



## AbbeyChurch 2024 Community Meeting

### documents for review

- Page 1 - Pastoral letter from Rev. Matt
- Page 2 - AbbeyCouncil proposal
- Page 10 - proposed 2025 AbbeyChurch budget
- Page 11 - Ecumenical Shared Ministry Agreement
- Page 19 - Rule of Life of the Emmaus Community

# 2024 Community Meeting of the AbbeyChurch

## Reign of Christ Sunday

November 24th, 2024

1. Opening Prayer and Charge: Story and Promise – responding to God’s call
2. For Review
  - a. Membership: **For as in one body, we have many members and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another.** Romans 12:5
  - b. Proposed Agenda – four areas for discussion and discernment.
  - c. Appointment of Note taker: (copies later available upon request)
  - d. Prayer for the whole meeting, for a spirit of wisdom and understanding
3. Telling our Story: **Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?** Luke 24:32
  - a. A brief history of the Emmaus Community and AbbeyChurch
  - b. Shared Ministry Agreement (2022) and update from the Prior
  - c. Proposed AbbeyCouncil (2024): how we got here, why and what for?
  - d. Discussion/discernment together
  - e. Call to affirm adoption of the AbbeyCouncil structure
  - f. Prayer for Emmaus Community + for AbbeyChurch
4. Affirming our Circle of Leadership: **For the Son of Man came not to be served but to serve and to give his life a ransom for many.** Mark 10:45
  - a. Appointed AbbeyCouncil member from Emmaus
  - b. Vision team members who let their names stand
  - c. New members nominated
  - d. Discussion/discernment together
  - e. Call to affirm AbbeyCouncil
  - f. Prayer for AbbeyCouncil leadership
  - g. Recognizing our clergy team and prayer for our clergy team
5. Sharing our Gifts: **As good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.** 1 Peter 4:10
  - a. Treasurer’s Report on Budget 2024 (Lynn)
  - b. Proposed 2025 Budget
  - c. Discussion/discernment together
  - d. Call to affirm 2025 budget
  - e. Prayer for stewardship efforts and our 2025 budget and ministries
6. Responding in Mission: **So we are ambassadors for Christ, since God is making his appeal through us.** 1 Corinthians 5:20
  - a. Worship and Formation – walking the path of discipleship
  - b. Loving one another – across generations
  - c. Neighbourhood presence and partnership
  - d. Discussion/discernment together
  - e. Prayer for our call to mission and ministry

November 23, 2024

Greetings Beloved Community!

As we look towards tomorrow and the Feast of the Reign of Christ, our liturgical year comes to an end and we anticipate a new beginning in Advent, starting Sunday December 1<sup>st</sup>. You may know that the Feast we celebrate this Sunday (originally titled, *The Solemnity of Our Lord Jesus Christ, King of the Universe*) was declared by Pope Pius XI in 1925. Under the shadow of rising secular Nationalism and Fascism across Europe, and the imminent threat of Mussolini on their doorstep, this Feast served to resituate the day to day lived experience of the Church within the greater context of God's story and God's promise of a Kingdom of Peace.

In our own context of climate chaos and political instability, of homelessness and addiction, of broken relationships and broken hearts, we cry out for the Kingdom of Peace to come a bit closer! And as we see in our readings for this week - God in Christ descends to meet us in the very depths of our condition, coming to us like a shepherd with arms outstretched!

At our Community Meeting tomorrow, we will review where we have come from as a community over the years, we will listen for God's call together, and we will consider with care some suggestions for our ministry and life as we move into 2025. The proposed "AbbeyCouncil" (attached) represents a proposal for how we more carefully articulate the relationship between Emmaus Community and the AbbeyChurch. (See the attached 'Shared Ministry Agreement' for further history and the addendum "Rule of Life" about Emmaus.) With the creation of this Council, Emmaus seeks to divest itself of direct oversight of the AbbeyChurch, through the creation of a Council to provide a circle of leadership with greater transparency and clearer lines of accountability for the budget and leadership decisions over AbbeyChurch going forward. It has been a long process of working internally and with both the UCC and ACC to get this proposal before you! Our proposed budget 2025 is also attached. **My prayer is that these proposals nurture the roots of our beautiful growing plant and provides a few necessary stakes to support and steady us at this stage of growth and as we bear fruit!** This community meeting will give chance to hear more, to ask questions, and to discern together the shape of our shared life and ministry in 2025! All are warmly welcome at the potluck/meeting - we need your voice!

What you come and experience at AbbeyChurch, the ethos, values, and distinct approach, is a reflection of who are and who we are called to be - and with God as our Way we continue to respond to that call together. We will resist any urge to become institutional or consumed with meetings, budgets, committees, etc., because we've got good work to do! It is with hope and eagerness for that good work that I am so pleased to share with you the attached documents for your review and for our discussion and discernment tomorrow after worship.

Yours in Christ,





## **The AbbeyCouncil**

*A move toward deeper democracy and greater transparency for the AbbeyChurch*

### **Delegation of Powers to the AbbeyCouncil**

The Emmaus Community Membership (currently 6 people), who are defined as the governing body of the Emmaus Community and the AbbeyChurch by the Ecumenical Shared Ministry agreement between the United Church and the Anglican Church, as well as being the Registered Charity with Canadian Revenue Agency will delegate all matters directly related to the life of the AbbeyChurch to a newly forming “AbbeyCouncil.”

