIL 1-DEC. 31, 1927.

It was voted that the secretary be authorized to make the requisitions on the budget provided by the General Treasury for the expenses of this Committee from April 1 - Dec. 31, 1927.

REPORT OF REST AND RELIEF FUND COMMITTEE.

Mrs. Hezzelwood presented the following report of the Rest and Relief Fund Committee:-

1. Miss Clara Ranton.

In harmony with the provision made at the last meeting for the expenses of medical attention for Miss Clara Ranton, the sum of \$450 has been expended for this purpose.

2. Requisitions.

1. Caroline Wilcox, May 1st. allowance for March, April, May and June -\$100.00
2. Mrs. Mary T. Burwash, allowance for April, May and June - 75.00.

WITHDRAWALS, RECEPTION OF CANDIDATES, ETC.

Re. Misses Emma Cunningham and Ida Webster.

The secretary reported with great regret the deaths of Misses Emma Cunningham and Ida Webster. Miss Thomas spoke of Miss Cunningham's work and Miss Macdonald of Miss Webster's.

It was voted that letters of sympathy be sent from this Committee to the immediate relatives of Miss Cunningham and Miss Webster.

It was voted that this Committee now begin a memorial list of deaconesses to include a brief statement of the life and service of each and that through the secretary of the General Council arrangements be made for a memorial list of deaconesses under the United Church.

Re. Miss Mary McIlwraith.

The secretary reported that Miss Mary McIlwraith asks to withdraw from the Deaconess Order because of her approaching marriage.

It was voted that Miss McIlwraith's resignation be accepted and that a letter be sent to her expressing the good wishes of this committee.

Re. Misses Etta Hart, Ruth Lanigan and Frances Staples.

The secretary explained the conditions under which the deaconesses of the former Methodist section had been admitted to the Deaconess Order, and reported that Misses Etta Hart, Ruth Lanigan and Frances Staples should be ready for designation this Spring.

It was voted, that should all the conditions be fulfilled, Misses Hart, Lanigan and F. Staples be recommended for designation to their respective conferences.

REPORT RE. SURVEY.

The secretary presented a report summarizing the privileges granted by the Boards of the Church in gaining data regarding the women workers in their employ as well as the survey made of the deaconesses in active service under the United Church and of the women employed in the offices at the Wesley Buildings.

After some discussion, appreciation was expressed of this method of approach to the problem assigned to this Committee for study and it was agreed that copies of the results of this section of the survey be sent to the members of the Committee.

REPORT OF COMMITTEE ON THE DEACONESS ORDER.

The following recommendations were presented by the sub-committee on the Deaconess Order and with slight amendments adopted:-

1. Re. Conditions of Entrance to the Deaconess Order.

That the clauses formerly adopted re. conditions of entrance to the Deaconess Order be amended to read:

1. The applicant for admission to the Deaconess Order shall apply to the Committee on Employed Women Workers in the Church.
6. The Committee on Employed Women Workers in the Church shall decide whether or not the applicant shall be accepted as a deaconess candidate.
7. The deaconess candidate shall serve one year of probation at the end of which, if her work has proven satisfactory, the Committee shall recommend her to Conference or Presbytery for designation to the Deaconess Order.
8. On being designated a deaconess shall receive the official license and badge of the Order and shall be privileged to wear the official uniform.

11. RE. FORMS AND SERVICES.

1. That an application form be prepared to be used by those seeking acceptance as deaconess candidates.
2. That a license for the Deaconess Order of the United Church be issued and given to the deaconesses at present members of the Order as well as to those who subsequently enter it.
3. That there shall be prepared a certificate of withdrawal to be given, at the discretion of the Committee, to those who have withdrawn from the Deaconess Order since the inauguration of the United Church of Canada and to those who in the future shall withdraw from the Order.
4. That there shall be prepared an installation service to be used when a deaconess enters on a new appointment.
5. That this Committee give thought to the forms of service for the designation and installation of deaconesses that our suggestions may be in readiness when these forms are being prepared by the Church authorities.

III. RE. METHOD OF APPOINTMENT.

1. That should the responsibility for making recommendations regarding appointments be placed in the hands of a sub-committee of the Committee on Employed Women Workers in the Church, the deaconess representative be a member of the sub-committee.
2. That the deaconess year be September 1st. to August 31st.
3. The Deaconess Association passed the following resolution:-

"While it is understood that the work of the deaconess in most situations must be of a general character, resolved, that in the best interests of the workers and of the Church she serves, the energies of a deaconess should not be dissipated in too many forms of service; that at least major importance should be given, by preliminary agreement and understanding, to the form of work which constituted the greatest need in the local church; that such an understanding involves a responsibility not only to the Church and the deaconess, but to whatever Board is charged with supervision of Deaconess Work."

Your Committee recommends:-

That the Committee on Employed Women Workers in the Church give its approval to the principle involved in this recommendation, but limit its responsibility in this connection to a general inquiry as to the nature of the work required before recommending a deaconess for a position, leaving the responsibility for reaching an agreement regarding duties to the Board or Church and the deaconess concerned.

4. That for the present no form of agreement be prepared for use of Churches or Boards or employing deaconesses but that through the letter sent out at the time when appointments are made or renewed attention be called to the ruling re. remuneration and the length of the year and to the understanding that a deaconess should receive a month's holiday in the Summer and a week at Christmas.

IV. RE. REPORTS.

That each deaconess be asked to present a brief annual report of her work to the Committee responsible for the supervision of the Deaconess Order.

V. RE. A SUPERANNUATION FUND.

The Deaconess Association passed the following resolution:-

"That the hope of the Deaconess Association is that provision shall be made for superannuation of members of the Order through whatever Board of the General Council has responsibility for the Superannuation of the ministers of the Church".

Your Committee recommends:-

That the Committee on Employed Women Workers in the Church give general approval to this resolution, but, express the opinion that further study must be given to broad general interests affecting the future of the Deaconess Order before the Committee will be in a position to frame any recommendation to General Council regarding a Superannuation Fund for Deaconesses.

VI. RE. CONFERENCE BOARDS AND DEACONESS AID SOCIETIES.

1. That it be not the policy of this Committee to organize new Conference Deaconess Boards, but where these are in existence they be continued should the Conference deem them necessary.

2. That where Conference Deaconess Boards exist they be invited to send one representative to the Committee on Employed Women Workers in the Church, this representative to sit as a corresponding member and the Conference Board to be responsible for the expense involved in his attending the meetings of this Committee.

3. That Deaconess Aid Societies be formed only in those Conferences where there is a Conference Deaconess Board, and that their constitution and policy be subject to the approval of such Boards.

4. That steps should be taken to substitute for the policy of supporting deaconesses by Conference Deaconess Boards and Deaconess Aid Societies, a plan whereby deaconesses needed in other than self-supporting Churches be employed by the Woman's Missionary Society or the Home Mission Board of the Board of Social Service and Evangelism.

VII. RE. DEACONESS ASSOCIATION AND ANNUAL CONFERENCE.

That this committee approve the organization of a Deaconess Association and the holding of an annual Deaconess Conference.

VIII. RE. MEDICAL BOARD.

That this Committee confer with the Dominion Board of the W.M.S. regarding the possibility of having deaconess candidates examined by the Medical Board appointed to examine the candidate of the W.M.S.

IX. RE. STUDY FOR DEACONESSSES.

That, if possible, demand and provision be made for further study on the part of deaconesses already members of the Order.

DEACONESS HOMES.

Mrs. Hezzelwood, Mrs. McMaster and Miss Thomas were appointed a committee to consider the resolution from the Deaconess Conference regarding Deaconess Homes, and to report at a future meeting.

DEACONESS CONFERENCE.

Mrs. McMaster reported that plans have been made for a Deaconess Conference to be held in the United Church Training School, August 30 and 31 and September 1, 1927.

COMMITTEE ON APPOINTMENTS.

It was voted that there be a Committee on appointments consisting of Rev. Frank Langford, Mrs. Mills, Dr. MacKay, Mrs. McMaster and Miss Thomas.

DATE OF NEXT MEETING.

It was voted that, if possible, the next meeting of this Committee be held on Friday, May 6th.

On motion the meeting adjourned.

WINNIFRED THOMAS, Secretary.

CHARLES W. BISHOP, Chairman.

MINUTES.

A special meeting of the Committee on Employed Women Workers in the Church was held on Tuesday, May 10th., 1927 at 5 p.m. in the board room of the Training School, Rev. C. W. Bishop, D.D., presiding.

The chairman opened the meeting with prayer.

Present - Rev. C. W. Bishop, D.D., Rev. J. C. Robertson, D.D., Rev. H. J. Pritchard, Rev. A. E. Armstrong, D.D., Rev. Colin Young, Prof. Fred Langford, Mrs. Alex Mills, Miss Bona Mills, Mrs. McMaster, Miss Thomas.

It was voted that the minutes be taken as read.

APPLICATIONS FOR ACCEPTANCE AS DEACONESS CANDIDATES.

Applications for acceptance as deaconess candidates were received from two members of the 1927 graduating class of the United Church Training School.

It was voted that action on these applications be deferred until a later meeting.

DESIGNATION OF THE DEACONESSSES OF THE TORONTO CONFERENCE.

The secretary reported that the Toronto Conference, in harmony with the request of this committee, was arranging a service for the designation of deaconesses for Sunday evening, May 15th.; that Miss Etta Hart of Fred Victor Mission was to be designated; and that Miss Margaret Halliday of College St. Church had also agreed to the suggestion that she be designated at this time instead of by the Central Toronto Presbytery as had been arranged in the Autumn.

The secretary reported that the pastor of College St. Church had protested against the method of designation recommended by the Committee.

It was agreed that a letter be sent to the pastor of College St. Church, signed by the Chairman and Secretary expressing the sympathy of the Committee with the desire of College St. Church to have Miss Halliday's designation service in their own Church, but reaffirming the conviction of the Committee that the policy recommended does provide for an installation service in the individual church on each occasion when a deaconess goes to a new appointment.

It was also agreed that the letter should draw attention to the fact that the Committee had already made arrangements for the designation of Miss Halliday by Presbytery, and that that procedure might still be followed should Miss Halliday desire it and should Toronto Central Presbytery be willing to act.

DEACONESS DESIGNATION CERTIFICATE.

It was agreed that the deaconess designation certificate should read as follows: "Be it known that.....is hereby designated as a Deaconess of the United Church of Canada and is authorized to perform all the duties of the office, as provided in the manual of the Church"; and that it be signed by the Moderator of the General Council, the Chairman of Conference and the Chairman and Secretary of this Committee.

It was agreed that the licenses to be used this year be marked "interim" and be printed by hand individually.

- 2 -

PETTY CASH.

It was voted that the secretary be instructed to make a requisition on the General Treasury for a petty cash allowance of \$50.00.

DATE OF NEXT MEETING.

