

MISSION AND SERVICE AMONG SEAFARERS

Involvement of DWME

1969

I. The DWME co-sponsored with the International Council of Seamen's Agencies an International Consultation on Service to Seafarers at Rotterdam, Holland, 24 - 28th August, 1969. The steering committee consisted of representatives of Apostolatus Maris, the British Sailors' Society, the International Council of Seamen's Agencies, the Missions to Seamen, the Nederlandse Zeemanscentrale, the Nordic Mission to Seamen, and the DWME/WCC. Participants were delegates from 52 international and national Christian voluntary organizations operating altogether in 66 countries in five continents.

The general theme of the consultation was "Shaping Services to Seafarers" in the face of radically changing circumstances under which modern seafarers live and work. By means of orientation papers and discussions based theron, attempt was made to up-date the participants' knowledge of the particular circumstances of seafaring life today and explored how best the Christian voluntary agencies may meet the real needs of seafarers and their families.

The consultation reached the conclusion that, in order to further the cause for which the participating agencies were committed, an international, ecumenical co-operation amongst them was imperative, and resolved that an international association of Christian voluntary organizations should be brought into being. Pertinent parts of the resolutions formally adopted read as follows:

It is resolved:

That a committee be set up for the purpose of studying the manner in which a permanent association of Christian voluntary agencies, of the type described in Conclusion G. of the Consultation, may best be brought into being.

That the nature of the association be that of a consultative and representative body.

That its purpose be:

- (a) to foster collaboration and mutual aid among constituent bodies and to further common interests;
- (b) to be the collective and respected voice of the association within the industry and outside it; which can offer counsel and be heard within the councils of those bodies whose deliberations in any way affect or influence the lives and welfare of seafarers.

That those organisations participating in the 1969 Consultation be entitled to foundation membership.

That a Working Committee be appointed and have power to co-opt experts. This would be a temporary working body charged with promoting the implementation of the Resolutions issuing from the Rotterdam Consultation.

That the present Steering Committee, together with a representative from the German Seamen's Societies, as well as any persons the Committee deems necessary as members or consultants to the Committee, shall carry on as designated in the previous Resolution and that the structure be experimental for a period of three years.

That vacancies be filled by successors nominated by the constituent member organisations concerned; namely - Apostolatus Maris, Den Norske Sjomanismisjon (representing Nordic Mission to Seamen) Deutsche Seemannsmission, International Council of Seamen's Agencies (U.S.A. and Canada), The Missions to Seamen (representing The Missions to Seamen and British Sailors' Society conjointly), Nederlandse Zeemanscentrale, World Council of Churches (Division of World Mission and Evangelism).

II. The Working Committee met for the first time on 29th August at the Rijn Hotel, Rotterdam, the membership of which is as follows:

The Rev. Bernard Spong, The International Council of Seamen's Agencies;
The Rev. Johannes Aardal, The Nordic Missions to Seamen;
Monsignor Francis Frayne, Apostolatus Maris;
Oberkirchenrat Hermann Goebel, The German Seamen's Societies;
The Rev. J. Willem Schokking, Nederlandse Zeemanscentrale;
The Rev. Tom P. Kerfoot, The Missions to Seamen
The Rev. Daisuke Kitagawa, W.C.C./D.W.M.E.

At this meeting Msr. Frayne and Rev. Kerfoot were elected as co-chairmen and Mr. Kitagawa as corresponding secretary and treasurer. Mr. Kitagawa's appointment was on the basis of his being based in Geneva, which puts him in a strategic position in relation to the International Labour Organisation.

It is also apparent that DWME, though not involved directly in mission and ministry among seafarers, is looked upon as the most important agency in providing a genuine ecumenical frame of reference.

It is anticipated that God willing a new association (its provisional name being "International Christian Maritime Association") will be formally established in 1972. In the meantime it was agreed that

- a. Membership fee of US \$ 10.- be paid by each of the constituent members, and
- b. Members of the Working Committee approach their respective organisations to agree the following allocation of responsi-

bility to defray the expenditure of the Committee (travel of delegates, accommodation and office expenses)

Apostolatus Maris	\$ 250
British Sailors' Society	250
German Seamen's Mission	250
International Council of Seamen's Agencies	500
The Missions to Seamen	250
The Nordic Missions to Seamen	400
The Nederlandse Zeemanscentrale	100
World Council of Churches	200
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Total	\$ 2,200

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APPENDIX H.

RESEARCH PROGRAMME OF ARCHIMANDRITE
ANASTASIOS YANNOULATOS

A. Main Lines of Research

1. The meeting of the Eastern Churches with the religions of Asia (outside the Christian Empires).
2. The Orthodox Mission in Japan (Lessons of the past; present problems).
3. Orthodox presence in Korea.
4. The traditional concept of North Bantu tribes about God. (The challenge of this religious experience for Kenya and Uganda).
5. African symbolism in an Orthodox perspective.

First stage: Analysis of the traditional African rituals (sacrifices, possession, dance, initiations in East Africa).

6. Orthodox understanding of other religions (Historical survey; attempt for some theological foundations).

B. Other Activities

1. Consultation of Orthodox theologians on the Orthodox understanding of mission today, and the contribution of Orthodoxy to Christian mission in general. (In co-ordination with the International Organisation of Orthodox Youth, "Syndesmos").
2. Participation in building up the Orthodox Missionary Seminar in Athens; it will be organised under the Holy Synod of Greece in collaboration with the Theological Faculty of Athens.
3. Contacts with Orthodox churches to help in planning specific evangelistic tasks (i.e. workers in Germany, seamen, students, industrial mission in one city of Greece and, if possible, in one of Roumanian or Yougeslavian cities).
4. Lectures in Theological Seminaries and Orthodox Youth Movements on Mission and Evangelism, if possible, creation of a permanent study group in each of them.
5. Promotion of the publication of monographs and articles on the missionary effort of the Orthodox Church and the Orthodox understanding of non-Christian Religions (in different languages spoken in the main Orthodox churches).

APPENDIX L

World Council of Christian Education proposed
Research Project on

CHRISTIAN EDUCATION AMONG PEOPLE WITH AN ANIMISTIC
BACKGROUND

At the Board of Managers meeting in Frankfurt, June 1968, the possibility was raised of the WCCE conducting a research project dealing with Christian education among people with an animistic background. The General Secretary (R.N. Mould) suggested that I should do some preliminary work regarding this possible research.

The issue raised concerns the type of Christian education most suitable among people living in animistic societies or just emerging from them. My own observations and those of a number of people with whom I have conferred, point to the probability that the approach generally has been too authoritarian, too abstract, too dependent on route learning, too deductive, leading to a "split-level" result. Probably a more inductive approach would be better, reducing the possibility of professed allegiance to beliefs, attitudes and ways of behaving which are mainly derived from the Christian faith and Western influence, while at the same time retaining another level of thinking, feeling, behaving related to the ancient animistic culture.

I wrote to 30 people in various parts of the world, and received 25 replies. All the replies indicated agreement that the issue is an important one. Many contained detailed suggestions, (varying in the amount of detail) in response to the request for guidance and comment regarding the scope of the research, methods of procedure, who would conduct it, the finance required, whether it would be wise to work in one area - e.g. New Guinea, Africa, or in several countries.

GENERAL COMMENTS

1. There appears to be strong support for a research project on the issue proposed. There were no negative responses to the letter.
2. Roman Catholic interest is evident. A broadly ecumenical approach is desirable.
3. The issue is urgent. Work in Christian education goes forward without adequate guidance from research. The results of the research could be significant for future curriculum and leadership development.
4. It is recognised that the term "animistic" has a very broad meaning, open to different interpretations; but no alternative term has been suggested.

5. There has been some questioning of the "split-level" concept as being too simplistic - but the "split-level" phenomenon is at least an important aspect of the problem.

RECOMMENDATIONS

1. That in view of the strong indication of the need for an anticipated value of a research project on "Christian Education Among People with an Animistic Background", the WCCE go forward with this project and give it high priority.
2. That the work be carried out in consultation with the WCC Office of Education and DWME.
3. That if possible the research be carried out in more than one country, (e.g. Philippines, an area in Africa, New Guinea), so that comparisons could be made and possibly generalisations of wide application could be reached.
4. That an inter-disciplinary approach be adopted using suitable anthropologists, psychologists, educators, theologians.
5. That the study be attempted as a first-class operation using the best insight and skill available.
6. That financial support be sought from UNESCO, DWME, the World Literature Fund, Mission Boards, as well as other sources, through the World Christian Education Fund.
7. That the staff be asked to take appropriate action for the implementation of the project.

COMMENTS ON IMPLEMENTATION

1. Meetings about the possible project were held with interested people in the Philippines, July 14 and 15, 1969. There are people in Manila who are well trained and deeply concerned; they would be willing to co-operate, and give technical support to guidance. Father Jaime Bulatao S.J., Department of Psychology, Atenee de Manila University, and Dr. Alex Grant of the Christian Institute for Ethnic Studies in Asia (EACC) indicated a willingness to share in the project personally if it goes forward. Letters indicate that there are people in other countries who are similarly interested.
2. A suggested first step is to call together a group of from 12 to 15 people for eight days to give careful and skilled attention to the project, define goals, work through semantic difficulties, begin work on a basic research design, methodological procedures, test instruments, evaluation, locations. The group should be selected on an inter-disciplinary basis representing anthropology, psychology, education, theology. They would need to be people who could work together creatively.

3. It appears desirable to appoint one specialist in research with an educational orientation who would give direction to the whole project, working full-time for the first period, part-time for a middle period and full-time for a third period. The third period would involve the collection and examination of data, the preparation of a report, and conducting consultations in the light of the report around the world in appropriate locations. The possible total time would be six years.
4. Attention should be given throughout the project to the practical use of the research related to the understanding of communication, applicability to curriculum development, teacher-leader training processes.
5. A period may be needed for training people to carry out the research in given areas, in order to assure consistency in approach and insight and skill in operation, observation, analysis, evaluation.

APPENDIX J.

AJALTOUN/BEIRUT CONSULTATION, MARCH 16-25, 1970

DIALOGUE BETWEEN MEN OF LIVING FAITHS

Present Discussion and Future Possibilities

A Conversation between Hindus, Buddhists, Christians and Muslims

1. Place: The Consultation will be held at the Maronite Retreat Centre in Ajaltoun about 25 km from Beirut.

2. Participants: About thirty Christian scholars - Protestant, Orthodox and Roman Catholic - will meet about ten scholars of other faiths - three Hindu, three Buddhist and three or four Muslim. Most of the participants will be those who have had experience of dialogue and who have competent knowledge in at least one religion other than their own. This Consultation is limited to members of these four faiths but the possibility of widening the scope of such consultations later on may be explored.

3. Theme: The programme has been prepared by the ad hoc committee in consultation with a few others. In addition to some papers two documents will be available as preparatory material. (1) A study booklet entitled: New Approaches to Men of Other Faiths : A Theological Discussion (1938-1968) by Carl F. Hallencreutz. This is an attempt to summarise the discussion during the past three decades and to indicate some new directions for the future. (2) A collection of critical reports of some of the actual dialogues that have taken place in different countries during recent years between Christians and men of other faiths. In addition to Christian dialogue with these three faiths it will also have reports of Christian-Jewish and Christian-Marxist dialogues. It is hoped to publish this volume later on.

4. Procedure: For most of the time the group will be together discussing significant points in the dialogue between men of living faiths, the possibility of understanding other faiths, the relationship between dialogue and devotion etc. But there will also be sessions for bilateral discussions in three groups where Christians will meet men of other faiths separately to consider the theme: Man and Salvation in History, trying to see the perspectives of different faiths on this theme. The emphasis will be less on academic papers than on personal discussions. Opportunities for worship for men of different faiths will be provided for. There will also be evening sessions of worship together on the general theme: The Meaning and Practice of Spirituality. Attendance at worship services will be voluntary.

5. Post-Beirut Consultation: It is suggested that a small consultation will be held in Geneva from May 20 - 22, 1970 of Christian theologians. The purpose of this Consultation will be to reflect on the implications of Beirut for the confession of Christian faith and the meaning and practice of mission in religiously and ideologically pluralistic situations. This might also be of some help in the discussion on the World Council of Churches' attitude towards men of other faiths and ideologies at Addis Ababa, January 1971.

CHRISTIAN STUDY CENTRES, 1969

Some Observations and Recommendations

by S. J. Samartha

1. This paper deals briefly with the Christian Study Centres related to the DWME. There are eighteen centres at present in different parts of the world (see list attached) and three more in the process of formation. Of these latter, the one in Singapore has already started work with the appointment of a Director. In Djakarta steps are being taken to make the present Study Department of the National Christian Council (DGI) a full-fledged institute for the study of religion and society. Preliminary discussions are going on for establishing a centre in the Middle East. There are of course, other study institutes in the world related to the churches or other bodies whose work should be recognised. This paper however, is concerned with the centres related to the DWME only. There are several reasons for the importance of these centres:

(a) In several countries they represent the intellectual engagement of Christian communities with people of other faiths and ideologies. They are at the frontiers where the Church meets the world, seeking living issues for dialogue and participating in the common quest for spiritual foundations to undergird emerging societies.

(b) They help, in no small measure, to move Christian groups from their isolation into areas of active involvement with their neighbours of other faiths. They attempt to do this sometimes by cutting through the hedges of the institutional Church, often trying to bypass them and occasionally by jumping over them to pastures where the grass looks greener but the nutritional value of which has never been tested.

(c) Their work, at certain points, has also an ecumenical significance in that the lessons learned, insights gained and the guidelines discovered through their studies often have values which go beyond the geographical limitations of particular countries. The Consultation of Study Centre Directors held at Kandy 1967 enabled many to share their experiences and bring them into the common pool of ecumenical thinking.

To these must be added another note of considerable urgency. In Asia, Africa, Latin America, the Middle East and other countries where there are clashes of opinion regarding the nature and goals of revolution, where the shape of emerging social and political structures is becoming increasingly complex, and where Christian minorities often find it difficult to keep pace with the rush of events, it is important that Christian Study Centres help the Churches, through sustained reflection, to assess their priorities and responsibilities. It is now evident that the assumption that secularisation has swept away religions from the highroad of life in Asia has to be modified considerably. The persistence of traditional religions, the power of renascent faiths and the emergence of new religions and sacral elements even in supposedly secular societies call for a more comprehensive understanding of secularisation. It is also obvious that the resurgence of other great faiths which challenge Christianity on a world level is integrally related to

cultural renaissance, to social awakening, to new forms of political freedom and to the quest for development. Development itself has presuppositions of faith which need to be carefully understood in their diversity. A deeper awareness of human solidarity which binds all people together is also evident as people everywhere share the meaning and mystery of human existence. The Church's awareness of its task, the assessment of its priorities, and the recognition of live issues in its dialogue with men of other faiths must be based on informed understanding, critical appreciation and balanced judgement. It is in this context that the need for and the importance of Study Centres should be recognised.

3. It must be pointed out that the highest executive organs of the World Council of Churches have noted this and called for support of these centres over a period of years. In the minutes of the Central Committee which met in Paris in 1962 a resolution is recorded that the Central Committee:

notes with appreciation the formation of an increasing number of centres for the study of other religions in their social context and the bearing thereof on evangelism;

recognises the importance of research in this field which requires a major investment of scholarly competence over a long period of time; and

urges the churches to give people and money for such undertakings to assure their stability, continuity and cumulative effectiveness.

At the Mexico meeting of the Commission on World Mission and Evangelism in December 1963 the Commission resolved:

- (a) to ask the Divisional Committee to give ~~th~~rough consideration to the needs of the study centres; and
- (b) to urge a study of the possibilities of an adequate undergirding of these centres, in respect to both finance and adequate personnel, through some centralised plan.

While a good deal of help and encouragement has been given to the Study Centres by Churches, Mission Boards, the DWME and other bodies one seems to feel that it has not been in proportion to the declared importance of these Centres. The lack of sustained support in terms of finance and commitment of personnel means that long range planning cannot be done and therefore their "stability, continuity and cumulative effectiveness" cannot be assured if the present policy continues unchanged.

4. The problems these centres face may be considered mainly in relation to three inter-related areas: personnel, finance and relationships:

- (a) The most important and difficult problem is one of finding competent national scholars in different countries to direct the centres. Among the eighteen centres at present not more than a few have directors who are nationals. Without a national scholar who is sensitive to the needs of the church in his particular country and a team which could of course, have scholars from other countries, it is difficult to maintain continuity and

stability. This question is bound up both with money and the willingness of the churches or other institutions to release competent men for work at the centres.

(b) Considerable financial help is being given to the centres by various organisations. In particular, grants for buildings and equipment in initial stages, for libraries and for the implementation of certain programmes have been given from time to time. However, the absence of some guarantee of continued support for the salaries of national directors and for ongoing programmes means that at the very point where it is most needed money is insufficient. When the director of a centre, coming from another country, who has the continued support of his Board, is withdrawn the centre suddenly finds itself without a person and without adequate resources to find another. Furthermore, one must ask whether it is justifiable to invite a national scholar for a short term without any kind of assurance regarding stability and continuity. This is perhaps the crux of the matter regarding personnel. This also means that when a national is appointed a good bit of his time is spent in trying to raise money rather than in giving his whole time to the job to which he is called. While it is necessary to guard against institutionalisation, the popular term "flexibility" should not be identified with instability and absence of longrange planning. There is a further danger here viz., to appoint retired nationals with the knowledge that the day of another "retirement" is not too far away and that therefore budgets would be 'flexible'. Unless this question is given more serious consideration both by the DWME and the management councils of the centres the future is not particularly hopeful.

(c) The relationships of centres in different countries naturally vary with local conditions. But any study centre to be effective must maintain some kind of relationship with (i) the Church in the country (ii), the people and organisations which support it (iii), men of other faiths and ideologies with whom it must enter into dialogue and (iv) other study centres and universities.

These are obviously not on the same level and the nature of the relationship is, of course, different. A Christian study centre belongs to and is part of the Church. But one of the crucial problems is how the work of the centre can be more integrally related to the needs and the work of the churches in particular countries without losing the larger dimension. Another problem is how the intellectual reflections of the centres may encounter the thinking going on in university centres and institutions of higher learning.

5. On the basis of what has been said so far some general recommendations may be made. It is understood that these points need more careful and detailed consideration in the light of conditions in particular countries:

(a) Steps should be taken without delay to appoint national scholars as Directors of the Study Centres. Where there are non-nationals at present, one of their responsibilities should be to discover and train nationals to take their place within the next three years. The financial implications should be carefully considered to ensure that realistic suggestions are not swept aside for want of money. The DWME should urge its constituent bodies to take urgent steps about this. In the training of selected individuals the TEF perhaps could be of help. Where new centres are being contemplated the first priority should be given to discover and appoint national scholars as directors.

(b) Adequate resources must be assured (i) to meet the salaries of a small nucleus, perhaps the Director and the Associate Director or, if the Associate Director is from another country and is already supported by a Mission Board, that of a younger national assistant who may later on take greater responsibilities and (ii) to meet the expenses of longrange study programmes which would produce books of ecumenical significance. The support of short terms studies or local dialogues could be mainly the responsibility of the churches and other local bodies.

(c) Encouragement should be given to attempts to start new study centres. It is of course necessary to ask questions about their necessity and feasibility in particular countries. But where the initiative comes from the local churches and where the possibilities of further growth are seen the DWME must be of help.

(d) It would be most helpful to bring together the Directors of Study Centres once in two or three years in a larger ecumenical setting. Some professors of missiology may also be invited to this, along with one or two selected scholars from other faiths. The purpose of such a meeting may be threefold: first, to give the Directors a feeling of belonging together and of participating in the larger ecumenical work of the Church in the world; second, to exchange information, share experiences and to discuss common problems; and third, on the basis of actual dialogues with men of other faiths and ideologies, to bring their specific insights to stir up the pool of ecumenical thinking. The DWME, perhaps with the co-operation of other bodies, may sponsor such conferences.

(e) It is most important that steps are taken to establish one or two centres for advanced study. It is unfortunate that during the past decade not a single centre has gone further in this matter. There is little systematic, longrange and scholarly work being done on the fundamentals of major religions or renascent trends in contemporary religions. Without Christian scholars at this level the churches might be gradually out of dialogue out of a sense of inferiority or be lost in grasping issues for want of informed understanding. This is also essential to get into closer touch with universities and centres for advanced learning of other faiths. The details of this suggestion have to be worked out carefully. What is important is not another institution but perhaps a small team of scholars devoting most of the time to scholarly work at a higher level. They may belong to different countries and may live in different places but could meet on different occasions to plan, share their thinking and to produce from time to time volumes of scholarly competence.

THEOLOGICAL EDUCATION FUND

MANDATE

1. That the mandate of the Theological Education Fund during this third phase be the following:

That the Theological Education Fund be provided a third mandate period to help the churches reform the training for the Christian ministry (including the ordained Christian Ministry and other forms of Christian leadership in church and world) by providing selective and temporary assistance and consultative service to institutions for theological education and other centres of training. The determinant goal is that the Gospel be expressed, and ministry undertaken, in response to:

- a) the widespread crisis of faith and search for meaning in life;
- b) the urgent issues of human development and social justice; and
- c) the dialectic between a universal technological civilization and local cultural and religious situations.

To that end the TEF is to promote the establishment, by the end of its third mandate period, in the major socio-cultural regions within Africa, Asia, Latin America, Oceania, the Caribbean (and possibly, in exceptional cases, elsewhere) of viable undertakings in theological education which would:

- a) encourage relevant and indigenous theological reflection and expression, including that which arises out of dialogue among the living faiths of man;
- b) examine and experiment with theological curriculum and teaching methodology; and
- c) analyze and experiment with seminary structure, support and administration.

2. That the TEF be authorized to work out specific plans for implementing the mandate in consultation with churches and institutions, and in light of the following means and principles:

a) Means such as the following should be explored:

1. Regional Points of Focus for Theological Relevance

There should be in given cultural zones a limited number of places for specialized theological reflection on the specific task and message of the Church today. These should be related to existing bodies and institutions. It might mean the placing of a resident director with sufficient budget to enable key leaders concerned with theological reflection to gather for extended periods (3-9 months) of concentrated individual and communal study. The function of these centres would be to provide opportunity for extended consultation and research upon issues of mission and Christian theology relevant to the social, cultural and religious life of the region. This task would necessarily include the discussion and testing of the insights gained in the ecumenical theological debates concerning the issues of development. It would thereby draw into consultation those leaders involved in the creation of a truly responsible society. Such a community of scholars and experts, under the guidance of a "charismatic Socrates" (that is a man who asks the right questions) as resident director could make a basic contribution to the Church's life and mission in that region.

2. Faculty Development Schemes

There should be a planned development of faculty adequate for the tasks mentioned in the mandate. In certain cases this would require the development of advanced study programmes for indigenous faculty members and enabling scholarship assistance from various agencies and schools. Close co-operation would have to be maintained with the WCC Scholarship Office. In other cases faculty development implies the support of well-defined research projects.

3. Direct Visitations

The systematic visits of TEF staff to institutions have been one of the most fruitful aspects of the TEF work. Repeated visits provide an opportunity to know a situation and the confidence and trust in which a creative dialogue and correspondence can be carried on. Ways should be found to share the experience gained more widely with other parts of the WCC.

4. Advisory Services

Specialist advice should be provided to help stimulate and promote flexible and dynamic administrative structures, relevant curricula, the review and reform of educational and teaching methodology, advice on

4. (Advisory Services continued)

publication procedures, library development and financial analysis; this is not just a staff job. In some cases this advice could be secured by exchanging faculty members.

5. Associations of Theological Schools

There are now 19 of these in Asia, Africa and Latin America. They provide a major channel for mutual cross-fertilization between schools and theologians in a given region. They are often the most comprehensive ecumenical organization in an area. Most are young and without support a number would collapse, cutting short a promising development. Support should be continued but with the goal of bringing them to a sound financial basis by the end of the mandate.

6. Ad Hoc Consultations

Such consultations within and across regions on the topics mentioned in the mandate have a very real place in carrying forward the purpose of the TEF. The possibility of consultations of theological students could be explored with the WSCF.

a) The following principles should guide TEF decisions and relations:

1. The programme should be directed primarily to institutions for theological education and other centres of training where people are being prepared for the ordained Christian ministry and other forms of Christian leadership in church and world.
2. The TEF should normally direct its activities, and particularly those involving financial aid, towards mandate goals in Africa, Asia, Latin America, the Caribbean and Oceania. It should, however, participate in the world-wide examination of theological education, and work on a limited scale with groups in other areas of the world which seek the renewal of theological education.
3. Wherever appropriate, and especially in relation to the 'Regional Points of Focus for Theological Relevance', the possibility of collaboration with Roman Catholics should be explored.
4. The Fund shall not be used to provide ongoing support of existing theological institutions. It should, however, study and consult with institutions and supporting groups concerning stabilizing such income and developing methods of support which will strengthen the institution's control of its development and programme.

b) (The following principles should guide TEF decisions and relations continued:)

5. The responsibility for the development of projects rests fully with the institutions concerned. The Fund must be prepared to provide stimulus and guidance to the institutions in the development and execution of mutually agreed projects.
6. The Fund shall not normally consider proposals from individuals, but only from institutions, associations, churches and Christian Councils.
7. The Fund shall be used for projects for which there is a reasonable measure of support from the churches and agencies concerned and which will not become an unbearable burden when the grant stops.
8. The Fund should seek to build, strengthen and aid projects with an emulative factor involved. Such projects should be part of a long-term process of renewal with periodic review.
9. The Fund should seek to promote co-operation between institutions and stimulate projects which involve joint work, clustering of institutions and the formation of federations of schools.
10. A co-operative relation should be maintained with the DEA Office of Education, the precise form of this relation being determined in the light of further developments in that Division.

c) The first two years of the Third Mandate Period should be primarily directed towards extensive consultation with churches and institutions concerning plans for the implementation of the mandate.

3. a) That to administer the Fund there be reconstituted an ecumenical committee on which there are persons representative of theological education, general education, supporting agencies, sociology and church leadership. This committee shall consist of not less than eighteen, nor more than twenty-five persons appointed by the Central Committee on the nomination of the DWME Committee. There should be cross-representation with one or two persons who are members of the DEA Committee with special competence in education. Members will serve until their successors are appointed. It shall complete the work entrusted to the TEFC by the CWME at Mexico City.

The Chairman of DWME shall be an "ex-officio" member.

The General Secretary of the WCC and the Directors of DWME and DEA shall be staff consultants to the Committee.

3.7 a) continued

The Committee shall report to the DWME Divisional Committee and through it to the Central Committee. It shall also report at each meeting of the CWME and make provision for regular reporting to and consultation with the Church and mission agencies supporting the Fund.

- b) That the Director of the Fund be appointed by the Central Committee or its Executive Committee on the nomination of the DWME. Other TEF executive staff appointments shall be made by the TEF Committee subject to confirmation by the DWME and the Central Committee or Executive Committee of the WCC. The location of the office of the Fund shall be determined by the TEF Committee.
- c) That the period of the mandate under which the TEF at present operates be terminated on 31 July 1970. The period of the third mandate of the Fund shall extend from that date to 31 July 1977. Provision should be made for the DWME to review the operation of the Fund before the latter date.
- d) That the DWME be authorized to raise up to \$3,300,000 for the third mandate of the Theological Education Fund. It is estimated that the TEF at the conclusion of its present mandate period will possess sufficient general reserve funds to support most of its proposed programme for the two-year consultative period between mid-1970 and mid-1972. Major funding is therefore sought for the five-year period between mid-1972 and mid-1977.

AGENCY FOR CHRISTIAN LITERATURE DEVELOPMENT

Preamble

1. The review of the work of the Christian Literature Fund of its relationship to literature agencies throughout the world has shown the need for a continuing agency with the major aim of helping to realize in each country and region well co-ordinated, indigenous Christian literature activity of high quality, largely self-sustaining and capable of spontaneous growth.

This objective, which continues to be relevant to present needs, was stated in 1963 by the Mexico Consultation, which went on to list the reasons for Christian literature activity at the world level. These reasons are now restated as follows:

- i. To promote significant advance in the provision of literature addressed with Christian concern to man in his total situation and speaking the language of contemporary society.
- ii. To continue the shift of decision-making from the supporting agencies of the West to Asia, Africa and Latin America.
- iii. To promote massive and timely response to the major unmet needs.
- iv. To assure mobilization and co-ordinated use of greatly increased resources.
- v. To provide the body which can deal speedily with changing situations and opportunities.

The experience of a short-term fund has demonstrated the validity of seeking world-wide strategy for Christian literature development. It has demonstrated also that the goals are long-range, not short-range; the work has only begun. Building upon the new thinking and new directions stimulated by the Christian Literature Fund and upon the growth of co-ordination between the Supporting Literature Agencies, CLD will move into the next phase: the further development of processes for continuing consultations and joint action.

MANDATE

2. There shall be established an Agency for Christian Literature Development which will be instructed to work within the following guidelines:

- i. The Agency for Christian Literature Development (to be known as CLD) is established as defined in these resolutions as a body whose relationship to the World Council of Churches is that of a "Sponsored Agency", having autonomy within the terms of the mandate.
- ii. The purpose of CLD is to foster world-wide development of effective and well co-ordinated Christian literature activity having the support and participation of the churches in the areas concerned, and to do this in continuing relation with all the other media involved in total communication.
- iii. The work of CLD should not be understood as quantitatively confined to special parts of Christian literature work, but rather as qualitatively stimulating and furthering the "development dimension" in all parts of the total Christian literature task; training, writing, publishing, printing, bookselling, periodicals, news services, literature evangelism, literature for readers with new reading skill or little education. It should promote and assist in the consultations necessary to local, regional and global planning for the development of professional publishing and for making the Church aware of its responsibility for the ministry of communication through the printed word and other media.
- iv. The Committee and staff of the Office for Christian Literature Development shall work in co-operation with the literature agencies and with those churches willing to commit resources for literature development to an ecumenical office of development.
- v. A relationship to the World Association for Christian Communication is to be established and maintained in the following manner:
 - a) CLD shall negotiate with WACC for:
 - i) joint location of WACC/CLD offices in order to ensure a working relationship;
 - ii) joint consultation at committee levels, e.g. WACC Central Committee and the CLD Committee. Each of these to select two members who, with the Directors, would attend the meetings of the other Committee, making a total of at least six common to both. In making these selections the Committees will be required to provide for the widest possible regional representation.
Department of Church-Related Communication, WACC/Joint Working Committee CLD. DCRC to be asked to invite two consultants to be selected by JWC.