The AbbeyCouncil shall always have a minimum of one member of the Emmaus Community Membership as part of its makeup. This person will be appointed by the Emmaus Community Membership.

The AbbeyCouncil will make all decisions by consensus. Consensus may be obtained by email or electronic means if necessary or by all present members of the AbbeyCouncil in a meeting where quorum is obtained.

Consensus is a cooperative process in which all group members develop and agree to support a decision in the best interest of the whole. Training will be given to new members of the council on how Consensus Decision Making works in our context.

All current members of the AbbeyChurch Vision Team will be warmly welcomed to let their names stand for membership in the AbbeyCouncil, should they wish to continue in this role. After the formation of the AbbeyCouncil in Fall 2024, the current AbbeyChurch Vision Team will cease to exist.

### **Ongoing Role of the Emmaus Community Membership**

The Emmaus Community Membership maintains the authority to dissolve the AbbeyChurch and / or The AbbeyCouncil. This should only be done in dialogue with and deep care for the AbbeyCouncil and the wider AbbeyChurch community. The Emmaus Community Membership also continues to appoint Regional Reps (UCC) and Synod Delegates (ACC) as well as Denominational Visitors.

The Emmaus Community is the registered CRA charity responsible for legal and financial compliance and stewardship of assets, while the AbbeyCouncil provides operational governance for the AbbeyChurch. The Emmaus Community remains explicitly responsible for financial reporting and compliance with federal charity regulations, including the submission of annual reports and financial statements to CRA.

While the AbbeyCouncil is empowered to manage day-to-day operational decisions, the role of the AbbeyCouncil is distinguished from the final legal and financial responsibilities of the Emmaus Community Membership, particularly regarding the CRA and BC law.

The AbbeyCouncil will manage day-to-day operations, including worship and congregational matters, but financial and legal matters must, at very least, be reviewed and approved by the Emmaus Community Membership.

The Emmaus Community Membership will work with the AbbeyCouncil to prepare and present a shared budget of the Emmaus Community and the AbbeyChurch which will be approved at the yearly Community Meeting by all eligible voters at that meeting, by a minimum vote of 51%.

### **Budget Approval**

The usual flow of the budget approval will be that the Treasurer will work on the budget – seeking input from Emmaus Community Membership, the AbbeyCouncil as well as clergy / staff.

When the Emmaus Community Membership and AbbeyCouncil are in general agreement about the direction of the proposed budget, the AbbeyCouncil will present the budget for approval to the Yearly Community Meeting.

The Yearly Community Meeting will vote on the budget when they gather, and budget approval will require 51% approval from all eligible voters.

Ideally, this process will happen in the Fall so that an established budget and staffing priorities can begin starting on January 1 of the next calendar year.

All financial statements and budget reports will be accessible and regularly reviewed by both the AbbeyCouncil and Emmaus Community, in compliance with The United Church of Canada Manual, The BC Societies Act and CRA guidelines (for transparency).

### **Yearly Community Meeting**

An AbbeyChurch Annual Community Meeting shall be held at least yearly.

It is recommended, but not required that the main yearly meeting be held on or around Reign of Christ Sunday (the Sunday before Advent).

The purpose of this meeting will be to gather the wider community, to approve budget for the following year and affirm new members to the AbbeyCouncil and discuss or report other matters of interest to the common life or mission of the AbbeyChurch.

This Yearly Community meeting may also provide input into direction, vision, or goals to the AbbeyCouncil.

Drawing on Anglican polity, all baptized persons who are over 16, who don't vote at another UCC or ACC community of faith and who have received communion / eucharist (or had valid reason to not receive but have been physically present for communion) at least twice in the previous six months are considered full members of the AbbeyChurch and are eligible to vote and participate in the yearly meeting.

AbbeyChurch membership is considered distinct from the definition of membership of The Emmaus Community.

Those who hold United Church of Canada membership through the AbbeyChurch by confirmation, profession of faith, or transfer and are in good standing as members are also considered full members of the AbbeyChurch and are also eligible to vote.

### **Membership and Makeup of The AbbeyCouncil**

It is understood that the AbbeyCouncil is to provide both spiritual (eldership) and temporal (stewardship) leadership to the wider community and therefore will seek membership from active, wise and mature Jesus-followers who may also have practical gifts in governance.

The AbbeyCouncil will receive nominations (including self-nominations) for new members to the AbbeyCouncil leading up to the annual community meeting and members will be affirmed by a vote of at least 50% of those present by secret ballot.

The make-up of the AbbeyCouncil will also include the following appointed members:

- a) The 'Incumbent' clergy (whether paid or not, whether a Member of the Emmaus Community, or not. If the incumbent clergy is unpaid, they should have an accountable relationship through their respective denomination (ie FAM/VAM agreement or agreement with the Office of Vocation in the UCC or Permission to Officiate or other status with the Bishop in ACC).
- b) A least one member of the Emmaus Community as appointed by the Emmaus Community Membership. This member will report and liaise between the Emmaus Community Membership and AbbeyCouncil as well as represent the ethos and interests of the Emmaus Community to the AbbeyCouncil.
- c) When possible, at least one person from each denomination named in the Ecumenical Shared Ministry agreement (currently one each from the UCC / ACC). The Incumbent clergy (Ordained, Diaconal, Priest or Deacon) or Emmaus Community member can fill one of these roles. This person can be clergy or laity but should be relatively well-versed in the ethos of their respective denomination.