It was voted that the next meeting of this Committee be held on Tuesday, June 14th.; an afternoon session from 2:30 - 5:30 to be devoted largely to matters relating to the Deaconess Order, and an evening session from 7:30-9:30 for the discussion of general policy.

On motion the meeting adjourned.

Chas. G. Bishop Chairman.

Secretary.

COMMITTEE ON EMPLOYED WOMEN WORKERS IN THE CHURCH.

A meeting of the Committee on Employed Women Workers in the Church was held on Tuesday, June 14, 1927, at 2:30 p.m. in the library of the United Church Training School, the chairman, Rev. C.W.Bishop, presiding.

Present - Rev. C. W. Bishop, Rev. Colin Young, Prof. Fred. Langford, Mrs. Oliver Hezzelwood, Mrs. Alex. Mills, Miss Bona Mills, Miss Jean Macdonald, Miss W. Thomas, Beard of Foreign Missions - Rev. A. E. Armstrong, Woman's Missionary Society - Miss M. E. T. Addison, Deaconess Order, - Mrs. M. McMaster, Corresponding Members - Rev. A. I. Terryberry, Mrs. Elsie R. Smith.

Regrets for absence were received from Rev. J. C. Robertson, Rev. Frank Langford, and Rev. John MacKay.

The meeting opened with prayer by Prof. Langford.

The Minutes of the last meeting were read and approved.

BEQUEST FUND.

The secretary reported that, by action of the Joint Bequest Fund Committee, the Committee on Employed Women Workers in the Church received:-

1. Of the original Bequest Fund approximately \$5,450.00. The securities are being divided. One half of the interest accruing since April 1st., 1927, namely \$110.00 belongs to this committee and has been deposited in the bank. This sum of \$5,450.00 forms the nucleus of the Deaconess Fund.

2. From the estate of the late Mrs. Redditt, \$1000 for the Deaconess Rest and Relief Fund, \$500 for the Deaconess Fund. These sums are held in a bank account by the Treasurer of the Joint Bequest Fund Committee to be paid at the order of this Committee.

It was voted that the General Treasurer, Rev. Robert Laird, D.D., be asked to act on behalf of this Committee as Treasurer of the Deaconess Fund.

FINANCIAL STATEMENT.

The secretary presented the following financial statement:-

1. Salaries. The General Treasurer has been asked to pay each month one-half of Miss Hawkins' salary, beginning April 1st., 1927.
2. Petty Cash.

A Petty Cash allowance of \$50.00 has been received from the General Treasurer and temporarily deposited in the bank, along with the interest on the Deaconess Fund of \$110.00, - in the name of the secretary (in trust).

The following expenditures have been made:-

Multigraphing -	\$6.76.	
Typing -	2.50.	
Deaconess Certificates -	6.00.	
Telegrams, Telephones, and		
Stamps -	12.00.	
Total -	27.26.	Balance - \$22.74.

A requisition has been sent forward for a second petty cash grant of \$50.00.

It was voted that this report be approved.

REST AND RELIEF FUND.

Mrs. Hezzelwood presented the following report of the Rest and Relief Fund:-

There have been unusually large demands upon the Rest and Relief Fund this year because a number of the deaconesses have had serious illnesses.

Since Oct. 1, 1926, the following requisitions have been made:-

Miss McElhenie -	\$400.00.
Miss Cunningham -	350.00.
Mrs. Sharp (nee Miss Callinson).	300.00.
Miss Wilcox -	250.00.
Mrs. Burwash -	125.00.
Miss Ranton -	866.00.
Total.	<u>\$2,291.00.</u>

The following claims have been voted but the requisitions not yet sent forward:

Miss McElhenie - July 1st. and October 1st.	\$400.00.
Miss Wilcox -	50.00.
Mrs. Burwash -	25.00.
	<u>475.00.</u>

The Committee is not yet prepared to report on an actuarial basis for the Fund -

The following claims were presented, all for medical bills in excess of \$100.00.

Mrs. E. R. Smith -	\$136.85.
Miss Bessie Irwin -	50.00.
Miss L. Howe -	10.70.

It was voted that the report be adopted and that the payment of the claims presented be authorized.

UNITED CHURCH TRAINING SCHOOL.

Miss Jean Macdonald, Principal of the United Church Training School presented a brief report of the Training School for the session of 1926-27, together with a statement regarding those graduates who will be looking to this Committee for assistance in securing appointments.

The chairman expressed appreciation of this report and ordered that the statement regarding the graduates be placed on file for future reference.

RECEPTION OF DEACONESS CANDIDATES.

The secretary reported that Miss Joyce James and Miss Winnabell Harper, graduates of the United Church Training School, 1927, have applied for acceptance as deaconess candidates.

It was voted that Miss Joyce James and Miss Winnabell Harper be accepted as deaconess candidates.

THE ADMINISTRATION OF THE DEACONESS ORDER.

The secretary presented the following report regarding the administration of the Deaconess Order.

"Since its work on October 1st., 1926, the Committee has taken the following steps in determining and putting into effect an interim policy for the administration of the Deaconess Order of the United Church:-

1. Conditions of Entrance to and withdrawal from the Order have been defined.
 2. The methods of Designation has been determined and five deaconesses have been designated to the Order.
 3. The necessary forms and services have been decided upon, but so far only an interim certificate has been prepared since the permanent policy is still undetermined.
 4. An official uniform and badge have been adopted and the latter has been sent to all deaconesses in active service under the United Church.
 5. A unified method of appointment has been agreed upon and a great deal of time has been devoted to negotiations regarding appointments for 1927-28.
 6. A scale of remuneration has been adopted, and a real advance made in the salaries paid, for example in at least eight cases in the City of Toronto deaconesses will next year be paid the minimum of \$1000 for the first time, and in several instances throughout Canada experienced deaconesses are being given \$1200 instead of \$1000.
 7. In addition to the regular correspondence with individuals, three or four circular letters have gone to each deaconess during the eight months, the aim being to keep the members of the Order informed regarding the work and plans of the Committee. Appreciation of this has been expressed by many of the deaconesses, especially by those living in the places far distant from headquarters.
- Plans for a Deaconess Conference are almost completed. It will be held on Aug. 30-31 and Sept. 1st. in the United Church Training School, and several deaconesses from the East and West are planning to be present as well as those resident in and near Toronto.
8. The policy regarding Conference Deaconess Boards and Deaconess Aid Societies has been defined.

To some it may seem a backward step that the Conference Deaconess Boards should be gradually passing over their work to other bodies, but those who look deeper will probably realize that it is a constructive policy.

The Manitoba Conference Board sold the Deaconess Home some years ago, passed over its Fresh Air Work to a city mission board, and ceased to be responsible for raising the salaries of any deaconesses when on April 1st., 1927, the W.M.S. took over the support of Miss Pearson of the Maclean Mission. The Conference Board has been re-appointed for one more year just that the transition may be seen through to completion.

In Montreal the Conference Deaconess Board has ceased to function and the Home Mission Committee is considering whether it will be advisable to carry on a community work with two or three workers in the Deaconess Home. 'In this or some such way', writes the former secretary, 'the work that the Home was designed to do, in part at least, will be carried on for the benefit of that congested part of the city'.

The Hamilton Conference Deaconess Board is at present a strong one, but there, too the situation is changing. Of the four deaconesses now supported by the Board, only two will be retained. One has been taken over by the W.M.S., a second discontinued as funds permit only two at the new minimum salary. The definite aim of the Board is that all shall eventually be supported by the W.M.S. or Home Mission Board. The Home is still retained but its future is uncertain.

The Toronto Conference Deaconess Board has taken definite steps this year to persuade the local boards and churches to pay their deaconesses direct and to pay them at least the minimum salary. This will be accomplished by Sept. 1, 1927. The building at 135 St. Clair Ave. West serves as a Toronto Conference Deaconess Home, and all deaconesses who wish to do so may make it their home, though next year each will pay her own board rather than having it paid through the Toronto Conference Deaconess Board.

According to past procedure the secretary of the General Council's Deaconess Committee has given a great deal of time to the Toronto Conference Deaconess Fresh Air Work, more than usual this year as she has been secretary of the Joint Fresh Air Committee of the Toronto Conference. It would seem as though next year definite steps should be taken to pass over the Fresh Air and Emergency Work to those responsible for City Mission Work in the Toronto Presbyteries.

The Winnipeg Deaconess Aid Society disbanded some years ago and reorganized as an aid to city mission work. No definite word has come regarding the Montreal Deaconess Aid Society. The Hamilton and Toronto Societies are still strong, the latter contributing last year \$2500 toward the maintenance of the United Church Training School, as well as giving splendid help to the work of the Deaconess Board and the deaconesses in Toronto.

The W.M.S. and the Home Mission Board held a conference on the support of deaconesses in mission charges and decided that the former should gradually assume responsibility for this.

9. Until larger matters of policy are determined, action has been deferred regarding a Deaconess Superannuation Fund, and Deaconesses as members of session; the matter of half-fare for deaconesses is still in the hands of the General Secretary, and the request regarding the Medical Board will not go forward to the W.M.S. until their policy in this regard is more clearly defined.

DEACONESS HOMES.

The committee appointed to consider the resolution regarding deaconess homes passed by the Deaconess Conference reporting recommended that this committee express no official opinion on this matter at the present time.

It was voted that the report of the committee be approved.

OFFICIAL LIST OF DEACONESSSES.

It was voted that a letter be sent to all those deaconesses whose relationship to the Deaconess Order of the United Church is in doubt, so that an official list of the members of the Order might be compiled.

GRANTING OF BADGES.

The secretary reported that the official badge had been sent to all deaconesses in active service under the United Church in Canada.

It was voted that the badge be now granted to those members of the Deaconess Order who are engaged in the Foreign Mission Work of the United Church.

DEATH OF MISS ALICE WALKER.

Miss Macdonald made reference to the death on June 7th of Miss Alice Walker, a member of the Deaconess Order stationed at Drumheller, Alta. She spoke with deep appreciation of her life and work.

It was voted that Miss Walker's name be placed on the memorial list of deaconesses and that a letter of sympathy be sent to her relatives.

RENEWALS AND NEW APPOINTMENTS.

It was voted that the following renewals of deaconess appointments be confirmed:-

TORONTO.

Josie Brailey - Superintendent, Barbara House - Toronto.
Ethel Ketcheson - Danforth United Church.
Louise Pirch, B.A., - Kew Beach Church.
Helen MacGregor - Metropolitan Church.
Mrs. Mina McMaster - Sherbourne St. Church.
Stella Burry - Woodbine Heights Church.
F. Leone Winter - Queen St. Church.
Elizabeth Laughlin - Strangers' Dept. (W.M.S.).
Lillian Bechtel - Travellers' Aid.
Mary Firth - Travellers' Aid.
Mrs. Bertha Putnam - (W.M.S.), New Liskeard.
Ethel M. Quick - (W.M.S.), Timmins.
Esther Moffitt - Superintendent, Deaconess Home, Hamilton.
Annie Richardson - Centenary Church, Hamilton.
Sophie Mitchell (W.M.S.), Hamilton.
Bessie Irwin, Maclean-Malpass Mission, Thorold, Ont.
Nettie Bickell, Director, Religious Education, First Church, Galt.
Mrs. Marie Lytle, Dietitian, Albert College, Belleville.
Barbara Henderson, New Canadian Institute, Port Arthur, Ont.

