

**Enhanced Partnership Meeting**  
**March 9, 2010**

Opening Remarks by Debbie Tanasieuk and introduction of Helen Smith-McIntyre.

Rick – National Perspective and Direction

- How can the contract be made better?
- There are lots of groups who have a stake in ministry.
- Same old thing we have talked about before
- A difference in this meeting is that this is a facilitated encounter where all partners are equal and can dialogue.

A different way of looking at ministry – triangle. What brings us to this day? In the middle is the ministry.

Around the ministry a lot of different stake holders.

- 1 CSC
- 2 Faith Communities
- 3 Chaplains
- 4 Volunteers
- 5 Family members
- 6 Other interest groups

If you use a triangle always make sure it has ministry in the middle i.e. chaplain/ faith community/ministry

No one thing solves all the problems – web

We are on a journey together.

Helen Smith-McIntyre

Keeping ministry in the centre is important. The commonality is ministering to offenders and CSC staff

Mission today is

- BRINGING EVERYONE TOGETHER
- MOVE AGENDA FORWARD

Helen's role

- formulate good questions
- develop and guide process
- discerning listener
- clarify/summarize
- facilitate

Go around the circle telling:

Who are you?

What is your connection?

What are your hopes?

Don Stoesz (Protestant Chaplain, Bowden – Mennonite Church in Alberta)

- enjoyed the level of authority – enjoys leadership of the Regional Chaplain

Jeff Anderson (Evangelical Covenant Church in Canada rep)

- compassion, mercy/justice
- get a better understanding

Snowy Noble (Protestant Chaplain, Edmonton Institution for Women – ECCC)

- clarity
- understanding his role and to bring some understanding

Peter Guenther (Regional Director, Interventions, CSC)

- responsible for chaplaincy for Prairie Region
- sees Chaplaincy as an essential for CSC
- involve contractors
- Chaplains need support of their denomination/faith community

Richard Arsenault (Archdiocese of Winnipeg rep)

- learn more

Kris Knutson (Christian Missionary Alliance rep)

- representing Mustard Seed and Alliance
- hopes what is relationship where do community chaplains fit in Would like a sense of clarity

Ted Hughes (Regional Chaplain, ONT)

- visions can be forward looking
- solutions to problems that are positive

Garry Dombrosky, IFC

- 21 years in IFC
- challenge was to get government to commit to process and sign
- hopefully get commitment and get the job done
- how can we serve the inmates better?

Ceas Chmiel (RC Chaplain, Stony Mountain)

- learn more about New Partnership Model
- make chaplaincy easier, less frustration, more cooperation, more effective ministry

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Oliver Johnson (Protestant Chaplain Edmonton Institution – Seventh Day Adventist)

- less conflict

Ed Hilchey (Protestant Chaplain, Drumheller – Vineyard Church)

- great fellowship
- participate freely in discussion
- relief/resignation that we are here discussing this
- nice to have some benefits to being employees

Terry Harsch (Vineyard Church rep)

- here to learn
- privilege to be here and see how things are going

Brian Harder (Protestant Chaplain, Drumheller – Church of the Nazarene)

- hope is simple meet and greet
- share frustrations

John Schuster (RC Diocese of Calgary rep)

- learn what his responsibilities are toward chaplains to support them
- better understanding of what contract holder can do

Anne Riley (RC Chaplain, Drumheller – Diocese of Calgary)

- want to see forward

Roger Paulus (RC Diocese of Prince Albert rep)

- want to learn more about my position and chaplaincy

-

Brad Taylor (RC Chaplain, Sask Pen Max – Diocese of Prince Albert)

- have contractors tell me more about my ministry

-

Nick Ferreras (RC Chaplain, Sask Pen Main – Diocese of Prince Albert)

- more understanding of what chaplaincy is

Dale Gillman (IFC – Anglican)

- Sit & listen not sure of her role
- Would hope to hear a lot of laughter which breaks down barriers