Other exchange of membership as found to be desirable.

- b) CLD shall co-operate with WACC in promoting multi-media thinking and planning for Christian communication development at regional and area levels, already a feature in the activities of CLF and WACC.
- c) CLD shall co-operate with WACC in all such ways as will lead to other fruitful forms of growing together.
- d) In the light of the foregoing proposals the CLD Committee is empowered to bring before the DWME plans for closer integration at the end of three years at which time the review of the CLD will begin.

vi. In order to support and assist new developments that will be regarded as strategic as churches think in terms of their message to the world, the CLD shall have funds at its disposal. These shall be used for work consistent with the aims of CLD and especially in support of projects within the guidelines listed in iii) above. The development of viable publishing concerns must be a major objective of grant-making, but attention will be given to areas where economically viable operations will be difficult, if not impossible. Use of the funds shall be truly global, not overlooking minority denominational groups in and part of the world, but the major emphasis in their use shall be upon work in Africa, Asia, Latin America and the Caribbean, the Near and Middle East, and Oceania. The funds shall be raised and administered as hereinafter provided.

vii. The CLD will seek co-operation with national governments and international agencies, especially UNESCO, through the appropriate channels, with the object of achieving its primary goals, and to the extent that this can be done without compromising its Christian Mission or subordinating its basic purpose.

viii. The CLD shall continue and complete the work entrusted to the Christian Literature Fund.

3. Administering Body. The administering body of the CLD shall be the Christian Literature Development Committee, with a membership of not more than twenty-five. The membership of the Committee would include persons with knowledge of the communication needs of the Church in the different regions and experience in literature production and distribution; a suggested membership would be:

- a) Ten from churches throughout the world, two of whom shall be from churches not in membership with the WCC;
- b) Six from literature agencies;

- c) One each appointed by DWME and Department of Communication Committees of the World Council of Churches;
- d) One from the WACC;
- e) Not more than six at large;
- f) The General Secretary of the WCC and the Director of DWME shall be Staff Consultants to the Committee.

(It is hoped that some of the present members of the CLF Committee would be among the first members of the CLD, to maintain continuity.)

The Committee shall be appointed for a term of five years by the Central Committee or Executive Committee of the WCC on the nomination of the DWME Committee after consultation with the appropriate groups; resigning members shall be similarly replaced.

The Committee would meet on an average every eighteen months, but never at intervals of more than two years.

The Committee's functions would be to implement the Mandate for the Agency for Christian Literature Development, and in particular -

to review the strategy of literature within the churches' task of Christian communication;

to examine the needs of the churches and how they are being met by communication through literature;

to control the CLD Fund and to do this by deciding on the broad outlines of its disbursement rather than being concerned with detailed grants to specific projects;

to receive the minutes and review the work of the Joint Working Committee.

4. Joint Working Committee. The executive function, in particular relating to grants, within the decisions of the CLD Committee shall be performed by a Joint Working Committee consisting of 10 members of the CLD Committee appointed by that Committee (of whom 6 shall be the 6 members on that Committee from literature agencies), together with 6 other members appointed by Supporting Literature Agencies and 6 other members appointed by Operating Literature Agencies through regional councils.

The Joint Working Committee would serve as the clearing-house and co-ordinator for the programmes and grants of the literature agencies.

The Joint Working Committee would meet each year. It would be serviced by joint secretaries, one from among the CLD staff, the other from among the executives of literature agencies within its membership.

In certain specific matters those members of the Joint Working Committee who are members of the CLD Committee could act in an advisory capacity to the Director of the CLD between meetings of the CLD Committee.

5. Staff. The Director of the CLD shall be appointed by the Central Committee of the WCC on the nomination of the DWME Committee. Other members of the staff shall be appointed by the CLD Committee.

We suggest that the staff required in addition to the Director will be an Associate Director, and Administrative Assistant and a Secretary.

Although the work of the CLD would be more than this small staff could do, account must be taken of the contribution that would be made to the work of the CLD by the staffs of literature agencies. These would contribute their expertise and experience in the skills required; it may also prove possible for specialization to be developed by different agencies in one or other of the subjects.

6. Funds. It is of the first priority that uncommitted funds should exist so that development planning can proceed on the basis that money is available for sound plans. Another reason is that it enables release from established relationships that in some situations inhibit the application of development criteria. Such funds would also bear the costs of maintaining the Agency for Christian Literature Development. While we believe that there are sources of support for a world literature programme which can be approached by means of a "Fund Appeal", the sound development of Christian literature requires that literature agencies and mission boards channel a definite proportion of their literature funds for Joint Action for Mission through literature which the Agency for Christian Literature Development makes possible and its structure for operation provides.

7. An appeal is to be made for contributions for literature through the CLD in the following ways:

- a) annual contributions from literature agencies and mission boards willing to devote a regular percentage of their literature funds, or a specified sum, to the CLD;
- b) annual or occasional contributions from churches throughout the world; the purpose of these is not only to gain additional financial support but also to emphasize the universal nature of the CLD;

- c) single or occasional grants to provide contributions towards the capital resources of the CLD; this appeal would go to national agencies, foundations and other sources of funds who would be more favourable to contributions of this kind rather than to regular contributions.

In addition to contributions to the funds directly under the control of the CLD there would be specific contributions to individual development projects.

8. The appeal for funds would be made by the DWME; this appeal and the necessary publicity for it would be planned by a permanent sub-committee of the CLD in conjunction with the DWME. The appeal would be presented to possible donors through such channels as appear most likely to be effective, e.g. some appeals may be issued jointly by the different parts of the Church represented in the appeal sub-committee; others more individually.

It is estimated that a sum of approximately \$350,000 would be required annually. It is to be remembered that just as grants from the Christian Literature Fund went further because of joint action with the literature agencies so this sum will be increased by the work of the Joint Working Committee.

9. The Agency for CLD shall report to the DWME Committee and through it to the Central Committee of the WCC.
10. The DWME Committee shall provide for a review of the work of the CLD, with particular reference to the effectiveness of the structure and the relation with other media, on or about 1 June 1973.
11. The term of the Mandate shall be five years, from 1 July 1970 to 1 July 1975.

APPENDIX N.

CHRISTIAN MEDICAL COMMISSION

The following recommendations adopted by the Christian Medical Commission at its second annual meeting August 25th-29th, 1969 are hereby referred to DICARWS and DWME for appropriate action.

(1) The second stage of the Christian Medical Commission's mandate

A paper suggesting a modification of this mandate was presented to the annual meeting of the Commission and is attached herewith for information. After full discussion it became apparent that there was unanimity favouring the extension of the present mandate for the first stage of operation from three years to four. The factors determining this were two-fold. Firstly, a desire to act responsibly to our constituencies which required a most careful study of projected activities in the second stage of operation including a re-examination of all the implications of a funding activity. It was felt that our present experience after only 15 months of operation was inadequate for sound judgement on this matter.

Secondly, we had received a request from representatives of Roman Catholic agencies proposing their full participation in the Christian Medical Commission. This required detailed exploration and, in any case, could not become effective before consideration by the Central Committee in January 1971. Its acceptance might necessitate a re-structured mandate and additional sources of support.

DWME resolved that the operation of Stage 1 of the Christian Medical Commission's mandate be extended for one additional year (June 1971-72) and that DWME seek financial support for this at the present rate, namely \$165,000, with the understanding that the Commission will, at its next annual meeting in 1970, define its proposals and programme requests for the second stage of the mandate.

(2) Exploration of Roman Catholic co-operation with the Christian Medical Commission.

At the first meeting of the Commission held in September 1968 three Roman Catholic observers expressed their earnest hope that a method be found to ensure the co-operation of Roman Catholic Institutes with the Christian Medical Commission. The Commission voted to explore proposals for facilitating the fullest working relationships but the staff met with some difficulty when seeking to discover which were the appropriate bodies within Roman Catholic structures with which the Commission might co-operate. Representatives of some Roman Catholic donor agencies felt that the first stage should be the development of a comparable Commission within their church which might eventually be joined with the Christian Medical Commission.

Meanwhile, after consultation with the Secretariat for Promoting Christian Unity and with Roman Catholic organisations related to medical work the Christian Medical Commission appointed as "consultant members" seven Roman Catholics of special competence all of whom were present at the second annual meeting of the Commission held August 25th-29th 1969. During this meeting the Roman Catholic participants caucused and later reported their conviction "that the formation of a Roman Catholic medical commission would be a duplication of the existing CMC and, at this stage, would hamper a collaboration so far achieved" and requested the CMC to "explore the possibilities of establishing a fully integrated Christian Medical Commission".

DWME welcome the expressed desire of the Roman Catholic consultants to CMC to take immediate steps together to explore the possibility of full Roman Catholic participation in the Christian Medical Commission to become effective in 1971. To further this possibility concurs with DICARWS to appoint four members to an Exploratory Committee with the expectation that the Secretariat for Promoting Christian Unity will also appoint four members.

The following names are suggested for appointment to this Committee:

Rev. Alan A. Brash
Rev. Philip Potter
Dr. Martin Scheel
Mr. James C. McGilvray (convener).

It is further suggested that Dr. Lukas Vischer be requested to serve the Committee as expert consultant.

THE SECOND STAGE OF THE CHRISTIAN MEDICAL COMMISSION'S MANDATE

This paper is to supply background material on the second stage of the Commission's operation as proposed in the Mandate and to suggest some modification in the light of present experience.

Our Mandate divides our activities chronologically into two periods. The first is of three years' duration in which we are to be primarily engaged in study and research as to the appropriate manner in which the Church might express its healing ministry. This is coupled with other activities such as promoting co-ordination and offering advice when requested, together with the development of administrative techniques for the assistance of institutions. It was not anticipated that we would need operational funds during this period from June 1968 to June 1971.

The second stage is of five years' duration and is described in the Mandate as follows:

"In the light of information and experience gained during the operation of Stage One, the Commission may provide financial support to assist and initiate programmes of special significance as defined by the Mandate and with the provision that such programmes are assured of a reasonable amount of local support and will be either fully supported without aid from the Commission within a reasonable period not to exceed five years; or be brought to a fruitful completion within the same period. That the activities listed under Stage One be continued in Stage Two and further that funds be made available for local and regional consultations designed to stimulate creative thought and experiment, determine priorities, and establish agencies for joint planning and action. The duration of this stage of operation be five years when the whole activity be critically reviewed. The DWME shall undertake to seek resources up to a maximum of \$500,000 for Stage One, and a maximum of \$5,000,000 for Stage Two."

This neat theoretical division of activities between Stages One and Two has already been broken down to some extent by our involvement in "model-building" of patterns of health care delivery, such as the Kojedo project in South Korea and the preliminary studies leading to a project in Ambur, India. So, we are already involved with "programmes of special significance", even though we do not have the funds to support them. This has necessitated our activity as "brokers" between agencies with resources and people with needs; limiting this activity to those projects which demonstrate an imaginative pursuit of our objectives.

This experience has one disadvantage in that it is time-consuming, but the opportunity to involve policy-makers of donor and mission agencies more than offsets this factor. The possibility of promoting the basic principles underlying projects of this

nature may well have a much greater impact on our constituencies in their financial relationships with each other. If the basic principles are true, they may well apply them to other medical projects over which we have no control.

On the other hand, it is to be expected that we will need to sponsor and initiate projects which challenge the present assumptions of the establishment, whether it be ecclesiastical or medical. For this purpose, it is necessary that we have a fund available for pump-priming and experimental activities.

It is therefore recommended that we continue the brokerage activity in the Second Stage of the Commission's operation and that we seek operational funds to a maximum of \$1,750,000 for the five-year period plus \$750,000 to cover the administration and continuing activities of the First Stage for another five years. Thus, we would halve our original estimate to $2\frac{1}{2}$ million which is much more realistic in terms of attainment and might avoid the misunderstanding that we were simply another source of funds for every type of medical project.

APPENDIX O.

Contributions to 1969 Operating Budget

31st October, 1969

<u>Country</u>	<u>1968</u>	<u>1969</u>	<u>1969</u>	<u>SFr</u>	<u>Totals</u>
	<u>\$</u>	<u>received</u> <u>SFr</u>	<u>awaited</u> <u>SFr</u>		
Argentina					
Australia	1,115.55	4,774.54		4,774.54	1,115.55
Austria	100.--	431.96		431.96	100.92
Belgium	70.10				
Brazil					
Burma	100.--		428.--	428.--	100.--
Canada	4,971.94	16,287.36	5,672.07	21,959.43	5,130.00
Ceylon					
Chile					
Cuba	150.00				
Denmark	2,334.58	10,673.47		10,673.47	2,496.00
Finland	216.00				
France	714.29	3,421.41		3,421.41	799.00
Germany	20,000.00	97,815.19		97,815.19	22,854.00
Ghana	180.00		770.00	770.00	180.00
Gt Britain	21,024.00	76,935.00	25,765.00	102,700.00	24,000.00
Hong Kong	100.00				
India	780.00		4,280.00	4,280.00	1,000.00
Indonesia			856.00	856.00	200.00*
Jamaica	70.00				
Japan	775.00				
Korea					
Madagascar		1,296.96		1,296.96	303.00
Malaysia	81.41				
Mexico					
Near East	250.00				
Netherlands	3,631.50	15,606.98		15,606.98	3,646.00
New Zealand	370.29	1,583.16		1,583.16	370.30
Pakistan E.	84.00				
Pakistan W.					
Philippines	315.00				
Puerto Rico					
Rhodesia					
Sierra Leone					
South Africa	420.00	897.70		897.70	209.74
Sweden	2,935.25	35,519.72		35,519.72	8,229.00
Switzerland	3,504.67		20,000.00	20,000.00	4,672.00
Thailand	180.00				
United States	147,578.31	491,376.10	260,331.14	751,707.24	175,633.00
Uruguay		470.80		470.80	110.00
Zambia	82.38				
	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
	212,255.27	757,090.35	318,102.21	1,075,192.56	251,218.51

* Includes \$100.00 for 1968

Figures in US \$
 Proportionate Budget figures
 in brackets.

APPENDIX O(a).

DWME OPERATING BUDGET
at October 31, 1969

<u>Item</u>	<u>Geneva</u>	<u>New York</u>	<u>Total</u>
Salaries & allowances	89,412 (92,500)	31,933 (35,416)	121,345 (127,916)
Staff travel	19,410 (22,500)		19,410 (22,500)
Committee travel	1,984 (8,333)		1,984 (8,333)
Printing, Promotion & Publication (less sales)	3 (1,250)	1,250 (1,250)	1,253 (2,500)
Office expenses, PTT, Cyclostyle	5,512 (7,500)	3,015 (2,417)	8,527 (9,917)
Office supplies and equipment	1,847 (1,667)		1,847 (1,667)
Translations	790 (1,250)		790 (1,250)
Rent and Upkeep	4,580 (4,333)	8,032 (8,750)	12,612 (13,038)
General Services, Geneva	4,765 (4,750)		4,765 (4,750)
Accounting Services, Geneva	(8,333)		(8,333)
Audit		500 (417)	500 (417)
Contingencies and Miscellaneous	2,363 (9,167)	202 (583)	2,565 (9,750)
	<u>130,666</u> <u>(161,583)</u>	<u>44,932</u> <u>(48,833)</u>	<u>175,598</u> <u>(210,416)</u>
Allocations:			
EPS	833 (833)		833 (833)
IRM	- (4,167)		- (4,167)
CCIA	12,500 (12,500)		12,500 (12,500)
Reserve for CWME meeting	8,334 (8,334)		8,334 (8,334)
	<u>152,333</u> <u>(187,417)</u>	<u>44,932</u> <u>(48,833)</u>	<u>197,265</u> <u>(236,250)</u>
<u>Less Allocation from DICARWS</u>	<u>-</u> <u>(-)</u>	<u>10,417</u> <u>(10,417)</u>	<u>10,417</u> <u>(10,417)</u>
	<u>152,333</u> <u>(187,417)</u>	<u>34,515</u> <u>(38,416)</u>	<u>186,848</u> <u>(225,833)</u>

APPENDIX P.

DWME Programme Funds at October 31, 1969

Swiss Francs (rounded off)

	<u>Balance 1.1.69 (cr.)</u>	<u>Income</u>	<u>Expdtr.</u>	<u>Balance 31.10.69 (Dr.)</u>	<u>(Cr.)</u>
	\$				
CLF Review Ctee (5,000)			30,868	30,868	
Discr. Fund (20,000)	27,300	40,660	6,195		61,765
Exchange Pers. (5,000)			15,689	15,689	
Study Centres (10,000 & 3,000)	3,102	67,432	55,411		15,123
Urban Africa (15,000)		37,176	75,825	38,649	
U.I.M. (37,000)		59,140	93,711	34,571	
Church studies (6,000)		2,137	27,640	25,503	
Laymen Abroad (3,000)		1,070			1,070
Diakonia Sec. (3,000)		10,423	12,840	2,417	
WACB Research Sec. (1,500)					
Consultations: (5,000)					
Roman Catholic	3,210				
6 Continents	1,712		226		1,486
WSCF Strtg (5,000)					
Pacific Conf Ch. (6,500)		9,889	23,910	14,021	
Travel, 5th Ass. (3,000)	290				290
Doc. Centre (10,000)	28,800				28,800
Islam in Africa (9,000)	11,715	9,629	4,362		16,982
JAM (5,000)	15,137	10,700	10,700		15,137
Evangelism (12,500)	8,290	25,256*	3,956		29,590
AACC (30,000)	535	149,025	164,488**	14,928	
EACC (36,500)		94,160	92,020		2,140
UNELAM/ULAJE (5,500)		5,077	23,540	18,463	
(4,000) (1,500)					
Lat. Am. Assembly (5,000)		14,894	36,380	21,486	
Caribbean Sec. (12,000)	43,260	13,317	30,052		26,525
Orthodox staff member (6,000)	28,248	10,325			38,573
CH & FL (10,000)	49,281	42,800	2,898		89,183
Undesignated	487,673	423,091			910,764
	<u>708,553</u>	<u>1,026,201</u>	<u>710,721</u>	<u>216,595</u>	<u>1,240,638</u>
Reserve Commission Meetings	206,584	35,656			242,240

* Includes Fr 7,864 from Flint Legacy

** Includes Fr 110,231 for 1968 received in 1969

APPENDIX Q.

OPERATING BUDGET FOR 1970

<u>Item</u>	<u>1969</u>	<u>1970 Canterbury</u>	<u>1970 now proposed</u>
Salaries, allowances, welfare	153,500	154,570	158,000
Staff travel	27,000	28,000	29,000
Committee travel	10,000	10,000	10,000
Printing, Promotion, Publication	3,000	3,000	3,200
Office expenses, PTT, Cyclostyle	11,900	12,000	12,000
General Services	5,700	5,500	6,000
Office supplies & equipment	2,000	2,000	2,300
Translations	1,500	2,000	2,000
Rent and Upkeep	15,700	16,925	17,500
Accountancy Geneva	10,000	10,000	10,000
Audit	500	525	525
Contingencies & Miscellaneous	11,700	7,980	8,475
	252,500	252,500	259,000
<u>Less</u> DICARWS Allocation	<u>12,500</u>	<u>15,000</u>	<u>15,000</u>
	240,000	237,500	244,000
<u>Allocations</u>	<u>EPS</u>	<u>1,000</u>	<u>1,500</u>
	CCIA	15,000	15,000
	Reserve for Commission meeting	10,000	10,000
		<u>266,000</u>	<u>263,500</u>
		<u>270,500</u>	<u>270,500</u>

APPENDIX R.1970 PROGRAMME ASKINGSUS \$I PROGRAMMES OPERATED BY DWME STAFF:

Church Studies subsidy and travel	1,250
Study Centres, gen.	4,500
" Consultation	7,500
Consultations	10,000
JAM	5,000
Evangelism Activities	10,000
UIM	52,000
Discretionary Fund	20,000
Exchange of Personnel	5,000
Ecumenical Sharing of Personnel	10,000
Rural Mission	7,500
	<hr/>
	132,750

II PROGRAMMES INVOLVING SALARIES:

Caribbean Secretariat	12,000
Orthodox Staff Member	7,000
	<hr/>
	19,000

III PROGRAMMES OPERATED BY OTHER WCC DIVISIONS
AND OTHER BODIES:

Christian Home and Family Life	10,000
Laymen Abroad in Mission	2,000
WSCF Latin American Training Scheme	5,000
WACC Research Secretariat	2,500
Islam in Africa	3,500
Diakonia Secretariat	5,000
Racism Secretariat	25,000
	<hr/>
	53,000

IV ALLOCATIONS AND RESERVES:

Reserve 5th Assembly	3,000
	<hr/>
	3,000

V REGIONAL SECRETARIATS:

AACC	25,000
EACC	36,500
Pacific Conference of Churches	6,500
" Assembly	2,500
UNELAM/ULAJE	5,500
	<hr/>
	76,000
	<hr/>
TOTAL	283,750
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Division of World Mission and Evangelism1970 PROGRAMME ASKINGSI PROGRAMMES OPERATED BY DWME STAFF

\$ 132,750

1) Church Studies

\$ 1,250

This is a long-term programme which is now reaching the end of its present phase. A group met in the spring of 1969 to review the 13 volumes on Studies of Churches in Mission. The group's findings will be presented in a Research Pamphlet. It is anticipated that \$ 1,250 will be needed in 1970 to complete the publication of books already produced.

2) Study Centres

\$ 4,500

This fund has been used primarily to help centres get launched or to overcome deficits in their budgets arising out of emergencies. Requests have been more than the funds available. Thus it is proposed to increase the 1970 askings to \$ 4,500 from \$ 3,000 in 1969. It is recognised that a long term basis of financing and development must be worked out - one of the topics for discussion at the proposed consultation.

3) Study Centres Consultation

\$ 7,500

Stanley Samartha will be responsible for this consultation of Directors of Study Centres. It is planned to hold it early in 1971. The total cost is estimated at \$ 15,000 with \$ 7,500 in the 1970 Programme Askings and the balance in 1971. The purpose would be to hear progress since Kandy, evaluate ongoing dialogues, identify and define specific issues, consider possibilities for strategy and support of study centres. This consultation will feed into the Salvation Today study and build on an Ecumenical Consultation on the Christian Dialogue with Men of Other Faiths in 1970.

4) Consultations

\$ 10,000

Previously, items have been carried under Consultation on six Continents and with Roman Catholics. It is proposed to carry one item which would be used for consultations in specific areas, for example Congo, to help bring together Protestant Council and Kimbanguists; our stance and strategy of mission in southern Africa in light of racial discrimination; groups on issues of "Salvation Today" in various parts of the world. Some of these funds will be used for consultations planned jointly with Churches' Commission on International Affairs.

5) Joint Action for Mission \$ 5,000

This has been slow getting underway. Now prospects are developing; c.f. a conference on student work in the Middle East, bringing together Protestants, Orthodox, and Roman Catholics; a basic study in Indonesia; a JAM Project in relation to the NCC India; a Caribbean gathering. A descriptive pamphlet on JAM is planned.

6) Evangelism Activities \$ 10,000

This programme is basically the same as the one proposed last year which has been slow in developing because of difficulty in finding the right leaders. These are now being discovered. What is envisaged is a series of Bible Study seminars in Latin America and follow-up experimental working groups on "the Church for Others" in Northern and Eastern Europe.

7) Urban and Industrial Mission \$ 52,000

The major proportion of this is used for grants-in-aid for experimental or pilot projects in the field of Urban and Industrial Mission. These are formulated by national or local groups in consultation with regional UIM secretaries in Asia, Africa and Latin America. Money is also used to help support the regional UIM secretariats and committees in the AAC, EACC and ISAL. Help for meetings of the European Contact Group and the annual meeting of the DWME/UIM Advisory Group.

8) Discretionary Fund \$ 20,000

This is an important asset to DWME, enabling the staff to move rapidly after clearance with the Chairman of DWME to meet opportunities and needs as they arise. It has made possible help to the Interdenominational African Ministers' Association, the Latin American Assembly, travel to an Evangelical Conference, etc.

9) Exchange of Personnel \$ 5,000

Occasions frequently arise when a visit by someone from one part of the world to another is of great value. This fund enables such travel - one example is a French visitor to Cuba for lectures in the Seminary and at synod - another would be enabling a Pakistani evangelist to go to Surinam.

10) Ecumenical Sharing of Personnel \$ 10,000

The Canterbury Meeting approved a new Committee on the Ecumenical Sharing of Personnel, jointly responsible to DWME and DICARWS. Both Divisions are making staff available. This item in programme askings is for the expenses of the committee, consultations and eventually facilitating the moving of personnel. (See DWME minutes for terms of reference of the Committee.)

11) Rural Mission \$ 7,500

The Executive Committee authorized an ad hoc group to prepare terms of reference for an Advisory Group on Rural Mission. It will report to the December meeting of the Divisional Committee. If approval is given, funds will be needed for a meeting of the Advisory Group on local "self-studies" in different rural areas.

II PROGRAMMES INVOLVING SALARIES \$ 19,000

12) Caribbean Secretariat \$ 12,000

A Secretary for Inter-Church Relations in the English-speaking Caribbean has been at work, promoting ecumenical contacts and consciousness in the Caribbean since January 1969. This item is to cover the expenses of the secretariat in a region where there is not yet an overall regional conference.

13) Orthodox Staff Member \$ 7,000

In September 1969 an Orthodox priest who has studied Comparative Religion and Missiology in Germany and Athens joined the DWME staff. He will be especially involved in research and in developing the mission concerns of the Orthodox world. This item is to cover his support. Office expenses, travel, etc., will be covered by the Operating Budget.

III PROGRAMMES OPERATED BY OTHER WCC DIVISIONS AND OTHER BODIES

\$ 53,000

14) Christian Home and Family Life

This programme, formerly an IMC emphasis, is now operated by the Department of Co-operation between Men and Women in Church, Family and Society in the Division of Ecumenical Action. Plans are now laid for a series of seminars in co-operation with the Pacific Conference of Churches calling for outside funds of around \$18,000. It should be clear that the Department of Co-operation also seeks funds separately. Plans are also being worked out for a series of seminars in Africa. The Caribbean programme has been administered from New York and is now at the end of a 5-year cycle. New plans are being evolved.

15) Laymen Abroad in Mission \$ 2,000

This programme launched by the DWME is now administered by the Department of the Laity in the Division of Ecumenical Action. Emphasis is given to regional consultations and now there is hope of a research project in this field.

16) WSCF Latin America Training Scheme \$ 5,000

The Leadership Training Centre, sponsored by the regional secretariat of the World Student Christian Federation in Latin America will organize leadership courses for SCM leaders on a year-round basis, thus providing for the constant renewal of SCM student leadership. Through seminars, the organization of research reflection on practical experience in student life, theological reflection and group dynamics, it is hoped that not only will the leadership of the SCMs be strengthened, but a new generation of ecumenical leadership will be prepared for the service of both the churches and societies of Latin America.

17) World Association for Christian Communication \$ 2,500

DWME has been involved in helping to bring into being both of the predecessor bodies of the World Association for Christian Communications: WACB and CCCB. To the latter it provided secretarial assistance. The new organization is just starting its life and needs financial assistance

18) Islam in Africa \$ 3,500

This programme which got underway with IMC-DWME backing is now beginning to find its direct sources of support. Some groups prefer to give through DWME.

19) Diakonia Secretariat \$ 5,000

The Diakonia Secretariat has been supported by the International Federation of Deaconess Associations, The International Federation for Inner Mission and Christian Social Work, DICARWS and DWME. Its original mandate ends in June 1970. The WCC Central Committee has now prolonged its life until December 1971 while the Structure Committee studies its place in the WCC structures. This is the DWME share for 1970.

20) Racism Secretariat \$ 25,000

The Central Committee of the WCC approved the establishment of a secretariat for the elimination of racism. Those parts of the WCC having separate budgets have been asked to help with the basic budget of the secretariat. The DWME Executive recommended that this item of \$ 25,000 be given top priority in the Programme Askings as a concern that has been central to the DWME since the days of J. H. Oldham, the first secretary of the IMC.

IV ALLOCATIONS AND RESERVES \$ 3,000

21) Reserve for 5th Assembly \$ 3,000

An attempt is being made to build up a Reserve to help with the expenses of holding the next Assembly of the WCC. DWME is seeking to set aside \$3,000 each year to help with these expenses, particularly the travel of delegates.

V REGIONAL SECRETARIATS \$ 76,000

22) A.A.C.C. \$ 25,000

For much of its support, the All Africa Conference of Churches has sought support through the co-ordinating channel of the WCC. Part of this has been through the DWME. The amount sought in 1969 was \$30,000 including \$5,000 for the Abidjan Assembly. Details of new budget requests for 1970 have not yet reached Geneva. It can be anticipated that the request will not be less than in 1969.

23) E.A.C.C. \$ 36.500

By agreement, askings from the East Asia Christian Conference Programme Budget are shared between DWME and DICARWS. In the DWME concerns are: a consultation on issues of Christian participation in social and economic development of the nation, a consultation of theological structures on patterns of theological education, a major consultation with "conservative evangelicals" on "Hope and Judgement in the Gospel", laymen abroad, marriage and family counseling. An item of \$10,000 for EACC Administrative support is also included.