The AbbeyCouncil will have a minimum of 4 and a maximum of 12 members, based on the needs of the community. Quorum will be at least half of the membership of the council.

The council should meet a minimum of 4 times per calendar year – and more often as required.

With the exception of the Incumbent clergy or Emmaus Community delegate, the usual term of an AbbeyCouncil member will be for two years with possibility for extension at the consensus of the AbbeyCouncil.

It is hoped that the AbbeyCouncil will maintain a balance of continuity as well as new and emerging energy and voice.

### **Special Roles and Functions within the AbbeyCouncil**

#### Facilitator

Noting that the consensus model of governance doesn't have a 'Chair', the Incumbent Clergy will act as default 'Facilitator' for the AbbeyCouncil with the responsibility to call meetings of the AbbeyCouncil. The incumbent Clergy may delegate this position to another person.

For legal purposes, the 'Facilitator' (whether the Incumbent Clergy or the appointed Facilitator) will serve as the Chairperson."

The Incumbent or appointed Facilitator will seek items for discussion and create a proposed agenda for a meeting which will be reviewed and tweaked at the beginning of each meeting.

The Incumbent or appointed Facilitator may (and is encouraged) to delegate or rotate the facilitation and / or agenda creation role(s) at any time.

Either the Incumbent or an officially appointed Facilitator will remain the legal 'Chairperson' and contact person for requests from the council or wider community.

#### Frequency and Setting Meetings

At its first yearly gathering the AbbeyCouncil will set a proposed schedule / frequency of meetings (which can certainly be modified based on need or schedule changes).

Any member of the Council may request a meeting of the whole Council at any time and the council will respond with diligence to any reasonable request.

Any member of the AbbeyChurch (as defined in the Annual Community Meeting voting participation) may request a special meeting of the Council or, alternately, for the AbbeyCouncil to discuss an item of concern to the community. This request should be made through the Congregational Liaison, the Incumbent and/or appointed Facilitator and a response or meeting should happen in a reasonable timeframe based on the urgency of the request.

AbbeyCouncil meetings are open to all who wish to attend but only those appointed or elected to the AbbeyCouncil are eligible to participate in achieving consensus.

All minutes and notes of the AbbeyCouncil will be forwarded to the Emmaus Community Membership by the Emmaus Community delegate and/or the Incumbent or appointed Facilitator.

### Ministry and Personnel

At least one member of the AbbeyCouncil will be delegated as a “Ministry and Personnel” representative. In the event of more than one M&P representative being named, this group of two or more will function as a sub-team of the AbbeyCouncil and report regularly to the AbbeyCouncil as well as liaise with the denominational authorities around clergy or HR matters, as needed (In the UCC, The Office of Vocation and Regional Minister, in the ACC, the Bishop).

The role of the M&P delegate or team will be to support the clergy (paid and ACC Honorary / UCC VAM) and all staff including around vacation, continuing education, job descriptions, leaves, well-being, etc., and will draw on the M&P practices of the United Church in this respect. In this respect, it is expected that the M&P person / team would meet regularly with the clergy and staff – and at least once yearly with each.

Noting that the UCC polity and practice has a minimum of 3 members on an M&P committee, and that the M&P committee functions as a subcommittee of the council with a structure which provides a formalized process for dealing with staff evaluations, grievances, and employment standards, the AbbeyCouncil may wish to move toward a larger and more formal group structure should numbers and status within the wider church (ie moving toward a full Community of Faith designation) make this desirable or necessary

### Congregational Liaison

This person, in Anglican polity would be the “Peoples’ Warden” – and, more practically, is a visibly named AbbeyCouncil member that any layperson can bring joys or concerns to about the common life or worship of the AbbeyChurch.

This person is expected to bring any significant items to the agenda of the AbbeyCouncil for consideration.

### Synod / Regional Rep and Treasurer

Though not required, at times it might also be prudent to nominate / elect the Synod / Regional Representative to the AbbeyCouncil, as well as the Emmaus Community Treasurer.

It is alternately possible that these persons can be called in, as needed, to report to the meetings rather than be full members of the AbbeyCouncil.

### Other Roles, as Needed

The council may also wish to establish designated roles for individuals or smaller teams such as First-Third (children/youth/families) ministry, affirming, building, intercultural, neighborhood partnerships, etc., as needed.

### **Authority of the Incumbent Clergy and The AbbeyCouncil re: Sacred Worship**

The AbbeyCouncil will aim to draw upon both Anglican and United Church polity and practice around the role of the Incumbent clergy.

Incumbent clergy and honorary clergy are expected to abide by the terms of the Ecumenical Shared Ministry agreement and the expectations of their denominational authorities. Though the ESM states that all UCC and ACC clergy in good standing are welcome to participate and officiate at AbbeyChurch, some clergy may wish to seek special Volunteer Associate Minister (VAM/FAM) status in the United Church or special licensing with the Anglican Bishop.