QUEBEC.

Agnes M. Thompson, St. James Church, Montreal.
Ethel Cameron, Strangers' Department (W.M.S.), Montreal.
Jennie King, " " " "

MARITIME PROVINCES AND NEWFOUNDLAND.

Elizabeth McIvor (W.M.S.) United Mission, Sydney, N.S.
Jane Fullerton (W.M.S.) River Hebert, N.S.
Mabel K. Smith, (W.M.S.), St. John, N.B.
Frances Staples, St. John's, Nfld. Superintendent United Church Orphanage.

MANITOBA.

Edith Sherwin, All Peoples' Mission, Winnipeg.
Louise Mollenhauer, " " " "
Marjorie Maxwell, Point Douglas Church, "
Isabel Smith, " " " "
Sadie Stoddard, Robertson Memorial Church "
Minnie Houston, " " " "
Myrtle McArthur (W.M.S.), Pine River, Man.

SASKATCHEWAN.

Margaret McKinnon, Knox Church, Regina.
Emily Latimer (W.M.S.) File Hills Reserve, Lorie, Sask.
Mrs. Mabel Lindsay, B.A., (W.M.S.) Battleford - School Home.

ALBERTA.

Lillie Carr, Central Church, Calgary.
Agnes Coutie, (W.M.S.) Strangers' Dept., Edmonton.
Ruth Lanigan, Ukrainian Mission, Edmonton.
Agnes Allan, McDougall Church, Edmonton.

BRITISH COLUMBIA.

Eva B. Elliott, Wesley Church, Vancouver.
Adelaide Sutherland (W.M.S.), Strangers' Dept., Vancouver.
Ada Garbutt, Metropolitan Church, Victoria.
Ruby Brown, Queen's Church, New Westminster.
Isabel Haddock (W.M.S.) Prince Rupert.

It was voted that the following appointments of deaconesses to new positions be confirmed.

ONTARIO.

Mary Lake - Queen St. Church, Toronto.
Agnes Staples (W.M.S.) Extension Work, Toronto.
Maimie Gallan, (W.M.S.) Church of All Nations, Toronto.
Jessie Oliver (W.M.S.), Copper Cliff.

MARITIME PROVINCES.

Viola Crouse, Brunswick St., Halifax.

MANITOBA.

Ida Pitt, All Peoples' Mission, Winnipeg.

SASKATCHEWAN.

Joyce James - St. Andrew's Church, Moose Jaw.

LEAVE OF ABSENCE WITH STATUS.

It was voted that Mrs. ~~Elsie~~ R. Smith be granted leave of absence with status for the year 1927-28 for the purpose of study.

It was voted that Misses Margaret Hall, Pearl Spencer, Vera Simons, Gertie Staples and Annie Harris be given leave of absence with status for the year 1927-28 in order to engage in work approved by this Committee, though not under the United Church of Canada.

It was voted that Misses Mary Brain, Lazelle Blake and Clara Ranton, who are in ill-health, be given leave of absence with status for the year 1927-28.

It was voted that Miss Mabel Newsome, be given leave of absence with status for the year 1927-28 because of home ties.

It was voted that those granted leave of absence with status be given the official badge.

WITHDRAWAL OF OLIVE LYONS.

It was voted that Miss Olive Lyons' request for withdrawal as a deaconess candidate be granted and that appreciation of her work be expressed by the Committee.

DEACONESS MANUAL.

It was voted that a Deaconess Manual be prepared and mimeographed at an early date for use by members of the Deaconess Order and of this Committee.

TRAVELLING EXPENSES OF DEACONESSSES.

It was voted that letters be sent to those churches to which new appointments are being made requesting that, if possible, the Church provide for the travelling expenses of the deaconess.

The Committee adjourned to meet again at 7:30 p.m.

EVENING SESSION.

The evening session was opened with prayer by the chairman, Rev. C. W. Bishop.

OBJECTIVES.

The secretary presented the following as a basis for discussion on "Objectives."

UNDER THE UNITED CHURCH OF CANADA.

1. There are a large number of positions filled by women; foreign missionaries, home missionaries, Social Service and Religious Education workers, teachers and church secretaries, some in each group being deaconesses.
2. The positions vary greatly so far as the locality and the nature of the work are concerned.
3. All of these positions offer great opportunities. They are as big as the women who fill them.

ARE THE FOLLOWING THE OBJECTIVES WHICH SHOULD BE KEPT IN VIEW?

1. A greater certainty of employment. Can this come only as the Church sets a standard of education and training necessary for each type of work, and as this standard is loyally recognized first by the Boards and then by the individual Church employing women? In the making of appointments should the young woman who attains this standard be given preference to the one who has not done so?

Should it gradually but eventually be as unusual for a Board or Church to employ a woman who does not measure up to this standard as for a Church to employ an unordained minister or a school an unlicensed teacher?

2. An adequate scale of remuneration approved by General Council and recognized by all Boards and Churches employing women as well as conditions which make it possible for a woman to meet the obligations of her position without injury to her health.
3. A common plan for the preparation of women for the work of the Church which will give them while in training the longest time in University and the closest contact with University life.
4. An attitude on the part of Church people which gives support to the woman at work in the Church and honour to the vocation, a real desire on the part of parents and others in the Church to see the best qualified young women enter this work.

Discussion followed but no action was taken.

CONFERENCE WITH REPRESENTATIVES OF THE GENERAL COUNCIL'S COMMITTEE ON THE ORDINATION OF WOMEN.

Dr. W. T. Gunn, Dr. J. F. McLaughlin, and Dr. Ernest Thomas, representing the

General Council's Committee on the ordination of women, joined the Committee for the purpose of conference on their report since its recommendations have a direct bearing on the future of the Deaconess Order.

Dr. Gunn gave a brief summary of their report drawing special attention to the following recommendations which are being sent down to the Presbyteries for consideration:

"Your Committee, having considered the proposals that have been presented for the admission of women to the Ministry, and the present situation of women's work in the Church as a whole, and especially in the United Church of Canada, is impressed with the desirability of giving fuller ecclesiastical recognition to certain ministries that are already exercised by women, and of calling forth the fullest service of women for the benefit of the Church.

It is the judgment of the Committee in view of, (a) the character of the Ministry as now constituted, (b) the possibility of controversy within the Church, and (c) the present state of the question in other Churches, that on the proposal to ordain women to the Ministry of the Word and Sacraments no action be taken at the present time. Their admission to the ordained diaconate would we believe satisfy the need that has inspired the memorial of the Conference of Saskatchewan.

It should be clearly understood that women qualified for and ordained to the diaconate would differ from the unordained deaconesses at present so usefully serving the Church in these respects:

- (1) They would hold a regularly authorized position in the Ministry of the Church.
- (2) They would have relations to the Church Courts subject to such regulations as might be adopted.
- (3) They would have a higher academic standing than that now required for unordained deaconesses.

We therefore recommend as follows:

1. That the diaconate of women be recognized by the United Church of Canada as an order of the Ministry, with authority to perform such pastoral duties as may be required, and, in particular, to teach, to preach and where necessary to baptize.
2. That women manifestly called of God and adequately trained be ordained to this office.
3. That a Committee or Committees be appointed by the General Council to determine the conditions of admission to the ordained diaconate, and the relation of members to the Church Courts, and to provide a course of training appropriate for candidates; which course should be comparable to that now prescribed for the Ministry while including training for special tasks.
4. That the members of the Deaconess Order as now existing be continued in their present work and retain their present status, and that subject to the regulations which may be adopted they may be admitted to the diaconate, but that the name of deaconess be conferred in future only upon women ordained to the diaconate.
5. That the fullest possible study of the subject of woman's relations to the Church should be encouraged, and that all ministers should inform themselves and instruct their people concerning the history and present aspects of the subject, and the nature and implications of the above recommendations. The subject is one of such grave importance that no step should be taken without the support of public opinion formed after due consideration in an uncontentious, truth-seeking and prayerful spirit."

After a full discussion of this report it was voted that an adjourned meeting of the Committee be held on Tuesday evening, June 21st., at 7:30 p.m., for the purpose of further conference with representatives of the General Council's Committee on the ordination of women.

THE SECRETARY'S AUTUMN WORK.

It was voted that the secretary plan to visit Western Canada in the Autumn with a view to meeting the women at work in the West and to conferring with Church leaders regarding the matters under consideration in this Committee.

On motion the meeting adjourned.

WINNIFRED THOMAS.

Secretary.

Chas. W. Bishop
Chairman.

Anadjourned meeting of the Committee on Employed Women Workers in the Church was held on Tuesday, June 21st., 1927 at 7:30 p.m. in the library of the United Church Training School.

Present - Rev. C. W. Bishop, D.D., (Chairman), Rev. J. C. Robertson, D.D., Rev. Colin Young, D.D., Miss M. E. T. Addison, Rev. A. I. Terryberry, Miss Jean Macdonald, Miss W. Thomas, Mrs. Mina McMaster.

Representing the Committee on the ordination of women: Rev. W. T. Gunn, D.D., Rev. Ernest Thomas, D.D., Rev. Hugh Matheson, D.D.

The meeting was opened with prayer by Dr. Bishop.

The discussion of the report of the Committee on the ordination of women was continued.

It was moved by Dr. Colin Young, seconded by Dr. J. C. Robertson, that the Committee on Employed Women Workers in the Church endorse the adding of the following footnote to clause four of the recommendations on the ordination of women: "These recommendations are submitted after full conference with the committee responsible for the supervision of the Deaconess Order and with their general concurrence insofar as they relate to the future of the Deaconess Order."

It was suggested that the two committees have further conference before their reports are submitted to the General Council.

On motion the meeting adjourned.

WINNIFRED THOMAS, Secretary.

C. W. Bishop
Chairman.

MINUTESCOMMITTEE ON EMPLOYED WOMEN WORKERS IN THE CHURCH.

A meeting of the General Council's Committee on Employed Women Workers in the Church was held in the Board Room of the Wesley Buildings on Friday, October 21st. at 10:30 a.m. Rev. C. W. Bishop, D.D., presiding.

The meeting was opened with prayer by Dr. Bishop.

Members present - Rev. C. W. Bishop, D.D., Rev. A. I. Terryberry, Rev. H. J. Pritchard, Miss Bona Mills, Mrs. Oliver Hezzelwood, Miss Marion Yeigh, Mrs. Mina McMaster, Rev. J. C. Robertson, D.D., Miss Jean E. Macdonald, and Miss W. Thomas.