24) Pacific Conference of Churches \$ 6,500

IMC/DWME has been instrumental in bringing the PCC into being and has been responsible for helping to find support for its secretariat. This arrangement will be reviewed at the next Assembly of the PCC.

25) Pacific Conference of Churches Assembly \$ 2,500

This is to help with the expenses of the Assembly of the PCC which will be held in 1971.

26) UNELAM and ULAJE

\$ 5,500

The III Latin American Evangelical Conference held in July, 1969 has placed new and heavy responsibilities on UNELAM as a body for evangelical co-operation and co-ordination in Latin America. DWME is asked to help with its support as it is with ULAJE, the organization for youth co-operation in Latin America.

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APPENDIX S.

Memorandum concerning the Secretariat for the Diaconal Ministry of
the Church

"DIAKONIA DESK"

I. Purpose of a Diakonia Desk:

1. to promote a dialogue between the churches, confessional bodies and other Christian Social Organizations with regard to their social and diaconal tasks and opportunities.

Such ecumenical dialogue is particularly important between churches living under different political and social systems, in different cultural and religious environments and in countries of varying economic and social development.

It implies the sharing of experiences in all areas of diaconal work e.g.

- a) the initiation of new projects;
- b) the retention or giving up of institutions;
- c) the relations of Christians to governmental and non-church sponsored welfare agencies to the ordinary life of the church;
- d) the influence of the churches on social legislation.

2. to help the churches to discover and to develop new forms of social action and diaconia most appropriate and affective in their particular situation:

- a) to help the churches with established forms of the diaconate to review those forms;
- b) to encourage the churches, especially those of Asia, Africa and Latin America to find their own structural expression of diaconia;
- c) to encourage the churches, where governmental social welfare work is highly developed or considered as a monopoly to find adequate means of expressing their diaconal concerns.

3. to help to establish priorities for social and diaconal concern and action

- a) alerting to areas, where human needs are not being adequately met;
- b) evolving methods of service as new groups emerge, victims of development and rapid social change.

4. to establish contacts

- a) with governmental and non-governmental organizations concerned with these questions;
- b) with the laity engaged professionally in social service and their organizations with their professional schools and training centres;

- c) with religious orders and communities in so far their experiences contribute to a deeper understanding of diakonia.
- 5. to promote an ecumenical reflection among diaconal units of member churches
 - a} on the diaconate, lay or ordained;
 - b} on the concept of diakonia;
 - c) on other studies within the W.C.C., relevant to the diakonia of the Church.

II. Structural questions, staff, finances.

1. The Desk is at the present moment directly related to the General Secretariat. Whatever structural pattern may be chosen after December 1971 to fully integrate a "Diakonia Desk" in the World Council of Churches, its work should be dealt with by a Working Committee or Commission related to a Divisional Committee or directly to the Central Committee.
2. If the aims and functions outlined above are to be carried out, the "Desk" needs to be staffed by specialists in the field of diakonia and social work. One Executive Secretary and one office secretary is a minimum required at this stage.
3. The "Desk" should, so far financed by contributions through the W.C.C. DICARWS and DWME service programmes, by the "International Federation for Inner Mission and Christian Social Work" and "the World Federation of Deaconess Associations" ideally in the future be financed by the normal contributions of the member churches to the W.C.C., supplemented, if needed, by contributions from their diaconal and social units and through the service programme of DICARWS and the operating budget of DWME.

Diakonia Desk - activities - foreseen 1970 - 1971 and onwards

III. Theological approach:

- a) 1971 study conference on the diaconate (man and woman) in cooperation with the Roman-Catholic Church;
- b) ongoing concern for the theological concept of diakonie;
- c) participation in other W.C.C. studies, such as the Humanum, Salvation today, ordination of women, the ministry etc.

VI. Contacts with non-governmental organizations

- a) 1970, September - Manila: International Council on Social Welfare;
- b) building up contacts with other organizations;

V. Ongoing contacts with religious orders and communities.

Diakonia Desk - proposed budget for 1970

	- 1969 -	- 1970 -	
<u>Expenses</u>	<u>Swiss Frs.</u>	<u>Swiss Frs.</u>	<u>US \$</u>
Salaries allowances for Executive Secretary and office secretary (full time)	77.000	80.000	18,691.59
Office	9.000	12.000	2,803.74
Travel	7.000	11.000	2,570.09
Conferences	3.600	12.000	2,803.74
Printing	2.000	2.000	467.29
Unforeseen	2.780	3.000	700.93
	101.380	120.000	28,037.38
<u>Income</u>			
Inner Mission	32.500	24.375	5,695.09
Deaconess Federation	32.500	32.500	7,593.46
DWME	12.840	21.900	5,116.82
DICARWS	23.540	34.240	8,000
Other sources (still to be found)		6.985	1,632.01
	101.380	120.000	28,037.38

Geneva, November 1969

DWME ENLARGED COMMITTEE MEETING
Geneva
December 8-16, 1969.

T. Christa Springer J. V.C.C.
Dr. D. Kinnairt print out
Covering Note to
Documents 10, 11, 19.
91

Aug 9/12. '69.

Herewith attached are:

1. "Where it's at" DWME/Urban & Industrial Mission
Document no. 10
2. "Grant application form for UIM-experimental Project
Document no. 11
3. Roles and Function of the DWME Advisory Group and
Secretariat.
Document no. 19

The first paper indicates in general terms how far UIM has come since its inception, where it is tending to.

The second paper indicates one of the ways now being developed to help local and national groups to come to grips with the urban and industrial challenges with which the Church is confronted in their existential situations.

The third paper is a result of considerable deliberation, debate and discussion at the meeting of the Advisory Group, Nairobi, July 1969, and shows that body's understanding of the role and function of the DWME/UIM Desk in relation to the urban and industrial mission of the churches throughout the world and of their own role as a group.

At this juncture four additional points may be registered:

1. The Rev. Philip Bloy has terminated his service as Urban African Programme Secretary of the AACC at the end of September of this year. The AACC Assembly at Abidjan did not take any action to assure that the post vacated by Mr. Bloy would be filled very shortly. In fact the structure which the AACC's structure committee proposed and the Assembly adopted leaves no room for the Urban Africa Programme desk. This clearly is a blow to the regionalization of our operation. Fortunately there have been established three sub-regional committees of the U.A.P. prior to Mr. Bloy's Departure in East Africa (Rev. George Mambo, Secretary), West Africa (Rev. Francois Mbea, Secretary) and Southern Africa (Dr. Norman Thomas, convenor). For the next year or 18 months North Africa is to be looked after directly from Geneva.

2. In principle national and local visits by the staff are left to the regional secretary. Therefore it is essential that I meet with continental (or regional) committees at regular intervals, at least every other year for each continent. Well prepared meetings of the regional committees preceded and/or followed by "field visits" to carefully selected localities as guided by regional secretariats should keep me in close enough touch with significant developments in different parts of the world.

In absence of the U.A.P. Secretary within the AACC structure, it will be necessary to call upon the secretaries of the three sub-regional committees to do a fair amount of traveling within their respective areas mainly for the purpose of supervision of on-going UIM projects. At the same time when the three sub-regional committees meet they are likely to require my personal presence in the place of the AACC/U.A.P. secretary.

3. In addition to regular meetings of the Advisory Group in which the staff also participate, it is becoming increasingly clear that the Geneva staff must meet with the regional staff annually if regionalization of our operation were to work out effectively. My hope is that the staff may meet one day prior and two days following the Advisory Group meeting. This is essential if we were to encourage local and national initiative and maintain regional and international coordination.

4. Within the next few years it may be at once feasible and imperative that a joint meeting of the UIM Advisory Group and the Advisory Group for Rural Mission take place.

D. Kitagawa
Secretary.

DWME ENLARGED COMMITTEE MEETING

GENEVA

December 8 - 16, 1969.

Document no. 10

WORLD COUNCIL OF CHURCHES

DIVISION OF WORLD MISSION AND EVANGELISM

150 Rte de Ferney, 1211 Geneva 20
Switzerland.

WHERE ARE WE AT ?

- DWME/UIM 1969-70 -

Since the Urban and Industrial Mission Desk was established within the Division of World Mission & Evangelism barely five years ago, much has happened. What the DWME is seeking to accomplish through its UIM Desk is two-fold:

1. To help the Churches and Christians to come positively to terms with the reality of urbanization, industrialization, and increasingly, technologization of man's environment, his mode of existence and his way of life;
2. To bring the saving influence of the Gospel of Jesus Christ to bear upon an increasingly secularized urban-industrial society, and to this end to re-interpret the eternal truth of the Christian Gospel in such terms as can be better understood by modern man who to a greater or lesser extent has been alienated from the institutional churches.

Urban and industrial society is still, to a majority of the churches, a "strange new world", a heretofore scarcely traversed virgin territory, and decidedly a new frontier of Christian Mission. There is much for policy-makers and strategists for mission and evangelism to learn before most of the churches, both in the West and in the former mission fields, become effective agents of Christ in relation to the ever-increasing urban population in general and those engaged in modern industry in particular.

At the moment we are mainly concerned about three questions:

1. What are the major issues that challenge the Church as the Church moves into the urban-industrial realm of human life with the intention to be an instrument of God's saving/redemptive grace?
2. Suppose the issues were identified, how can/should the Church deal with them? Is her traditional structure adequate? Is the church leadership, clerical and lay alike, equal to the task? If not, how can they be re-trained to be more adequately equipped for the task?
3. How best can we find answers to these two fundamental questions? Academic theology provides no answer to these questions, nor do the experiences of distinguished church leaders of past generations suggest any answer. Hence we are encouraging those interested in and committed to the

task to run bold and imaginative experiments wherever such are deemed possible.

In terms of program, then, we stress the kind of experimental project that lends itself to action-research through the method of participant-observation, locally initiated, ecumenically conceived and regionally supervised. To formulate one of these projects is a highly disciplined exercise involving a number of people. It is intended that through this process of corporate planning, those in charge of the project may be trained in the art of planning and learn to articulate criteria by which to determine priorities and to evaluate what the project achieves or fails to achieve. In other words, we are attempting to experiment on new forms of mission and ministry while at the same time to train new breeds of missionary and minister.

In all this, local initiative and participation are of crucial importance - which means that our operation has to be decentralized, while each and every project though locally initiated and rooted must be ecumenical in its stance and scope if it were to be truly meaningful as an experiment. For this reason, the DWME/UIM Advisory Group meets once a year to review the preceding year's "performance" and to plan for the following year's activities for all of the six continents. Throughout the year, a regional secretary attached to regional ecumenical bodies assists national and local groups to formulate and run a variety of experimental projects, acting as a vital link between their respective continents and the Geneva secretariat.

G. N.
 The All Africa Conference of Churches (AACC) has within its structure a secretariat for Urban Africa Program, which recently ran an experimental five-month training course for ministry in the city. The East Asia Christian Conference (EACC) has within its secretariat a full-time secretary for Urban & Industrial Mission backed up by a regional UIM Committee. They are running in 1970 a month-long intensive leadership training course for those who have been engaged in urban-industrial mission for more than five consecutive years. In Latin America, Church & Society in Latin America (ISAL) has a Mision Urbana (MISUR) Secretariat, which is operating a community self-survey type of program in several countries. In both Africa and Asia, besides the continent-wide training program, there are a good number of experimental projects going on in almost every country. In Europe there is a European Contact Group for Church and Industry. In North America in the absence of a similar group the Secretariat of the Division of Christian Life and Mission (formerly Division of Home Missions) of the NCCC/USA has been acting as a coordinating agency, in so far as the urban and industrial mission is concerned, for all of North America. Through these agencies what is going on in Africa, Asia and Latin America is to be fed back to churches and especially /3.

to their mission agencies in Europe and North America; in addition new models for UIM work experimented and proved in Europe and North America are introduced to Africa, Asia and Latin America.

2 The DWME/UIM Desk itself is not a program-operating agency nor is it simply a clearing house, switch-board, or post office between mission agencies in Europe and North America and the churches or regional bodies in Africa, Asia and Latin America. Its function is to provide an ecumenical perspective and world-wide frame of reference within which the churches in the six continents may collaborate one with another in carrying out the urban and industrial mission of the Church at various spots on the face of the globe. Experiments, when people are involved, are both risky and costly. They require responsible planning, execution and evaluation, each of which requires participation of people competent in several professional disciplines. It is to help finance a good many experimental projects scattered throughout the world, especially in the Third World, so-called, that funds are needed, over and beyond keeping the traditional missionary enterprises going.

Daisuke Kitagawa

October 1969.
DK/mvv

DWME 69/99.

DWME ENLARGED COMMITTEE MEETING

GENEVA

December 8 - 16, 1969.

Document no. 11

WORLD COUNCIL OF CHURCHES

GRANT APPLICATION FORM for UIM-EXPERIMENTAL PROJECT

DWME/UIM DESK

I. Name of Project:

Location of Project:

Date of Application:

- has any previous request been made in respect to this project, either to WCC, or any other organisation?
If so, to whom and when?
- for already on-going projects:
state the month and year of the original opening, and list the funds that have already been received in the past through DWME and/or DICARWS.

II. Brief Summary of Projects:

Goals/Objectives: - What is it trying to achieve or prove?
- What concern or need is it attempting to serve?

Theory: What is the hypothesis that is to be proved or tested?

Methods: - How is it proposed to achieve the stated goals/objectives?

III. Who or What Group is Responsible for the Project?

Names and Addresses of Main Personnel involved, with notation on professional qualification of each.

IV. Situational Factors:

- 1) How is the project related to the general situation of the community or the industry which it is intended to serve? To what extent is the "target group" prepared to participate in the project?
- 2) How is the project related to the religious community or the established churches?

V. Planning Process:

- a) How have you decided that you should take up the above-stated concern or need (instead of others)?
- b) What are the dimensions of that need?
- c) How did you decide that you/your group would be uniquely qualified to deal with the need?
- d) What alternative courses of action have you considered? State the alternatives you have rejected.
- e) What criteria did you use to select one alternative and reject the others?
- f) What is the Action Plan for the project for the next twelve months?

- g) How is evaluation built into the project?
- h) What information would you extract out of the project to assure you that it is effectively dealing with the concern or need to which it is addressed?

VI. Resources:

1. What resources does the project require?
 - a) Personnel
 - b) Facility
 - c) Financial
2. What resources, available locally and/or nationally, can be committed to the project?
 - a) Personnel
 - b) Facility
 - c) Financial
3. What aid do you need to receive from outside?
 - a) Personnel
 - b) Facility
 - c) Financial

VII. Theological Assumptions:

1. Why do you think it is imperative that a Christian group should undertake this project?
2. What are your theological rationale or assumptions underlying the proposed project?
3. What is your theological position with regard to having persons of other faiths (than Christian) participate in the planning and the execution of your programme?

VIII. Comments on the Project:

1. National U.I.M. Committee or Appropriate Officer of N.C.C.
2. Regional U.I.M. Secretary.

N.B.

Each applicant should fill out 6 copies of this form:

- three copies to be presented to:
The Secretariat, U.I.M. Desk,
DWME/World Council of Churches
150 Route de Ferney
1211 Geneva 20
Switzerland.
- one copy to go to:
General Secretary of NCC or
Secretary of National U.I.M. Committee
- one copy to go to:
Regional U.I.M. Secretary
- one copy for the file of the applicant.

DWME ENLARGED COMMITTEE MEETING
Geneva
December 8-16, 1969.

Document no. 19

Appendix F
Minutes Part I

Roles and Functions of the

DWME/UIM Advisory Group and Secretariat

I. Basic assumptions:

- a. DWME is not to replace missionary societies and mission boards, for it to become a programme executing body; nor is DWME to act as a sort of ecumenical mission board merely to coordinate on-going programmes of existing missionary societies and mission boards.
- b. DWME, as a unit of WCC, is to serve the churches throughout the world, by exploring new forms of Christian mission in the context of and in relation to the urban and industrial situations in the emerging one-world society.
- c. DWME as a unit of the WCC will interpret the explorations of new forms of Christian Mission to help the development of the World Council of Churches' and the constituent churches' policies with regard to the Mission and Ministry of the Church in the urban-industrial setting in modern society. This task will be carried out with the anticipation that the explorations will discover the need for changes in current mission policies as well as possibly indicating a more definitive role for the World Council of Churches in global economic, political and social decisions.

II. Needs of the churches in the face of the world-wide phenomena of industrialization and urbanization:

Christian churches today, in order to be true to their vocation, must need:

1. a) To come to terms with the increasingly technology-oriented urban and industrial society as the habitat of modern man.
b) To come to terms with the basically science-oriented, secularized mentality of urban and industrial man.
2. To understand the roles of man and groups in terms of participation in the process of social change and development.
3. To understand the profound need for individual and group to have the sense of participation in the process of decision-making the consequences of which are bound to affect them.
4. To come to terms with changing facts of power, e.g. highly organized power without accountability.
5. To find ways and means whereby to communicate the Christian Faith to modern man within the context of urban and industrial structures of society and within its secular frames of reference.

6. To help modern man re-assess goals and objectives ("telos") of the society in view of the new capabilities provided by the science and technology to make operational some of the hopes, promises and expectations which have long been cherished as values for the society.

These tasks involve both education of people as people (not only church people but all people) and the church's own active involvement in the process of development of a new social structure.

III. Functions of DWME/UIM Desk

1. To stimulate and coordinate studies to be undertaken by Christians throughout the world, especially by those who have specific responsibilities for missionary tasks of the churches, for the purpose of deepening the Christian understanding in the missionary perspective of the urban and industrial society: its structures and dynamics.
2. To encourage regional, national and local Christian bodies to undertake experimental or pilot projects to test new forms of mission and ministry which are deemed relevant to urban and industrial society.
3. To provide guidelines, criteria and, where deemed appropriate or necessary, technical consultants, for the evaluation of every such experimental or pilot project so that the learnings from it, regardless of whether the project has been a success or a failure, may be maximized and be shared as widely as possible.
4. To help disseminate the learnings from such experiments so as to encourage member churches to up-date their missionary policy and strategy, which, it is assumed, will include: reallocation of their resources, retraining of their professional forces, and reformulation of policy re theological education.
5. To influence the development of denominational policies and to help the churches become involved in contexts larger than just ecclesiastical, for example, by establishing appropriate linkages with other institutions so as to enable them to act ecumenically to perform tasks which cannot be accomplished without organizing and operating at such a scale.
6. To discover with the help of regional UIM secretaries, individuals or groups who are engaged in imaginative UIM projects and, where necessary, encourage them by way of direct assistance, financial or otherwise.

IV. The Role of the DWME/UIM Secretary

The DWME/UIM Secretary is, in close collaboration with AACC/Urban Africa Program Secretary, EACC/UIM Secretary, ISAL/MISUR Secretary, and secretaries of the contact groups for UIM in Europe and North America:

1. To help formulate, with regional bodies, plans for experimental projects, ecumenically conceived, locally based and regionally supervised, with adequately spelled out criteria for evaluation, a professionally competent body of evaluators, and provision for dissemination and sharing of the learnings, for every project undertaken (Planning). When a project is finally accepted as a pilot or experimental project, those involved in it must be given the understanding that it will be evaluated by a group of people, some of whom may be from outside, appointed on the merit of their technical competence.
2. To keep himself informed of current literature, significant works (program, projects) in the area of UIM so as to help those responsibly engaged in UIM in different parts of the world to be kept up to date in their thinking (Learning for Planning). For this task the Institute on the Church in Urban Industrial Society in Chicago, Dr. Marshal Scott, Director, will play an increasingly important part. This institute is an information and advisory centre on urban-industrial ministries, literature and references, consultations on training research facilities.
3. To act as "broker" or "match-maker" between needs and resources; e.g. promising candidates for advanced training and places/opportunities for their training (Consultative Service; Pump-priming funds).
4. To visit, normally in response to invitation and in consultation with regional secretaries, various countries and continents, to make his services available for planning and evaluating of projects, consultations, conferences, and seminars or in any other ways deemed feasible.

V. DWME/UIM Advisory Group: Its Roles and Functions

Secretariat receives mandates from the DWME Committee, which to implement the staff needs counsel and advice of the Advisory Group. The Advisory Group is not directly to advise the churches. It is to advise the DWME to the effect that the DWME may effectively carry out such tasks as are enumerated in Section III, through its UIM secretariat.

1. The UIM Advisory Group consists of several individuals from several parts of the world selected on the basis of their capacity to reflect what is currently going on in their respective continents, and approved by the Divisional Committee of DWME.
2. It is hoped that within the membership of the Advisory Group several academic/professional disciplines and social movements relevant to the Urban & Industrial Mission of the Church be represented as much as possible. When need arises, the Advisory Group may invite experts in one field or another to attend its meetings as technical consultants.

3. The Chairman of the UIM Advisory Group is appointed in consultation with members of the Advisory Group by the DWME Divisional Committee for a term of five years and is an ex-officio member of the DWME Divisional Committee. The DWME/UIM secretary shall be the executive secretary of the Advisory Group.
4. To carry out its responsibilities, the Advisory Group will regularly meet with the secretaries of such continental groups, as listed earlier, not oftener than once a year, to help them review their past activities, to plan their future programs, and to assist them in interpreting their work to the Churches, NCCs and regional bodies.

Pastor Schäffler

WORLD COUNCIL OF CHURCHES
DIVISION OF WORLD MISSION AND EVANGELISM
150 Rte de Ferney, 1211 Geneva 20
Switzerland

DWME 69/92

October 1st, 1969.

To: All Participants of the European Contact Group meeting,
St. Pölten, Austria, October 20-24, 1969.

Ref.: Spotlight on E.C.G. itself

I believe the time is ripe for us to re-assess the E.C.G. itself, and we ought to do so with a good deal of discipline. To stimulate you to start doing so, let me ask a few questions:

1. Is E.C.G. in this present form capable of being a channel of communication between the urban and industrial mission in operation in all the European countries and the W.C.C./DWME/Urban & Industrial Mission Desk?
2. Can E.C.G. in this present make-up be an instrument by which those responsible for U.I.M. operation in each of the European countries receive help of various kinds (e.g. technical, literature, general information) from the DWME/U.I.M. Desk?
3. Can E.C.G. as it is now constituted be effective enough to mobilize the resources within the churches in European countries to extend help to churches in the Third World for their U.I.M. operation?
4. How has E.C.G. served as a channel/instrument for exchange of information, mutual help and collaboration among the U.I.M. practitioners in different countries of Europe?
5. Could E.C.G. become an agent through which the churches in Europe corporately engage the churches in North America (to begin with, and as time goes on those in other continents as well) in dialogue, i.e. exchange of ideas, mutual consultation, joint enterprise vis-à-vis the Third World, etc?
6. In what way has E.C.G. been helping you in carrying out your own responsibility?

This list of questions is not intended to be exhaustive but merely suggestive for us to assess what positive contribution E.C.G. has made to the churches in Europe in assisting them to understand what U.I.M. is, in encouraging them to become more positively involved in U.I.M. work and, indeed, in helping them to become contemporary with the urban and industrial society in which they are to be the Church.

D. Kitagawa

DK/mvv.

WORLD COUNCIL OF CHURCHES
DIVISION OF WORLD MISSION AND EVANGELISM

150 Rte de Ferney, 1211 Geneva 20
Switzerland

DWME 69/93

OCTOBER 1st, 1969.

To: All Participants of the European Contact Group meeting,
St. Pölten, Austria, October 20-24, 1969.

Ref.: The enclosed

The Bossey Ecumenical Institute held a consultation on "Participation in Industry" back in April, 1969. This was planned for, organized and carried out completely independent of the DWME/UIM Desk. I was invited as one of the participants and during the consultation discovered that there were several "industrial chaplains" present. I asked them to share with me their impressions on the consultation and whatever thoughts it aroused in their minds.

Herewith enclosed please find: a) a copy of the Report of the Consultation prepared by Dr. Weber, Director of the Consultation and, b) excerpts from the comments of several of the industrial chaplains.

In sharing these papers with you, may I raise two questions which I believe are pertinent to all of us:

1. Does the issue of "industrial democracy", i.e. industrial workers' participation in the decision-making process, claim a high priority among the concerns of the Industrial Mission of the Church in your country? If not, what are some of the more pressing issues?
2. What can/should Industrial Mission of the Church do to promote "industrial democracy" in your country? Is there a unique role for the industrial chaplain to play in this respect and if so how would you define it?

Also a careful look at the list of participants raises in my mind a question as to how in each country an as comprehensive list as reasonably possible can be compiled and kept up to date, of Christian laymen who are in responsible positions in the various sectors of industry: management, union, governmental ministry, etc. Is this not one of the elemental tasks to be undertaken ecumenically in each country? If so, it raises a further question: Is it being done in your country? Are the churches in your country equipped to do it? If not, what can be done about it?

It seems to me extremely important that those who are responsible for the Church's mission and ministry in relation to industry be able to tap on such resources as are represented by a wide range of professionals if the task of interpretation of modern industry to the Church and vice-versa were to be done effectively. For

your information let me share with you the list of participants at the Bossey Consultation from European countries. (Let me state quite clearly that I have not the ghost of an idea as to how Bossey went about to secure these and other people for its consultation!)

BELGIUM:

-Lindemans, Ignas

Directeur du service d'étude et de formation de la Confédération des Syndicats Chrétiens

C.S.S.R.

Chlumecky, Jiri

Engineer, Prague University

Krivohlavy, Dr. J.

Psychologist - industrial and social

Slejska, Dr. Dragoslav

Scientific Worker of Institute of Sociology, Czechoslovak Academy of Sciences (Department for Research of Working Groups and Industrial Enterprises).

FRANCE

Andrieu, Roland

Membre de la Commission Exécutive de la Fédération Nationale des Inscrits Maritimes C.G.T. Equipier de la Mission Populaire Evangélique de France.

Belin, Jean

Directeur administratif, chef du personnel

Bottinelli, Pasteur Guy

Pasteur, chargé de la "Mission dans l'Industrie"

Dassetto, Bruno

Chargé d'études économiques au Bureau de Recherches et d'Action Economique de la Confédération française démocratique du Travail.

Leclerc, Bruno

Directeur à la Compagnie Bull-Geco, Président du Mouvement des Cadres, Ingénieurs et Dirigeants chrétiens.

Moreau, Jacques

Permanent (Secrétaire général adjoint) de l'Union Confédérale des Cadres de la Confédération française démocratique du Travail.

Patouillet, M

Directeur d'une entreprise pétrolière

de Rosen, Baron Léon

Ancien Président de l'UNIAPAC

Garaudy, Prof. Roger (speaker)

GERMANY

Erdmann, Dr. Ernst-Gerhard

Stellvertretender Hauptgeschäftsführer der Bundesvereinigung der Deutschen Arbeitgeberverbände

Friedmann, Karl

Wirtschaftsjurist, Prokurist der Friedrich Flick KG, Düsseldorf.

/2.

Hettwer, Werner
 Deutscher Gewerkschaftsbund
Martin, Heinz
 Sozialreferent, Betriebsratsvorsitzender der Firma Carl
 Zeiss
Rauscher, Dr. Anton
 Dozent an der Universität Münster, Director der Katholischen
 Sozialwissenschaftlichen Zentralstelle
Renting, Gustav
 Stellvertretender Landtagsabgeordneter
Rohrer, Dr. Herbert
 Vorsitzender des Aufsichtsrats von Deutschen Industrie-
 Gesellschaften
Storck, Dr. Hans
 Landessozialpfarrer
Schumacher, Erhard
 Referent für Mitbestimmungsfragen beim Deutschen
 Gewerkschaftsbund
Thusing, Dr.
 Leiter der Abteilung für Wirtschaftsverfassung und
 Mitbestimmung.
Jaeckel, Pastor Theodor (Group Leader)
 Industrie- und Sozialpfarrer

GREAT BRITAIN

Anagnostelis, John
 Company Secretary of the Co-ownership and Community
 Organization of Scott Bader & Co. Ltd.
Morrison, James
 Bricklayer, Employee Director of the British Steel
 Corporation
Taylor, Rev. Ray
 Industrial Chaplain (Baptist)
Robertson, William (speaker)
 Executive Vice-President of the Scottish Council for
 Development and Industry.

THE NETHERLANDS

de Lange, Dr. Hendrik (Group leader)
 Academic Institute for Fundamental Training in Industry,
 Rotterdam

SWITZERLAND

Appenzeller, Hans
 Dipl. Ing. E.T.H. - Geschäftsleiter
Guignet, Bernard
 Ouvrier métallurgique
Graf, Max
 Zentralpräsident des Schweiz. Verbandes evangelischer
 Arbeiter und Angestellter
Kustermann, Eduard
 Secrétaire romand de la Fédération du personnel du textile,
 de la chimie et du papier. Rédacteur.

Lagasse, Raphaël

Secrétaire général de l'Organisation internationale des Employeurs

Maret, Pasteur G.

Ministère Protestant dans l'Industrie

Weber, Prof. Hans-Ruedi (Chairman)

Theologian, Associate Director of the Ecumenical Institute

YUGOSLAVIA

Blaha, Frau Tilka

Funktionärin der Gewerkschaftszentrale

Grahov, Andrej

Dipl. Jurist, Mitglied des Republiksrates der Gewerkschaften Sloweniens.

Kavcic, Bogdan

Leiter des Zentrums für die Forschung der öffentlichen Meinung bei dem Republiksrat der Gewerkschaften Sloweniens.

DK/mvv.

D. Kitagawa

P.S. URGENT

For those who have not yet replied, will you please let us know as soon as possible whether you are definitely coming to the meeting in St. Pölten. D.K.