Drawing on ACC polity, the Incumbent clergy will have the final say on approving weddings, baptisms, funerals, visiting clergy as presiders and preachers - and all worship-related matters occurring under the auspices of the community, as well as having the final say in liturgy, including music selections and language; drawing on the ethos and values of the denominations, the ethos of the AbbeyChurch - and of The Emmaus Community, itself.

It is expected that the incumbent clergy will report all weddings, baptisms and funerals done under the auspices of the AbbeyChurch or the Emmaus Community to the AbbeyCouncil at the next meeting and ensure that all proper paperwork is complete.

The incumbent clergy, drawing on UCC democratic and consultative principles, will make decisions about worship, music and special services in good faith consultation with the AbbeyCouncil and other clergy and staff. This should be a deeply consultative process, and the Incumbent clergy 'veto' should be used with extreme moderation and humility.

### **Authority of the Council to Request Licenses from Denominations**

The AbbeyCouncil will have the authority to authorize marriage licenses for United Church clergy, candidates or eligible laity as well as to authorize United Church Voluntary Associate Ministers through the required Regional processes. In UCC process, only a duly appointed/called ministry personnel, or a person in a formal association (VAM/FAM) relationship with the congregation could be put forward to the Region for approval to receive a marriage license, though it would be with the AbbeyCouncil's approval/application in the case of a VAM/FAM.

The AbbeyCouncil may request honorary clergy status of Anglican clergy (Permission to Officiate) from the Anglican Bishop.

## **Revision or Ending of this Agreement**

This agreement may be revised with the consensus of The Abbey Council, including the Emmaus Community appointee present as part of quorum.

## **Signed**

This document is signed on November 23, 2024 by the Emmaus Community Prior on behalf of the Membership of The Emmaus Community who have come to consensus regarding its content.

(The Rev.) Rob Shearer, ec  
Prior of the Emmaus Community

(The Rev.) Matt Humphrey, ec  
Incumbent Clergy (ACC) - The Abbey Church

(The Rev.) Michelle Slater  
Emmaus Community UCC Visitor

(The Ven. Canon) Craig Hiebert  
Emmaus Community ACC Visitor (and Archdeacon)

This is also witnessed and assented to by the following denominational authorities:

The Right Rev. Anna Greenwood-Lee  
Bishop of the Anglican Diocese of British Columbia

Rev. Maggie Enwright  
United Church (Acting) Regional Minister for Pastoral Relations & Community of Faith Support

# Emmaus 2024 Financials & 2025 Budget

Category	Jan to Oct Actuals	2024 Projected	2024 Budget	Difference	Budget 2025
<b>Bank Balance as at Jan 1, 2024</b>	<b>\$20,119</b>	<b>\$20,119</b>			
<b>INCOME</b>					
Donations:Cash Donations	\$10,127	\$10,827	\$18,480	-\$7,653	\$10,000
Donations:E-Transfer	\$520	\$720	\$0	\$720	\$3,000
Donations:PAR	\$21,159	\$25,209	\$30,000	-\$4,791	\$26,000
Donations:Square	\$2,801	\$3,201	\$1,200	\$2,001	\$6,000
Donations:Tithely & Canada Helps	\$4,532	\$4,532	\$9,600	-\$5,068	\$0
<b>Total Regular Donations</b>	<b>\$39,139</b>	<b>\$44,489</b>	<b>\$59,280</b>	<b>-\$14,791</b>	<b>\$45,000</b>
<b>Donation: One-time Gift</b>	<b>\$25,000</b>	<b>\$25,000</b>	<b>\$0</b>	<b>\$25,000</b>	
Grants:Anglican Church	\$8,333	\$10,000	\$10,000	\$0	\$15,000
Grants:United Church	\$20,000	\$20,000	\$15,000	\$5,000	\$15,000
<b>Total Grants</b>	<b>\$28,333</b>	<b>\$30,000</b>	<b>\$25,000</b>	<b>\$5,000</b>	<b>\$30,000</b>
Interest Inc	\$1,120	\$1,120	\$720	\$400	\$0
<b>Total Income</b>	<b>\$93,593</b>	<b>\$100,609</b>	<b>\$85,000</b>	<b>\$15,609</b>	<b>\$75,000</b>
<b>EXPENSES</b>					
Fees & Charges	\$892	\$901	\$0	\$901	\$54
Habits-Medallions	\$0	\$0	\$0	\$0	\$0
Honoraria	\$302	\$652	\$800	-\$148	\$900
Hospitality	\$357	\$357	\$200	\$157	\$250
Insurance	\$2,055	\$2,055	\$2,300	-\$245	\$2,300
Licenses:Music Licenses	\$615	\$615	\$600	\$15	\$625
Licenses:Zoom License	\$241	\$241	\$242	-\$1	\$250
Licenses: QuickBooks		\$36	\$0	\$36	\$252
Liturgical Supplies	\$0	\$100	\$100	\$0	\$100
Microindustry	\$0	\$0	\$0	\$0	\$0
Misc.	\$991	\$991	\$0	\$991	\$0
Office Expenses:Office Supplies	\$17	\$217	\$200	\$17	\$200
Office Expenses:Printing & Photocopying	\$184	\$610	\$500	\$110	\$600
Restricted Funds: UCC Minister Fund	\$1,680	\$2,160	\$1,920	\$240	\$1,920
Retreats	\$201	\$201	\$1,000	-\$799	\$1,000
Space Rental	\$7,767	\$7,767	\$5,500	\$2,267	\$5,580
Staffing:AbbeyKids	\$3,260	\$6,523	\$5,500	\$1,023	\$19,578
Staffing:Music Leadership	\$1,535	\$1,535	\$6,500	-\$4,965	\$0
Staffing:Payroll-Clergy	\$50,598	\$60,881	\$60,000	\$881	\$62,000
Transportation	\$0	\$0	\$0	\$0	\$1,000
<b>Total Expenses</b>	<b>\$70,694</b>	<b>\$85,840</b>	<b>\$85,362</b>	<b>\$478</b>	<b>\$96,609</b>
<b>Net Difference:</b>	<b>\$22,899</b>	<b>\$14,769</b>	<b>-\$362</b>	<b>\$15,131</b>	<b>-\$21,609</b>
<b>Bank Balance at 31 Oct 2024</b>	<b>\$45,518</b>				
<b>Projected Bank Balance at 31 Dec 2024</b>		<b>\$37,388</b>			
<b>Projected Bank Balance at 31 Dec 2025</b>					<b>\$15,779</b>