Regrets for absence were received from Rev. A. E. Armstrong, D.D., Rev. Frank Langford, Rev. Colin Young, D.D., Prof. Fred. Langford, Rev. John MacKay, D.D., and Miss M. E. T. Addison.

The Minutes of the last meeting were read and approved.

CORRESPONDENCE.

A letter was read from Rev. J. A. McKeigan of St. Andrew's Church, Moose Jaw, drawing attention to the handicaps under which a deaconess candidate works when she has neither uniform nor badge to indicate her standing. He also expressed the opinion that the year of probation should not be necessary.

It was voted that the privilege of wearing the deaconess uniform be granted to deaconess candidates who are placed in positions involving full responsibility.

It was decided that a reconsideration of the ruling regarding a year of probation be deferred until a later date.

FINANCIAL STATEMENT.

The secretary presented the following statement:-

B Budget for April 1- Dec. 31, 1927 - - - - - \$2626.00.

EXPENDITURES.

Secretary's salary April 1 - Dec. 31, 1927 - - - - - \$1500.00.

Salary of stenographer (one-half time)

April 1-Dec. 31, 1927 - - - - - 337.50.

Grant for Travelling Expenses - - - - - 300.00.

Petty Cash Grant - - - - - 150.00.

Total - - - - - \$ 2287.50.

Balance - - - - - 337.50.

Travelling Expenses - - - - - 300.00.

Elgin House Student Conference - - - - - 43.25.

Balance - - - - - 256.75.

Petty Cash. - - - - - 150.00.

To stamps, supplies, telegrams and typing - - - - - 104.33.

Balance - - - - - 45.67.

It was voted that this report be received for information.

Mrs. Hezzelwood presented the following report of the Rest and Relief Fund Committee:-

1. Grants Authorized.

Mrs. Elsie R. Smith - - - - - \$135.85.

2. Grants Requested.

Miss Ranton (Dr. Boyd's Account) - - - - - 50.00.

Miss Bechtel - - - - - 32.00.

217.85.

It was voted that the requests from Miss Ranton and Miss Bechtel be referred to the Rest and Relief Fund Committee with power to act.

3. Recommendation.

The deaconesses who are on this Fund discussed the proposed constitution at the time of the annual Deaconess Conference in September and recommended that the senior deaconesses (i.e. those entering the order prior to 1913) receive \$600 after 20 years of service with no increase in this sum unless she serve over 30 years when the recommended increase would come into effect.

It was voted that this recommendation be approved and adopted provided the whole scheme is found feasible.

4. Report of Actuary.

The University of Toronto,
Toronto, Oct. 8, 1927.

Miss Winnifred Thomas, B.A.,
135 St. Clair Ave. West,
Toronto.

Dear Madam:-

I have examined the proposed constitution of the Deaconess' Rest and Relief Fund and calculated the cost of the proposed benefits as set out in the memorandum you submitted to me.

The number is so small that average values cannot be depended upon. The fund dare not assume liability for the payment of annuities after they have been granted. One or two cases of exceptional longevity would upset the balance sheet and impair the future. When a deaconess is about to retire, her annuity should be purchased from the Dominion Government, which sells annuities more cheaply than any commercial company could afford to sell them.

The value of the proposed annuities to the deaconesses still in service depends upon the average age at which they may be expected to retire.

Assuming that, on the average, retirements will occur at 55, the fund will require \$130,350 more than it has at present. Assuming that, on the average, retirements will occur at age 60, the fund will require \$98,030 more. Assuming that, on the average, retirements will occur at age 65, the fund will require \$55,100 more.

If there is a reasonable prospect of raising the additional money with interest as from September 1927, during the life time of the present deaconesses, it might be well to carry out the proposed plan. But if there is no such prospect, I advise that, after providing for the pension already granted, the present fund should be divided among the expectant beneficiaries and at once invested with the Dominion Government for the purchase of Old Age Annuities upon the lives of these women. The larger share of the fund should of course go to the older women, but even if we stretch this "larger share" to the utmost it will not provide \$400 a year for each of them. It must not be forgotten that the one annuity of \$800 already granted has absorbed nearly a quarter of the whole fund.

Faithfully yours,

M. A. MCKENZIE.

It was voted that the Rest and Relief Fund Committee be instructed to make a study of this report, in conference with Dr. Dean and Dr. Laird, and, if thought advisable, to seek advice from the Actuary regarding the merging of this fund into a permanent Superannuation Fund.

THE SECRETARY'S WESTERN TRIP.

The secretary briefly outlined her plans for a Western trip and the Committee made suggestions regarding the most advantageous methods of getting in touch with Conference and Presbytery officers and Young peoples' gatherings.

APPOINTMENTS.

a. Renewals. The secretary reported the following renewals of appointments:-

Amy Sherwood, Housekeeper, United Church Training School, Toronto.
Lillie Howe, Fred Victor Mission, Toronto.
Eva Large, Fred Victor Mission, Toronto.
Etta Hart, Fred Victor Mission, Toronto.
Jessie Sweetman, Travellers' Aid, Toronto.
Margaret Halliday, College St. Church, Toronto.
Hattie King, College St. Church, Toronto.
Bertha Shier, Trinity and Delorimier Churches, Montreal.
Jessie McKenzie, Ukrainian Mission, Winnipeg.
Martha May Sleeth, Zion Church, Moose Jaw.
Frances Kinghorn, Beverley Institute, Beverley, Alta.
Maud Lyon, Mountview Home, Calgary, Alta.
Olive Whyte, Vancouver Presbytery, B.C.

It was voted that these renewals of appointments be confirmed.

b. New Appointments. The secretary presented the following new appointments:

Ethel Taylor, Bathurst St. Church, Toronto.
Caroline Wilcox, Supplying, Fred Victor Mission, Toronto.
Marion Banks, Church of All Nations, Toronto.
Edna Pearson, College St. Church, Toronto.
Mrs. Margaret Erratt, Calvary and St. Paul's Churches, Hamilton.
Marjory Maxwell, Community House, Sydney, C.B.
S. M. Livingstone, School Home, Sifton, Man.
Leah Bratt, Maclean Mission, Winnipeg.
Mrs. Mabel Lindsay, B.A., School Home, Yorkton, Sask.

It was voted that these new appointments be confirmed.

c. Deaconess Candidates' Appointments.

The secretary reported that Miss Emily Hayter and Miss Winnabel Harper, deaconess candidates had been appointed to Point Douglas Church, Winnipeg, and Metropolitan Church, Regina, respectively.

It was voted that these appointments be confirmed.

Leave of Absence.

The secretary presented the requests for leave of absence for one year with status:

It was voted that Miss Mary Currey and Miss Anna Keith be granted leave of absence for study in Toronto.

It was voted that Miss Mary Young be granted leave of absence for continued study in Boston University.

It was voted that Mrs. Mary Burwash and Miss Ella Siteman be granted leave of absence in order to take nurse's training.

It was voted that Miss Rose Miller, Miss Laura Marshall and Miss Ida Johnstone be granted leave of absence for work in New Zealand, Bloomfield, New Jersey, and St. Petersburg, Florida, respectively, provided they still have their membership in the United Church of Canada.

It was voted that Mrs. Prudence Littlewood be granted leave of absence because of illness.

It was voted that Miss Annie Thomas, Miss Nelle Barker, Miss Flossie Moore (deaconess candidate) and Miss Gussie McWilliam (deaconess candidate) be granted leave of absence because of home ties.

RETIRED.

It was voted that Miss Ora McElhenie and Miss Marzetta Cairns be again placed on the list as "retired deaconesses".

TEMPORARILY WITHOUT APPOINTMENT.

The secretary reported that Miss Alice Ridgeway is the only deaconess who is at present without appointment and she has been recommended to the W.M.S. for a position in the West.

WITHDRAWALS THROUGH MARRIAGE.

The secretary reported the withdrawal through marriage of Misses Mildred Goldie, Margaret Morton and Bessie Fennell.

It was voted that these deaconesses be given honorable discharge from the Deaconess Order.

DESIGNATION.

The secretary read a letter from Rev. John MacKay, D.D., Principal of Manitoba College, recommending Miss Rose McKenzie, one of the graduates of the Deaconess Course of that College, as a suitable candidate for the Deaconess Order, and requesting that arrangements be made for her immediate designation, as after graduation she taught for a year in a Non-English community where she practically did Missionary Work and has now taken a position in Edmonton under the United Church.

It was voted that in view of the circumstances presented by Dr. MacKay and in view of the fact that Miss McKenzie had taken her training under the Presbyterian system which did not require a year of probation, she be accepted as a deaconess candidate and that the Alberta Conference be asked to arrange for her designation to the Deaconess Order.

(5)

REQUESTS FOR ENROLMENT IN THE DEACONESS ORDER OF THE UNITED CHURCH.

The secretary presented requests for enrolment in the Deaconess Order of the United Church from deaconesses who were members of the Deaconess Order of the former Presbyterian Church:-

Miss Jessie Smith, Miss Margaret Edmonds, Miss Annie Maitland, Miss Margaret McGirr, Miss Helen Struthers, and Miss Janet Little.

It was voted that these women be officially enrolled as deaconesses of the United Church of Canada and that, according to their requests, they be listed thus:-

Miss Jessie Smith, Miss Margaret Edmonds, Miss Helen Struthers and Miss Janet Little, as on leave of absence; Miss Margaret McGirr as retired; and Miss Annie Maitland as temporarily without appointment.

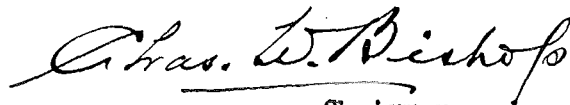
OFFICIAL ROLL, STATIONING SHEET AND PINS.

It was voted that, in harmony with the action of the Committee, there be prepared an official roll and stationing sheet of deaconesses and that the official badge be given to all deaconesses to whom it has not yet been granted.

STUDENTS AND THE DEACONESS ORDER.

The secretary presented a brief summary setting forth the number of students who had been in attendance and graduated from the School at 135 St. Clair Ave. during the four years, 1923-27, and showing the number entering the Deaconess Order and the number eligible for the Order who had not applied; and asked for discussion regarding the attitude of young women toward the Deaconess Order and the reasons why it has not appealed to a larger number.

On motion the meeting adjourned.


Chairman.

W. THOMAS, Secretary.

A meeting of the General Council's Committee on Employed Women Workers in the Church was held in the Board Room of the Wesley Buildings, Tuesday, January 17th., 1928 at 10:30 a.m., Rev. C. W. Bishop, presiding.

The meeting was opened with prayer by Rev. D. N. McLachlan, D.D.