PARTICIPATION IN INDUSTRY

- Report of a Consultation -

"Participation" is one of the almost magic terms of our time. Especially in the field of education it has gradually gained momentum, becoming a slogan in last year's student revolts. In the long-term perhaps more important will be the growing demand by employees (both white and blue collar workers) for participation in the processes of decision making in industry. The exact meaning of the term is still unclear, and participation has different connotations in the minds of a French worker, a German trade union official, a North American manager and trade unionist or a Yugoslavian government representative. Some Western employers fear that the growing participation of employees in industrial decisions will undermine the whole Western economic order. At the same time some Western employees suspect that the granting of participation be the latest disguise for management's paternalism and "human engineering". One of the many inscriptions which suddenly appeared on French university and factory walls during the May/June events in 1968 read: "Je participe, tu participes, - il profite!"

It is not easy to speak objectively and dispassionately about such a theme in a meeting confronting managers and workers, representatives of employers' associations and of trade unions, government officials and industrial chaplains, coming from different countries and continents. No wonder, therefore, that at such a meeting held at the Ecumenical Institute at Bossey near Geneva from April 10th to 16th, 1969 painful tensions appeared and little consensus could be reached. Nevertheless, towards the end of the meeting and even more so with some months' distance, many participants underlined the degree of openness, readiness to listen and the growth of friendships across linguistic, cultural, political and class barriers which was generated during the few days of life and work together at Bossey. This meeting of one another, this process of mutual information, questioning and correction and then the growth of mutual trust and beginning friendships was certainly the most outstanding feature of the consultation. Yet it is the one which can least be communicated in a printed report.

The programme had been arranged in such a way that most of the time was devoted to work in small groups and plenary discussions. Two lectures introduced

this major work in groups and the schedule provided also for two sessions of information and a series of biblical meditations¹⁾. Prior to the meeting several short preparatory papers had been sent to the participants and one of them - written by a Dutch economist, Dr. H.M. de Lange - functioned as the starting point for the discussion. The following report reproduces part of these papers in small print, summarizes the lectures and comments on the major disagreements, questions and insights which arose in the course of the discussions.

1. What is becoming of man in the prospected industrial society?

This was the guiding question for discussing participation in industry. The topic could have been approached in other ways as well. It would be interesting, for instance, to ask what relationship exists between a given political system and the degree of the employee's participation in industrial decision-making. In a group representing so varied political backgrounds as that gathered at Bossey this question was, of course, in the air and no easy answer could be detected. One might expect the process of democratization in industry to be advanced in Western democracies where so much emphasis is laid on the citizen's freedom and rights. However, this is not really the case. On the other side Marxists claim that only in a socialist political frame can the worker's dignity and gifts be fully developed. Yet there is no evidence that the degree of participation be high in Eastern socialist countries where centralized bureaucracies allow little scope for local initiatives by individual persons and groups. Besides this political aspect the theme of participation is also intimately related to legislation. It would therefore have been interesting to compare various company laws, national industrial legislation and international labour agreements in order to find out which legal patterns are hindering or fostering the degree of participation. Both these approaches implicitly raise the question of the relationship between participation and ownership. Is there a much higher degree of participation if employees are also shareholders of the company for which they work?

Neither the political nor legal aspect of participation in industry was in the centre of discussion, however. The consultation approached its subject rather from a prospective angle and examined what the lack or expansion of participation does to man in the future industrial society.

The opening speaker, W.S. Robertson, showed how "the revolutionary feature of our situation is the change in the nature of invention that has been gathering speed during the last 200 years, and which in this century has come to dominate the human situation. For a million years invention had rested upon the use of a very small number of raw materials - stone, wood, clay, animal fibres and metal - materials which were visible and tangible." But then "the process of invention had reached that critical stage at which the instruments composed of traditional materials had acquired the power to penetrate the surface of matter - and thus to reveal - or to enable us to assemble - the tens of thousands of individual molecules, atoms, and sub-atomic particles, with all their energies, which are now available to us". In past human history each advance in invention created a corresponding change in man's social situation. "An explosion of invention such as confronts us now cannot but create an explosion of social change. This is the real significance of technology - it is the key to the maelstrom of political and social and organisational change in which we live." In the future the pace of change will accelerate and "in all this the true significance of industry is that it embodies the new inventive power of technology which is the determinant of our age, and of ages to come".

This acceleration of change faces man with many urgent and still open options, but nobody seems to be competent to decide. Choices are therefore made haphazardly, although we reached the point where it is essential, according to Mr. Robertson, that these choices be based on our deepest insights into our purpose as human beings. "We believe our society to be better than a feudal society; but the form of our own society derives from earlier stages of technological invention. So it may be that we shall have to face up to the possibility that present forms of institution - whether capitalist or socialist - are not the last word in terms of human organisation in a world of continuously exploding invention - whether at the level of the individual enterprise, or of the nation or of international situations." "There are signs that the arrangements within an industrial organisation for shaping its policy will have only limited effectiveness if the organisation itself is not seen to be part of a purposeful society, moving in a direction that makes human sense to the people who are its members. ... For this reason, the industrial democracy of an individual institution will in the long run only succeed to the extent that it is set in a wider industrial democracy conscious of its objectives."

Based on an interpretation of the May/June events of 1968 in France, the second speaker, Professor R. Garaudy, gave a similar analysis of the present and future industrial development (N.B. Much of his analysis was published in the Introduction to his book Pour un modèle français du socialisme (Gallimard, Paris 1968, pp.7-42). He showed that the student and workers' protests in 1968 were a sign of a deep mutation: While formerly work alienated man, now for the first time in history the development of man runs parallel with economic development and becomes a necessary condition for it. How did this happen? It came about through a revolution in science by which science itself becomes the revolutionary factor. Science is, for instance, now the driving force of production and this in turn gives an increasingly important place to intellectual work (cf. the static number of unskilled labourers and the rapid growth of cadres, i.e. the group of technicians, engineers and middle managers). The replacement of mechanical by cybernetic processes and thus increased automation liberates man from the labour of production and sets him above it as the one who invents, supervises and guides. This asks for constantly new professional qualifications and implies a continuing education. Both in administration and production it leads to a decentralization of initiative. Accordingly this changing concept of work alters the concept of leisure which is no longer simply rest and escape from labour, but can increasingly become an opportunity for creative activity and permanent education. Thus the full development of man becomes the main condition for economic and technological development. In the planning of future industrial development the demands of economy and technology must therefore be considered together with the demands for democracy and human development. The crucial question becomes how to organize the conscious participation of the individual in this overall process.

Prof. Garaudy explicitly said that this mutation in the role of man's work and leisure does not automatically appear with the second industrial revolution. It has to be fought for. One gets the impression, however, that according to his analysis those who demand participation ride the groundswell of present world history. Not all shared this optimistic view which many saw as a new version of the Marxist philosophy of history. The same facts of present industrial development are very differently interpreted by others, e.g. by John Kenneth Galbraith in The New Industrial State (Boston 1967). Could it be, for instance, that the demand for participation in industrial decision making and a certain realization of it is the luxury of industrial states in between the first and the second industrial revolution? Is not a feudal, authoritarian

structure of decision making necessary in the early stages of industrialization? And have not decisions in the most advanced stages of industrialization become so complicated that only a relatively small group of technocrats working with computers can take them? Was it therefore symptomatic that the theme of the Bossey consultation evoked most interest in Western and Eastern Europe and far less both in the third world and in North America? Even if these questions were to be answered in the affirmative, this would not exempt us from examining whether participation fosters humanization and, if so, from struggling for increased participation in the industries of all continents. But the struggle would then be much harder than that suggested by Prof. Garaudy, because far from riding a groundswell one would have to swim against the tide. More fruitful than the discussion of such speculative questions is to ask where we stand now with regard to participation in the various countries. In the light of the actual experience and with a concern for human development, we can then ask which are the next steps.

2. The present state of participation in industrial decisions

A whole library has already been written about the subject of participation in industry.²⁾ Much less was realized in practice. In many countries there are interesting experiments in individual industrial enterprises, but only in a few, notably in the Federal Republic of Germany and in Yugoslavia, has the demand for participation changed the patterns of industrial decision making on a nationwide level. In order to describe these a tentative terminology must be established. One of the preparatory documents for the Bossey consultation - taken from Roger Sawtell, Sharing our Industrial Future?, London 1968, p.1f; (additions to the original text are given in brackets) - suggested the following definition of terms:

Participation (sometimes called "industrial democracy") refers to those varied forms of processes of decision making which go beyond unilateral decision making. One must therefore distinguish between:

1. Participation (German: "Allgemeine Mitwirkung oder Mitbestimmung"; French: "participation") is any or all of the processes by which employees other than managers contribute positively towards the reaching of managerial decisions which affect their work. Participation is confined deliberately to processes of decision making. Thus communication or co-ownership are not necessarily participation. Negotiation, shared decision making, joint consultation (see 2,3,4) are all forms of participation.

2. Negotiation (German: "Verhandlung"; French: "négociation") is the process of reaching decisions by formal bargaining between groups or individuals, representing management and other employees. Negotiation is a form of participation and is often used for matters included in a management/trade union agreement. Examples of negotiation are collective

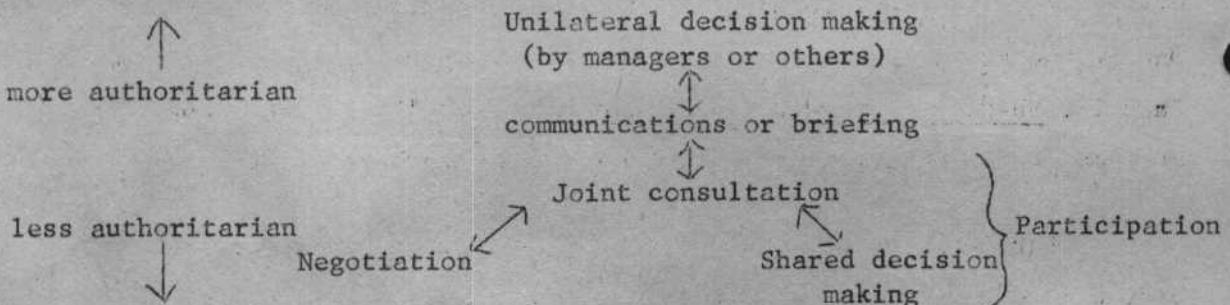
bargaining, plant bargaining, productivity bargaining, individual shop steward/department manager bargaining.

3. Shared decision making (often also called "co-determination". German: "Qualifizierte Mitbestimmung"; French: "cogestion") is the process of reaching decisions by means of bodies jointly composed of managers and representatives of other groups of employees. Employees involved in shared decision making are not mandated delegates and the responsibility for a decision by a shared decision making body is shared rather than bargained or negotiated. Shared decision making is a policy-making or executive process, not an advisory one, and is a form of participation. Examples of shared decision making are Boards with employee directors, or works councils with specified executive authority.

4. Joint consultation (German: "Mitarbeitergespräch"; French: "concertation") is the process by which one group asks the opinion or advice of another group before taking a decision. The decision will then be made by unilateral decision making (see 5) or negotiation or shared decision making. Joint consultation is a form of participation and is advisory not executive. Examples of joint consultation are management advisory committees, works councils without executive authority, joint production committees.

5. Unilateral decision making (German: "Einseitige Entscheidung"; French: "direction absolue") is the customary decision making process in which decisions are taken by a manager or management group, or delegated by them. The decision taker may ask the views of other employees by joint consultation (see 4) or by formal discussion with colleagues. Unilateral decision making is not a form of participation. Most decisions in industry are taken by unilateral decision making and typical examples are management committees composed only of managers or supervisors, Boards of Directors without representatives of groups of employees other than senior management.

These definitions may be extended into a kind of spectrum of styles of management which may be shown diagrammatically:



The actual situation in the various countries is, alas, much too complicated to be neatly classified according to the above definitions.

In the Federal Republic of Germany³⁾ the Factory Constitution Act ("Betriebsverfassungsgesetz") of 1952 instituted shared decision making in all joint-stock companies or limited liability companies which have reached a certain size. It not only foresees a works assembly ("Betriebsversammlung") of all employees and the creation of a works council ("Betriebsrat") elected by the employees and having a say, for instance, in questions concerning work and personnel conditions in the factory. The law also obliges the owners of the

companies to institute channels of mutual information and consultation between management and employees and to accept one third of employee representatives on the policy making supervisory board ("Aufsichtsrat") which chooses the executive board of management ("Vorstand").

- Already one year before this progressive Factory Constitution Act came into force, another Act (the "Montangesetz" of 1951) ruled that in the German coal, iron and steel industries the degree of employee participation should be even higher. It stipulates parity co-determination ("Paritätische Mitbestimmung"): Employees appoint partly through their works councils, partly through their trade unions, an equally large number to the supervisory boards as the owners, and employees and owners together choose a neutral 11th, 15th or 21st member of this policy making board. Moreover, the responsible trade unions are represented on the executive board of management by the Labour Director, a person who must have their full confidence and who is responsible for all questions in respect of personnel and social matters.

- At present opinions about this matter are sharply divided. The German Federation of Trade Unions wants to change the Factory Constitution Act of 1952 in the light of the Montan Industries Act of 1951, thus asking for parity co-determination and strong influence of the trade unions in all larger German industries. Their main argument is that ownership does not legitimise managing power over people and that those who give their skills and time for production have a right not only to receive a salary but also to share in managerial decisions. Employers have on the whole accepted the principle of a degree of co-determination and some are open to certain improvements of the present Factory Constitution Act. But most of them oppose parity co-determination. They fear the formation of power blocs in the supervisory boards which would give to the "neutral" member of these boards excessive importance. They are against increased interference of Trade Unions in individual industrial enterprises and they maintain that it is not ownership but the freely agreed upon employment contract which legitimises managerial leadership. For them the Montan legislation is not the norm but an exception which in their judgement came about under the special conditions of the struggle against National Socialism in post-war Germany. Whatever the outcome of this struggle concerning the way of co-determination and the role of the trade unions in industrial decisions may be, the fact remains that in the Western world participation is most advanced in Western Germany, at least from a legal point of view.

In the socialist world Yugoslavia⁴⁾ has gone farthest in realizing industrial democracy. The system instituted in 1950 is not one of co-determination but of self-management. According to the classics of Marxism the appropriation of political power is only the first phase of the socialist revolution and must be followed, e.g. by changes in the sphere of production relationships. This did not happen. As in the Soviet Union and many other socialist countries, so also in Yugoslavia the bureaucracy holding the power on behalf of the workers tended to become a new governing social class. Both the state-appointed directors of industries and the labour unions had to follow the party line, while the workers who had fought for the abolition of exploitation lost influence. This gave rise to strong anti-bureaucratic tendencies. Moreover, after 1948 the political and especially the economic blockade by the Soviet Union put Yugoslavia in a difficult economic position. On the basis of the experience gained in hundreds of experimental workers' councils industrial self-management was therefore introduced by law in 1950.

- According to Mr. B. Kavčič, "self-management is not a kind of workers' participation, or method to resolve the so-called industrial conflict between work and capital, but a method to abolish the causes of this conflict by the abolition of private property and the private appropriation of profit as a basic social relation." The main authority in an enterprise is the workers' collective consisting of all employees. This collective can decide about what to produce, how to manage, how to sell, what and how to consume, about the sharing of output and net profit, about housing policy, recreation, fusion with other enterprises, etc. These decisions must, of course, remain within the framework of national legislation which fixes the financial obligations to society and the fundamental principles of working conditions such as the number of working hours, the minimum of paid leave, etc. In organizations with less than 30 employees all workers co-operate directly in self-management. In middle and large size enterprises such direct forms of self-management are maintained through meetings of working units, of the whole workers' collective and through referendums. Yet more decisions are taken by indirect self-management by the workers' council of 10 to 50 members, elected directly by the workers. The council elects the managing board consisting partly of experts and partly of members of the workers council. The director is likewise elected and discharged by this council.

- There are several obstacles to the practical execution of such self-management and Mr. Kavčič analysed them with a remarkable openness and sobriety. Yet he also affirmed: "In Yugoslavia we are convinced that this is the way to humanise the work and to create the conditions for universal and independent development of human personality".

The Yugoslavian experience has drawn much attention, not only in socialist countries such as the C.S.S.R. and Algeria or among the political left in Western countries, but also among many liberal economists in the West. They see in it a manifestation of the much debated convergence between the East and the West. One must not forget, however, that the Yugoslavian model presupposes a Socialist pattern of society with, for example, common ownership of the means of production. Those who reject the socialist pattern must therefore look for other models.

- They do not necessarily turn to the German model which to many seems to be too exclusively based on a complex of laws regulating and unifying all industrial relationships. Some prefer to let participation grow by encouraging the employees to become shareholders of the company for which they work. Examples where a remarkable degree of participation was reached in this way were quoted.⁵⁾ Most of the critics of the West German and Yugoslavian models want more flexibility and feel that the interests of all can best be achieved by collective bargaining, accompanied by joint consultation and leading to written labour agreements. Some trade unionists have no desire to have any co-determination of the German type because this would mean co-responsibility for managerial decisions and would weaken their bargaining position. Some management representatives pointed also to the increasing awareness among managers for the human side of the enterprise. This sensitivity is being fostered by T-groups (T = training) in industry, whereby trust and openness among individuals and between departments are created, increased self-control and self-direction is achieved and instead of futile "war" a problem-solving determination is sought. It is difficult to identify any of the above mentioned tendencies clearly with one country because almost everywhere the question of the how of participation is still wide open and one finds therefore many contrasting views and programmes in the same national situation.⁶⁾

Two tensions appear almost universally, however, and they will probably remain with us. The first is the confrontation between the tendency towards increased participation through co-determination or self-management and the tendency towards increased technocracy.⁷⁾ The second one is the tension between the tendency towards change of political-economic structures and new labour legislation on the one side, and on the other the tendency to achieve increased participation by training and educating both employers and employees for more partnership and maturity in consulting and working together.

3. Participation: why and how?

The description of extremely varied models and tendencies has shown that the above question needs to be qualified: Why do we want what kind of participation? How do we realize what sort of participation?

Not all participants at the Bossey consultation agreed with Dr. H.M. de Lange whose main thesis in his background paper was that "the realisation of industrial democracy must not be seen as a better care for employees. It is not part of the welfare state. Industrial democracy aims at changing the existing power structures on all levels." It all depends what exactly is meant by the terms "changing the existing power structures" and "on all levels". Most agreed, however, with the following enumeration of motives for participation in industry found in the same paper:

- The first motive which leads to the demand for industrial democracy is linked with the changing concepts of norms and values, in our case in relation to property and authority. Property loses its absolute character; especially in industry, it becomes increasingly anonymous. An authority which was based on the ownership of property is therefore being replaced by a more functional authority. Both cultural and social developments lead us in the direction of "tested authority", which is the original form of democracy. Today this process of democratization plays an important role in various types of organizations. Industry and the patterns of industrial decision making are so highly institutionalised, however, that the changed concepts of norms and values will be slow to make any notable impact on industry. This raises the question whether the Churches must help to speed up this process by drawing attention to the issue of industrial democracy.
- A second motive for demanding industrial democracy is the growing maturity of employees. Better schools and training facilities have not only led to a vast expansion of general education, but many groups of trained and highly specialised employees have now gained an ability by which they sometimes know the crucial points in overall management better than top managers. These newly gained abilities must be used; otherwise this would represent a careless waste of human capacities. Increased and increasing maturity calls for the possibility to participate in the processes of decision making.
- A third motive for industrial democracy is the right of employees to determine their own role and to look after their own interests, be it in a direct or indirect way. The assumption that the decisions of management take these interests into account is not always justified. If decisions are taken which imply an extra burden on employees (e.g. new techniques which make shift-work necessary) ways must be found by which employees can ascertain that their advantages and disadvantages have been considered.

- (After discussing the objections to industrial democracy, Dr. de Lange adds:) The most basic motive is the demand for humanity, a demand arising from the concept of man which we hold: a form of industrial organization must be found in which more and more people can experience the responsibility for their own work, its efficiency and have a real say in their work relations. A quarter of a century ago the lack of knowledge and general education may still have made this impossible; today this is no longer true. Responsibility for the evaluation of work performance may become more and more difficult as with growing technology a stipulated "necessary behaviour" is dictated, leaving less and less room for "voluntary behaviour". Is this development inevitable? It certainly jeopardises the possibility of finding meaning in one's work. Yet even if responsibility with regard to the evaluation of work performance is not possible, this does not affect the responsibility for work relations and for such wider questions as the aims of production.

It is one thing to acknowledge valid motivations for different forms of participation in industry and another to find ways to implement such participation. In the group and plenary discussions at Bossey the following main points were made in this respect (N.B. The following is not an agreed upon consensus but a summary of trends in discussion which were often challenged):

- a) The growing maturity of employees is not only a motive for increased participation but also its most basic precondition. Neither a change of political and economic structures nor progressive labour legislation can replace it. Opportunities for all employees and employers to continue education, training and retraining must therefore be provided.
- b) Participation fails if it is developed on one level only. It must be realized simultaneously on the levels of the shop floor, the factory, the top industrial policy making bodies and on the level of national and international society as a whole. Similarly participation fails if it concentrates on one phase of industrial decision making only, e.g. the phase of basic policy making, the phase of managerial execution or the phase of control of management. The actual form and degree of participation will, of course, vary from level to level and from phase to phase.
- c) Participation above the shop floor level fails also if employee representatives - be they chosen directly by the employees or by the trade unions - have not the full confidence of those whom they represent. This is, of course, a problem in all representative democracies and those who struggle

for industrial democracy must therefore study critically the present crisis of democracy in politics. Employee representatives "will be more effective in the Board Room if they have had considerable experience of participation in decision making at levels nearer to the basic processes in the workshop or in the office" (R. Sawtell, op. cit., p.5).

4. Does it work?

In the efficiency conscious industrial society this is the question which inevitably comes up in each discussion on participation. Unfortunately the proponents of industrial democracy are very badly equipped to answer this reasonable question. While there is a profusion of books, pamphlets and articles about the reasons for participation in industry and programmes for it, very few serious sociological, psychological and economic studies have been made about which kind of participation has what short-term and long-term influences on the speed and quality of industrial decision making, and consequently on production.

Dr. de Lange's background paper raised this question:

The rapid and sometimes unexpected changes in the use of raw materials, the unorganised world market of raw materials where rapid changes in prices can occur, and very especially the development in the field of technology ask for quick managerial decisions. Otherwise production might lag behind and too expensive or outdated goods might be produced. Is this need for quick decisions an impediment to the realization of industrial democracy? In view of the natural resistance to democratization - and this not only on the side of management - the above question calls for a scientific examination about how industrial democracy really affects the processes of decision making and production. Not all decisions are related to what happens in the market, for instance the decisions as to how to arrange the machines on the shop floor, how to eliminate the "atomization" of work and how to form work teams. Modern industrial research shows that the processes of industrial decision making can improve through shared responsibility, because power is not a static but a dynamic entity. We must therefore not yield too quickly to the idea that an economic price must be paid for the sake of humanization of industrial life, which, after all, is the aim of industrial democracy.

On the basis of sparse information from studies in various countries, one of the groups at the Bossey consultation reached the following, almost unanimously agreed upon conclusions:

"It is almost certainly true that the decision making process will be slowed down:

- a) When the participative process is new and not fully understood and, therefore, not trusted by those involved and affected. - b) When, for example, as might be typical, the decision is concerned with large numbers of people working in relays on a continuous process. Obviously, the time for communication and for

agreement becomes longer. - c) Or when the decision is concerned with highly complex technological change.

- The speed of decision making will increase as trust and confidence builds, based on a demonstrated willingness to deal fairly with the social dislocations requiring such remedies as retraining, relocation or, in the worst case, layoff or redundancy.

Although the decision making process may be slowed, there is evidence to support the theses: a) That decisions made in this way secure psychological joint ownership of the decision and are more likely to be successful and more lasting.

- b) As a corollary, decisions that are imposed without participation are not likely to be as successful. Generally they will not last and, in fact, in the worst case can be rejected with a refusal expressed by a work slowdown or complete stoppage."

Quoting one of the conclusions from R. Sawtell's study (op.cit. p.6) the same group report also states: Research in the behavioural sciences supports the values of the participative approach by saying that "the result of effective participation is a release of energy, potentially present in most people at work, but fully developed in only a few. This leads to higher productivity by means of better utilization of individual skills and resources; it also helps to meet social needs and individual aspirations."

Hidden behind the question "Does it work?" lie not only economic apprehensions, but also the observation that most employees do not really seem to be keen on participating in managerial decisions. An U.S.A. government official said: "Most American workers have little interest in the problems and responsibilities of management concerning such matters as finance, procurement of raw material or components, marketing, taxes and relations with the government. Workers are satisfied to have an effective voice in the determination of matters that affect them directly.". This was strongly supported by an American trade union leader who stated: "I do feel that the worker of today is better informed by both the Union and Management through the house organ of both, the meetings between shop stewards and company supervisors, and the normal individual contacts that occur on a daily basis between the worker and supervision and, therefore, there is no real desire on the part of the worker to usurp management controls that have historically been registered as such, i.e. when, how, where and what to produce." Such a disinterest on the part of employees for participation in management decisions is not merely a North American phenomenon, but was reported also from Western and Eastern European countries. The proponents of co-determination or

self-management acknowledged this fact, but answered: a) This lack of interest indicates to what an extent the present industrial organization keeps the employees immature in their work situation. b) It is not the great majority of employees, but small committed action groups among them - e.g. the present protest movements among black employees in the U.S.A. - that will have an impact on changing the industrial organization. c) "The humanization of man, his becoming a responsible person, does not fall under the category of needs. It is a question of calling and attitude to life. The fact that many employees do not feel the need for industrial democracy does not, therefore, prejudge this question. The most basic condition for democratization is not a need felt on the part of employees. The condition is that the scope of responsibility be broadened on an ever wider scale" (H.M. de Lange).

5. Is there a specific Christian contribution?

Employee participation in industrial decision-making is not a question discussed either in the biblical literature or in traditional handbooks of Christian ethics. Christian thinkers and various study groups have now begun to examine this matter, but on the whole Churches are not yet aware of the fact that here lies one of the decisive moral issues of our time. A noteworthy exception to this is the Evangelical Church in West Germany which has already twice published declarations concerning this matter. ⁸⁾

Ecumenical bodies have until now not given much attention to this question, although the following general remarks were made in official ecumenical documents:
- The report of the World Conference on Church and Society in Geneva, 1966 includes the following relevant paragraphs (Official Report, WCC, Geneva 1967, pp.192f.)

Technological societies require skilled and efficient executive management at every level; without excellent educational opportunities, this leadership will not develop. They also necessitate far-reaching popular participation. Is there a contradiction between executive efficiency and wide participation in decision-making? People have sometimes tried to minimize the latter in the name of the former. They have argued that it is easier to run a factory, rebuild a city or industrialize an agricultural society if the experts do it without involving the people in making decisions. We acknowledge that certain decisions, both political and technical, may have to be taken without maximum popular participation, especially in the earliest stages of economic development. But we believe these are the exceptional cases. Only in the short run do efficient performance and wide participation collide. Indeed long-run efficiency, in factory, city and society, requires the active participation of workers and citizens. Without it human dignity will inevitably suffer. We say this on the basis of our Christian conviction that every man - not just a few - is called by God to take part in the planning and governing of his society. When decisions are made by a self-contained élite, they suffer from lack of feedback and eventually go astray.

We suggest that the just and humane use of technology requires that every individual participate in the decision-making system to a degree commensurate with his capacity to do so. To the extent that we fail to harness our technical power to the widest possible expression of human intention, it will fail to help us to fulfil our hopes for man and could even contribute to his debasement. But within an adequate and sufficiently universal system of deciding and guiding, we do not know the limits of what man can do for man through scientific technology.

- Paragraph 68 of the Pastoral Constitution on "The Church in the Modern World" of the Second Vatican Council reads:

In economic enterprises it is persons who work together, that is, free and independent human beings created to the image of God. Therefore the active participation of everyone in the running of an enterprise should be promoted. This participation should be exercised in appropriately determined ways. It should take into account each person's function, whether it be one of ownership, hiring, management, or labor. It should provide for the necessary unity of operations.

However, decisions concerning economic and social conditions, on which the future of the workers and their children depends, are rather often made not within the enterprise itself but by institutions on a higher level. Hence the workers themselves should have a share also in controlling these institutions, either in person or through freely elected delegates.

Among the basic rights of the human person must be counted the right of freely founding labor unions. These unions should be truly able to represent the workers and to contribute to the proper arrangement of economic life. Another such right is that of taking part freely in the activity of these unions without risk of reprisal. Through this sort of orderly participation, joined with an ongoing formation in economic and social matters, all will grow day by day in the awareness of their own function and responsibility. Thus they will be brought to feel that according to their own proper capacities and aptitudes they are associates in the whole task of economic and social development and in the attainment of the universal common good.

When, however, socio-economic disputes arise, efforts must be made to come to a peaceful settlement. Recourse must always be had above all to sincere discussion between the parties. Even in present-day circumstances, however, the strike can still be a necessary, though ultimate, means for the defense of the workers' own rights and the fulfillment of their just demands. As soon as possible, however, ways should be sought to resume negotiations and the discussion of reconciliation.