## Restricted Funds

<b>Incoming Balance in UCC Minister Fund</b>	<b>\$1,509</b>		<b>North Park Neighbourhood Association</b>	
Received additional in 2024	\$2,500		Received in 2024	\$37,476
Spent in 2024	\$2,160		Transferred to NPNA in 2024	\$37,476
<b>Balance at end of 2024</b>	<b>\$1,849</b>	10	<b>Balance</b>	<b>\$0</b>
<b>Projected to spend in 2025</b>	<b>\$1,920</b>			

# **ECUMENICAL SHARED MINISTRY AGREEMENT for The Emmaus Community**

**Between The Emmaus Community,  
The Anglican Diocese of British Columbia - The Anglican Church of Canada  
and The Pacific Mountain Regional Council - The United Church of Canada**

**Updated February 2022**

Portions of this document are based on the Diocese of British Columbia and Comox-Nanaimo Presbytery Agreement Concerning Shared Ministry (2005); published as Appendix B of the Constitution, Canons and Regulations of the Anglican Synod of the Diocese of British Columbia (2011). Due to the Monastic (non-parish/pastoral charge) nature of Emmaus Community, this has been modified to reflect the unique nature of this Shared Ministry.

ABBREVIATIONS: The Anglican Church of Canada – ACC; United Church of Canada – UCC

## **1. PREAMBLE**

The Emmaus Community is a Neo-Monastic community whose recognition of Christ in our midst leads us to walk Christ's Way of love through prayer, simplicity and presence with each other and in our neighbourhoods.

By 'neo-monastic' we mean that we draw on the ancient wisdom of the Christian monastic traditions - even as we live ordinary lives. We live by a Rule of Life which guides our common life together.

From its inception and origins, The Emmaus Community has desired to be an ecumenical witness of Christian faith and discipleship which draws on the many living streams of Christianity.

The Emmaus Community was founded by a motion of the Synod of the Anglican Diocese of BC as *The Community of the Reconciliation*, with a name change to *The Emmaus Community* in 2014 with the assent of (then) Bishop Cowan.

The Emmaus Community entered into the first iteration of this Shared Ministry Agreement in January 2016 with The Anglican Diocese of British Columbia and what was then the Victoria Presbytery of The United Church of Canada. Victoria Presbytery is now superseded by the Pacific Mountain Regional Council of The United Church of Canada.

At that time, all parties entered the initial agreement for The Emmaus Community to become an Ecumenical Shared Ministry in order to serve as a prophetic, experimental model of emerging ecumenism and cooperation between the United Church and Anglican traditions.

The Emmaus Community leadership received support to move in this direction by a motion of Victoria Presbytery in June 2015 and assent by the Anglican Bishop at the same time. The parties signed the first version of this agreement in January 2016.

Since 2016, The Emmaus Community has continued to grow and establish itself. It has started a regular Sunday eucharistic expression known as the AbbeyChurch, a small micro-industry around beverages and other items, and an expression which is part of the Wild Church Network. It continues to seek a home for a residential expression of its common life, which was a key part of the original vision, going back to the Community of the Reconciliation. The community also prays together most weekdays, and partners with local organizations to better the common good. There has been a slow and steady move toward deepening the monastic and intentional common life of The Emmaus Community.

One hope is that this ecumenical relationship will continue to challenge and enable us all to live more purposefully and completely as Christians.

Another hope is that it will foster inclusiveness, tolerance of differences, wider perspectives of understanding, commitment to care for each other, acceptance of discomforts, rootedness in our traditions, creativity and innovation, expressions of hospitality - and a willingness to learn and to grow and deepen together in our common Christian faith.

A Shared Ministry provides an opportunity for us to grow spiritually in ministry. It seeks to be a positive example of ecumenical relations in Victoria and across Vancouver Island in the neo-monastic commitment to prayer, presence and simplicity.