Members present:- Rev. C. W. Bishop, D.D., Rev. J. C. Robertson, D.D., Mrs. J. MacGillivray, Mrs. Oliver Hezzelwood, Rev. D. N. McLachlan, D.D., Rev. W. H. Sedgewick, D.D., Rev. F. W. Langford, Rev. H. J. Pritchard, Rev. A. E. Armstrong, D.D., Rev. Colin Young, D.D., Miss Ethel Ketcheson, Miss Macdonald and Miss Thomas.

Regrets for absence were received from Miss Bona Mills, Mrs. Alex. Mills and Rev. Frank Langford.

The chairman welcomed Mrs. Mac Gillivray and Miss Ketcheson, recently appointed to represent the Woman's Missionary Society and the Deaconess Order, respectively.

The secretary presented the resignation of Miss Marion Yeigh as a member of the Board. It was voted that this resignation be referred to the chairman and secretary, to be sent on to the Executive of the General Council with the suggestion that the vacancy be filled.

It was voted that a letter be sent to Miss Yeigh expressing regret that she can no longer act as a member of this Committee.

MINUTES.

It was voted that the minutes be taken as read.

FINANCIAL STATEMENTS.

The secretary presented the following financial statements for the year ending December 31st., 1927.

a. Statement from the Office of the General Treasurer.

Expenditures.

Salaries:

W. Thomas.....	\$1,500.
A. Hawkins	337.50.
Travel.....	418.25.
Petty Cash.....	175.
	<u>\$ 2,430.75.</u>

Special Interest yet to be included.

(Note. A cheque for \$43.25 included above under Travel was made out to Petty Cash and is so entered in the detailed statement given below).

b. Supplementary Statement from the Secretary.

(1) Bequest Fund.

Interest Received.

July 1 - - - - -	-110.00.
July - - - - -	4.32.
Nov. 1 - - - - -	-110.00.

- 2 -

Dec. 21 - - - - -	-110.25.
	<u>334.57.</u>
From Petty Cash - - - - -	6.68.
	<u>341.25.</u>

Paid to Ryrie-Birks for Deaconess Pins.

July - - - - -	111.25.
Nov. 10 - - - - -	110.00.
Dec. 24. - - - - -	120.00.
	<u>341.25.</u>

(2) Travelling Expenses.

Received from Budget - - - - - 375.00.

Expenditures.

Elgin House Conference - - - - -	-43.25.
Western Trip - - - - -	318.65.
Transfer to Petty Cash - - - - -	13.10.
	<u>375.00.</u>

(3) Petty Cash.

Received from Budget - - - - -	218.25.
Balance from Travelling Expenses -	13.10.
	<u>231.35.</u>

Expenditures.

Deaconess Licenses & Pins - - - - -	-12.68.
Typing - - - - -	41.50.
Telephone - - - - -	53.55.
Printing - - - - -	41.08.
Office Supplies - - - - -	20.80.
Committee Expenses - - - - -	9.75.
Stamps & Telegrams - - - - -	50.35.
Balance - - - - -	1.64.
	<u>231.35.</u>

It was voted that these statements be received with an expression of appreciation that we have been able to carry on the work within the budget allocated.

The following statement regarding the Rest and Relief Fund was presented.

c. Deaconess Rest and Relief Fund.Receipts.

Credit Balance - - - - -	\$40,839.73.
Interest - - - - -	2,229.51.
Contributions - - - - -	14.55.
	<u>\$43,083.79.</u>

Expenditures.

Grants - - - - -	-1,561.85.
Supplies - - - - -	10.70.
	<u>1,572.55.</u>
Balance.	\$ 41,511.24.

Special Interest not included.

\$45,085.52.
<u>3,574.28.</u>
41,511.24.

It was voted that this report be received.

SECRETARY'S REPORT.

Miss Thomas presented the report of her Western trip, stating that she had visited 23 centres in Northern Ontario and Western Canada, meeting 38 deaconesses and 71 other women who are in full-time service under the United Church, as well as conferring with Church leaders, individually and in groups. She spoke of the great variety of work in which deaconesses and other women workers are engaged including congregational, Indian and Oriental work, city missions, school homes, medical, community and social service work. Special mention was made of interviews with the ministers under whom deaconesses are working as well as with groups in Winnipeg, Calgary and Edmonton.

The chairman expressed appreciation of the report and the work accomplished by the secretary on her Western trip.

DESIGNATIONS, APPOINTMENTS AND WITHDRAWALS.

The secretary presented the following report:-

"Miss Rose McKenzie, Indian Residential School, Edmonton, was designated to the Deaconess Order in Edmonton on Dec. 7, 1927 by the Executive of the Alberta Conference, the President of Conference presiding at the service.

Manitoba College recommends that Miss S. M. Livingstone be designated to the Deaconess Order.

It was voted that Miss Livingstone be recommended to the Manitoba Conference for designation to the Deaconess Order.

Miss Agnes Staples has been appointed deaconess of St. Andrew's Church, North Bay.

Mrs. Marie Lytle has resigned as Matron of Albert College, Belleville.

Miss Isabel Smith is withdrawing from the Deaconess Order because of her marriage.

To the list of deaconess candidates should be added the name of Miss Martin, graduate of Manitoba College, 1927".

It was voted that these changes be recorded in the official list.

REST AND RELIEF COMMITTEE.

Mrs. Hezzelwood presented the following report of the Rest and Relief Fund Committee:-

"The Rest and Relief Fund Committee met on Nov. 8, and invited for conference, Mr. Barker, the Deputy-Treasurer and Dr. Dean, Secretary of the Superannuation Fund.

The actuary's report was considered and it was decided that early in 1928 a meeting be called to which the Toronto Conference Deaconess Board, the Hamilton Conference Deaconess Board, and the Montreal Presbytery be asked to send representatives in order that we might discuss together how the obligations resting on those responsible for the direction of the Deaconess Order can best be met from the present assets. Letters have already gone out asking that appointments be made. It is proposed that the cost of this gathering shall be borne by this Committee.

The actuary, Dr. M. McKenzie of Toronto University, very generously gave his services without charge and a letter of appreciation has been sent to him.

At the last meeting of the Rest and Relief Committee it was resolved that after September 1st., 1927, no grants for medical expenses be made unless in exceptional cases.

Since then two requests have come, one from Miss Howe, who had an operation last Spring which cost her \$90.00 and who, as a result had to take four months leave of absence in the Autumn. The other is from Miss B. Irwin, who had an operation last Summer which cost her personally \$160.00. She has been compelled to take time off again owing to a nervous breakdown and asks for \$50.00 toward her expenses".

It was voted that the expenses of Conference Board representatives to the suggested conference be met by this Board.

It was voted that the recommendation of the Committee on the use of the Rest and Relief Fund for relief be approved.

It was voted that the Committee pay Miss Howe \$25 per month for the four months of leave of absence, as has been the custom.

It was voted that fifty dollars be paid to Miss Irwin to assist in her medical expenses.

DISCUSSION OF RECOMMENDATIONS IN SECRETARY'S REPORT.

The secretary presented the recommendations arising out of her report on her Western trip.

After discussion, it was decided that small committees be appointed to give full consideration to these recommendations and to report at the next meeting of this Board.

It was moved by Mr. Pritchard, seconded by Dr. Robertson, that the recommendations dealing with the need of a more unified policy in the employment of women and of a more assured future for these workers be referred to a committee composed of Dr. Bishop, Miss Thomas, Dr. Robertson, Dr. Sedgewick, Dr. McLachlan, Mrs. MacGillivray, Dr. Armstrong and Mr. Langford. Carried.

It was voted that a committee composed of Mr. Pritchard (Convener), Miss Thomas, Miss Macdonald, Mrs. Hezzelwood, Miss Ketcheson, Dr. Young, and Dr. Robertson, be appointed to consider the last section of the recommendations and to prepare the first draft of the Committee's report to the General Council regarding the future of the Deaconess Order.

DATE OF NEXT MEETING.

It was voted that the next meeting of this Board be held on Thursday, February 16th.

The meeting closed with prayer by Rev. H. J. Pritchard.

W. THOMAS, Secretary.

Chairman.

A meeting of the Committee on Employed Women Workers in the Church was held on Thursday, February 16th., 1928 at 2 p.m., Rev. C. W. Bishop, D.D., presiding.

The meeting was opened with prayer by Rev. H. J. Pritchard.

Present - Rev. C. W. Bishop, D.D., Rev. J. C. Robertson, D.D., Mrs. Oliver Hezzelwood, Miss Jean Macdonald, Rev. A. E. Armstrong, D.D., Rev. H. J. Pritchard, Miss Ketcheson, Miss Pirch and Miss Thomas.

It was voted that the minutes of the last meeting be taken as read.

It was voted that Miss Louise Pirch, the President of the Deaconess Association, be appointed a corresponding member of the Committee.

CORRESPONDENCE.

A letter was read from Miss Christine MacDougall of Truro, N.S., setting forth her training and experience and requesting admission to the Deaconess Order.

Miss Macdonald spoke of Miss MacDougall as a woman of good intellectual ability, careful training and fine Christian spirit.

It was voted that the Board of the United Church Training School be asked how much, if any additional study they would require of Miss MacDougall before recommending her for designation to the Deaconess Order.

It was voted that Miss MacDougall be asked to furnish a medical report and a testimonial from Miss Strothard, the superintendent of the Truro Girls' Home, and informed that if these are quite satisfactory the Committee will welcome her as a member of the Deaconess Order as soon as she has completed any study required by the Board of the Training School.

REST AND RELIEF FUND.

The secretary reported that the representatives to the conference on the Rest and Relief Fund had been appointed and that the conference would be held in the near future.

REPORT OF THE COMMITTEE ON THE DEACONESS ORDER.

Mr. Pritchard presented the report of the committee on the Deaconess Order, being the first draft of the recommendations to be presented to the General Council.

The report was fully discussed.

It was voted that the report be referred back to the committee with general approval, and that the changes suggested in the discussion be incorporated in the draft to be presented to the next meeting.

It was voted that the chairman prepare a brief statement or letter for the "New Outlook" setting forth the conception of the diaconate that was held by this Committee when consenting to the proposal that, if instituted, it take the place of the Deaconess Order.

It was voted that this sub-committee be instructed to consider and bring in recommendations regarding the future supervision of the Deaconess Order.

REPORT OF COMMITTEE ON UNIFORM STANDARDS.

Dr. Robertson presented the report of the committee on uniform standards, stating, that, in his opinion, the issues raised in this report were of even more immediate concern than the question of status.

After full discussion it was voted that the report be given approval and referred back to the committee for greater elaboration.

It was voted that the committee be given authority to confer with the Boards concerned, if and when deemed necessary.

It was voted that Miss Macdonald be added to this committee.

DATE OF MARCH AND APRIL MEETINGS.

In view of the fact that such important matters are to be considered, it was voted that the dates for the March and April meetings of the committee be set well in advance.

It was voted that the March meeting be held on Tuesday, March 20th. at 2:30 p.m. in the United Church Training School.