In the Bossey consultation the following further points were made which arose directly or indirectly out of a Christian understanding of man's work and vocation:

- a) The relative importance of the economic factor: Some may be astonished that Christians should emphasize economics. Should they not rather be concerned with the spiritual? Do they not have to defend the human against the economic element? Those who say so have not read the Bible well and

certainly not the Old Testament. Here the economic dimension is an essential part of human life, and man becomes human in the midst of his economic responsibilities. According to the Old Testament material wealth is a blessing of God and man's basic vocation is to administer this blessing for the service of his fellow men and to the glory of God. He must therefore discover, administer and develop the resources of this earth. In this sense involvement in industrial planning and research, in producing goods and selling them is no less at the centre of the biblical vocation of man than healing the sick or being a church functionary. This insistence on the economic is all the more important as the great majority of men, women and children still live on or under the poverty line. Such poverty degrades man. Contrary to the view of the ancient Babylonian, Assyrian and Egyptian world where poverty was mainly seen as a punishment from the gods or a sign of inferiority, in the Old Testament poverty is seen as a scandal. It shows that those who wield economic power have not administered it in the service of man and to the glory of God. Having made an idol out of the material resources entrusted to them, the rich have become slaves in golden chains. The Old Testament prophetic protest against such a misuse of material resources is as timely today as in the days of Amos and Isaiah.

b) A critical look at industrial production: Economic considerations must maintain a high priority in industry. It is therefore legitimate to ask whether the increase in a certain pattern of participation hinders or fosters production. However, production is not neutral. Participants at the Bossey consultation were forcefully reminded of this by the delegates from Asia. They challenged not only employers but also employees and trade union officials present to take a critical look at what disastrous effects many of the "goods" produced in Northern industrial countries have on the populations of the third world, - and they did not only speak of weapons. Nor is production an aim in itself. The basic purpose of participation would therefore be defeated if it were introduced only in order to increase production. (The French slogan quoted at the beginning of this report - "I participate, you participate, he profits" - proved then to be fully justified!) The aims of production must be critically examined. In the earlier quoted background paper Dr. de Lange writes:

In the western world the provision of necessities now seems assured, yet it is industrial management which decides the extent of needs and how they are provided for. This proved satisfactory as long as the available financial means and consumption habits remained relatively stable. Today these two conditions no longer exist in our society. Continuously growing incomes make it possible to acquire new goods which appear on the market in ever greater variety.

This is one of the reasons why the very basis of the present economic system is under discussion. Especially the concept of "needs" is discussed and the following questions are raised: Where is the limit between real needs and artificially created needs? Is it true that increasingly "needs" are being created in order to maintain production? Where is the line between a legitimate and an illegitimate stimulation of needs? Is it permissible that an industrial enterprise may claim labour and capital for any purpose? Is it possible to change the pattern of needs and consequently the pattern of production through a change in the distribution of income (e.g. by spending more tax revenue on education and culture in order to create needs in this realm)? Is it possible to influence production through a change in the universal distribution of income?

- To answer such questions one must take a position concerning the goals of human society and the purpose of human beings. This is essentially a matter of faith. Christian ethics calls us neither to conform blindly to inherited traditions, to present-day fashions or to prospected forecasts. In the common human search for a meaningful life Christians must bring in the insights they gain in their endeavour to live in communion with Christ, whom they confess to be the man, and in their attempt to anticipate God's Kingdom, which they believe to be the ultimate goal of history.
- Such reflection about ultimate goals is not the exclusive concern of philosophers and theologians, thinking and writing in their ivory towers. Christian laymen and laywomen fully involved in the penultimate realities of society must challenge theologians to assist them in making less haphazard choices. Moreover it is good that Christians do so with the help of and in confrontation with persons of other faiths and convictions. One of the most important contributions of the Church is therefore to provide platforms for such face-to-face groups. Thus we may gain a clearer understanding of the true purpose of man and society in the context of important options of today, e.g. the question of what to produce?)

- c) Protest, law and sacrifice. The Old Testament prophets protested against the ungodly misuse of material resources and the indifferent conformity of the Israelites. Modern protest movements stand therefore in an old and good tradition when they shock the mass of employees out of their mood of lethargy and immobility and contest authoritarian management and its unilateral industrial decisions. Yet unlike many of these modern movements, the prophetic protest led to legislation (see for instance the aggiornamento of the Mosaic Law in the Deuteronomic reformation which was partly a fruit of the prophetic preaching of Amos, Hosea, Micah and Isaiah). It did not lead to a rejection of legal institutions but to their renewal. Christians must therefore collaborate with

all those who work for such labour legislation in individual companies and on the national and international level, which limit human alienation and foster a fuller human development of all men and women working in industry.

- Protest and legislation are not, however, the ultimate answer to the human predicament. Already the Old Testament and more clearly the New Testament affirms that man will not become fully human as long as he insists on his own rights alone. Nothing less than conversion from a life which presumes on rights and needs only to an attitude which is ready for service and ultimately for self-sacrifice so that others may have a fuller life is needed. These are old words, not very fashionable today. Yet unless a minority of managers, trade union officials and employees lives them, little change will come in industrial relations.

H.-R. Weber

FOOTNOTES AND BIBLIOGRAPHY

- 1) The main speakers were Mr. W.S. Robertson, the Executive Vice-President of the Scottish Council for Development and Industry, and Prof. Roger Garaudy, a Marxist philosopher from France. Their task was to put the discussion about participation in industry into the context of present and prospected future developments of industrial society. The informative sessions dealt with: The situation in the Federal Republic of Germany (a panel discussion between Dr. E.G. Erdmann, the Acting General Secretary of the West German Employers' Associations, Mr. E. Schumacher, the official in charge of questions concerning co-determination at the West German Federation of Trade Unions, and Dr. H. Storck, the Industrial Chaplain of the Church of Kurhessen-Waldeck); the situation in the two Eastern European countries (Reports about Yugoslavia by Mr. B. Kavčič, the Director of Public Opinion Research of the Slovak Trade Unions and about the C.S.S.R. by Dr. D. Slezška of the Czechoslovak Academy of Sciences). The four biblical meditations were led by Prof. H.-R. Weber and they gave some biblical perspectives on the vocation and the predicament of man, drawing conclusions for a Christian ethics and a Christian style of life. The first of the study groups, led by Rev. Th. Jaeckel (an industrial chaplain from Western Germany), looked at the why, how and wherefore of participation in industry. The second group, led by Mr. I. Pollitt (a management training specialist from the U.S.A.) discussed the question in how far such participation helps or hinders industrial productivity. Under the leadership of a Dutch economist, Dr. H.M. de Lange, the third group examined in how far economic considerations are the ultimate criteria in industry. These groups were not asked to write generally agreed upon group reports. The participants, numbering about 45, came from Belgium, Canada, Ceylon, Czechoslovakia, France, the Federal Republic of Germany, Great Britain, Japan, the Netherlands, Pakistan, Sweden, Switzerland, the United States of America and Yugoslavia.

- 2) Some recent publications on participation in industry:

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- de Woot, Ph., Pour une doctrine de l'entreprise, ed. du Seuil, Paris 1968.

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- AGP - Mitteilungen, Arbeitsgemeinschaft zur Förderung der Partnerschaft in der Wirtschaft, Hilden/Rheinland.
- CRC: Cahiers du Centre de Recherches et d'Etudes des Chefs d'Entreprises, Paris (especially cahier no.11).
- International Labour Review, I.L.O., Geneva since 1919.
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- Pamphlets on industrial democracy from Institute for Workers Control and Industrial Democracy, Nottingham, G.B.

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- Industrial Democracy, British Institute of Management, 1968.
- Om företagsdemokrati: en nordisk bibliografi, SAF, LO, TCO, Stockholm 1967.

3) The West German debate concerning co-determination produced a wealth of material. Only a few recent ones are mentioned here:

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- Blumenthal, W.M., Codetermination in the German Steel Industry, Princeton University Press, 1956.
- Dahrendorf, Ralf, Das Mitbestimmungsproblem in der deutschen Sozialforschung, Piper-Verlag, München, 2.Aufl. 1965.
- Mitbestimmung in der Diskussion - III: Unternehmer und unternehmerische Organisationen zur Mitbestimmung, Deutsches Industrieinstitut, Köln 1969.

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- Mitbestimmungsrecht der Arbeitsnehmer in Deutschland, Bundesvorstand des Deutschen Gewerkschaftsbundes, Düsseldorf 1967.
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N.B. See further the publications mentioned in note 8.

4) The self-management in Yugoslavia is described in:

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N.B. The above information about Yugoslavia is based on the lecture by Mr. Bogdan Kavčič on "The System of Self-Management in Yugoslavia".

5) Experiments in participation through co-ownership are described, for example, in:

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6) Recent British statements on industrial democracy are a typical example of various tendencies in the same national setting:

- Fair Deal at Work; British Conservative Party, London 1968.
- Industrial Democracy, British Labour Party, London 1967.
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- Partners at Work. The report of the Industrial Partnership Committee of the Liberal Party, London 1968.
- Ross, Norman, The Democratic Firm, The British Fabian Society, London 1964.

7) An interesting example of this tension was given at the Bossey consultation by Dr. Dragoslav Slezska in his report about Confrontation of self-governmental and technocratic tendencies in post-January Czechoslovakia. He showed how the Soviet pattern of bureaucratic centralism instituted in the C.S.S.R. in 1948 was open neither towards the market nor towards the employees, but only to set central planning. Managerial abilities and employee participation (with the exception of occasional production meetings on the shop floor level which had no impact on the macro-structures) could not develop. This led to industrial stagnation since 1961 and to the search for a better, more elastic and effective model.

- Economist-theoreticians suggested a reform aiming at a technocratic model: de-estatisation, autonomy of the national enterprises which would be real business makers, effective management. This model would allow enterprises to be open outside towards the market, but not inside towards the workers. According to Dr. Slezska its main weakness lies in the fact that its supporters rightly insist on the responsibility of managers but do not answer the question:

"Responsibility to whom? Towards the whole society? In practice this does not mean anything. Here are four practical alternatives: 1) responsibility only towards themselves, (which is really impossible, sociologically naïve and would not give them either legitimacy nor social support); 2) towards private owners (who do not exist in larger enterprises); 3) towards the centre (which had been proved as unsuccessful); 4) towards the collective bodies of the workers in enterprises (only this alternative remains)."

- Several sociologists, philosophers and jurists accepted the anti-bureaucratic traits of the technocratic project, but refused its unilateral government. They began to discuss a self-governmental model open outside towards the market and inside towards the workers. "The substance of the self-government consists in the power dispersion from the centre to the autonomous social units, where the intensity of power is minimized by giving the same men both the role of collective actors of power (for example in controlling the decisions concerning the enterprise policy and the division of profits) and the role of its subjects (subordination in the every-day work)."

- Because of the political situation the confrontation between the two tendencies had to maintain a purely theoretical character. But with the beginning democratization in politics since January 1968 the confrontation became urgent when some economists of the first tendency came into the government and when the trade unions began to support the self-governmental model. From May 1968 onwards it was suggested that workers' councils be founded and in the autumn of 1968 in about 100 large enterprises such democratically chosen organs of self-government began to function. Careful analysis of their constitution and work since was undertaken by the Institute of Sociology of the Czechoslovak Academy of Science and among its tentative first conclusions are:

- a) Technocrats feared that especially the blue collar worker be essentially an "economic man", voting to spend the enterprise's basic capital on consumption rather than its longitudinal development. This proved not to be so. The large majority of workers in self-governmental enterprises gave much higher priority to improving the management and organisation of the enterprise as well as to improving the quality of products than to wage adjustments.

- b) Technocrats also feared that self-government would not be consistent with the evaluation of special knowledge and skills, and that it would greatly limit space for the modern management. Opinion research is not conclusive on this matter. With regard to the most heatedly discussed item, however, namely the responsibility for longitudinal policy-making of the enterprise, it can be said: "More and more in these discussions the view point is being accepted, according to which decision making power in enterprises' economic policy in its doctrine and production strategy, although open to managerial suggestions, is the workers' council's responsibility; whereas the executive and operative power and tactics for the realisation of an enterprise's economic policy, although open to the control by workers' council, is the manager's and his apparatus' responsibility."

8) Christian statements to the German co-determination debate:

- "Erklärung des Rates der Evangelischen Kirche in Deutschland vom 25.8.1950 zur Mitbestimmung", in Erklärungen, herausgegeben von der Kirchenkanzlei, Hannover.
- Sozialethische Erwägungen zur Mitbestimmung in der Wirtschaft der Bundesrepublik Deutschland. Eine Studie der Kammer für soziale Ordnung. Herausgegeben vom Rat der Evangelischen Kirche in Deutschland, Furche Verlag, Hamburg 1968. (A mimeographed provisional English translation can

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- Müller, Eberhard, Mitbestimmung in der Wirtschaft, Furche Verlag, Hamburg 1968 (containing the text of the "Sozialethische Erwägungen" of 1968 with an introduction and commentary by the chairman of the drafting commission)
- Rauscher, Anton (Hrg.), Mitbestimmung: Referate und Diskussion auf der Tagung katholischer Sozialwissenschaftler 1968 in Mönchengladbach, J.P. Bachem, Köln 1968.
- Storck, Hans, Mitbestimmung: ein evangelischer Beitrag, DGB, Düsseldorf 1969.

9) In the study which is just beginning on "The future of man and society in a science-based technology", organized by the Department on Church and Society of the World Council of Churches, the creation of such investigating face to face groups can happen.

- The Ecumenical Institute at Bossey will organize another international consultation for industrial employers, employees, chaplains and representatives of governmental industrial affairs departments from May 19-25, 1971. The consultation will look critically at industrial production, its aims and its effects.

P.S. This report will be published in Study Encounter 1969/4, W.C.C. Geneva.

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DWME 69/94

October 2, 1969.

Excerpts from the comments of several of the industrial chaplains who attended the Bossey Consultation, "Industrial Democracy in a Technocratic Age".

Karl-Manfred Olsson

- The issues with which the Church must come to clarity are, besides the matter of industrial democracy, first and foremost the questions dealing with multi-national corporations and the labour market organisations' relationship to and responsibility towards these corporations. The international problematics come to a focus in such questions.

- If Bossey had had larger financial resources, several other experts could have been invited to the conference, such as Barbara Castle, Donovan or Woodcock from England. Through these people we could have learned much more concerning the present dynamics of the English labour market. As for myself, I would very much like to take with me at some later visit the labour market experts from Sweden.

- I believe that those ministers within the Church of Sweden who are interested in contacts of church-industry would be well served by receiving information about the difficulties which industrial ministers in various countries have had and which have forced them to a certain critical stance with regard to the traditional forms of work within the churches. It would be good for them to see, too, how these men have found it necessary to establish contacts with the great labour market organisations and via them to create informative contacts on a broad level. Through such contacts, the industrial ministers in Sweden, at least, come in automatic contact with the big international questions.

Robert R. Morse

- As a pastor I was impressed with the thought being given to the industrial structures currently in vogue and the need to understand these structures as a framework in which worker relationships are established for good or for bad. Along with this, of course, there are such considerations as worker participation in decision-making, the question of property ownership, and how all this affects the healthy growth of the worker as a person. Under what conditions can a man work creatively and what do structural matters have to do with his development?

- If the church is going to be useful within industrial society, it needs to understand the work climate and what this climate does to the worker. The worker is often faced with difficult choices and frequently has to decide between conflicting loyalties. The church cannot make these choices for they are the worker's, but if the church is going to understand man in industry, it must become more knowledgeable of these tensions. Tensions that destroy initiative and enthusiasm need to be studied. The church may serve as a means of bringing together those factions giving cause to destructive tensions in such a way that constructive and corrective steps can be considered.

Guy Bottinelli

- As a pastor in industrial ministry, what impressed me most was to come so close to a problem - the participation - the human and technical aspects of which are so closely related. Also to meet people who, with different views, try to carry out the participation with a critical mind. And finally, to follow, with much interest, Dr. Weber's attempt to draw a direct and concrete teaching from the Bible, concerning the problem mentioned.

- One of the essential issues the church has to come to terms with is that of the Christian social ethics in a civilisation of high technical development. It is my sincere wish that the WCC organizes a conference on this subject, on the condition that the theologians be not the sole participants!

- In the line of thought of the Bossey conference we must now explore more deeply the following questions:

- a) on the theological level: -what link does there exist between the dynamism of human history and the dynamism of God's Kingdom?
-should we not look for a link between the ethics of situation and the ethics of anticipation?
(cf. study no. 3 of Dr. Weber)
- b) on the social level: -as regards the participation itself, we need to explore further the concrete functioning of the different systems of participation in the countries which were represented at Bossey...and others.

Hans Storck

- What has made the most impression on me as a "social" pastor is reconciliation between labour and the church: the thought that workers ought to participate in the various forms of decision-making, collaboration and responsibilities is an acute problem. The issue is how people, who are no robots, can work together in freedom and trust. Collaboration in freedom requires new forms of realization stipulated by this technical age.

- I was also impressed by the fact how strong the opposition is in all industrial nations against an increase in the sharing of the decision-making process. This opposition is not everywhere as brutal as in the CSSR or some places in West Germany.

- For the churches it is important to recognize (at least for the Evangelical Churches in Germany) that "freedom without law destroys itself" (C.F. v. Weizsäcker, Hamburg). Christians in the churches must learn - (in Germany) - that freedom only is and remains freedom when it succeeds to organize its own rules.

- New for me was the discovery that the Biblical Message, when its very essence is revealed (exposed) and taken seriously, gives fruitful perspectives for the discussions of practitioners and professionals.

G. Maret

- was struck by the diversity and at the same time by the inter-relatedness of the issues that were raised.

- was encouraged to meet other "industrial pastors" engaged in similar work. Since UIM is not yet very developed, the necessity of this sort of encouragement is not to be overlooked.

- And then what has theology - as science of the Church - to say to "participation in decision-making", "technology", "electronics" or "investment" for that matter: because the way in which we answer these problems will be the basis for a valuable relationship between life and faith with industrial people.

- Technology raises the following problem (to be studied seriously by the theologians): must we not in the future - that is to say by the next generation - place in industry one third or one fourth of all those who are studying theology to devote their life to research with regard to the significance of the phenomenon of technology in its broadest sense?

- What relation is there between our world of today (production, consumption, exchange, finance, sale, etc.) and the Christian notion of Creation? We need to go into depth into this thought to be able to criticize what we are nowadays doing collectively or individually.

- Economic life does not have a determinating importance in man's existence, but it represents a decisive factor in his existence. An "executive" of an important concern tends to think in terms of "executive of an important concern" and that is where the tensions arise and reflection in the light of the Gospel ought to find its place - which always results in the taking of a definite position by every individual toward other men.

APPENDIX C

Division of Inter-Church Aid, Refugee
and World Service

REPORT OF THE CONSULTATION ON MIGRATION HELD IN CANTERBURY ON
3rd to 4th August, 1969

Introduction

In the light of the fuller mandate on migration laid down by the Uppsala Assembly, the DICARWS Committee and Migration Secretariat arranged a consultation to examine new developments in migration and the connections between the Migration Secretariat and other parts of the WCC and to make suggestions about areas and priorities for the next few years. The consultation soon saw that because of the world trend to industrialization, with consequent migration from rural to urban areas and from developing to more developed countries (often leading to unorganized movements and unplanned urbanization) there is an indissoluble connection between migration and development.

A. Migration and Development

Because migration

- (i) often involves mass migration of persons leaving their own society as an act of protest against oppressive economic, social and political structures;
- (ii) is a uniting factor between the more and the less developed countries (all of which are developing);
- (iii) usually involves transfer of manpower, money, knowledge and political power, frequently increasing the imbalance between nations and between groups within a nation;
- (iv) involves positive or negative action by countries of origin, countries of reception, inter-governmental agencies, voluntary agencies, and by individuals;

WCC should directly itself, or indirectly by influencing governments

- 1) help and encourage those economic developments in developing countries which are appropriate and acceptable to the areas and peoples concerned; at first these are likely to be labour-intensive in character and less likely to produce unnecessary migration (internal and international) and unhealthy urban concentrations;
- 2) analyse the various factors involved in the 'brain-drain' (including the loss of trained persons because of political conditions in their own country) and work out principles by which different forms of brain-drain can be assessed, discouraged or directed to areas of need;

- 3) encourage policies of education which, through scholarships, will not foster the brain-drain but will be connected with the employment planning of the country of origin; and, in case of impossible return, try to direct those skilled persons to developing rather than to highly developed countries;
- 4) provide resources and equipment needed by educated persons in developing countries to make good use of their training;
- 5) recognize the necessity for planning socio-economic development to rationalize and orientate migration, even if this means imposing controls on all sectors of work from the industrial to the service sector; at the same time aim at a supra-national legislation which will provide migratory people with the necessary guarantees concerning human rights;
- 6) cooperate in this field with Roman Catholic organisations, U.N. agencies, international trade unions and federations and other international bodies.

B. Migration and Human Rights

WCC should, through its member churches:

- 1) bring pressure to bear on governments to implement article 13(2) of the U.N. Universal Declaration on Human Rights that "everyone has the right to leave any country, including his own, and to return to his country"; and in addition seek to enlarge the Declaration by a U.N. recommendation condemning any immigration legislation and policies discriminating against the admission of migrants on the basis of race or religion;
- 2) identify and support local organisations of oppressed migrants who are striving for equal treatment and political influence;
- 3) press for equal treatment between migrants and indigenous persons in employment, promotion, wages, work conditions, housing, unemployment benefits, pensions, insurance, medical and hospital benefits, transfer of money, etc.;
- 4) press for full participation of migrants in policy-making bodies which affect them: trade unions, employer's organisations, local governments, national governments;
- 5) continue to press governments and business firms to facilitate family reunion;
- 6) take into account the collective political aspect of migration which demands a new approach to, and more study on, the whole question of citizenship; (Ecumenical Action and other desks are concerned here).

C. Migration and Race

Racism will be a major item on the agenda of the WCC for many years to come. This is made abundantly clear in the discussions and conclusions of the Fourth Assembly at Uppsala, and in the findings of the WCC Consultation on Racism in 1969. We are committed to a systematic programme for the eradication of racism. This is an urgent and unescapable duty laid on the churches.

As racism is a significant factor in the field of migration, it is essential, that the Migration Secretariat should reflect the spirit of the Uppsala Mandate. This means that:

- 1) the churches in the countries in which migrants settle should eliminate all forms of institutionalized racism in their own church structures;
- 2) the churches should make available their buildings and lands for community activities of all kinds, including religious services held by members of other faiths and races;
- 3) the churches should encourage parents in teaching children a positive appreciation of persons of other races, and use their own communications' agencies as more effective weapons against racism;
- 4) the churches should press for the necessary changes in education so that education colleges, university departments and theological colleges provide specific training in race relations and migration issues;
- 5) the churches should support all efforts to prevent discrimination directed against both migrants and indigenous peoples on the grounds of race or ethnic origins;
- 6) the churches should oppose immigration policies discriminating against the admission of migrants on the basis of racism;
- 7) any immigration policy designed to maintain the domination of one racial group over another should be resisted;
- 8) the churches should co-operate to the maximum with the major secular agencies working in the field of racial justice.

D. Migration and Integration

In view of the Leysin definition of integration, and its emphasis on the richness of cultural pluralism, WCC should keep its member churches (including migrant churches) fully aware of the nature of a pluralist society and the positive contribution which both migrant and indigenous families can make towards it. This means the churches should, with respect to the indigenous population:

- 1) work out integration policies effectively related to a pluralist society;
- 2) influence educational systems to train children and adults to understand and accept cultural pluralism;
- 3) assist immigrant groups to produce and train their own leaders;
- 4) examine the relevance of their traditional structures to a modern pluralist society;
- 5) draw migrant persons and churches into more joint activities, so that the indigenous people receive as well as give;
- 6) examine more closely the social causes of maladjustment between indigenous persons and migrants;
- 7) study the return movements in order to
 - (i) find ways of reducing the departure of permanent settlers who have met insuperable difficulties in integration;
 - (ii) assist the re-integration of returning temporary migrants into their own country of origin by encouraging them to keep in touch with their own culture, language, social and economic development of their home country.

Cultural pluralism also means that migrants and migrant churches should make efforts to take their full place in the host society, especially if living in 'ghetto' conditions, and should ensure that their ethnic educational systems, church structures and social organisations are positively directed to this end.

E. Migration and Non-Refugees

While normally the churches and the WCC should not be operationally involved in the movement of non-refugee migrants, the special position of certain non-refugees should be recognized. Efforts should be made first to integrate such persons locally. If this should be impossible assistance with migration should then be found, after consultation with local churches and local migrant groups, and only in cases of real need.

F. Priorities and Implementation

It is obvious in the foregoing that the problems and needs arising from migration cannot be met most effectively and usefully by the churches alone, even if they involve themselves more responsibly than heretofore. It is urgent that planning, studies and programme development be done by groups with as wide a representation as possible from the churches and from secular organisations concerned

with migrants. Action projects will require such coalitions. Nevertheless, there are matters which WCC can and should do to enable more effective involvement by the churches.

This requires

- 1) certain of the studies necessitated by (A), (B), (C) and (D) above to be initiated by the Migration Secretariat itself. Some of these studies will require work with other desks and divisions. Some will require action by church bodies in local areas or cooperation with international bodies. To help set priorities, a proposal should be made by the Migration Secretariat on what it can cover itself, where it will need to work with other desks or other international bodies and where it feels local action is necessary;
- 2) impressing on DICARWS, the Central Committee, the Structure Committee, and on regional and local councils, the inter-relationship between migration and other desks so that close structural relationships will be worked out, no matter what changes may occur in DICARWS or other Divisions;
- 3) co-operation with regional, national and local councils in evaluating their work with migrants, in devising more efficient ways of informing them of problems and techniques, and in evolving suitable lines of action;
- 4) co-operation with secular institutes and consultations that include migration issues as part of their study and programme;
- 5) attention to areas hitherto untouched by study projects for lack of time, resources and specific requests;
- 6) high priority for studies on the relationship between education (from primary to university) and planned employment, with special reference to migration pressures, the population explosion, the emergence of youth, and the brain-drain;
- 7) high priority to be given to projects leading to self-determination and self-development of migrants; here DICARWS should not approve projects relating to migration until it has ensured that migrants have been involved at the local level, both in initiating projects and in helping to carry them out;
- 8) the appointment as soon as possible of a Working Group, on migration and its wider relationships, to be composed of representatives in the field of migration, urban and industrial concerns, race relations and development. This should be an interim Working Group, appointed by the DICARWS in consultation

with the other divisions and departments concerned. The terms of reference for this Working Group should be prepared by the appropriate staff and considered at the first meeting of the Working Group for recommendation to DICARWS;

the experience of this Working Group should indicate to the Structure Committee how it should provide for a more adequate structure to deal with these interrelated concerns;

- 9) that the new Working Group should continue the publication of Migration Today, and examine the possibility of publishing a journal in conjunction with related desks (Race, Development, etc.) and of issuing it in other languages such as Spanish. It should also consider, in conjunction with the Department of Communication, the use of other communication media;
- 10) that for the immediate future and in the light of any new emerging programme concerning migration, the WCC and DICARWS should re-assess the budget, resources and staff necessary to operate the revised programme.

The DICARWS Committee meeting in Canterbury (August 1969) received parts A to D of this Report and recommended them for further study by the Working Group to be set up (see F. 8)); referred part E to the Refugee Sub-Committee for further action; and adopted the recommendations of part F.



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WORLD COUNCIL OF CHURCHES

DIVISION OF INTER-CHURCH AID, REFUGEE AND WORLD SERVICE

DIRECTOR:

Mrs. CHARLOTTE BROWNE-MAYERS

Eingegangen

- 2. APR. 1969 -

Erledigt:

14th March 1969

Dear Friends,

Please find attached final details of Income on Service Programme, Listed Projects and Special Appeals during 1968.

It appears that about \$ 7,600,000 in new money was received for projects in 1968, about \$ 2,980,000 for Emergencies and \$ 1,630,625.31 for the Service Programme. Together with funds received from Governmental agencies (about \$ 460,000) and new travel loans granted to Refugees (about \$ 1,070,000) this makes an amount of \$ 13,740,000 which has passed through the Division in 1968. This is about \$ 640,000 more than in 1967.

Total askings in the list of Projects for 1968 amounted to \$ 19,412,679 (1967 \$ 19,940.386) including the special listing for the Ecumenical Programme for Emergency Action in Africa (EPEAA). The percentage of projects covered is growing year by year and may be over 50%. The percentage is much higher however, if the large "above ceiling" projects are excluded. They are usually on the list for more than one year, before they are covered.

Yours sincerely,

Wim Schot

Wim J. Schot

Administrative Secretary

ICA/DIR/FIN/69/3

Honorary President: Rev. Dr. Willem A. Visser 't Hooft. Presidents: H. H. Patriarch German, Bishop D. Dr. Hanns Lilje, Rev. Dr. D. T. Niles, Rev. Dr. Ernest A. Payne, Rev. Dr. John C. Smith, Rt. Rev. Alphaeus H. Zulu. Central Committee: Chairman: Mr. M. M. Thomas. Vice-Chairmen: H.E. Metropolitan Meliton of Chalcedon, Miss Pauline M. Webb. General Secretary: Rev. Dr. Eugene C. Blake. Associate General Secretaries: Mrs. Charlotte Browne-Mayers, Rev. Victor E. W. Hayward, Rev. Ernst Lange, Dr. Nikos A. Nissiotis, Rev. Philip A. Potter.