## **2. INTENT**

This Shared Ministry will follow a model which breaks new ground in terms of governance – especially for a post/late Christendom context – while it draws upon a diversity of United Church and Anglican Church expressions and ethos.

## **3. LEADERSHIP**

### **3.1 SUPERVISION**

Each denomination will ensure through their respective channels of authority the effective exercise of responsibility for the oversight of the shared ministry.

This will provide for the direction, support, guidance, and nurture of The Emmaus Community by:

- a. Providing a liaison person or persons to strengthen cooperation and understanding between The Anglican Diocese of BC, The Pacific Mountain Regional Council and The Emmaus Community.

The *Liaison* role differs from that of the *Visitor* (section 6.3). A Visitor is more akin to Spiritual Companionship, while the Liaison is more akin to supervision for denominational connection. In the past, the Executive Archdeacon (ACC) and Regional Minister (UCC) have served as the

Liaison. In some cases, the Liaison and Visitor roles may be the same person, but this might not be ideal given the differences in those roles.

The appointed Liaison may have conversations with the Emmaus Community Prior or Priors, staff, clergy and/or “Visitors” (section 6.3). This is especially true of Visitors if there are concerns or insights that the Visitors might offer in order to strengthen the health of the community and the functionality of the 3-way relationship between Regional Council, the Diocese and the Emmaus Community.

- b. Being a resource in formation around lay and ordained vocations in the wider church / denominations
- c. Seeing that adequate training opportunities are available for both clergy and laity in shared ministry.
- d. Arranging for regular reporting and evaluation at agreed upon intervals.
- e. Simplifying denominational requirements in order that one joint annual report be prepared for presentation to Regional Council and Diocese.
- f. Being available for consultation on liturgical practice, contextual presence and other denominational matters.
- g. Any person who is an Ordered Minister within either the Anglican Church or United Church traditions must honour their ministry orders, and work out any conflicts between their Emmaus vows or commitments and their Orders with their Bishop (ACC Clergy) or Regional Minister(s) (UCC Clergy).
- h. Informing the community on policy changes that affect this agreement.

### 3.2 CLERGY AND SACRAMENTS

When the Baptism and Communion / Eucharist are celebrated, only ministers who are in good standing with both the UCC and the ACC will be utilized. Clergy outside of these denominations may be used with the assent of the Bishop and Regional Minister. If there is complaint, concern or reasonable doubt regarding this matter, The Emmaus Community leadership will dialogue with the Bishop’s office and/or The United Church Regional Minister or Executive Minister of The Pacific Mountain Region to determine the suitability of clergy to preside at sacramental worship within the Emmaus Community.

## 4. **WORSHIP**

- a. If a member of the Emmaus Community is member of the United Church or Anglican Church, Baptism and confirmation must be administered according to the rites and traditions of that member’s denomination.

- b. If a public worship is to occur, the Lord's Supper, also called Holy Communion, The Eucharist or the Holy Eucharist, will be the principal service at least once a month.
- c. Recognizing the tradition of elders (UCC) and licensed Eucharistic assistants (ACC), any member of the congregation of suitable Christian maturity may act as Eucharistic assistant (help serve communion) and/or Presider / Service Elder under the supervision of The Emmaus Community leadership after suitable instruction.

## **5. MARRIAGE**

- a. Anglican and United Church clergy will respect their own consciences and the requirements of their denominations with regard to conducting marriage.
- b. Where there is a conflict concerning conscience or denominational requirements, The Emmaus Community may invite a licensed minister of the other denomination to conduct the marriage.

## **6. GOVERNANCE MODEL**

### 6.1 The Emmaus Community Chapter

The Emmaus Community will be a self-governing, monastic community who, in the monastic tradition, will make decisions by Covenanted community membership (i.e. by the "Chapter" meeting).

Chapter is made up of Covenanted Members who are formed in the way of the community, take vows of prayer, presence and simplicity and live by the Emmaus Community Rule of Life, which is attached as an appendix to this document (Appendix One). This Rule of Life may be appended by the consensus of Chapter from time to time.

Chapter may appoint a smaller 'Council' of Chapter who can carry out the vision of Chapter between Chapter meetings, whose decisions and directions must be confirmed by Chapter.

For the purposes of United Church polity, the Chapter holds a similar function, in terms of the responsibility and authority, as the governing body in a Community of Faith.

For lay or clergy ministry staffing, a member or members of Chapter are appointed to oversee and liaise with denominational authorities around hiring and staffing concerns and a hiring team, ideally with representatives from both denominations will be created. The community will use the profile/search process of the denomination that the community is calling.

### 6.2 Specific Leadership

The Emmaus Community Chapter may elect members for specific leadership responsibilities for a period of time.

These designated leaders will act on behalf of the Chapter and have responsibilities such as Prior(s), Formation Director(s), synod delegate(s) or regional representative(s) (if applicable), cellarer/treasurer, etc.

Priors are elected according to the Terms of Reference and act as the key spokespeople and liaisons with the denominations on behalf of the Chapter. Priors may delegate or invite others into the conversations with the wider church / denominations as they occur. Though it is not completely analogous, a Prior has some similarities to a Parish Warden (ACC) or Congregational Board Chair (UCC).