Joanne Beacon (Protestant chaplain, Sask Pen Main – Anglican Diocese of Prince Albert)

- why are there more First Nations People in prisons?
- Wants to help them

Hardy Engler (Protestant Chaplain, Bowden – Christian Missionary Alliance)

Bo Gajda (RC Chaplain, Stony Mountain – RC Archdiocese of Winnipeg)

- ministry where we can all learn together
- doesn't have much expectation for today
- glad to have contractors here
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Hank Dixon (Protestant Chaplain, Stony Mountain – Canadian Baptists of Western Canada)

- feels very pessimistic
- February 2005 Terry Richardson had a meeting. There were 2 chaplaincy reps and he was 1 of them. It was decided to follow contract model.
- From that time on worked
- began with MOU
- everything on the floor has been talked about before i.e. stuck, capacity building
- lack of clarity regarding how contracting model works
- hope that there is more clarity of how contracting model works

Teresa Kellendonk (RC Chaplain, Edmonton Institution – RC Archdiocese of Edmonton)

- more clarification on the role of the IFC

Mark McGee (RC Chaplain, Grande Cache – RC Archdiocese of Edmonton)

- ministry front & centre is really important & part of the triangle
- ministry is personal – talking about ministers – needs to be recognition that ministry is by a person – must talk about the minister

Rick Burk (NHQ Chaplaincy, CSC – Church of the Nazarene)

- learned to work in this circle as a chaplain/regional chaplain and now as A/Director General, Chaplaincy & Restorative Justice
- complex hopes for today
- minimizing problems by minimizing players at table
- We might not all be right but all be capable of being transparent and honest. We can't arrive at a solution unless we are all honest.

Dan Stroman (Protestant Chaplain, Riverbend Institution – Canadian Baptists of Western Canada)

- all about relationships
- God is His boss and he feels fairly secure
- Hopes to find out what kind of decisions have been made without his input
- Also optimistic that federal government is in a partnership with chaplains and public
- Happy to have input

Ken Thiessen (Canadian Baptists of Western Canada rep)

- would like Dan & Hank to feel that denomination supports them
- feels that there is a 4<sup>th</sup> partner – CSC management

Brent Cooper (Protestant Chaplain, Regional Psychiatric Centre – Pentecostal Assemblies of Canada)

- thankful for his denomination
- often comes with no expectations so not disappointed

Elaine King (Pentecostal Assemblies of Canada rep)

- hopes to learn and see how they can better support chaplains
- has a heart for non-traditional ministry

Larry Dahl (Church of the Nazarene rep)

- his denomination has been enriched by chaplains
- they have made a difference
- hope compassion centres
- church has no idea how to reach out to offenders released to community
- how do we help communities to realize they **are p?**
- ownership on part of contract holders

Debbie Tanasieuk (Regional Chaplain, Prairies, CSC – Church of the Nazarene)

- grateful to have Larry Dahl here and support and partnership
- bigger and broader and grander than what we think
- I hear Hank
- Wants wholeness
- Let's get at 'er

Helen Smith-McIntyre

- Saskatoon Community Mediation Services
- find a way to offer something to everybody

Julien Hammond

- hope of listening, learning and supporting his chaplains

Questions for Small Groups

Who each of you are (in depth) individually and collectively.

What are challenges you face? This will be reported back.

#### Group 4

- challenge is to get off the merry-go-around so can do so by:
  - educating contractors about their role
  - educating, training, orienting AWI about their roles and responsibilities
  - maybe get everyone together for 3 – 5 days (all partners) and come to some decisions

#### Group 3

##### Challenges

- contractor & chaplain perspectives
- great deal of change has been experienced in last 14 years
- before it was a mentorship - not bureaucratic. Now almost an attitude of suspicion which creates a tension and when a chaplain is under tension not good at institution.
  - role of IFC?
  - What is chaplain's response to his own faith community?
  - Contractor's side – how does a contractor find out what is happening in the institution?
  - What is relationship of A/W Interventions with chaplains?
  - Security
  - What is successful chaplaincy?
  - Is there an expectation from CSC?