WORLD COUNCIL OF CHURCHES

Division of Inter-Church Aid, Refugee and World Service

SERVICE PROGRAMME RECEIPTS AS PER 31.12.1968

Donor	1967 Income	1968 Income	1969 Goals
USA	\$	\$	\$
American Baptists	18.000	18.000.00	
Brethren Church	6.050	6.050.00	
Disciples of Christ	68.093	67.570.45	
Ev. Un. Brethren			
Methodist COR	130.934	160.666.00	
N.L.C.	106.000	106.000.00	
Presb. Church US	40.000	35.000.00	
Prot. Episc. Church	114.500	114.500.00	
Reformed Church	10.000	8.000.00	
Un. Church of Christ	100.000	90.000.00	
United Ch. Women			
Unit. Presb. Ch. USA	251.500	250.000.00	
Various, Indiv. gifts	250	200.00	
	(848.867)	(855.986.45)	(900.000)
CANADA			
Anglican Church	23.095	29.851.10	
Disciples of Christ	1.905		
Ev. United Brethren	460		
Presb. Church	12.060	14.882.10	
United Church	78.666	92.808.95	
Women's I.C. Comm.	2.775	3.162.00	
Various, Indiv. gifts	30		
	(118.991)	(140.704.15)	(135.000)
AUSTRALIA	92.032	94.261.85	100.000
BURMA	200		200
CONF. EUR. CHURCHES	2.804	700.92	
DENMARK	16.000	11.350.00	16.000
FINLAND	10.000	7.000.00	7.000
FRANCE	1.122	1.122.45	1.200
GERMANY	150.000	137.500.00	150.000
HOLLAND	17.436	29.575.11	28.000
INDIA		1.000.00	1.500
JAPAN	250	*)	500
NEW ZEALAND	18.100	13.415.08	18.000
NORWAY	6.000	21.000.00	30.000
SWEDEN	80.000	100.000.00	100.000
SWITZERLAND	5.841	7.009.35	25.000
UNITED KINGDOM	210.000	210.000.00	240.000
	(609.785)	(633.934.76)	(717.400)
TOTALS	1,577.643	1,630.525.31	1,752.400
Approved budgets	(1,616.000)	(1,641.500.00)	(1,745.500)

*) Receipt 1968 \$250 was credited to 1967.

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Out-standing</u>
<u>ECLOF (part 2)</u>		50.000	55.663	o/subsc.	5.563 (needed '69)
Canada			2.783		
Denmark			5.000		
Sweden			10.000		
U.K.			2.880		
U.S.A. - UP/FMF			35.000		
<u>EUROPE (part 3)</u>					
Regional A1	Study Proj. Migrants	19.000	3.691		15.309 relisted
USA - Disc.			191		
Service Programme			3.500		
B1	Ref. Integr. & Ind. Ass.	40.000	32.392	23.295	o/subsc. 15.687
Canada			4.651	23.295	needed for '69
Holland			21.108		
Malaysia			53		
New Zealand			1.117		
Norway			2.000		
UK			3.360		
USA - Various			73		
D1	FAO Youth Liaison Off.	8.000		7.455	545 relisted
Canada				7.455	
Austria A/a	Renovation Hospital	20.000	3.891		16.109 relisted
Sweden			2.000		
UK			1.008		
USA - Disc.			883		
A/b	Prov. Central Heating	9.500	500		9.000
USA - UP			500		
A/c1	Religious Train. Proj.	1.000	1.000		covered
USA			1.000		
A/c2	Repair/Extension Church	1.000	1.000		covered
USA - PE			1.000		
B/1	Past. Work Hungarian Ref.	5.500	15.163	o/subsc.	9.663 (needed '69)
Receipts '67			5.913		
Canada			4.500		
Germany - Notprogr.			750		
USA - UP			3.000		
EACC - UP			1.000		
B/2	Ref. Clergy & Past. Work	8.414			covered by PLF
B/3	Orthodox Church Linz	70.000	70.000		covered
Receipts '67			33.000		
UK			36.000		
USA - UP			1.000		
B/4	Ref. Integr. & Ind. Ass.	10.000	108		9.892 relisted
UK			108		
F/1	Deutschfeistratz near Graz	4.000			4.000 relisted
F/2	Spittal	1.500			covered by PLF
Belgium A/a1	Brussels Theol. Seminary	8.000	5.766		2.234 relisted
Denmark			500		
USA - UP			3.500		
USA - Disc.			1.766		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Belgium A/a2	Migrant Workers EACC Germany, Notprogr. Norway Sweden	2.000	2.750 1.000 1.000 500 250	o/subsc. 1.750 (needed '69) 1.000	
A/a3	USA - Disc. Administrative Ass. UK	1.500	1.008 1.008	500	covered
A/b1	Germany, Notprogr. Evangelistic Outreach	4.000	1.000 500 500	500	3.000 relisted
A/b2	USA - UP USA - Presb. All	4.000	500 500	1.000	2.500 relisted
A/b3	Apts. for Pastors Germany, Notprogr. Ass. to the Ministry USA - Presb.	1.500	500 500	1.000	1.000 relisted
A/b4	Pastoral Ministry(Youth) Germany - Notprogr.	2.000	1.000 1.000		1.000 relisted
A/b5	Theol. Students Denmark USA - UP	1.000	1.000 500 500		covered
A/b6	Reconstr. Prem. Liège	1.500			1.500
A/c1	Church of Rixensart Germany, Notprogr.	1.000		1.250	o/subsc. 250
A/d1	Holiday Centre Amougies USA - Disc.	500	441 441	1.250 needed '69 59	
A/e1	Constr. Church, Knokke	20.000			20.000
A/e2	Theol. Students Germany, Notprogr.	2.000		500 500	1.500 relisted
A/e3	Chapel Ec. Centre Bruss. Germany - Notprogr. UK USA - UP/ FMF	3.000	5.500 2.500 3.000 (8.000) (Deducted from asking)	o/subsc. 2.500 (needed '69)	
A/e4	Past. Care Hungarian Ref. Norway Sweden UK	3.000	3.180 500 1.000 1.680		covered
A/e5	Ecum. Centre Chimay Germany - Notprogr. Sweden	3.000	3.000 2.500 500		covered
A/e6	Old People's Home, Ath USA - UP	3.000	1.000 1.000		2.000 relisted
A/f1	Home f. Diff. Children Sweden USA - UP Germany - Notprogr.	3.000	1.500 1.000 500 1.000	1.000	500 relisted
B/1	Aid Ref. Clergy & Work Germany - Notpr.	3.000		3.000 3.000	covered
F/1	Centre Soc. Prot. Bruss. Norway	1.500	900 900		600 relisted
F/2	Prot. Youth Centre Quar. Norway	600	600 600		covered
F/3	Car for Youth Worker	1.100			1.100

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Czechoslovakia					
A/al	Reformed Church	25.000	38.666	o/subsc.	13.666 (needed 69)
	Denmark		1.000		
	Germany Various		285		
	Germany Notpr.		7.500		
	Holland		26.381		
	USA - UP		3.500		
B 1	Church of Czech Brethr	24.000	49.954	o/subsc.	11.927 (needed 69)
	Deficit 1967	14.027			
	Germany - Notpr.		10.000		
	Germany - Various		3.750		
	Holland		21.938		
	Switzerland		7.009		
	UK		2.976		
	USA - Disc.		1.766		
	USA - UP		2.387		
	Various		128		
	" earmarked for C1 congr		(846)		
France A/al	Cimade Ec Service & Social Welfare	28.000	18.921	7.000	2.079 relisted
	Receipts 67		1.046		
	Denmark		1.000		
	Germany - Notpr.		5.000	3.500	
	Norway		1.000		
	Sweden		2.000		
	UK		1.992		
	USA - Disc.		883		
	USA - UCC			3.500	
	USA - UP		6.000		
France A/a2	Cimade Social Work amcng Migrants	17.000	11.383		5.617 relisted
	Denmark		1.000		
	Germany - Notpr.		1.500		
	USA - Disc.		883		
	USA - UP		4.000		
	S/P Migration		4.000		
	Massy Feyer (unlisted)		36.250		
	Germany - Notpr.		6.250		
	USA - UP		30.000		
France A/bl	Hungarian Ref. Church	2.000	2.828	o/subsc.	828 (needed 69)
	South Africa		428		
	USA - UP		2.400		
C 1	Evang. Mennonite Church	2.200	2.000	2.211G	2.000
	Sweden		2.000		
D 1	Methodist Church	500	500		covered
	Germany - Notpr.		500		
E 1	St Sergius Theol Inst	30.701	26.504	1.250	2.947 relisted
	Australia		1.120		
	Germany - Notpr.		2.500		
	ICA - Plann Liab Fund		17.251		
	USA - Disc.		883		
	USA - PE		3.750	1.250	
	USA - UP		1.000		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Out standing</u>
France A/e 2	Russian SCM USA - PE	8.612	1.125 1.125	375 375	7.112
3 Assistance to Clerg. USA - PE	6.000	2.250 2.250	750 750	3.000	relisted
A/e 4 Theological Publications	816	-	-	-	816
E 5 Orthodox Study Centre	1.000	-	-	-	1.000
E 6 Orthodox Adv. Committee USA-PE	1.178	375 375	125 125	678	relisted
B/1 Assist. to Neo-Refugees Germany - Notpr. Holland UK	5.000	21.898 5.102 13.196 3.600	-	-	o/subscr. 16,898 (needed 69)
F/1 Vogelsheim Clair Horizon	865	-	-	-	865
F/2 Donai Youth Centre Sweden	3.529	3.529 3.529	-	-	covered
F/3 Literacy Program among migrants	739	-	-	-	739
F/4 Foyer Legrand for Boys	1.113	-	-	-	1.113
F/5 Weiler Wissembourg Mont des Oiseaux	1.70	-	-	-	1.970 relisted
F/6 Children's Home Peyreb.	1.257	-	-	-	1.257 relisted
F/7 Centre for Alcohol Haguen	1.487	-	-	-	1.487 relisted
F/8 Centre for Vietnam Repa Norway	1.625 1.625	- -	-	-	covered
Germany B/1 Support of Orth Priests	10.500	-	-	-	10.500 relisted
B/2 Russian Orth Cath Hamb	4.425	-	-	-	4.425
B/3 Serbian Orth Ch Osnab	5.000	-	-	-	5.000 relisted
B/4 Russian Parish Centre	7.550	-	-	-	7.550 relisted
DDR and Berlin A/1 - A/8	40.000	20.242	-	-	19.758 relisted
USA - Disc.		442			
USA - UCC (unearmarked)		(7.800)			
USA - UP		12.000			
Hungary A/1 Interdenom Work Denmark Sweden Germany - Notprogr.	4.500	2.000 500 1.500	1.500	1.500	1.000 relisted
B/1 Aid to Retired Pastors Receipts 67 USA - UP	2.000	1.376 376 1.000	1.500	-	624 relisted
B/2 Theol Semin Budapest	1.500	-	-	-	1.500 relisted
B/3 Welfare Inst Old People	2.000	-	-	-	2.000 relisted
B/4 Maintenance Conv Home	1.100	-	-	-	1.100 relisted

<u>Projects</u>	<u>Don rs</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Out-standing</u>
Hungary B/5	Special Assist f.Pastors	2.000	1.000 1.000		1.000 relisted
A/61	Developm of Diacon Work	4.500	-	-	4.500 relisted
C/2	Churches a.Parsonages	6.500	-	-	6.500 relisted
C/3	Aid to Pastors	4.800	-	-	4.800 relisted
C/4	C onvalescent Home for Pastors a.Church Workers	3.000	1.000 1.000	-	2.000 relisted
USA - UP					
A/61	Parsonage at Szolnok	1.000	-	-	1.000 relisted
D/2	Training f Pastors New Zealand	500	447 447		53 relisted
D/3	Pension Fund for Ret Past Denmark	700	-	500 500	200 relisted
D/4	Developm of Diacon Work	500	500		covered
USA - UP					
A/61	Renovation of Ch Budap UK	1.800	1.008 1.008	-	792 relisted
A/f1	Church and Parsonage Germany - Notpr.	4.000	2.500 2.500	-	1.500 relisted
F/2	Developm of Diacon Work	4.000	1.500 1.500	-	2.500 relisted
USA - UP					
F/3	Evangel a.Conference Cen	7.000	-	-	7.000 relisted
F/4	Aid to Retired Pastors	5.900	2.600	-	3.300 relisted
Receipts 67			2.600		
F/5	Theological Academies Germany - Notpr.	2.900	11.250 11.250	o/subsc 8.350 (needed 69)	
F/6	Renovation of College b buildings	10.000	2.984 2.484 500		7.016
UK					
Germany - Notpr.					
Italy A/a 1	News Paper Nuovi Tempi	8.000	9.508	o/subscr. 1.508	
Finland			2.000	(needed 69)	
Germany - Notpr.			4.000		
UK			1.008		
USA - UP			2.500		
A/2	Ecumenical Centre Vell	2.000	500		1.500 relisted
USA - UP			500		
A/3	Ecumenical Centre Prali	1.000	1.203 23	o/subsc. 203 (needed 69)	
Germany - Notpr.			180		
UK			1.000		
USA - UP					
A/4	Legal Bureau Fed. Counc	4.000	3.115	875	covered
Australia			1.115		
Denmark			1.000		
Germany - Notpr.				875	
Sweden			1.000		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Out-standing</u>
Italy B/1	Children's Centre Sicily	3.000	3.008		
	Germany - Notpr.		2.000		
	UK		1.008		covered
B/2	Social Centres for Ch	5.000	2.883	1.395	722 relisted
	Sweden		1.000		
	Canada			1.395	
	USA - Disc.		883		
	USA - UP		1.000		
A/b3	Evangel. in Depr areas	4.000	1.956		2.044 relisted
	Receipts 67		1.956		
B/4	Moto Transport for Past	3.000	-	2.000	1.000 relisted
	Germany - Notpr.			2.000	
C/1	Centre in Forio d'Ischia	3,000	3,008		covered
	Germany - Notpr.		2,000		
	UK		1,008		
D/1	Waldensian Coll Torre	12,000	12,993	4,000	o/subsc. 993 (needed in 69)
	Pellice				
	Denmark		1,000		
	Germany - Notpr.			4,000	
	Holland		1.110		
	Sweden		2.000		
	UK		6.000		
	USA - Disc.		883		
	USA - UP		2.000		
D/2	Prim School in S. Italy	5.000	5.000		covered
	Germany - Notpr.		5.000		
D/3	Care for Aged Villa Ola	10.000	-	-	10.000 relisted
A/d 4	Evang Work in S. Italy	5.000	6.956	-	o/subsc 1.956
	Receipts 67		1.956		needed in 69
	Germany - Notpr.		2.000		
	USA - Presb US		1.000		
	USA - UP		2.000		
D/5	House f Students Florenc	4.000	2.500	1.500	covered
	USA - UP		2.500		
D/6	Provision of Parsonage	6.000	-	-	6.000
C/1	Serv Crist Riesi Sicily	56.500	66.539	o/subscr. 10.039	needed 69
	Denmark		5.000		
	Germany - Various		418		
	Holland -		26.378		
	Spain		743		
	Sweden		3.000		
	USA - UP+ FMF		22.000		
E/1	Ecumenical Team	20.000	7.368		12.632 relisted
	Australia		1.115		
	Germany -Di Ue		360		
	USA - Disc.		883		
	USA - UP		4.000		
	USA - UCC		1.000		
	Various		10		
F/2	Villa San Sebastiano	2.000	-	-	2.000

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Italy F/2	Christian Boys Hostel Sweden	2.340 2.340	2.340	-	covered
F/3	Knitwear Workshop	2.000	-	-	2.000 relisted
Netherlands					
A/a 1	Assist Clergy Salaries USA - PE	5.000	2.000 2.000	-	3.000 relisted
a 2	The Hidden Church Hague USA - PE	500	500 500	-	covered
a 3	Den Helder Ch Rebuilding USA - PE	690	680 680	-	covered
a 4	Seven Parish Ch repairs USA - PE	2.560	310 310	-	2.250 relisted
D/1	Ecumenical Training Curse	1.400	1.400 1.400	-	covered
D/2	Transl a. Publ Workshop USA - PE	500	500 500	-	covered
Poland					
A/a 1	WCC/LWF Joint Welf Prog Denmark Germany - Notpr. Sweden UK USA - Disc. USA - UP	13.300	12.891 1.000 4.000 1.000 1.008 883 5.000	-	408 relisted
a 2	United Theol Sem Warsaw Germany - Notpr. Holland Sweden UK	20.000	16.684 6.250 6.942 1.500 1.992	1.750 1.750	1.566 relisted
a 3	Assist for theol Student	1.000	-	-	1.000 relisted
a 4	Youth Work a. Summer Camp	1.500	-	-	1.500 relisted
a 5	Evangelization	1.000	-	-	1.000 relisted
A/a 6	Sunday School Work	1.000	-	-	1.000 relisted
a 7	Literature Finland	2.200	859 859	-	1.341 relisted
b 1	Church in Koszelin	1.600	-	-	1.600
b 2	Church in Bialystok UK	7.500	1.008 1.008	-	6.492
b 3	Ch in Gorzow-Wielkopol	1.500	-	-	1.500
C/1	Church in Warsaw Receipts 67 Germany - Notpr. USA - NCC	1.600	12.973 6.900 6.073	4.000 4.000	o/subscr. 15.373 (needed 69)
C/2	Old People's home USA - UP	2.500	3.500 3.500	-	o/subscr. 1.000 (needed 69)
<u>Non Listed</u>	- For Reformed Church Germany - Notpr Holland		3.981 2.596 1.385		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Poland A/d 1	Old People's Home Chyli Sweden	2.500	2.000 2.000		500
e/1	Church in Plock Germany - Notpr. UK USA - PE	4.000	4.008 1.000 1.008 2.000		covered
e/2	Church in Blonie	2.800			2.800
e/3	Church in Lowicz	1.600			1.600 relisted
f/1	Church in Dabrownie UK	1.000		1.008	covered
g/1	Church in Polany Sweden	3.800	1.600 1.600		2.200
g/2	Church in Bołrka	2.300			2.300
h/1	Church in Mjdan Lesniow Germany - Notpr.	6.000		750 750	5.250
A/h 2	Church in Turowiec Germany - Notpr.	600		525 525	75
I/1	Church in Slupsk Germany - Notpr.	300		300 300	covered
I/2	Church in Jawor Germany - Notpr.	400		400 400	covered
F/1	Warsaw Flower Grow Proj Receipts 67	2.000	2.221 2.221		covered
Portugal A/a1	Oporto Evang Bev Societ Germany - Notpr.	1.500	1.500 1.500		covered
a/2	Oporto Evang Rest Home Holland Sweden	1.500	2.000 500 1.500	o/subscr. 500 re-allocation	
a/3	Lisbon Evang Benev Society Holland UK	600	619 300 319		covered
a/4	St. Lukes Clinic Lisbon Germany - Notpr. USA - UP Holland	600	1.500 600 600 300	o/subscr. 900 (needed 69)	
A/ 5	Medical Assistance Holland USA - UP	300	500 200 300	o/subscr. 200 (needed 69)	
a/6	Portuguese ICA Administr Germany - Notpr.	900	-	750 750	150 relisted
a/7	Scholarship Aid USA - UP	600	600 600		covered
a/8	Evang Comm for Lepers USA - UP Denmark	1.000	500 500 1.000	1.000 o/subscr. 500 (needed 69)	
b/1	Support of Primary Sch Sweden	1.200	1.200 1.200		covered

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
b/2	Benevol a.Medical Aid Canada - Angl	700	1.397 1.397	o/subscr. 697 (needed in 69)	
b/3	Benevol Work am Children Canada - Angl.	600	- 559	-	covered
A/b 4	Ecumenical Cultural Cen Sweden	1.500	1.500 1.500		covered
c 1	Primary day Schools UK	1.100	516 516		584 relisted
c 2	Assistance to the Ministr	750			750
C 3	Assist with Adm Expenses UK	600	566 566		covered
c 4	Benevol a.Medical Aid USA - UP	500	300 300		200 relisted
c 5	Alfredo da Silva Library	750	-	-	750
c 6	Literature Fund	30	-	-	300 relisted
A/d 1	Food Distrib in Alentejo UK	600	566 566		34 relisted
d/2	Ecum. Centre Quinta d.V. EACC	2.500	2.750 1.000		covered
USA - UP			500		
Germany - Notpr.			1.250		
d/3	Social Assist. Programme USA - UP	700	200 200		500 relisted
d/4	Holiday Camps for Underp USA - UP	300	300 300		covered
d/5	Holiday Bible Schools USA - UP	200	200 200		covered
d/6	Assist with Adm Costs	700	-	-	700 reliste
b/100	Engraving Workshop Via	1.281	-	-	1.281 relisted
Spain A/a 1	The Legal Defense Comm Denmark	2.000	4.416 1.000	o/subscr. 2.416 needed 69	
Germany - Notpr.			1.250		
Holland			1.666		
USA - Disc.			500		
a/2	United Theol Sem Madr	19.000	9.500		9.500 relisted
Denmark			1.000		
Norway			3.000		
Sweden			4.000		
UK			1.500		
a/3	Assist with Med a.Soc	500	-	-	500 relisted
a/4	Evang. Literature	700	-	-	700 relisted
a/5	Assist with Adm Expense	4.000	1.008	-	2.992 relisted
a/6	Assist to the Ministry	27.500	6.670	3.000	17.830 relisted
Denmark			1.000		
Germany - Notpr.			5.000	3.000	
New Zealand			670		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Spain A/b 2 Assist with Education	Holland	1.100	1.000 1.000		100 relisted
b/3 Youth a. Sunday School	Holland	1.700	1.350 1.350		350 relisted
b/4 Evangelical Outreach	Germany - Notpr.	2.800	375 75	1.175 1.175	1.250 relisted
b/5 Assist with Adm Exp	Germany-Notpr. Holland	3.250	2.150 2.150	1.100 1.100	covered
C/1 Assist to the Ministry	Australia	7.000	1.115 1.115		5.885 relisted
C/2 Youth and Sunday School		300	-	-	300 relisted
C/3 Evangelistic Outreach		100			100 relisted
C/4 Assist with Adm Exp		250	-	-	250 relisted
A/c 5 Chapel a. Parsonage Ta	Sweden	10.000	3.000 3.000		7.000 relisted
A/ A/c 6 Undesignated	Holland Switzerland USA - PE USA - UP		20.812 277 935 4.600 15.000		
D/1 National Youth Secret	USA - PE	1.200	1.200 1.200		covered
Sweden B/1 Support for Est Orth Ma		300	-	-	300
Switzerland A/1 Support of Magazine	USA - PE	300	300 300		covered
North America (part 4) see page 40					
Orthodox / Middle East (part 5)					
Cyprus A/1 Ch Building Nicosia	USA - PE	16.800	1.875 1.875	625 625	14.300 relisted
	Ecumenical Team Cypr	29.000	8.246		20.254 relisted
	Germany - Various		746		
	Norway		1.000		
	USA - Meth.		5.000		
	USA - UP		2.000		
Egypt A/1 Agricult Train Centr	Australia	15.972	11.125 4.462	6.750 (needed in 69)	o/subscr. 1.903
	Canada		1.863		
	Germany - BfdW			6.750	
	UK		4.800		
A/2 Conf a. Retreat House		15.000			15.000 relisted
A/3 Past a. Lay Centre	Holland	15.005	4.942 4.942		10.053 relisted
A/4 Rural Diac Work	+ Balance	27.000 8.333	28.802		6.531 relisted
Receipts 67			8.606		
Germany for 67			8.333		
Germany - BfdW			10.000		
Holland			97		
USA - Disc.			1.766		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
Egypt	A/5 Farm Machinery f.Vill	27.200	5.916		withdrawn
	Receipts 67		5.916		
Belgium	A/6 Youth Conf Centre Holland	7.204	4.308		2.896 relisted
	Receipts 67		2.000		
Belgium	A/7 Completion of YMCA Minea	6.900			6.900 relisted
	A/8 Assist to Seminary Stud Germany - Notpr.	3.000	600		2.400 relisted
	A/9 Univers Scholarship Proj Germany - Notpr.	9.600	625		8.975 relisted
Belgium	A/10 Discret. Welfare Fund Sweden	4.044	1.000		3.044 relisted
			1.000		
Belgium	F/1 Evangelistic Work Sweden	2.000	2.000		covered
Belgium			2.000		
Ethiopia	A/1 Lake Zwai Train.School	83.200	12.935		70.265 (reduced to 10.375 list)
	Receipts '67		1.416		
	Australia	118.00	2.231		169) 10.375
	Canada	775	4.655		10.375
	New Zealand	225	2.233		10.375
	U.K.	100.1	2.400		10.375
A/2	Assistance to ICA Comm.	10.375	7.559		2.816 relisted
	Receipts '67		2.059		
	Canada - Angl.Ch.	100.1	928		10.375
	U.K.		972		10.375
	U.S.A. - CWS		3.600		10.375
A/3	Int.Chr.Fellowsh.Build.	20.000			withdrawn
A/4	Theol.Coll. Library Ext.	31.572	97		31.475 relisted
	Holland		97		
A/5	School at Bullen	5.915			5.915 relisted
Unallocated	USA - CWS		13.175		for Programme & Projects
Greece	A/1 Church Hostel for Girls	7.500			7.500 relisted
	a2 School Ment.Def.Children	15.999	13.795	2.000	204 relisted
	Canada	100.1	2.795		
	Germany - Notprogr.	100.1		2.000	10.375
	USA - UP	100.1	11.000		10.375
	a3 Church Centre - Kalavryta	2.500	1.875	625	covered
	USA - PEC		1.875	625	
	(20.000)				
	a4 Cult.Centre Kyparissia	8.350			8.350 relisted
	a5 Old People's Home Kyth.	7.306			7.306 relisted
	a6 Girls' Agr./H.Ec.School	93.491	(Pending with Dutch Govt.)		relisted
	a7 Sisters' Centre Mytilini	4.725	4.725		4.725 relisted
	a8 Chr.Youth Centre Lefkas	7.916	4.140		3.776 relisted
	Norway	100.1	3.000		
	USA - Disc.		1.140		
	a9 Youth Centre Paramythia	23.333			23.333 relisted
		100.1			
		100.1			
		100.1			

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Greece A/a10	School Childr.Feed.C.	17.228	7.380		9.848 relisted
	Canada - Engl.Ch.		1.864		
	Germany - Notprogr.		2.000		
	New Zealand		1.116		
	UK		2.400		
a11	Transm.Ch.Radio Centre	4.000			withdrawn
a12	Schoolboys' Hostel Siat.	8.333	4.800		3.533 relisted
	UK		4.800		
a13	Girls' Hostel, Thermon	6.667			6.667 relisted
a14	Equipm. Orph./Hostel	690	690		covered
	USA - PEC		690		
A/b15	Ch.Stud.Hostel Ierapetra	1.710	1.510		200
	USA - Disc.		1.510		
b16	Ext.Kolumbari Agr.Pr.	15.665	300		15.365 relisted
	USA - UP		300		
b17	St.Nicolas Youth/Cult.C.	10.000	1.683	525	7.792 relisted
	Switzerland		108		
	USA - PEC		1.575	525	
b18	Children's Centre Spyli	16.200	3.600		12.600 relisted
	UK		3.600		
A/c19	Ass.Salaries Ch.Workers	9.000	4.000	2.500	2.500 relisted
	Germany - Notprogr.			2.500	
	Holland		2.000		
	USA - UCC		1.000		
	USA - UP		1.000		
c20	Youth Work/Sunday Sch.	4.000	3.700		300 relisted
	Holland		2.000		
	UK		1.200		
	USA - UP		500		
c21	Literature Work	1.250	500		750 relisted
	USA - UP		500		
c22	Travel Exp.Ch.Workers	2.000	1.500		500 relisted
	Holland		500		
	USA - UCC		500		
	USA - UP		500		
c23	Pastors' Retreats etc.	1.500	1.200		300 relisted
	UK		1.200		
c24	Church in Thessalonika	14.408			14.408 relisted
c25	Compl. Church Buildings	1.800	2.250	o/subsc.	450 needed '69
	Germany - Notprogr.		1.750		
	Holland		500		
c26	Summer Camp Buildings	2.500	3.000	o/subsc.	500 needed '69
	Holland		3.000		
c27	Church Building Attica	11.500	1.165		10.335 relisted
	Holland		1.165		
d28	Ambelakia Comm.Developm.	27.000	5.310	10.200	11.490 relisted
	Receipts '67		2.100		
	UK		9.600		
	USA - PEC		3.210	600	

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
			<u>Receipts</u>		
Greece B/29	Ind. Integration etc.	35.000	20.050		14.950 relisted
	Canada		5.000		
	Sweden		10.000		
	UK		4.800		
	Various		250		
B/30	Ref. Medical Project	7.000	9.400	o/subsc.	2.400 needed '69
	UK		2.400		
	USA - MCOR		7.000		
B/31	Food Supplies Refugees	10.000			10.000 relisted
B/32	Educational/Train. Grants	500			500
B/33	Emergency Assistance	4.000	2.400		1.600
	UK		2.400		
B/34	Sewing Project	6.000			6.000
B/35	Old People's Home	12.000	7.731		4.269 relisted
	Australia		2.231		
	Norway		5.500		
C/36	Epirus Poultry Project	112.941	52.880		60.061 relisted
	(Total '65-'67)	(398.000)	(318.687)		
	Australia		2.231		
	Canada		1.864		
	Denmark		5.000		
	Germany - EZE		17.285		
	Sweden		20.000		
	USA - UP		6.500		
Ecum. Team Greece		65.000	43.042		21.958 deficit
	Denmark		1.000		covered from
	Germany - Notprogr.		3.625		unearmarked
	Germany - DU		396		gifts
	Norway		1.000		
	Sweden		25.000		
	USA - Disc.		5.300		
	USA - UP		3.000		
	LWF/WS		3.000		
	Various		721		
F/38	Occup. Proj. Elderly Ref.	1.000			1.000 relisted
F/39	High School Libr. Pogon.	300			300 relisted
40a	Comm. Building Balduma	1.000			1.000 relisted
40b	Tools Techn. Trainees	1.200	1.200		covered
	Finland		1.200		
40c	Community Centre	1.500			1.500
40d	School Kitchens	500			500 relisted
40e	Libraries	500			500 relisted
F/41	Lapsista Valley, Developm.	2.000	2.221		covered
	Holland		2.221		
42a	Village Libraries	500			500
42b	Aids for Hospitals	200			200
42c	Recreational Project	1.000	1.000		covered
	Sweden		1.000		
42d	Libraries for 3 Hostels	300			300 relisted
42e	Recreational Equipm.	100			100 relisted
42f	Tents for Youth Camps	600			600
42g	Photography Equipm.	150			150