Positions which become regular over time will become part of The Emmaus Community's Terms of Reference, which will be made available to the Diocese or Regional Council, upon request. The Terms of Reference can be altered by the consensus of The Emmaus Community Chapter, is available upon request.

### 6.3 Visitors

The Emmaus Community will have official "Visitors" (a term derived from the monastic traditions); in our case, these 'Visitors' are leaders in Christ's Church who will come alongside The Emmaus Community regularly (as requested), and do yearly check-in with every Covenanted Member of the Emmaus community.

The primary role of the "Visitors" will be to hold a mirror to the community in terms of community common life and health. This will mean joining the community once a year and interviewing all members and this is usually done at the yearly retreat of the community. A secondary role for the "Visitors" will be to support and advocate for the Community in the wider structures of the denominations and ecumenically.

The community will have at least one "Visitor" who will be a bishop, priest or religious in the Anglican Communion and one who is an ordained or commissioned leader in The United Church of Canada.

These "Visitors" will be a) elected by The Emmaus Community Chapter and b) renewed every three years by the Emmaus Community Chapter.

It is preferred that Visitors have an awareness of monastic and/or neo-monastic ethos, possess spiritual wisdom and can provide pastoral care and insight into community dynamics. A visitor does not, usually, however, provide the kinds of oversight that an Anglican Bishop or Regional Minister would (this area of care and nurturing of denominational relationships is, instead, covered in section 3.1 of this document).

"Visitors" will strive to be present to witness vows of Covenanting members and will strive to be available to the community leadership in times of need or crisis.

### 6.4 Future Developments

The Emmaus Community is aware that, as a relatively young community, their polity will be developing and evolving. The Emmaus Community will keep the Diocese and Regional Council aware of developments around governance in conversation with their designated liaison with each denomination.

At such time as is deemed beneficial, The Emmaus Community may wish to seek legal status and/or charitable status or move its institutional support mechanisms outside of the Diocese of BC.

Assuming that the Ecumenical Shared Ministry continues at that point, this will be done in dialogue with the representatives of both the Regional Council and The Diocese.

## **7. DENOMINATIONAL RECORDS**

The following records are to be maintained:

- a. Minutes of Chapter and Council meetings.
- b. Financial records.
- c. Baptismal, confirmation, marriage, covenanting (membership) and burial records.

## **8. FINANCES**

The Emmaus Community's finances are currently held in trust and dispensed by the Anglican Diocese of BC by request of 2 or more members of Chapter. Any funds incoming through electronic means internal (Diocesan) and external grants, cheques made out to "Emmaus Community", "The AbbeyChurch" or designated for Emmaus Community in the memo line, or cash dropped off at the Synod Office will be placed in the Emmaus Community account and held in trust. This arrangement may be reviewed for impact on Synod Office staffing.

The Emmaus Community will be responsible for presenting a yearly budget to the Executive Officer (ACC) and the Regional Minister(s) (UCC); monitoring progress throughout the year and keeping within the means of the budget.

At such time as the Emmaus Community creates its own legal and/or charitable entity and wishes to use the funds which are held in trust, all funds held in trust will be donated or transferred to the entity upon request of The Emmaus Community Chapter.

## **9. INSURANCE AND ACCOUNTABILITY**

The Emmaus Community's insurance will be held through the Anglican Diocese of BC who will arrange for an insurance certificate to cover Emmaus Community until both parties agree to change this agreement. Emmaus Community will keep a designated person in the Anglican Diocese of BC aware of all programming through inclusion on the weekly email list.

The Emmaus Community will be responsible to complete either UCC or ACC denominational requirements regarding safety and liability/risk assessment, including, but not limited to training and background checks for volunteers working in high risk roles and/or with vulnerable people and either Safe Church (ACC) or Faithful Footsteps / Boundaries training (UCC). These checks will be held according to the policies of each denomination.

The Community will also adopt and abide by the National UCC safe space policies including the Workplace Discrimination, Harassment, Violence Prevention and Response Policy, Sexual Misconduct Prevention and Response Policy.

Reviews of procedures may be done at one-year intervals or as requested by The Anglican Diocese of BC and/or The Pacific Mountain Regional Council.

## **10. REPORTING**

The Emmaus Community will provide a yearly written report to Synod (ACC) and the Regional Council through the Regional Minister(s) (UCC).

## **11. REVIEW OF THE SHARED MINISTRY**

The shared ministry may be revisited jointly by The Emmaus Community Chapter and representatives of Diocese (ACC) and Regional Council (UCC) at such times as are mutually desirable, especially when establishing, modifying substantially, or terminating the shared ministry.

If a revisiting of this document and relationship is to happen, it will be with clear criteria and provision for opportunity for input the leadership of The Emmaus Community and participating denominations to ensure that it satisfactorily represents the mission and purpose of the Community and participating denominations.

Any amendment to the Agreement requires approval by all three parties in accordance with the decision-making governance of each partner.

## **12. TERMINATION OF THE SHARED MINISTRY AGREEMENT**

Either party may terminate this Agreement by giving three months notice. A shorter notice period may also be mutually agreed upon by all three parties.