It was voted that the April meeting be held on Friday, April 20th. from three to eight-thirty p.m.

Rev. H. J. Pritchard closed the meeting with prayer.

W. THOMAS,

Secretary.

C. W. Bishop
C. W. BISHOP,

Chairman.

A meeting of the Committee on Employed Women Workers in the Church was held in the board room of the United Church Training School on Tuesday, March 20th., 1928 at 2:30 p.m. the chairman, Rev. C. W. Bishop, D.D., presiding.

The meeting opened with prayer by Rev. Frank Langford.

Present - Rev. C. W. Bishop, D.D., Rev. Colin Young, D.D., Rev. H. J. Pritchard, Miss Jean E. Macdonald, Rev. Frank Langford, Mrs. Oliver Hezzelwood, Rev. A. I. Terryberry, Rev. A. E. Armstrong, D.D., Prof. Fred. Langford, Miss Bona Mills, Miss Ethel Ketcheson, Miss Louise Pirch, Miss W. Thomas.

Regrets for absence were received from Mrs. MacGillivray and Dr. Robertson.

MINUTES.

It was voted that the minutes of the last meeting be taken as read.

CORRESPONDENCE.

The secretary read a letter from Rev. Robert Laird, D.D., stating the willingness of the General Treasurer's Department to administer the Deaconess Fund; and reported that the present capital of this fund, now ready for transfer to the General Treasurer consisted of:- Victory Bonds - \$5100; National Trust Co. - \$300; Cheques - \$876.38 - Total- \$6276.38

The secretary reported that a second news letter had been sent to the deaconesses and that already replies had been received expressing appreciation.

The secretary reported that the Executive of the Deaconess Association had considered the possibility of holding the Annual Deaconess Conference in Winnipeg. Letters had been sent to Dr. MacKay and the Winnipeg deaconesses and their replies had been most favorable, generous cooperation being assured. A questionnaire is being sent out in order to discover how many could be present if the Conference were in Winnipeg, and a decision will be reached on the basis of these replies.

THE REPORT OF THE COMMITTEE ON THE DEACONESS ORDER.

Mr. Pritchard presented the report of the committee on the Deaconess Order, and in its amended form it was adopted to read as follows:-

1. PRESENT SITUATION.

While the Deaconess Order does not include in its membership all of the women employed in the service of the United Church, nor even a large proportion of them, it does include some in every phase of the Church's work, namely in foreign missions, home missions, social service, religious education and pastoral work. Practically all of the Boards of the Church that employ women, the Woman's Missionary Society, the Home Missions Board and the Social Service Board, have on their staff a number of deaconesses; and the majority of women employed by self-supporting congregations are deaconesses.

The statistics are approximately as follows:-

Of the - - - - - women under the W.M.S. - - - - - are deaconesses.
 Of the - - - - - women under the Home Missions Board - - - are deaconesses.
 Of the - - - - - women under the Social Service Board - - - are deaconesses.
 Of the - - - - - women employed by self-supporting congregations, - - are deaconesses.
 - - - other deaconesses are employed by other bodies in the Church, - - - by other Christian organizations such as the W.C.T.U., and the Y.W.C.A., and - - - are on leave of absence or retired. (Figures will be added on completion of the survey).

In harmony with changing conditions, the special two-year course required of deaconesses affords the opportunity for specialization in Religious Education, Social Service and Missionary Preparation.

The reasons why a larger proportion of the women employed by the United Church have not sought this status, the only status open to women, are somewhat difficult to define. As originally conceived, the Deaconess Order was instituted to enlist and train women for a specific type of service, namely pastoral and relief work among needy people; and while in the course of the years, deaconesses have gone into other phases of work, those women who trained as missionaries, home and foreign, social service workers and leaders in Religious Education have not been urged to seek designation to the Order, nor have they thought of this as the natural procedure. It is true, that many who have sought this status have not received it, and it is also true that quite a number of able women who entered the Order have resigned to take up other work and that a number of those who have been very well qualified have definitely decided to enter the service of the Church without this status. Some may have preferred to serve without the regulations which have attached to the Deaconess Order, but it would seem that the chief reason for this attitude may have been that the Order has not received from the Church as a whole such recognition as would make membership in it sufficiently significant. While the majority of young women entering the service of the Church to-day are more concerned about finding and training for the special work which they desire to do than about status, nevertheless, the status might be of such a nature as to give them a deeper sense of vocation and an opportunity to render more effective service.

11. RECOMMENDATIONS REGARDING THE FUTURE OF THE DEACONESS ORDER.

Preamble.

In considering the future of the Deaconess Order we have found it necessary to take into account certain other proposals affecting the work and status of women in the United Church.

During the last two years the United Church has given consideration to two proposals regarding the status of women: (1) that women be admitted to the full ministry of the word and sacraments, and (2) that the diaconate of women be recognized as an order of the ministry. It has been recognized that the carrying out of either of these proposals would open to women a higher status than the one for which in the past they have been asked to qualify, namely, the Deaconess Order. In view of the fact that the General Council of the Church has not yet taken action on these proposals, the report of this Committee regarding the future of the Deaconess Order naturally falls into two sections: Section 1 setting forth the opinion of the Committee as to the procedure that should be followed if the diaconate of women is instituted by the United Church; and section 2, containing those recommendations regarding the Deaconess Order which should be considered by the General Council, if it is decided that the diaconate of women be not instituted. The Committee have not considered it within their province to express an opinion on the ordination of women to the ministry of the Word and Sacraments; but, since the committee appointed by the General Council to prepare a report on the ordination of women did us the courtesy of consulting us regarding their proposal that the diaconate of women be instituted and take the place of the present Deaconess Order, we have taken into consideration the bearing of this proposal on the future of the Deaconess Order.

Section 1.

The Committee on Employed Women Workers in the Church, who were given by the General Council the responsibility of framing a permanent policy for the Deaconess Order, have, through the report of the Committee on the Ordination of women, expressed no opinion on the question of the admission of women to the full ministry of the Word and Sacraments;

but they have, through that report (page 8), indicated their belief that the institution of the diaconate as an integral part of the ministry of the Church would mark a real advance, as the present Deaconess Order carries with it no such status.

We therefore recommend:- that, if the diaconate is instituted, it take the place of the present Deaconess Order, it being understood that the women already designated to the Order have the right to retain their present status as unordained deaconesses.

The approval of the proposal regarding the diaconate was ^{discharged} given and this recommendation is made in the light of a conception of the functions of the members of the proposed Order which we wish to place on record in this report. Experience has shown that women in the service of the Church at home and abroad, are peculiarly fitted for certain types of work, such as ministering to the sick and the poor, pastoral visiting, teaching, Social Service work and leadership in the various phases of Religious Education. Some women are qualified to preach and may be desirous of adding the discharge of this function to their other modes of service in the Church. It is the belief of this Committee that the diaconate, if recognized by the United Church, should include those women who meet the required standards, regardless of the special form of service they are rendering. It should be the means, as the report states, of "giving fuller ecclesiastical recognition to certain ministries already exercised by women in the Church". The "authority to preach and where necessary to baptize" should be given to the members of the diaconate, but their work should in no way be limited to preaching, nor should those who qualify but desire to serve the Church in other ways be denied this status.

It is the opinion of this Committee that, if women are not admitted to the ministry of the Word and Sacraments, the diaconate as thus conceived, will to a much greater degree than the present Deaconess Order, satisfy "the need which has inspired the memorial of the Conference of Saskatchewan"; that it will afford a better vehicle through which women "manifestly called and adequately trained" for the service of the Church may render "their fullest service for the benefit of the Church"; and that, while it may not make an immediate appeal, it should in time include in its membership a larger proportion of the women who are serving and will continue to serve the Church in its manifold ministries at home and abroad, than would the present Deaconess Order.

Section 2.

Should no higher status ^{than that of the present SO.} be granted to women in the United Church, the Committee recommends:-

- (1) That the Deaconess Order be retained, in view of the fact that there are now in the Order over one hundred women, about eighty of whom are filling responsible positions in the Church and that twelve have been designated since the last meeting of the General Council; and in view of the fact that there is evident throughout the Church a growing appreciation of the work being done by the deaconess in the many and varied spheres of labour which she has entered, and a conviction in some quarters at least that the designated deaconess is in a position to do a better piece of work than the woman of equal training and ability who has not been so designated.
- (2) That the Order be made up of those who are already members and of those who in the future shall be designated to the Order by the United Church.
- (3) That women "manifestly called of God and adequately trained" for the various types of work in which women are now engaged under the United Church of Canada, such as foreign missions, home missions, social service, religious education and pastoral work, be privileged to enter the Order on meeting the following requirements:-

1. The applicant for admission to the Deaconess Order shall apply to the Committee on Employed Women Workers in the Church.
2. She must be a graduate of one of the training centres for women recognized by the General Council of the United Church. (Namely the United Church Training School and Manitoba College, Winnipeg).
3. She must be recommended to the Committee on Employed Women Workers in the Church by the Board of the training centre of which she is a graduate as having given evidence of being a suitable candidate for service in the Church.
4. She must pass a satisfactory physical examination.
5. She must be not less than 23 and not more than 35 years of age.
6. The Committee on Employed Women Workers in the Church shall decide whether or not the applicant shall be accepted as a deaconess candidate.
7. The deaconess candidate shall serve one year of probation at the end of which, if her work has proven satisfactory, the Committee shall recommend her to Conference (or Presbytery) for designation to the Deaconess Order.
8. On being designated, a deaconess shall receive the official license and badge of the Order; the official uniform may be worn by both the deaconess candidate and the deaconess who has been designated to the Order.

The only change recommended is (a statement to the effect) that the training of women who are to engage in the work of the Church must gradually be raised so as to approximate more nearly, if not completely, that required of men. (At present graduation from the training centres for deaconesses is possible under the following conditions: Those entering with an Arts degree may graduate on the completion of one year of study. Those who enter with Junior Matriculation, and in addition special training and successful experience in such fields as teaching, nursing, business or employed work in the Church may graduate on the completion of a two-year course.)

(4) That as an appropriate recognition of the status conferred on the deaconess by the Church, she should be given such privileges in relation to the Courts of the Church as the General Council may in its wisdom decide, such as being made a member of the official board of the congregation in which she is working and a corresponding member of Presbytery, and being considered as eligible for appointment on Committees of Presbytery. It is also the opinion of the Committee that if it could be granted, it would be a real advantage that the deaconess be a member of the session as it would enable her to render more effective service as one of those responsible for religious leadership in the congregation.

It is the expectation of the Committee that no large proportion of the young women, who in the near future will enter the service of the Church, will seek the status of membership in the Deaconess Order even though they may have met the requirements, but, should recommendations 3 & 4 be carried out, it is hoped that gradually the Deaconess Order may come to fill some such place of dignity and importance in the Church as might be filled by the diaconate, and that this membership in the Order may become sufficiently significant to attract more of those women who are now serving the Church in the many phases of its ministry and will in the future enter such service.