#### Group 2

Small drama –

2 chaplains IFC 2 contractors Group

Can I get travel money to go to Queen's University to get some money? Don't know who is talking to whom about what

3 people are talking when there should be 4

- need a healthy conversation between contractor and chaplains
- undefined roles

#### Group 1

- challenges for contractors
- keeping the connection with the chaplain in the institution would appreciate trng in ways they could stay connected
- too short notice for contractors for meetings
- is there a partnership or not between CSC &
- training of contractors in government procedures

- something in the past 2-3 day period so contractors who have been around for a while could pass on their knowledge

#### Chaplains

How do we relate to everyone in authority positions

- literally a maze
- been to many, many functions but chaplains are feeling that they are not being listened to
- 5 yr contracting model bad every 5 years apply for your own job job security
- deep concern being forced to compete with other chaplains

#### Challenges for CSC

Is Treasury Board going to run CSC?

2 operating systems in place

gov't and ministry

#### Bo

- contract model is good
- need a CSC champion for chaplains

#### Ted

- critical question: How to address only move forward as answers are given by individuals and faith communities 1 year contracts are norm, pushed for 3 and we got 6 years
- contracts are going to stay same as they are
- contractors are invited to give answers
- is the denomination applying for 5 years

#### Rick

- what do you want it to look like?
- Partnership driven contract
- More that we can do if we imagine
- In this region we entered into a contract without interviewing a chaplain

#### Ed

- lots of competitions in 5 years from now will be a nightmare?

#### Ken Thiessen

- does TB have the trump card?

#### Mark McGee

- what are implications of 2 part-time people
- how much discretion does regional chaplain have?
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Break into small groups and be solution-oriented.

What do you in your role have to offer toward enhancing the partnership?

## Group Reporting

### Group 1

- Contractor has a prophetic voice
- Evaluate our chaplains every year or two

### Group 2

- closer connection between contractors & CSC – what are options for contractors?
- Point of contact – chaplains don't know who to talk to at their denomination
- Evaluations need to be a two way street – how do we evaluate CSC? - all needs to be done with contractors, chaplains, CSC
- Chaplains doing ministry – can't sit and complain – need to say “I am part of a denominational family” – be faithful to the Statement of Work – both contractors and chaplains have a prophetic voice
- Contractors can find ways to evaluate chaplains – want breadth of services to be evaluated – not just the person

### Group 3

CSC brings infrastructure, building

-possibility of working group

- Chaplains bring wider community – continuum of care beyond the institution
- peer mentorship for new chaplains – p/t to full-time or shared contract between contracts, denomination community chaplains

### IFC

- arms length
- corporate memory
- mixed group – legal/theological difference

continuing ed and  
connecting church to chaplaincy and

language – are we contractors or faith community  
contractor you get money person  
faith community get pastoral care person

### Group 4

Chaplains can be:

- Liaison
- Prophetic voice
- Education, awareness
- Front-line ministry

## IFC

- work on MOU, interviews and reviews
- voice in CSC
- enhance IFC role, perhaps visiting
- how to fill relational role between contract

## Contractor

- more actively instead of passively involved with chaplain
- help chaplains with self-care

## Regional Chaplain

- guideline for Regional Chaplain, chaplains
- all players need to know their roles
- be a bridge builder
- educator
- person of discernment

## Chaplains

- bridge builder for future chaplains
- be chaplains of integrity

1. How did we do at bringing everything together?

## Don Stoesz

- enjoyed networking & input by everyone

## Jeff Anderson

## Snowy,

- clarity has come & continues to come

## Roger Paulhus

## Kris Knutson

- wearing a different hat
- have moved agenda forward with a little more clarity
- positive that faith community can get in there and get their hands dirty
- positive that contractors are here

## Ted Hughes

- 4 meetings and common themes
- contractors that have questions and want to be involved
- good to be here together as a group
- even knowing that there are areas of non0-clarity helps to clarify the questions