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Greece F/42h Recreation Centre		500		500	relisted
42i Prison Handicrafts		3,400		3,400	withdrawn
43a Kalamas Tree Nursery		250		250	
43b Fratsia Cheese Factory		700		700	relisted
43c Home Ec. School Milopot.		200		200	
Iran A/1 Sec. Schools Isfahan		19,368	15,000	4,368	relisted
Germany - BfdW			(83,562)	above asking	
Germany - EZE			(82,765)	above asking	
Sweden			15,000		
A/2 Train. Farm Blind Men	Holland	38,450	26,488	26,488(Direct)	covered by Holland directly
A/3 Teheran Diocesan Sch.	Canada - UCC	154,000		9,250	covered by single agency
A/4 Kharaghan Village Dev.	England	9,000	33,485	o/subsc.	24,485 needed '69
Holland			18,000		
			15,485		
Lebanon A/1 ICA Discr. Fund		5,500	1,000	8,000	relisted
Shortraised '67		3,500			
USA - PEC			1,000		
A/2 YMCA Camp/Conf. Centre	Sweden	12,000	2,000	10,000	relisted
			2,000		
A/3 Industrial Girls' Centre	UK	10,748	11,776	o/subsc.	1,028 needed '69
Germany - Notprogr.			2,500		
New Zealand			1,116		
UK			8,160		
A/4 Equipm. Printing Press		5,549		5,549	relisted '69
A/5 Church Rebuild. Deir Mamas		3,333		3,333	relisted
A/6 Haigazian Coll. Build.		251,830			withdrawn
A/7 Belmont Orth. Seminary	Sweden	29,810	27,533	2,277	relisted
			20,000		
			3,533		
			4,000		
A/8 Ext. Arm. Orth. Seminary	Australia	23,642	5,823	17,819	relisted
			557		
			1,766		
			3,500		
A/9 Near East Theol. School	USA - Disc.	30,000		30,000	relisted
A/10 Beirut Women's College	USA - PEC	54,098			withdrawn
A/11 St. George's Centre Trip.	UK	8,197		8,197	relisted
A/12 Dormit. Fr. Andeweg Inst.		20,150	4,260	9,320	6,570 relisted
Canada - UCC			1,860	9,320	
UK			2,400		
B/13 Assist. to Refugees		10,000		10,000	relisted
B/14 Assyrian Chr. Housing	Australia	60,000	64,480	o/subsc.	4,480 needed '69
			4,480		
			50,000		
			10,000		
Near East A/1 Scholarships Chr. Israeli	Canada	4,000	1,932	2,068	relisted
			932		
			1,000		
A/2 YMCA Hostel Nazareth	Germany - Notprogr.	50,000			withdrawn
A/3 Exp. YWCA Hostel Amman		8,400		8,400	

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Near East	A/4 Amman Orth. School Germany - BfdW	46.676	51.250	11.250	covered
			51.250	11.250	
	A/5 NECC Staff Support Norway USA - DOM (direct)	6.100	6.500		covered
			1.500		
			5.000		
	A/6 Discretionary Fund ICA USA PEC	3.300	1.500		1.800 relisted
			1.500		
	A/7 Orth. Invalids' Home Jer. 40.035 Receipts '67 Australia Canada Denmark Germany - BfdW	13.245			26.790 relisted
			1.215		
			2.788		
			930		
			1.000		
			7.312		
	A/8 Coptic Orth. Sec. School	23.240			withdrawn
	A/9 Greek Orth. School Jer.	67.900			67.900 relisted
	B/10 NECCRW Basic Ann. Progr.	352.849	225.206		127.643 relisted
	Australia	000.1	18.718		
	Canada	002	4.656		
	Germany - BfdW	000.1	100.000		
	Sweden	000.5	15.000		
	UK	000.3	34.020		
	USA - CWS (Direct)		52.812	22.188	
	USA - UCBWM (Direct)			30.000	
	B/11 Recreat. Leadership in Arab Villages	5.472	2.979		2.493 relisted
	Canada		1.863		
	New Zealand		1.116		
	B/12 Edinburgh Mission Hosp.	45.000			45.000 relisted
	B/13 Kafr Yasif, Youth Host.	39.200	4.800	27.750	6.650 relisted
	UK	000.00	4.800		
	Canada			27.750	
	B/14 YMCA Voc. Train. Progr.	47.694	17.769	1.850	28.075 relisted
	Canada	000.00	1.852	1.850	
	Denmark	000.00	10.000		
	New Zealand	000.1	1.117		
	UK	000.1	4.800		
	B/15 Nurses' Train. Sch. Nablus	12.549	5.078		7.516 relisted
	Canada		2.795		
	Sweden		2.000		
	Various	000.1	283		
	B/16 Women's Voc. Train. Gaza	3.890			3.890
	B/17 YMCA Leadership Train.	7.000	7.000		covered
	Germany - BfdW	000.01	7.000		
	B/18 Wadi Zerka Agr. Proj.	59.656	8.563	4.800	46.293
	Australia	000.00	3.904		
	Canada	000.00	4.659		
	UK	000.00		4.800	relisted
	D/19 Ecum. Pastorate Beirut USA - PEC	1.500	1.500		covered
			1.500		
	D/20 Orth. Youth Movements	3.500			3.500
	G/21 Scholarship Project Canada Germany - BfdW	5.000	3.540	930	1,460 relisted
			2.610		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
		<u>Receipts</u>	<u>Receipts</u>		
Syria	A/1 Chr.Sch.Matin Arnouck	17.000			withdrawn
	A/2 Chr.Youth Centre Aleppo	6.500			6.500 relisted
Turkey	A/1 Armenian Orth.Seminary Holland	6.000	486		5.514 relisted
	A/2 Armenian Theol.Seminary USA - Disc.	10.000	1.766		8.234 relisted
	1.766				
	A/3 Religious School Midyat Holland	11.320	83		11.237 relisted
			83		
	B/4 Assist. to Refugees Canada	10.000	3.360	6.640	covered
	UK			6.640	
			3.360		
Yugoslavia	Aa1 Train. for Ministry USA - Disc.	38.000	11.049	1.250	25.701 relisted
	USA - PEC		5.299		
	USA - UP		3.750	1.250	
			2.000		
	a2 Literature Work USA - UP	3.000	1.000		
			1.000		
	a3 Mission Young Priests Denmark	5.000	500	1.000	3.500 relisted
	Germany - Notprogr.		500		
				1.000	
	a4 Ass. Church Reconstr.	6.000			6.000 relisted
	a5 Refresher Course Abroad USA - PEC	500	375	125	covered
			375	125	
	a6 Theol.Seminary Sremsky K.14.847 Holland	2.111			12.736 relisted
	USA - UP		111		
			2.000		
	a7 Theol.Seminary Krka USA - Disc.	32.100	3.775	375	27.950 relisted
	USA - PEC		2.650		
			1.125	375	
	a8 Equipm. Candle Prod. USA - PEC	14.000	3.375	1.125	9.500 relisted
			3.375	1.125	
	b9 Theol. Training USA - UP	751	500		251 relisted
			500		
	b10 Ministry to the Diaspora USA - UP	1.504	1.250		254 relisted
			1.250		
	b11 Church Conferences USA - UP	1.204	1.000		204 relisted
			1.000		
	b12 Repairs Church Buildings USA - UP	3.610	1.250		2.360 relisted
			1.250		
	b13 Church Home/Ministry Aged Germany - Notprogr.	1.504		1.000	504 relisted
				1.000	
	b14 Aid to Pastors' Salaries Denmark	8.965	500		8.465 relisted
			500		
	b15 Aid Pastors'Wid./Orphans Receipts '67 Switzerland	1.805	2.370		covered
			1.000		
			1.370		
	b16 Support Belgrade Pastorate Switzerland	1.520	1.520		covered
			1.520		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
			<u>Receipts</u>	<u>Receipts</u>	
Yugoslavia					
Abl7	Church/Parish Centre Sub.	37.980	20.665		17.315 relisted
	Receipts '67		12.060		
	Germany - Notprogr.		3.500		
	Holland		1.805		
	Switzerland		3.300		
F/18	Knitting Mach.Past.Wives	520	434		86
	Canada - UCC		434		
AFRICA (part 6)					
Regional Al	Chr.Home/Fam.Life Progr.	10.000	17.825	o/subsc.	7.825 needed '69
	Receipts '67		14.825		
	DWME allocation		3.000		
A2	Study Proj.Migratory Labour	8.000	8.015	covered	
	Norway		5.000		
	USA - Various		15		
	Allocation Serv.Programme		3.000		
A3	ALPHA Magazine	197.621	23.116	23.295	151.210 relisted
	Canada - UCC		22.000	23.295	
	New Zealand		1.116		
A4	ALERT Leprosy/Rehab.Centre	119.000			119.000 relisted
	Germany - BfdW '67 pledge		(18.750)		
A5	AACC Headquarters	78.328	11.400	23.295	43.633 relisted
	Canada			23.295	
	Sweden		10.000		
	S/Programme allocation		1.400		
C6	Special Programme EPEAA - see page				
D7	AACC Commission on Youth	2.500	2.500	covered	
	UK		2.500		
G8	Schol.Proj.Afr.Students	35.000	38.657	37.270	o/subsc. 40.927
	Canada		3.720	37.270	needed '69
	Germany - BfdW			20.160	
	Germany - EAGWM			12.500	
	Holland			277	
	Norway			2.000	
G9	Afr.Women Leadership Train.	12.000	12.914	covered	
	Denmark		3.000		
	Canada		930		
	Sweden		8.000		
	Switzerland		984		
Algeria	E1 CCSA Chr.Comm.Serv.Algeria	125.000	118.519	2.665	3.816 relisted
	Australia		2.231		
	France		5.335	2.665	
	Holland		18.606		
	LWF/WS		10.000		
	Sweden		30.000		
	Switzerland		9.147		
	UK		24.000		
	USA - UP		10.000		
	USA - CWS		3.058		
	USA - Menn.		4.142		
	World YWCA		2.000		
F2	Women's Handicraft Centre	2.416			2.416 relisted
Botswana	Al Swaneng Hill School Ext.	19.600	14.000		5.600 relisted
	UK 1966 (reallocated)		14.000		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
				<u>Receipts</u>	<u>Receipts</u>
Non-listed	USA - MCOR		5.000	(well drilling projects)	
Cameroun	Al. Aid for Secretariat	2.000	2.000		covered
	Germany - Notprogr.		2.000		
	A2 Conf./Study Centre Yaoundé	43.050			43.050 relisted
	A3 Soc./Train. Centre Migrants	16.429	10.252		6.177 relisted
	Sweden		10.000		
	Switzerland		252		
	A4 Girls' School Dibanda	180.000			180.000 relisted
	(Pending with Germany EZE)				
	A5 Church Build. Douala	38.386	3.000	3.000	32.386
	Denmark		3.000		
	Germany - Notprogr.			3.000	
	A6 Compl. Peniel Presb. Ch.	18.571			18.571
	A7 Nkongsamba Printing Press	26.650			26.650
	A8 Past. Work amongst soldiers	3.895		1.000	2.895
	Germany - Notprogr.			1.000	
	A9 La Semaine Camerounaise	10.000			10.000
Central Afr.	Al Pastoral Work	7.995			7.995 relisted
Congo (Kinshasa)					
	Al Radiogr. Equipm. Inst. Med.				
	Evang. Kimpese	88.785	92.420	o/subsc.	3.635 needed
	Germany - BfdW		31.634	outside asking,	covered
	USA - Meth. Ch.		10.786		
	USA - UP/ FMF		50.000		
	A2 Aid Congo Prot. Council	14.670	3.570	2.430	8.670 relisted
	USA - CWS		1.570	2.430	
	USA - Presb. Ch.		2.000		
	A3 Stud. Residences Kisangani	135.000			135.000
	D4 Youth Secretary	4.560	9.120	o/subsc.	4.560 needed '69
	Germany - Various		4.060		
	Sweden		4.560		
	Switzerland		500		
Djibouti	Al Cult./Social Centre	22.652	22.650	1.250	o/subsc. 1.248
	Germany - BfdW		11.250	1.250	needed '69
	UK		8.400		
	USA - UCC		3.000		
Gabon	Al Lay Train./Conf. Centre	24.652		18.875	5.777 relisted
	Canada			13.875	
	Germany - Notprogr.			5.000	
Ghana	Al Study Centre	52.978	3.000		o/subsc. 49.978 relisted
	Norway		3.000		
	A2 Executive Secretary CCG	7.000	8.400	o/subsc.	1.400 needed '69
	UK		8.400		
Kenya	Al Youth Work/Chr. Service	13.484	22.860	o/subsc.	9.376 needed '69
	UK (direct)		20.860		
	USA - CWS (direct)		2.000		
	A2 Industrial Train Mombasa	22.830	23.810	o/subscr.	980 needed '69
	Germany - BfdW		19.250		
	UK (direct)		4.560		
	A3 Coast School for Handicap	28.000	35.414	o/subscr.	7.414 needed '69
	Canada		3.677		
	Germany - BfdW		30.621		
	New Zealand		1.116		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Kenya	A4 Community Work Nakuru	3.000		4.175	25.825
	A5 Execut Officer Oversea	8.875			8.875
	A6 Limuru Conference Cent	3.780	3.120		covered
	UK - direct		3.120		
	A7 Prot Churches Med Asst	4.292	4.279		covered
	UK		4.279		
	A8 Agricult a. Malnutr P 1	7.520	77.749		29.771 relisted
	Australia		4.462		
	Finland		10.000		
	Germany - BfdW		10.000		
	Sweden		10.000		
	UK		35.140		
	USA - Presb		8.147		
	C9 East Afr Venture	58.375	24.400	13.885	20.090 relisted
	Receipts 67 (EAGWM)		(11.250)	(deducted from Asking)	
	Holland			13.885	
	UK (direct)		14.400		
	USA		10.000		
Lesotho	A1 Joint Travelling Secr	1.300		o/subscr.	1.200 needed '69
	Receipts 67		2.500		
	A2 Rural Tr Centre Machob	11.200	-	-	withdrawn
	A3 Mophato Oa Morija	5.060	5.060	-	covered
	Germany - BfdW		(7.125)	against '67 asking	
	Holland		1.388		
	Sweden		3.672		
Not listed	Tabellong Hospital		13.779		
	Germany - BfdW		12.500		
	UK		1.279		
	A4 St. Cath Teachers Coll	31.570			
	(submitted to the Dutch Governm)				
Madagascar	A1 Students' Hostels	120.000	35.375		84.625 relisted
	Germany - BfdW		8.125		
	Germany - EYE		27.250		
	A2 Lay a. Education Centre	64.015	19.416		44.559 relisted
	Sweden		15.000		
	USA - Disc		4.416		
	(submitted to Germany EZE)				
	A3 Socio Med Rural Team	14.762	-	-	14.762 relisted
	A4 Full Time Secr Chr Coun	8.760	2.500	-	6.260 relisted
	Germany - Notpr.		2.500		
	C1 The Prot Farm School	68.397	22.197	-	46.200 relisted
	Receipts 67		22.197		
Malawi	A1 Mzuzu Lay Training Ce	57.800	38.603		19.197 relisted
	Germany - Notpr.		10.000		
	Holland		2.083		
	UK		11.520		
	USA - UP + FMF		15.000		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Malawi	A2 Chongone Lay Train Centr	60.536			60.536 relisted
	A3 St. Thomas Hostel Fort	10.750	4.800		5.950
	Germany - BfdW		14.000	(against '67 asking)	
	UK		4.800		
	A4 Full Time Secr Chr. Coun	20.000	2.500		17.500 relisted
	Germany - Notpr		2.500		
	A5 Trainee Nurses' Hostel	69.160	-	-	69.160
	A6 Zedi - Women's Centre	11.200	-	14.000	o/subsc. 2.800
	Germany - BfdW		14.000	needed 69	
	D7 Secretary for Youth	1.715	1.715	-	covered
	Australia		558		
	UK		1.157		
Morocco	Eirene Team	22.000	12.438		9.562 relisted
	Holland		1.111		
	UK		1.680		
	USA - CWS (direct)		8.000		
	Various		1.647		
	A1 COEM	7.699	5.860		1.838 relisted
	UK		1.860		
	USA - CWS		4.000		
Mozamb.	A2 Ricatia Ecumenic Centre	21.008	4.800		16.208 relisted
	UK		4.800		
Nigeria	A1 Owerri Tr. Centre Blind	6.808	7.831	o/subscr. 1.022	
	Receipts 67		7.831		
	A2 Ind and Social Welfare C	76.830	5.910		70.920
	Canada		3.677		
	New Zealand		2.233		
	A3 Nsukka Protest Chapel	44.800	-	-	44.800
	A4 Aid for Christian Council	8.400			8.400 relisted
	A5 Ecum Leadersh Tr Centre	140.000			140.000
	Germany - EZE		16.750		
	A6 Rural Improvem Mission	25.000			25.000
	A7 Uyo - Indep Churches Pr	8.926			8.926
	A8 Church Soc Conf Nigeria	4.200	3.602		598
	Holland		2.100		
	S/Programme (allocation)		1.502		
	A9 Community Dev Trng Muri	7.868	7.283	3.713 o/subscr. 3.128	
	Germany - BfdW		1.312	3.713 needed 69	
	Holland		3.471		
	USA - Disc		2.500		
	A10 Kwarhi Leadersh Tr Scheme	6.176	4.898		1.278
	UK		4.898		
	A11 Abeokuta Development Pr	2.800	5.560	o/subscr. 2.760 needed 69	
	UK		2.760		
	USA - MCor		2.800		
	D10 Youth Secretaries	1.000	-	-	withdrawn

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Rhodesia					
A1 Full Time C.C. Secret	6.200	6.471	e/subscr.	271	
Receipts 67		2.688			
New Zealand		223			
USA - CWS		3.560			
A2 Epworth Childrens' Hom	14.244	4.902	5.331	4.011	relisted
Germany - BfdW		2.783	5.331		
Holland		119			
Norway		2.000			
A3 Ngezi Sec. a. Bible Schoo	24,472	-	-	24.472	relisted
A4 Usher Inst Sec. School	30.320	5.000		25.320	relisted
Germany - Notpr.		5.000			
A5 Waddilove Train Instit	14.000	3.346		10.654	relisted
Australia		3.346			
A6 Childrens' Help Hand So	2.000	2.205			covered
Receipts 67		2.205			
A7 Old Umtali Maternity	B1 12.180	-	-	12.180	
(submitted to German governm)					
A8 Highfield Girls Hostel	106.400		106.400		covered
Germany - BfdW		50.000			
World YWCA		56.400			
A9 Urban Evang Secr C.C.	3.688	5.000	o/subscr.	1.312	needed '69
USA - MCOR		5.000			
D9 Youth Secr for C.C.	2.200	2.250			covered
Australia		558			
Canada		1.692			
Rio Muni					
A1 Medical Work	20.300	7.725		12.575	relisted
Receipts 67		400			
Canada		2.325			
Norway		5.000			
Rwanda					
A1 Kigali School for Boys	8.500	16.440	o/subscr.	7.940	needed '69
USA - UP + FMF		16.440			
Senegal					
A1 Ecumenical Team Dakar	10.000		18.500	o/subscr.	needed
Canada UC			18.500		68 + 69
F2 Centre de Bopp Dakar	3.147	3.120			covered
UK		3.120			
South Africa					
A1 Edendale Lay Ecumen Cen	20.254			20.254	relisted
A2 Christian Educ Secret	2.996	-	3.676	o/subscr.	680
WCCE			3.676		needed '69
A3 Natal Centre	7.000				withdrawn
A4 Soweto Ecumen Centre	28.000	-	-		withdrawn
A5 Help to Ch forced to M	100.400	11.662		88.738	relisted
Australia		4.462			
UK		7.200			
A6 Director ICA for S.A.C.C	7.000	-	-	7.000	relisted
A7 Food Distr Service Br	42.045	15.572		26.473	relisted
Receipts 67		5.572			
Sweden		10.000			

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
South Africa					
	D8 Secretary for Youth Wo Australia UK	2.520	2.520 558 1.962	-	covered
	D9 Youth Conf a. Study Cen Canada - UCC	2.000	2.000 2.000		covered
	F10 Pella Village Dwelling UK Switzerland	2.020	3.920 1.920 2.020	o/subscr. 1.920 needed 69	
Swaziland					
	A1 St. Michael's Girls Sch UK	31.500	240 240	-	31.260 relisted
	A2 Inter racial School M	333.855	2.400 2.400		331.455
Tanzania	A1 Utengule Youth Centre New Zealand USA - Disc.	13.330	4.441 2.233 2.208		8.889 relisted
	A2 Support of Christian C. Germany - Notpr.	9.043	3.750 3.750		5.293 relisted
	A3 Buboka Training Centre Sweden	8.960	8.960 8.960		covered
	A4 Katoke Training College	5.754	-	-	5.754 relisted
	A5 Msalato Training Centre Germany - BfdW UK (direct)	24.024	30.176 23.408 6.768	-	o/subscr. 6.152
	A6 Mbeya Hostel	15.820	-	-	15.820 relisted
	A7 Ecum Centre Dar-es-Sa	41.850	-	-	41.850 relisted
	A8 Tanganyika Ch Ref Ser Supported by LWF/WS	451.400	-	-	covered
	A9 St. Andrews College	280.000	-	-	280.000 relisted
	A10 W.C. Memorial Hospita Germany - EZE	126.400	165.000 165.000		covered
Togo	A1 Amou Oblo Ch Completi Receipts 67	12.500	12.500 12.500		covered
	A2 Anecho - Second Schoo	139.810	-	-	139.810 relisted
Tunisia	E1 Ecumenical Team Tunis Australia Germany - Various Holland Norway Sweden UK	61.000	35.714 2.231 2.141 6.942 2.000 20.000 2.400		25.286 relisted
Uganda	A1 Greater Kampala Proj Canada - UC New Zealand	42.000	2.233 2.233	9.320 9.320	30.447 relisted
	A2 Mbara Church Centre	32.260			withdrawn
	A3 Sanyu Babies Home Germany - Notpr. Norway	19.420	6.375 4.375 2.000	-	13.045 relisted

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Uganda A4	Orth School Kampala	33.207	-	-	33.207 relisted
D5	Provincial Youth Secr	2.800	-	-	withdrawn
Upper Volta					
A1	Ouagadougou Sec School	22.492		56.250	covered
	Germany - EZE			56.250	
Zambia A1	Exec Officer for ChrC	6.264	4.625	-	1.639 relisted
	Germany - Notpr.		4.625		
A2	YWCA Train Centre Mindo	9.832	2.234		7.598 relisted
	New Zealand		2.234		
A3	Rural Train Teams of Y.	8.400	4.394		4.006 relisted
	Holland		194		
	Sweden		4.200		
C4	Mindola Ecum Foundatio	98.588	54.788		43.800 relisted
	DWME		4.000		
	Holland		1.355		
	New Zealand		2.233		
	Sweden		13.553		
	Switzerland		2.731		
	UK		24.000		
	USA - disc.		1.916		
	USA - Prsb US		5.000		
C5	Mindolo Agricultural Pr	75.880	93.119	10.000	o/subsc. 27.239 needed for '69
	Canada - Angl		2.329		
	Canada - United		4.651		
	Germany - BfdW		50.071	10.000	
	Norway		5.000		
	UK		31.068		

AFRICA Ecumenical Programme for Emergency Action in Africa (EPEAA)
see also page 18 for combined income.

A Development Projects
B Refugee Projects

Asking 1968 plus second and third Revision
as authorised in January and June 1968
EPEAA meeting

A1	Special Agency for EPEAA	66.560	25.354	41.206
	Holland		10.804	
	UK		4.800	
	USA - UP		6.000	
	USA - Meth		3.750	
A2	Leadership Training	25.000	14.400	10.600
	Receipts 67		14.400	
B1	EPEAA Scholarships	50.000	20.000	30.000
	Holland		10.000	
	USA - UP		10.000	
B2	Placement for Refugees	5.000		5.000
Botswana A1	Bakkatla Comm. Developm	8.008	11.600	o/subscr. 3.592
	USA - PE		11.600	
B1	Assistance to Refugees	25.000	12.507	12.493
	Canada		1.863	
	Denmark		5.644	
	USA - MCOR		5.000	

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
			<u>Receipts</u>		<u>Receipts</u>
Burundi	Bl	Rwanda Ref. Education	61.882	37.000	24.882
		Holland		20.000	
		UK		12.000	
		USA (MCOR)		5.000	
Cameroun	Al	Farm Schools/Rural Ce.	238.923	135.912	76.801
		Balance '67		81.227	
		Canada --UC			28.886
		Germany - BfdW		36.812	34.250
		Holland		3.471	
		USA - NCL			13.665
		USA - UP/FMF		14.402	
	Ala	Farm Schools Ndoungue	220.313		220.313
	A2	Chaplain's House	28.000	13.982	14.018
		Australia		4.462	
		Holland		9.520	
	A3	E.Saker Nurses Tr.Sch.	36.726	8.000	28.726
		USA - Meth.		8.000	
	A4	Bafia Water Project	46.000		46.000
<u>CENTRAL AFRICA</u>					
	B1	Assist. Sudanese Ref.	6.890	3.000	3.890
		USA - MCOR		3.000	
Congo	A2	Second.Sch.Kinshasa/Mat.	90.454	34.462	27.750
		Balance '67		34.462	28.242
		Canada			27.750
	A3	Youth Projects CEFCA	40.610		40.610
	A4	Youth Centre Laluabourg	45.000		45.000
	A5	Agr./Comm.Dev.Centre	48.540	23.000	25.540
		Canada		5.000	
		Holland		8.000	
		USA - MCOR		10.000	
	A6	Carrefour des Jeunes	12.200	1.700	10.500
		USA - Meth.		1.700	
	A7	Student Vill.Luluabourg	172.260		172.260
	A8	Boende Hospital	32.680		32.680
	A9	Laluabourg Dispensary	11.000		11.000
	B2	Settlement Sudan.Ref.	45.000	36.227	8.773
		Receipts '67		30.000	
		Holland		52	
		UK		6.000	
		USA - UCBWM		175	
	B3	Sona Bata Sec.School	71.680	56.242	15.438
		Balance '67		37.913	
		Canada		924	
		New Zealand		2.233	
		Sweden		15.172	
Non-listed		Holland		6.942	(for Bakau Area Emergency)
Dahmey	Al	Agricultural Proj.	23.800	6.700	17.100
		Receipts '67		4.462	
		Holland		2.238	
	A2	Centre Porto Novo	71.044	31.707	39.337
		Receipts '67		12.500	
		Canada		13.872	
		Germany - BfdW		1.335	
		Holland		4.000	

<u>Projects</u>	<u>Donors</u>	<u>Amount</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Ethiopia	B1 Refugee Scholarsh, Proj.	46.376	24.538			21.838
	Balance '67			24.538		
Gabon	A1 Study Dept. Church	12.774	10.000			2.774
	Balance '67			10.000		
	A2 Family Centres Progr.	10.000	10.000			covered
	Receipts '67			4.000		
	Germany - Notprogr.			6.000		
	A3 Community Centre Oyem	83.899	76.044			7.855
	Receipts '67			8.400		
	Australia			3.009		
	Holland			19.635		
	USA - Meth.			20.000		
	USA - UP			25.000		
Ghana	A1 Organiser Volta Res. Towns	10.454	12.462			covered
	Balance '67			12.462		
	A2 Agricult. Programmes	23.338	17.274			6.064
	Receipts '67			17.274		
Ivory Coast	A1 Dabon Second. School	44.280			45.000	o/subsc. 720
	Germany - BfdW				45.000	
	A2 Port Centre Urban Pr.	40.000	37.231			2.769
	Receipts '67			17.231		
	Holland			20.000		
Kenya	A1 Comm./Family Workers Pr.	58.240	32.822			25.418
	Receipts '67			4.462		
	Canada			1.860		
	USA - MCOR			16.500		
	USA - UP			10.000		
	A2 Training Youth Leaders	57.320	29.395			27.925
	Balance '67			19.600		
	Canada - Engl.			2.795		
	Holland			7.000		
	A3 Home Industries Mombasa	17.835	3.250	2.085		12.500
	Germany - BfdW			3.250		
	USA - NCL			2.085		
	A4 Chr.Ch.Educat.Assoc.	7.000				7.000
	A5 Kalokol Orphanage	40.108				40.108
	B1 Refugee Needs	79.000	62.186			16.814
	Receipts '67			5.930		
	Belgium			2.550		
	Canada			5.590		
	Holland			20.000		
	New Zealand			1.116		
	UK			12.000		
	USA (MCOR)			15.000		
Lesotho	B1 Ass. to Refugees	9.000	6.695			2.305
	Australia (re-allocated)			2.231		
	N. Zealand			4.464		
Madagascar	A1 Rice Weeders	28.000	6.150	24.600		o/subsc. 2.750
	Germany - BfdW			6.150	24.600	