THE CHURCH SECRETARY.

The following statement regarding the Church Secretary was given approval:-

"There was some discussion regarding the Church Secretary. The situation in local self-supporting congregations varies as regards the employment of women.

(1) Some employ a woman as a Church secretary, her work being limited (except for such voluntary service as she may render) to distinctly secretarial work, the leadership in the religious life of the Church being given by the pastor or the pastors. It would seem that such young women should not be urged or expected to take any special course of training for Church Work.

(2) Some employ either as the only woman on the staff or in addition to the Church secretary, a woman (often a deaconess) who does practically no secretarial work but gives all her time to visiting in the homes and to leadership in Religious Education. There would probably be general agreement that such women should have special preparation for Church work.

(3) Other Churches - and there are an increasing number of the medium-sized churches that wish this type of worker - secure a woman who can combine the two kinds of work mentioned above.

Here there is a difference in the practice of the Church. Some churches secure a good stenographer, and ask her gradually to assume more and more responsibility in the pastoral work of the Church and more and more leadership in Religious Education, trusting to her gaining proficiency in those fields through experience. Others employ a woman trained for Church work and seek to find one who has in addition business training. It would seem that the latter plan pointed in the direction of the soundest policy. It could hardly be expected that a Church Training School should offer courses in stenography and book-keeping, but the present entrance requirements ask for "University matriculation or its academic equivalent, and in addition special training and successful experience in such fields as teaching, nursing, business or employed work in the Church". Hence a number of each year's graduating class will be able to fill such dual positions, and several are doing so to-day."

SURVEY.

The secretary reported that the survey of employed women workers in the Church was nearing completion and that a report would be ready for the next meeting.

REPORT OF COMMITTEE ON UNIFORM STANDARDS.

In the absence of Dr. Robertson, the secretary reported that after discussion the chairman of this committee and the secretary had decided that a further meeting of this sub-committee would be more profitable after the whole committee had given some consideration to the question of supervision, which it was agreed at the last meeting was to be given chief place at this meeting.

THE REPORT REGARDING THE SUPERVISION OF THE DEACONESS ORDER.

Mr. Pritchard presented the report of the committee appointed to consider the supervision of the Deaconess Order in the future. This statement was given general approval and referred back to the committee for preparation in a form suitable for presentation to the General Council.

A PERMANENT COMMITTEE FOR COORDINATING OF POLICY RE. THE RECRUITING, THE TRAINING AND THE EMPLOYMENT OF WOMEN.

The secretary presented a statement setting forth two possible alternatives regarding the future of women's work in the Church - independent of status.

It was voted that this matter be referred to the committee on uniform standards for further study and report.

REPORT OF THE REST AND RELIEF COMMITTEE.

Mrs. Hezzelwood presented the report of the Rest and Relief Fund Committee:

"The conference of the Rest and Relief Fund Committee and representatives of the Conference Deaconess Boards and of the Superannuation and Finance Departments was held in the Wesley Buildings on Friday, March 9th., all members being present.

The whole situation regarding properties held by Conference Boards was fully discussed, but it was found impossible to reach a conclusion satisfactory to all. It was, therefore, agreed that advice be sought from Mr. Mason on the legal aspects of the question, and that a statement of the present situation and of the possible plans to be pursued be prepared and submitted to the responsible Conference organizations for further consideration.

GRANTS.

The Committee recommends the following grants:

To Miss C. Ranton - \$50.00 a month for the six months, March, April, May, June, July and August, because of illness.

To Miss Sherwood - a retirement grant of \$600.00, beginning April 1st., 1928.

To Miss McElhenie - a grant of \$800.00 for 1928 and a letter stating that the situation has been reviewed and the decision that beginning Jan. 1st., 1929, she would come under the present constitution of \$600.00 as a permanent life annuity.

FINANCES.

\$308.00 has been received from deaconesses in payment of assessments for the year 1927-28 and \$1435.18 from a bequest."

It was voted that this report be adopted and that the grants recommended be granted.

The meeting closed with prayer by Dr. Bishop.

W. THOMAS, Secretary.


C. W. BISHOP, Chairman.

MINUTES.

A meeting of the Committee on Employed Women Workers in the Church was held in the board room of the United Church Training School on Friday, April 20th, 1928 at 2.30 p.m.

In the absence of the Chairman, Rev. C. W. Bishop, D.D., Rev. H. J. Pritchard was appointed to the Chair.

The meeting was opened with prayer by Mr. Pritchard.

MEMBERS PRESENT. Rev. H. J. Pritchard, Mrs. Oliver Hezzlewood, Miss Jean E. Macdonald, Prof. Fred Langford, Rev. A.I. Terryberry, Rev. J.C. Robertson, D.D., Rev. John MacKay, D.D., Rev. Ernest Thomas, D.D. (substituting for Rev. D. N. McLachlan, D.D.), Miss Bona Mills, Miss Ethel Ketcheson, Miss Louise Pirch and Miss Winnifred Thomas.

Regrets for absence were received from Rev. C.W. Bishop, D.D., Rev. Colin Young, D.D., Rev. A.E. Armstrong, D.D. and Rev. D.N. McLachlan, D.D.

MINUTES.

The minutes of the last meeting were adopted with the following amendments in the statement regarding the Deaconess Order:-

In the last sentence of the introduction delete the word "status".

In Section 1. paragraph 3, delete "The approval of the proposal regarding the diaconate was given and".

In Section 2, sentence 1, add, "than the Deaconess Order" after "status".

In the statement of "conditions of entrance" change, "Committee on Employed Women Workers in the Church", to "Committee responsible for the supervision of the Deaconess Order". Under "conditions of entrance", No. 2 delete "namely the United Church Training School and Manitoba College, Winnipeg". Under "Conditions of entrance No. 7 delete, "or Presbytery".

Under "Conditions of entrance" No. 8 delete from the report to the General Council, "the official uniform may be worn by both the deaconess candidate and the deaconess who has been designated to the order".

In Section 2, No. (3) change the first sentence of the last paragraph to read: "The only change recommended is that the training of women who are to engage in the work of the Church must gradually be raised to approximate more nearly to that required of candidates for the ministry".

In Section 2, No. (4) change the first sentence to read thus:

"That as an appropriate recognition of the status

conferred on the deaconess by the Church, she should be given such privileges in relation to the Courts of the Church as the General Council may in its wisdom decide, such as being ex-officers, a member of the official board of the congregation in which she is working and a corresponding member of Presbytery and thus being eligible for appointment in Committees of Presbytery".

In section 2 No (4) in last paragraph delete, "It is the expectation of the committee - - - but" - and for "some such" substitute "such a", and delete "thus".

In the section regarding "The Church Secretary" change the last sentence of No. 1 to read "It would seem that young women should not be expected to take any special course in a Church Training centre in preparation for such a form of service in the Church".

It was voted that Miss Macdonald and the secretary be made responsible for the completion of the statement regarding statistics given in the opening paragraphs of the report on the Deaconess Order.

A Period of Probation.

It was voted that approval of a year of probation for deaconess candidates be reaffirmed.

Designation to the Deaconess Order.

The Secretary presented four applications for admission to the Deaconess Order.

It was voted that Miss Joyce James of St. Andrew's Church, Moose Jaw, having fulfilled the requirements of entrance to the Deaconess Order, be recommended to the Saskatchewan Conference for designation.

It was voted that subject to a satisfactory report from the Session of her Church, Miss Winnabel Harper, of Metropolitan Church, Regina, having fulfilled the requirements of entrance to the Deaconess Order, be recommended to the Saskatchewan Conference for designation.

It was voted that Misses Louise Mollenhauer, Emily Hayter, and Emily Martin, having fulfilled the requirements for admission to the Deaconess Order, be recommended to the Manitoba Conference for designation.

The Deaconess Conference.

The President of the Deaconess Association, Miss Louise Pirch, reported that it was proposed that the Deaconess Conference be held in Winnipeg, September 2, 3, and 4. A questionnaire sent to the deaconesses had shown a majority in favor of this plan and Dr. MacKay and the Winnipeg deaconesses who had been consulted had promised the fullest co-operation, Manitoba College having offered entertainment for the members of the Conference during its sessions.

It was voted that this plan be approved and Dr. MacKay was invited to confer with the Executive of the Deaconess Association concerning the details of the programme.

Statements. from Training Centres.

Dr. Mackay reported seven students in training at Manitoba College, one of whom, a Ukrainian girl, Miss Dorothy Kushner, is graduating this year. There are four United Church students and one Baptist student who will be returning next year. Dr. Mackay spoke with enthusiasm both of Miss Kushner and of the four Junior students who are looking forward to service under the United Church, all of the latter have Junior Matriculation, two are teachers and two are nurses.

Dr. Mackay drew attention to the fact that the statement of the requirements of the W.M.S. for those entering its service omits any reference to Manitoba College as a training centre for women.

It was voted that Mrs. MacGillvray, Miss Macdonald and Miss Thomas confer with Dr. Mackay regarding these regulations.

Deaconess Licenses.

It was voted that both a license and an identification card for deaconesses be recommended to the Committee of the Church responsible for the preparation and issuing of such certificates.

Grants from Rest and Relief Fund.

Mrs. Hezzelwood presented the request of Miss Annie Richardson for retirement from the Deaconess Order.

It was voted that Miss Richardson be retired for one year beginning with the date of the severing of her connections with Centenary Church, Hamilton, and that she be given for the year the stipulated allowance of \$600.00, her relationship to the Fund to be reconsidered at the close of the year.

Grants from the Bequest Fund.

It was voted that from the interest on the Bequest Fund for the year 1928 an account with Ryrie-Birks for deaconess pins be paid.

It was voted that the sum, over and above that required for licenses and identification cards be granted to the Deaconess Association to be used to help in defraying the expenses of deaconesses going to the Deaconess Conference in Winnipeg.

Half fare on Railways.

The secretary presented a letter from Dr. Moore regarding the

- 4 -

securing of a change in the regulations regarding half fare for deaconesses.

It was voted that Dr. Moore be asked to take such further steps as he deems wise in his negotiations with the railways regarding this matter.

Re. Miss Christine MacDougall.

Miss Macdonald reported that the letter from this committee regarding Miss MacDougall had been referred for action to the studies committee of the Board of Management of the United Church Training School.

It was voted that the members of this Committee who are also members of the studies Committee be given power to act.

Statement re United Church Training School.

Miss Macdonald reported that there have been in residence in the United Church Training School twenty-six students of whom ten, it is expected, will graduate in May and others complete the one year of missionary preparation. She spoke of their educational standing and of the fine quality of the work they are doing.

The Report of the Committee on Uniform Standards.

The Report of the Committee on Uniform Standards was presented by Dr. Robertson. It was discussed fully, given general approval and referred back to the Committee for re-editing.