Garry Dombrosky

- getting all faith community/contractors is going to be a key aspect in moving the agenda forward
- where they get together and move toe-to-toe

Ceas Chmiel

- enjoyed being with his faith community

Brian Harder

- thought he would hear about what was coming down the pipe
- contractors are here
- if contractors
- Terry Harcsch
- Longing for more – others to be included in this
- In terms of moving agenda forward personally agenda has been moved forward
- Some really positive things have been taking place today

Oliver Johnson

- where 3 or more are gathered
- have more than 1 day

Ed Hilchey

- fellowship has
- sharing each others' hearts
- things were getting deep
- good to have Terry H from faith community
- really enjoyed this process

Anne Riley

- chaplains, contractors, regional reps

John Schuster

- good to be here
- hope that at the next one will not dwell on the past but move toward the future

Roger Paulhus

- learned a lot

Brad Taylor

- bring both finance and faith community people

Larry Dahl

- positive change in 30 years in chaplaincy

- learning the lingo and language
- measurables if there was a document about history and journey
- annual gathering of contractors would be enriching don't feel that they had a voice vision that is larger than the present time
- raise profile of creative environment of trust so chaplains could engage their own faith communities

Nick Ferreras

- how can I be a better chaplain

Dale Gillman

- better sense of how ministry is the centre and the chaplains/faith community are the spokes
- will do a report to her faith community about how we can work with chaplains

Mark McGee

- moving agenda forward

Hardy Engler

- been good to be here and be together & be listened to and listen to others
- to be listened to does

will this move the agenda forward that will remain to be seen

-

Bo Gajda

- agenda remains to be done
- good for everyone to be together glad to have had this day

Rick Burk

- more than a little fear and trepidation as planning for this day
- appreciated most – primary goal model that the faith community is genuine power in the faith communi
- chaplains may feel surprised that contractors came
- this would be just a beginning
- have had the right people at the tagble today & more people can be drawn to the table
- those that thought it would be same old thing came anyway

Joanne Beacon

- next time Bishop come
- learned a lot

Teresa Kellendonk

- AWI could be here
- Don't do this ministry alone
- What was the word that wasn't part of the document?

Ken Thiessen

- theme emerged contract/faith communities

Dan Stroman

- accomplished goal of bringing a number of players together
- why institutions not invited i.e. Deputy Wardens
- not clear on where we are moving forward to and what the agenda is but thinks it has something to do with EP

Hank Dixon

- most people have no understanding of the important role of the chaplain
- to chaplains/IFC chaplaincy is a sacred trust vibrant chaplaincy is one of the most important

Debbie Tanasieuk

- ministry is to and for the offenders
- let's remember who we serve
- grateful for all of this as well
- serendipity been with AWI's hope that others can participate
- hopeful for the future
- think that we're in a better place than we were

Brent Cooper

- always good to get together with chaplains
- today got to meet denomination groups – AWI next step
- try not to get too worked up b/c 1<sup>st</sup> & foremost a minister
- going forward his role to faith community is to be that voice and let them know that there is that opportunity

Elaine King

- learned a lot, new vocabulary how can work side by side in new partnership

STUCK

Is word that was on the floor but not in document

Helen Smith-McIntyre

- thank you for being where I am not and offering the blessing of pastoral care

Debbie Tanasieuk

- put together a working group of persons from chaplaincy management team, rep from Prairie Region of a chaplain and begin working it and doing some things with it
- someone from faith community
- will be a working group and a smaller group

Rick Burk

- will be work involved
- work on and bring publicly published work
- envision as timeframe
- money for 1 person and work for 2
- 1 or 2 face to face meetings
- 1 or 2 video conference
- meeting monthly
- you will have access to person on the committee

NHQ working on building a transparent website so that what is going on in the group can be known by the constituency and the contituenacy can have input

Representative of 5 regions and Chaplaincy management team, IFC,

Chaplain rep and Contractor rep voted on.

Meeting adjourned. – 4:00 p.m.