AGREEMENT: This Shared Ministry Agreement is effective as of May 1, 2022  
(date)

  
(Signature) Bishop – The Anglican Diocese of British Columbia

Anne Greenwood  
(Printed)

  
(Signature) Regional Minister – The Pacific Mountain Regional Council  
The United Church Of Canada

Gail Miller  
(Printed)

  
(Signature) Prior or Authorized Representative of Chapter  
The Emmaus Community

Matthew W. Humphrey, EC

(Printed)

  
(Signature) Prior or Authorized Representative of Chapter  
The Emmaus Community

Marilyn M. Gough  
(Printed)

## Appendix One:

# The Rule of Life of the Emmaus Community

**The Emmaus Community is a Neo-Monastic community whose recognition of Christ in our midst leads us to walk the Way of love through prayer, simplicity and presence with each other and in our neighbourhood.**

## Prayer

*When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him; and he vanished from their sight. They said to each other, “Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?” —Luke 24:30–32*

*Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you. —1 Thess. 5:16–18*

As a community, before all else, we are called to root ourselves in a life of prayer. Jesus modelled a life of prayer, and his followers have been instructed to pray without ceasing. The Emmaus Community thus commits to being immersed in prayer which is both personal and collective, active and contemplative.

Our vow calls us to have regular personal prayer, which includes times of silence and scripture study—as well as to join with the community in times of common prayer.

Our hope is that our times of prayer will cause our hearts to burn as we encounter Christ in the breaking open of scripture, in prayer (including confession, intercession and gratitude), and in the breaking of bread through the celebration of the Eucharist / Communion.

We recognize that our life of common prayer engages tradition and innovation, creativity and ongoing study. We also recognize that these times of prayer will guide us in seeking reconciliation with God, each other, the neighbourhood, the stranger, and all of creation.

## Simplicity

*All the believers were one in heart and mind. No one claimed that any of their possessions was their own, but they shared everything they had. —Acts 4:32*

*“Stay with us, because it is almost evening and the day is now nearly over.” So he [Jesus] went in to stay with them. —Luke 24:29b*

Anyone who chooses to walk in the way of Jesus must consider that Jesus asks us to trust him for our daily bread, to care for the poor, the orphan and the widow, and to find joy and contentment in a life of simplicity. A life defined by simplicity can hear and respond quickly to the leading of the Holy Spirit.

Our vow of simplicity means having all we need for a healthy life, but seeking to remain free from the bondage of unhealthy attachments. We choose an attitude inclined away from accumulation. We desire

to be mindful of wastefulness, to care for God's creation, and to be concerned for how we use what we own.

Together we desire to support each other in creating a sharing economy with our possessions and to help each other—and others—with material needs, as well as to practice hospitality. We define life not by what we have, but by who we are and Whose we are, what we do with our life, and by the relationships that we have.

Accordingly, we choose individually and collectively to step towards a life simpler in possessions, time, and technology.

In our call to simplicity, we trust in God's providence and provision. We desire to respect God's creation and to live into the reality that each person is made in the image of God. We recognize that simplicity is a grace from God that we receive—and that simplicity is found in seeking the reign of God.

### **Presence**

*The word became flesh and blood and moved into the neighbourhood. —John 1:14 (The Message)*

*Now on that same day two of them were going to a village called Emmaus... While they were talking and discussing, Jesus himself came near and went with them. —Luke 24:13-14*

Our vow of presence is taken in response to the radical presence offered to us by God. We recognize that God has become present to us throughout time, whether in a pillar of cloud, a prophetic word, or in the radical act of the Incarnation, life, death and resurrection of Jesus. We believe that God continues to be present to us through the Holy Spirit drawing us deeper into relationship with God and all of God's creation.

As a community, we respond to our call to presence as we incarnate the Gospel in our daily lives, work, and relationships. A vow of presence requires the hard work of walking with each other through our pain and disillusionment, as well as in our celebration and thanksgiving. It is a commitment to authenticity and availability, knowing that as we journey together, Jesus joins us on the road, widening our view and changing our hearts.

A vow of presence invites us into active relationships of accountability and reconciliation with one another and with the land and the neighborhood where we have been placed. Through our commitment to stability, hospitality and presence, we become witnesses to what God is doing in our neighborhoods and in the world, and we become signs and symbols of that in-breaking reign of peace, justice and love.

\* \* \*

In order to make these commitments more concrete, each community member of the Emmaus Community will create an individual and/or family plan which takes life circumstances into account. This will be shared, reviewed, and updated annually, reflecting the individual and collective ways in which each covenanted member is prayerfully called to move toward the embodiment of the Rule and Rhythms.

All these signs are practiced by the power of the Holy Spirit. As a community, we aim to live each moment with grace, celebration (including joyful laughter!) and generosity both to self and others. We seek to live prayerfully and creatively according to the spirit of these commitments, rather than limiting

ourselves to the words in which they are written. In living out this call, we affirm that it is a call to abundant life, freedom, celebration and joy, as we grow in the loving discipline of a faithful community.

\* \* \*

NOTE: This is a shorter rule than earlier versions. In 2020, the Emmaus Community decided to simplify our main rule, and, instead, create a "Customary" for Covenanted Members which describes our common practices for that coming year. This customary is agreed to, by consensus, and revised yearly. In addition to the Customary, each Covenanted Member of the Emmaus Community creates a personal articulation of how they will live into the rule each year.