On Motion the meeting adjourned.

Winnifred Thomas - Secretary.

.....Chairman.

The final meeting of the Committee on Employed Women Workers in the Church was held in the Board Room of the United Church Training School on Tuesday, June 26th., 1928, at 2 o'clock p.m.

In the absence of Dr. Bishop, Dr. Robertson was appointed to the chair.

The meeting opened with prayer by Dr. McLachlan.

Members present were:- Rev. J. C. Robertson, D.D., Rev. D. N. McLachlan, D.D., Miss Macdonald, Miss Fitch, Miss Ketcheson and Miss Thomas.

Regrets for absence were received from Dr. Bishop, Mr. Pritchard, Mrs. Hezzelwood, Mrs. Mills, Mrs. MacGillivray, Mr. Langford and Dr. Armstrong.

MINUTES.

It was agreed that the minutes of the last meeting be taken as read.

CORRESPONDENCE.

A letter was read from Miss Margaret Mustard, R.N., a graduate of the United Church Training School, making application for admission to the Deaconess Order. The secretary explained that Miss Mustard had applied to the W.M.S. and had not been accepted as a missionary on account of an unsatisfactory medical report.

It was agreed that Miss Mustard's application be not accepted and that the secretary inform Miss Mustard that the committee reached this decision with regret.

FINANCIAL STATEMENT.

The financial statement for the six months, January-June, 1928, was presented by the secretary:

Secretary's salary - - - - -	\$1000.00.
Miss Hawkins' salary (half-time)- - - - -	225.00.
Committee Meeting expenses - - - - -	50.70.
Secretary's travel- - - - -	10.20.
Typing- - - - -	68.50.
Printing & Supplies- - - - -	71.88.
Stamps, Telegrams, Phones- - - - -	44.10.
	<u>\$ 1470.38.</u>
One-half of Estimated Budget- - - - -	\$ 1800.00.

It was agreed that this statement be received for information.

AUTHORITY TO MAKE REQUISITIONS ON THE CHURCH TREASURY.

It was voted that Miss Winnifred Thomas be authorized to sign requisitions on the Treasury of the United Church of Canada for payments from the Deaconess Rest and Relief Fund, and from other funds under the direction of the Committee on Employed Women Workers in the Church.

ACCOUNT FOR DEACONESS PINS.

It was voted that payment be authorized for the balance due Rywie-Birks on deaconess pins, this sum to be paid from the interest on the Deaconess Fund.

GRANT TO DEACONESS ASSOCIATION.

It was agreed that this Committee vote \$175.00 from the Deaconess Fund to the Deaconess Association, to be divided equally among the members of the Executive of the Association who find it possible to attend the Deaconess Conference in Winnipeg.

GRANT TO MISS MOFFITT.

The secretary presented medical accounts totalling \$333.60 from Miss Esther Moffitt, who has recently undergone a major operation.

Moved by Miss Ketcheson, seconded by Miss Thomas, that Miss Moffitt be asked to present a complete statement of her medical expenses, and that this Committee meet from the Rest and Relief Fund, all expenses in excess of \$100.00. Carried.

MISS McELHENIE'S ALLOWANCE.

The secretary reported that she had written Miss McElhenie advising her of the new constitution and presented Miss McElhenie's reply, in which she states her willingness to receive the annuity of \$600.00 instead of the annual allowance of \$800.00 which she has received for several years.

It was voted that we receive with great satisfaction Miss McElhenie's letter stating that she considers the annuity of \$600.00 a fair and just one.

DEACONESS LICENSES AND CERTIFICATES AND DESIGNATION AND INSTALLATION SERVICES.

The secretary reported a conversation with Dr. Moore, the Secretary of General Council, regarding Deaconess licenses and certificates, in which he stated that only those deaconesses designated since Union should be eligible to receive the United Church Deaconess Licenses; also that the responsibility for preparing a draft of the license and submitting it through Dr. Moore to the proper committee, belongs to this Committee, as well as the meeting of the expense involved in their preparation.

Dr. Moore also stated that a certificate for identification purposes should be given to every deaconess and should bear the name of the Conference or Presbytery by which she had been designated and the date of the service.

It was voted that this matter be left in the hands of Miss Macdonald and Miss Thomas and that they be asked to confer with Dr. Thomas and Prof. Davidson in preparing a draft of the license, and report back in the early Autumn, to the committee responsible for the supervision of the Deaconess Order. The preparation of suggestions for the designation and installation services for deaconesses was referred to the same committee.

SURVEY.

The secretary presented a summary of the results of the survey of the women employed in the work and institutions of the United Church (see attached).

It was voted that this report be received and included in the report to the General Council.

RECOMMENDATIONS RE. FUTURE ORGANIZATION.

The following recommendations re. future organization were discussed and agreed upon:-

"The Committee on Employed Women Workers in the Church, as instructed by the General Council in June 1926, has made a study of the situation that exists in the United Church as regards the employment of women in the various phases of the Church's work and would draw attention to the following facts:-

1. The great majority of the women employed by the United Church are engaged in Missionary, Social Service or Congregational Work under the Boards of Home Missions, Evangelism and Social Service and Foreign Missions, the Dominion Board of the W.M.S. or self-supporting Congregations. This number includes foreign missionaries, medical, educational and evangelistic, and in Canada, city missionaries, settlement workers, nurses in outpost hospitals, teachers and matrons in School Homes and Indian Schools, heads of orphanages and homes for delinquent girls, and congregational workers, both pastors' assistants, and directors of Religious Education.

2. There are a few women holding administrative and editorial positions with such Boards as the Board of Religious Education, the Board of Sunday School Publications and the Dominion Board of the W.M.S.

3. Several large city Churches, as well as Church Colleges and Secondary Schools employ women who devote all of their time to secretarial or clerical work. A large number of women are also engaged in secretarial work in the offices at the Wesley Buildings and elsewhere. Many of these young women are deeply interested in the work of the Church and are carrying heavy responsibility.

4. There are a large group of women on the staffs of the Colleges and Secondary Schools of the United Church. Most of them are engaged in distinctly educational work but others are acting as matrons and nurses or dietitians in these institutions.

It is evident that very many women are giving full-time service in the enterprise of the United Church, and that their work is difficult, varied and most valuable.

A study of the situation, however, reveals certain weaknesses and difficulties. In some cases, the Church has failed to demand of its women workers an adequate educational standing and specialized preparation for their difficult tasks. Many women, it is true, have secured a higher standard of education and training than the Church required, but on the whole the standards have been low in the light of the significance and importance of the tasks assigned. The women who have entered Church Work as a life vocation have also, in many cases, been handicapped by lack of assurance of continued employment and by insufficient remuneration. Another problem is presented in the fact that the average term of service given by women is a short one and that new recruits must constantly be found.

Perhaps the greatest weakness revealed by a study of the situation is found in the lack of uniformity in the standards of preparation demanded by the employing bodies and in the fact that women doing similar work often come under different regulations as regards method of appointment, salary, furlough and superannuation, because they are employed by different Boards. Not only is there lack of cooperation between the employing bodies as regards these matters; these in turn are not in every case effectively related to the agencies within the Church which are in a position to recruit candidates and those which are authorized to provide courses of preparation for Church Work.

1. That although the women employed by the United Church will continue to work under different auspices, and although the value of their contribution to the Church lies to a great extent in the diversity of their service, which involves diversity of standards of preparation, it is most desirable that there should be a clearly defined standard of preparation for each one of the many types of work undertaken by women in the Church.
2. That there should also be greater uniformity in a general way in the policy of the various employing Boards as regards methods of employment, remuneration, and provision for furlough and superannuation.
3. That the only method by which these problems can be met and these ends realized is through closer cooperation between (1) The Boards of the Church that employ women, (2) the Boards that are in a position to aid in recruiting candidates, and (3) the Boards of the training centres which provide courses for women entering Church work. Such co-operation should make possible a united presentation to the young women of the United Church of the opportunities for service in the enterprises of the Church; it should lead to a strong unified plan for the training of women for Church work; it should result in the formulation of such a policy as regards the employment of women in the work of the Church as would place Church Work as a vocation for women in an established and dignified position; and it should assist in creating a greater sense of fellowship among all the women who are giving their lives in the service of the United Church.

The Committee, therefore, recommends:-

I. That there be authorized by the General Council a committee to be called, "The Inter-Board Committee on Women Workers in the United Church of Canada" to be constituted as follows:-

- (1) A Chairman and Executive Secretary to be named by the General Council.
- (2) Two representatives to be named by each of the following Boards of the Church:-

The Board of Evangelism and Social Service.
The Board of Home Missions.
The Board of Foreign Missions.
The Dominion Board of the Woman's Missionary Society.

and

One representative to be named by each of the following Boards of the Church:-

The Board of Religious Education.
The Board of Education.
The Board of the United Church Training School.
The Board of Manitoba College.

- (3) Two representatives from the Deaconess Order, elected by the Deaconess Association.
- (4) Four members at large to be named by the General Council.

II. That this Committee be at the service of each of the Boards concerned to the degree desired by it; and that it be its duty to consider all questions having to do with the recruiting and training of women for the service of the Church and their employment in the work of the Church, all of its recommendations to be referred to the Boards concerned for final ratification.

III. That the work of the Committee include the following:-

- (1) Bringing about of higher and more uniform standards for the various types of work done by women in the United Church of Canada.
- (2) Coordinating the efforts of the cooperating Boards in the recruiting of Candidates for all phases of women's work within the United Church.
- (3) Formulating plans for the preparation of women for the work of the Church.
- (4) Giving consideration to questions involved in the employment of women in the work of the Church, such as methods of appointment, remuneration and superannuation.
- (5) Giving care and direction to the Deaconess Order in harmony with regulations approved by the General Council.

REPORT TO GENERAL COUNCIL.

It was agreed that the report to be presented to the General Council should include the recommendations regarding the Deaconess Order and Future Organizations, the summary of the survey, the regulations regarding the supervision of the Deaconess Order, and the official list of deaconesses.

A committee composed of Mr. Pritchard, Miss Macdonald and Miss Thomas was appointed to edit the report.

It was voted that in case the Chairman, Dr. Bishop, be not able to attend the meeting of the General Council, the report be presented by the secretary and that Mr. Pritchard be asked to be associated with the secretary in the presentation of the recommendations.

It was moved by Miss Ketcheson and seconded by Miss Macdonald, that this Committee recommend to the General Council that Miss Winnifred Thomas, B.A., be appointed Executive Secretary of the Inter-Board Committee on Women Workers in the United Church of Canada, at a salary of \$2000.00; that Miss Thomas continue to act as a member of the staff of the United Church Training School; and that the school building at 135 St. Clair Ave. West, Toronto be the headquarters of this committee. Carried.

On motion the meeting adjourned.

Chairman.

WINNIFRED THOMAS,

Secretary.