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Malawi	A1 Soc. Dev. Project	167.760	44.000	30.700	93.010
	Income '67		2.000		
	Canada			27.000	
	Germany - BfdW		20.000	3.750	
	Holland		10.000		
	UK		12.000		
	A2 Private Hosp. Assoc.	15.580	7.000		8.580
	USA - CWS		7.000		
Mozambique					
	A1 Leadership Training	28.820	18.000	14.410	o/subsc. 3.590
	Income '67		18.000		
	Holland			14.410	
	A2 Ag. Centre Macuvulan	5.700	7.971		2.221
	Holland		2.221		
	USA - Meth. Ch.		5.750		
Nigeria	A1 Asaba Rural Centre	40.832			withdrawn
	A2 Urban Affairs Sec.	16.800			withdrawn
	EMERGENCY APPEAL	3.800,000	1.642.322	631.722	1.525.956
	Nigeria/Biafra				
	Nov. '67/68 Appeal	800.000			
	Jul. '68 Uppsala	3.000.000			
	Australia		62.260	27.889	
	Austria		6.175		
	Bahama		981		
	Belgium		3.290	2.646	
	Cameroon		300		
	Canada		273.828	182.280	
	Czechoslovakia		3.000		
	Congo		508		
	Denmark		18.000		
	Ethiopia		120		
	Finland		4.776		
	France		10.423		
	Germany		140.233		
	Greece		333		
	Holland		424.883		
	Italy		2.676		
	Ivory Coast		548		
	Jamaica		1.733		
	Japan		333		
	Kenya		212		
	Liberia		441		
	Lesotho		836		
	Malaysia		972		
	New Zealand		14.547	3.908	
	Norway		25.000		
	South Africa		622		
	Spain		27		
	Sweden		111.753		
	Switzerland		130.423		
	Taiwan		105		
	Tanzania		986		
	UK		175.200	240.000	
	USA		226.125	175.000	
	Uganda		46		
	Zambia		123		
	Various		504		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Rhodesia	A1 Un.Teacher Train.Coll.	120.000	21.452	37.500	61.048
	Receipts '67		20.000		
	Germany, BfdW			37.500	
	New Zealand		1.452		
	A2 Youth Centre Harare	27.600			27.600
	A3 Aid for Students	10.080	568		9.512
	Canada		9		
	New Zealand		559		
	A4 University Chaplaincy	7.840			7.840
	A5 Scholarships African Stud.	56.000			28.000
	B1 Dependents Restrictees	67.200	110.667		o/subsc.
	Australia		1.115		43.467
	Canada		14.306		needed
	Holland		28.886		
	Norway		2.000		
	Sweden		50.000		
	UK		6.860		
	USA - MCOR		7.500		
Rwanda	A1 Secondary Sch. Runyombyi	58.000	blocked for Dutch Government		
Sierra L.	A1 Teacher Train.College	75.520	625.000		covered
	Germany - EZE		625.000		
	A2 Lay Training Centre	31.680			31.680
South Africa	A1 Agricultural Projects	17.000	17.000		covered
	1967 Receipts		17.000		
Sudan	B1 Relief Prog. in Sudan	49.885	24.041		withdrawn
	Germany BfdW		24.000		
	Germany - Various		41		
	A1 Sudanese Clergy & Wkrs.	10.000	6.000		withdrawn
	UK		6.000		
Swaziland	B1 Assis. to Refugees	12.000	1.863		10.137
	Canada		1.863		
Tanzania	A1 Kiwanda Sett. Scheme	75.916	54.110		21.806
	Balance '67		50.408		
	Holland		3.702		
	B1 Mozambique Institute	23.621	23.561		covered
	Balance '67		23.561		
	B2 Ass. to Pastoral Care	5.000	5.000		covered
	Receipts '67		5.000		
	B3 Ministry of Office	5.000			5.000
Uganda	A1 Home & Family Life	4.280	4.300		covered
	USA (Methodist Ch.)		4.300		
	B1 Assis. to Refugees	96.613	51.060		45.553
	Belgium		2.550		
	Canada		20.000		
	Holland		22.860		
	UK			10.000	
	USA - NLC				
	USA - MCOR		10.000		
	USA - PECUSA ('67 cont.)		10.000		
	USA - UCCEWM		1.000		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Zambia	A1 Medical Needs Receipts to '67	20.510	17.710		2.800
	A2 Educational Prog. Holland (Govt.) USA (Meth. Ch.)	39.493	21.000 14.700 6.300		18.493
	A3 Youth Lead. Training Income '67 USA (MCOR)	25.200	12.932 7.932 5.000		12.268
	A4 Housing. Student Sec.	11.600			11.600
EPEAA	Unearmarked		293.853	40.900	
	Australia		2.789		
	Canada		14.083	4.650	
	UK		15.600		
	USA (UPUSA)		99.000		
	USA (PECUSA)		18.750	6.250	
	USA (Meth. Ch.)		39.914		
	USA (Lutheran)		9.500		
	USA (Disc.)		24.147		
	UNHCR		20.070		
	USA (Presby. Ch.)		50.000		
	USA (LWF)			30.000	
EPEAA	Designated amounts		275.963		
	Sweden		199.963		
	UK		24.000		
	UNHCR		52.000		

ASIA Part 7

Regional EACC					
	A1 EACC Programme Budget	28.000	30.026		o/subsc.
	New Zealand		958		2.026
	UK		9.600		needed
	Sweden		5.000		for '69
	USA - PECUSA '67 re.all.		1.000		
	Consultation Budget		10.000		
	Service Programme		3.468		
	G1 Scholarship Project	8.000	5.621		2.379
	Canada		1.860		re-listed
	Germany - BfdW		3.761		
Burma	A1 Kyaik-khami Retreat Ctr.	13.300	2.231		11.069
	Australia		2.231		re-listed
	A2 Akha Tribe Rehab. Pro.	7.150	6.408		742
	Australia		3.008		
	EACC (L.C. Fund)		1.000		
	UK		2.400		
Ceylon	A1 Lay Ev. in Colombo	862	862		covered
	Holland		862		
	A2 Salt Springs Farm	5.320	4.765		555
	Australia		4.462		
	Switzerland		303		
	A3 Navajeevanam Rehab. Ctr.	3.200	3.731		o/subscr.
	Australia		2.231		531
	USA (Meth. Ch.)		1.500		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Ceylon (cont.)					
A4 Carey College Chapel		4.300			4.300
A5 Deaf & Blind School Canada (UCC)		6.500	4.655		re-listed 1.845
Canada (Angl.)			1.860		re-listed
			2.795		
A6 Baptist Home for Aged Norway		7.100	4.000		3.100
			4.000		re-listed
A7 University Hostel Colombo	New Zealand	5.300	5.958		o/subscr. 658
UK			2.233		
USA (Disc.)			2.400		
			1.325		
A8 Moratumulla Ch. Building		1.269			1.269
A9 Kandy Ag. Ind. Inst. Germany (BfdW)		34.700	17.500	15.250	1.950
Denmark			12.500	15.250	re-listed
			5.000		
A11 NCC Christian Educ. Sec. Germany (notpr.)		900	1.485		o/subscr. 585
			1.485		needed
A12 Dir. Christian Bdcasting Germany (notpr.)		1.263	1.015		248
			1.015		re-listed
A13 Wilson Nursery % Preven. Germany (BfdW)		3.500		3.500	covered
				3.500	
A14 Meth. Coll. Science Bl.	UK	8.830	8.880		covered
			8.880		
Hong Kong					
A1 YWCA Camp House UK		8.307	4.800		3.507
			4.800		re-listed
A2 AFSC St. Gang Pro. Norway		2.600	2.600		covered
			2.600		
A3 AFSC Library Extension UK		1.230	1.200		covered
			1.200		
A4 Sal. Army MA WAN Camp		4.400			4.400
					re-listed
A5 College Student Wk. Pr. Canada		33.500	9.597	43.750	o/subscr. 19.847
Germany (bfdW)			7.831		needed
USA (Disc.)			1.766	43.750	
A6 Rennies Mill Stud. Aid Australia		18.620	9.421	4.462	4.737
Canada				4.462	re-listed
New Zealand			4.805		
USA - Various			1.116		
			3.500		
A7 Medical Research Proj. Australia		1.635	1.673		covered
			1.673		
A8 Prac. Trng. Centres Canada		112.000	98.856		13.144
Germany			1.848		
UK			33.250		
Receipts '67			44.780		
			18.978		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
India	A1 Darjeeling Stu. Hostel Germany (Notpr.)	2.930	2.875 2.875		covered
	A2 YWCA Hostel Alleppey Holland	7.700	7.700 7.700		covered
	A3 Ind. Team Ser. Build. Australia Canada New Zealand	12.533	12.532 2.231 5.796 4.505		covered
	A4 Muttom Ind. Inst. Kerala Australia	761	781 781		covered
	A5 Clara Swain Hosp. U.P. Canada Sweden	17.083	9.798 2.298 7.500		7.285
	A6 Art Ind. Sh. Nazareth Finland New Zealand UK	21.000	28.034 9.000 2.234 16.800		o/subscr. 7.034 needed '69
	A7 Syrian Orth. Sem. Kott. Germany (Notpr.) Sweden USA (Disc.) USA (PECUSA)	38.152	22.850 3.625 10.000 3.975 5.250	1.750	13.552 re-listed
	A8 Kinderg. Tr. Sch. Kerala	49.908			79.908
	A9 Miraj Medical Centre	33.667			33.667
	A10 Madras College Farm Germany (BfdW)	9.733	6.500 6.500	3.233 3.233	covered
	A11 Lodipur Inst. Trng. Pr. Germany (BfdW)	95.084	49.994 49.994	36.506 36.506	covered
	B9 Tibetan Refugee Progms. Australia Canada Sweden Switzerland Switzerland UK Holland	70.000	37.868 5.578 4.596 10.000 (direct) 3.333 2.361 12.000	28.255 4.650	3.877 re-listed
	B10 E.P.D.P. Programme Receipts '67 Australia Canada Germany (BfdW) New Zealand Sweden UK	210.230	194.893 95.139 7.808 4.596 3.350 60.000 24.000	38.400 23.063 needed '69	o/subscr. needed '69
	D11 Lead. Trng. & Publicns. UK USA - various	1.000	1.000 500 500		covered
Non-listed Project					
	Dharwan Resett. Tibetans Germany - BfdW		181.250 181.250		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Indonesia	A1 Scholsps. Univ. Studs. Canada	7.500		7.455 7.455	covered
	A2 Malang Lay Trng. Inst. Canada	58.381	72.638 3.120		o/subscr. 14.257
	Germany - Notpr.		7.500		needed '69
	Holland		38.888		
	Switzerland		23.130		
	A3 Lead. Trng. 9 Centres Australia	38.728	6.939 2.231	22.500	9.289
	USA (Brethren)		2.500		
	USA (Disc.)		2.208		
	USA (Dom.)			22.500	
	A4 Depok Medical Project New Zealand	12.758	11.155 3.350		1.603 re-listed
	UK		4.800		
	USA (Brethren)		3.005		
	Non-listed project				
	Chinese Refugees. Borneo		18.971		
	Germany (BfdW)		2.000		
	Holland		4.998		
	UK		12.000		
	Switzerland		2.973		
	D5 Djakarta Ec. Youth Ctr. New Zealand	3.000	3.000 1.170		covered
	UK		1.830		
Japan	A1 Japan Overseas Clinic	11.997			withdrawn
	A2 Centre for Wkng. Youth Australia	8.070	7.475 2.231		595
	New Zealand		1.117		
	Receipts '67		4.127		
	A3 Farm mach. Okunakayama Receipts '67	8.000	550 550		7.450 re-listed
	A4 Rural Tng. Ctr. Tsurukawa	8.000	8.456 3.656		covered
	Receipts '67		4.800		
	A5 Outdoor Youth Tng. Ctr. Norway	8.000	2.000 2.000		6.000
	Non-listed Project				
	Hyogo Labour Wel. Ctr. USA (UPUSA)		4.000 4.000		
Korea	A1 Ind. Evangelism Research Project	2.000	2.231		covered
	Australia		2.231		
	A2 Reading Room for children in Slum Areas	15.040	10.443 10		re-listed 4.597
	Canada		1.000		
	EACC		2.233		
	New Zealand		7.200		
	UK				
	A3 Life Line Centre Germany (Notpr.)	19.753	9.346 6.000		10.407 re-listed
	Australia		3.346		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Korea (cont.)					
A4 Ecum. Conf/Retreat Cent.	20.000			20.000	
A5 ICA Dept. of NCC	3.850		2.233	1.617	
New Zealand			2.233		re-listed
A6 Amputee Rehab. Centre	47.474		47.364	1.860	o/subscr.
New Zealand			2.233		1.750
Sweden			44.702		needed 1969
Receipts '67			429		
Canada (Angl. Ch.)				1.860	
A7 T.B. Control Project	33.000		28.000		5.000
Sweden			28.000		re-listed
A8 Socio. Research/Study Prog.	6.000			6.000	
A9 Rural Cred. & Tech. Ass.	12.000				re-listed
D8 Pub. for Youth Workers	500		500		12.000
USA - Various			500		re-listed
Malaysia					covered
A1 Churches' Couns. Serv.	2.000			2.000	covered
Germany (Notpr.)				2.000	
A2/Bukit Lan Ag. Trng. Cen.	17.333		7.172		10.161
3 Australia			2.231		
EACC			500		
New Zealand			2.233		
USA (Disciples)			2.208		
A4 Ind. Miss. Pilot Proj.	5.646		3.646		2.000
USA (Method.)			3.646		re-listed
Nepal					
A1 Gorkha Sch. Agr. Proj.	2.330		2.266		covered
Australia			2.231		
Switzerland			35		
A2 UMN Serv. Sch. Prog.	2.473		1.116		1.357
New Zealand			1.116		
A3 Tansen Hosp. Impr. Prog.	15.198		10.350	4.900	covered
Germany (BfdW)			10.350	4.900	
Non-listed Project					
Evang. Work in Villages			1.386		
New Zealand			1.386		
East Pakistan					
A1 Chunkhuri Ext. Centre	2.150		4.300		o/subscr.
Sweden			4.300		2.150
					needed 1969
A2 Khulna Demo. Farm	4.262		3.125	1.137	covered
Germany (BfdW)			3.135	1.137	
A3 Survey of Prot. Comm.	1.200				1.200 relist.
A4 Lead.Dev.Educ. Loan Prog.	1.377		1.117		200
New Zealand			1.117		
D5 Prog. of Yth. Comm.	1900		900		covered
Holland			900		
West Pakistan					
A1 Trng. Course in Rel.Instr.	8.500		2.231	7.500	o/subscr.
Australia			2.231		1.231
Germany (Notpr.)				7.500	re-listed

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
West Pakistan (cont.)					
A2 WPCMA Nursing Ed. Proj.	Germany (BfdW)	7.000	1.750 1.750	5.250 5.250	covered
A3 Improvement of TB Wards	Canada	16.010	7.819 5.868		8.191
	New Zealand			2.233	re-listed
A4 WPCC Youth Organiser	USA (PECUSA)	1.500	1.500 1.500		covered
Non-listed project	Holland	000.00	000.00	2.500	(Scholarship Fund)
Philippines					
A1 Ag. & Workers Brotherhood	Australia	7.200	8.781 2.231		o/subscr. 1.581
	UK	000.00	4.800		needed '69
	USA (UPUSA)		1.750		
A2 San Mateo Farm Loan Fund	Receipts '67 (USA, CWS)	7.500	17.400 4.000		o/subscr. 9.900
	Norway	000.00	3.800		needed '69
	UK	000.00	9.600		
A3 Rural Life Ctr. & Ext. Pr.	Receipts '67 (USA)	17.053	6.400 4.000	9.320	1.333
	Canada	000.00		9.320	re-listed
	UK	000.00	2.400		
A4 Bilaan Tribal Gps. Co-op.	Canada	2.000	10.062 462		o/subscr. 8.062
	UK	000.00	9.600		needed for special request
A5 Manobo Tribal Gps. Co-op.	Receipts '67	8.883	2.883 617	5.000	1.500
	USA (Disc.)	000.00	1.766		re-listed
	USA (UCC)	000.00		5.000	
A6 Gtr. Manila Soc. Ser. Agcyl	Australia	4.500	15.717 2.231		covered
	New Zealand	000.00	2.233		
	UK	000.00	4.800		
	Receipts '67	000.00	6.453		
Taiwan	A1 Ag. Scholarsps. Tribals	12.000	12.005		covered
	USA (Disc.)	000.00	1.325		
	USA (Meth.)	000.00	4.000		
	USA (UPUSA)	000.00	6.680		
A2 New Century Mission Ctr.	Australia	1.500	2.231 2.231		o/subscr. 731
	Norway	000.00			needed '69
A3 Rural Com. Dev. S.H. Proj.	Norway	4.000	4.700 4.700		covered
A4 Speech Therapy Project	Australia	3.900	1.115 1.115	2.785	re-listed
A5 Scholarsh. aid Trib. Stud.	Receipts '67	5.481	4.011 2.686	1.470	re-listed
	USA (Disc.)	000.00	1.325		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Taiwan (cont.)					
A6 Tribal Mobile Clinics	Australia UK	11.400	11.831 2.231 9.600		covered
A7 University Service Centre	Canada	15.384		9.320 9.320	6.064 re-listed
A8 Mennonite Hosp. beds	Germany (BfdW)	47.803	30.871 30.871	16.879 16.879	covered
Thailand					
A1 Economics Dept. Chr. Ctr.	Holland	3.000	28 28		2.972 re-listed
A2 Village Ext. Ctr. Chiengmai	UK	3.000	3.600 3.600	0/subscr. 600	needed
A3 Water Resources Survey	Norway	2.000	2.000 2.000		covered
A4 Rural Leadership Dev.	UK	5.000	4.800 4.800	200	re-listed
A5 Youth Work in Rural Areas	Australia Cyprus	850	921 836 85		covered
Pacific Islands Part 8					
Regional					
A1 House for Gen.sec., PCC	Australia New Zealand	12.705	3.904 3.346 558	8.801	re-listed
A2 Chr. Educ. Curriculum	Australia USA (Disc.)	25.200	7.343 5.577 1.766	17.857	re-listed
A3 Theol. College Stud.Qtrs.	Australia New Zealand USA (Meth.)	43.010	6.705 5.557 1.128	19.825 19.825	16.480 re-listed
Australia					
D1 Work with Migrant Youth		800		800	
Fiji Islands					
A1 Methodist Project	Australia Receipts '67	6.325	1.165 1.115 50	5.160	re-listed
A2 Suva Lead. Trng. School	New Zealand Norway	9.118	6.466 4.466 2.000	2.652	re-listed
Papua & New Guinea					
A1 University Chaplaincy	Australia Australia (direct) Germany (Notrp.) USA (Meth. Ch)	26.025	12.473 5.577 3.360 3.500	10.000 10.000	3.588 re-listed
A2 Banz Ag. Trng. School	Australia Germany (BfdW)	25.645	9.735 3.360 6.375	19.125 19.125	0/subscr. 3.215 needed

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Papua & New Guinea (cont.)					
A3 Lay Trng. Vill. Ch. Ldrs.	7.168	7.084			covered
Finland		3.584			
Germany (notpr.)		3.500			
A4 Methodist Teachers Coll.	21.532	3.346			18.186
Australia		3.346			re-listed
Ryukyu Islands					
A1 Veterinary Project	5.300	5.304			covered
UK		5.304			
USA (MCOR) '67 request		5.300			
Tahiti					
A1 Hostel Young Girls Papeete	31.456	11.833			19.623
New Zealand		2.233			re-listed
UK		9.600			
Latin America Part 9					
Regional					
A1 Servicio Evang. Informacio	3.000	500			2.500
USA (Disc.)		500			re-listed
A2 ISAL Project					
a Leadership Training	5.000	2.416	5.000	o/subscr.	
USA (Disc.)		1.816			2.416
Holland		600			
Germany (Notpr.)			5.000		
b Sociological Study Prog.	17.954	3.994	1.500	12.460	
Receipts '67		3.994			re-listed
Canada			1.500		
c Andean Study Secretariat	2.400	4.800			o/subscr.
Germany (Notpr.)		2.400			2.400
Holland		2.400			needed '69
d Publications Programme	3.600	3.600			covered
Holland		2.100			
USA (Disc.)		1.500			
e Social Justice Trng. Insts.	14.500	16.395			o/subscr.
Australia		3.360			1.895
Canada		4.655			needed '69
Holland		5.850			
USA (Disc.)		2.500			
B3 Assistance to Refugees	40.000	3.500	13.997		22.523
Canada			13.997		re-listed
Norway		3.500			
D4 Sec. Projects & Pubs.	3.100	2.099			1.001
Australia		418			re-listed
UK		1.276			
USA (Disc.)		405			
G5 Scholarships L.A. Students	7.000	11.116			o/subscr.
Canada		1.395			4.116
Denmark		1.000			needed '69
Germany (BfdW)		2.500			
Holland		3.055			
New Zealand		2.233			
USA (Disc.)		883			

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Argentina					
A1 Hung. Old People's Home	Norway	145.000			145.000
A2 Good Samaritan Sanitorium	Canada	121.000	10.000		111.000
			10.000		
D2 Part-time Youth Secretary	Canada	400	400		covered
			400		
Belize					
A1 Adult Education Prog.	Germany (Notpr.)	6.000	5.138		862
	Holland		2.500		re-listed
	USA (CWS)		638		
			2.000		
A2 Christian Soc. Counc. Bldg.	Germany (BfdW)	12.500	12.500		covered
			12.500		
Bolivia					
A1 Ecum. Labour Ministry	Australia	3.200	3.136		covered
			3.136		
A2 Miners' Social Centre	New Zealand	14.300	10.716		3.584
	U.K.		1.116		re-listed
			9.600		
A3 Malnourished Children	Receipts '67	10.000	10.250		o/subscr.
	USA (Disciples)		10.000		250
			250		needed 1969
A4 Bolivian Migrants	Germany (BfdW)	3.000	5.070		o/subscr.
	USA Various		3.000		2.070
	USA (UCC)		70		needed 1969
			2.000		
A5 Univ. Work, Tarija		5.425			5.425
D6 Part-time Youth Secretary	U.K.	1.000	1.000		re-listed
			1.000		covered
Brazil					
A1 Gurupi Com. Develpt. Proj.	Australia	420.670	133.213	68.818	218.639
Receipts '67			43.547		re-listed
	Canada		3.346		
	Finland		34.650		
	Denmark		10.000		
	Germany (BfdW)		5.000		
	Holland		36.665	61.875	
			5	6.943	
A2 Proj. Develpt. Committee	Holland	6.000	9.000		o/subscr.
	Sweden		3.500		3.000
	Germany (BfdW)		2.500		needed 1969
			3.000		
A3 Apodi Valley Develpt.	France	32.000	1.327		30.555
			1.327		
A4 YWCA Social Centre	Canada	7.500	9.825	4.650	o/subscr.
	Germany (BfdW)		2.325		6.975
			(19.000) already ded.		
	Sweden		from '67 Asking		
A5 Orfanato Lar Feliz		125.000	7.500		125.000

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Brazil (cont.)					
A6 Predigerseminar, Petropolis	Germany (notpr.)	75.353	7.500	8.750	59.103
A7 Girls' Home, Uruguaiana (Germany (Notpr.))		11.000	5.000	4.557	1.443
A8 Comm. Fund Clearance Ser. Germany (BfdW)		25.000	12.500	12.500	covered
Other sources: Brazil Gvt.			12.500	12.500	
A9 Ind. Trng. New Literates		483.000			483.000
A10 Fritz Kliewer School		98.237			98.237
A13 Voc. Trng. & Place. Migs.	Germany (BfdW)	10.000		10.000	covered
Norway (against '69 asking)			2.000	10.000	
A14 Fam. Guid. Ser. S. Paulo	Germany (BfdW) ded. '67ask.	14.000	26.009 (9.194)	5.250 5.250	o/subscr. 17.259
UK			12.000		needed '69
USA (CWS)			2.000		
USA (MCOR)			5.000		
Switzerland			7.009		
B11 O.P. Home, Rio de Janeiro		268.000			268.000
D12 Sec. for Youth Work		3.650			3.650
Gurupi: Ec. Youth Camp	Finland	11.000	6.861 2.216	6.000	o/subsec. 1.861
Switzerland			3.445		
UK			1.200		
UK (1969)				6.000	
Caribbean					
D1 Sec. for Youth Work	Canada	4.100	4.100		covered
Holland			1.840		
UK			109		
USA (PECUSA)			351		
D2 Study Con. on Youth Needs		820	1.800		withdrawn
Central America					
D1 Youth Secretary	Canada	3.100	3.100		covered
USA (Various)			2.976		
Chile A1 Support for Ex. Secretary	USA (UPUSA)	4.000	4.350 4.350		covered
A2 Salvation Army Primary Sch.		5.832			5.832
Costa Rica					re-listed
A1 Good Samaritan Home	Norway	700	700		covered
A2 Youth Social Action	New Zealand	4.500	18.915	13.761 1.386	12.324 re-listed
UK			12.000		
Germany (BfdW)			4.125		
Canada			2.790		
Cuba A1 Theological Books for Cuba	New Zealand	2.500	1.367		1.133
USA (Disc.)			1.117		
			250		

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
Cuba (cont.)					
Al Cuba Project	300.000	234.830		65.170	
USA (Baptist Mis. Soc.)		20.000		re-listed	
USA (Ch. of God)		8.000			
USA (Episcopal Ch.)		96.000			
USA (Friends)		4.125			
USA (Methodist)		32.740			
USA (PECUSA)		54.500			
USA (Church of Nazarene)		6.000			
Canada		2.325			
Holland		11.140			
Grenada					
Al I.C. Council for Soc. Wel.	5.751	7.287		o/subscr.	
Holland		2.777		1.536	
UK		1.210			
USA (CWS)		3.300			
Guatemala					
Al Consumers' Cooperative	10.000			withdrawn	
A2 Dr. Mariano Gal. Un. Lab.	26.550	27.757		o/subscr.	
UK		26.640		1.207	
New Zealand		1.117		needed '69	
F2 City Youth Centre	2.000	1.860		140	
Canada		1.860			
F3 City Nursery Project	2.000	1.920		covered	
UK		1.920			
Haiti	Al Rural Habilitation Centre	10.000	10.000		covered
	Receipts '67		10.000		
Jamaica					
Al School Leavers' Institute	2.800	2.400		400	
UK		2.400		re-listed	
A2 Trench Town YWCA Centre	14.176	16.760		o/subscr.	
Germany (Notpro.)		5.000		2.584	
UK		11.760		needed	
Panama					
Al Medical Clinic, Cusapin	11.000	7.231		3.769	
Australia		2.231			
Norway		5.000			
Paraguay					
Al Chaco Indian Development	23.500	23.500		covered	
Germany (BfdW)		23.500			
Reforestation Project	5.000	5.004		covered	
Norway (against '69 ask.)		2.500			
UK		5.004			
Peru	Al Reconst. of Colegio Int.	165.000			165.000
Trinidad					
Al House of Prayer, St. Anns.	1.000			1.000	
Uruguay					
Al Ext. Centre Emmanuel	10.000	2.523	6.250	1.227	
Germany (Notpr.)		2.500	6.250		
Switzerland		23			
A2 Children's Integration Ctr.	7.000	4.290		2.710	
Germany (Notpr.)		2.000		re-listed	
UK		2.040			
USA (Disc.)		250			

<u>Projects</u>	<u>Donors</u>	<u>Interest</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
<u>North America (part 4)</u>						
Al Mississippi Delta Ministry	75.000		179.362*)			104.362
& Martin L. King Mem. Fund						
Appeal 8.4.1968						
Australia			9.637			
Canada			15.768			
Congo (Kinshasa)			111			
Denmark			26.570			
Finland			2.000			
France			920			
Germany - BfdW			60.000			
Greece			300			
Holland			15.855			
Italy			1.250			
Kenya			21			
Malawi			12			
New Zealand			3.350			
Norway			5.000			
Rumania			500			
South Africa			288			
Sweden			10.000			
Switzerland			15.521			
UK			12.000			
Various			259			

*) of which for
Martin Luther King Memorial Fund 110.228

EMERGENCIES AND SPECIAL APPEALS

<u>EUROPE</u>	Sicily Earthquake	no amount	56.224
	Appeal Jan. '68	indicated	
	Canada		47
	Denmark		5.000
	Germany - BfdW		12.500
	Holland		27.133
	Norway		3.000
	Sweden		1.822
	UK		4.800
	USA - CWS		1.500
	USA - PEC		1.000
	Various		422
<u>Italy</u>	Naples Hospital	no amount	53.194
	Appeal Oct. '66	indicated	
	Canada		1.851
	Germany - BfdW		11.805
	Germany - Notprogr.		125
	Holland		27.090
	Norway		5.000
	Switzerland		23
	UK		4.800
	USA - UP		2.500

ORTHODOX & MIDDLE EAST

<u>Iran</u>	Iran Earth Quake	100.000	97.786	2.214
	Appeal Sep. '68		2.789	
	Australia		2.789	
	Bahamas		980	
	Canada		13.951	
	Denmark		3.000	
	France		1.002	
	Holland		14.139	

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual Receipts</u>	<u>Possible Receipts</u>	<u>Outstanding</u>
	Iran Earth Quake (continued)				
India		1.000	1.000	(Dechristmas)	amount still
Japan		139	139	defined as effective	
Malaysia		69	69	beneficiaries	
Norway		10.000	10.000	Balances of	1.000
Switzerland		33.407	33.407	balances	
UK		7.200	7.200	balance	
USA - CWS		5.000	5.000	new regularities	8
USA - PEC		5.000	5.000	AU	
Various		110	110		
Near East War Emergency					
Appeal 9.6.1967		2.000.000	1.019.968		960.032
Receipts up to 31.12.'67			(926.028)		
Australia		3.203	3.203	amounts at effective	
Belgium		514	514	balance	
Brazil		126	126	balance	
Cameroun		408	408	amounts at effective	
Canada		24.117	24.117	World -	Canada
Denmark		10.000	10.000	AU	
E.A.C.C.		2.500	2.500		
France		41	41	amounts not	balance
Germany		200.000	200.000	amounts	
Ghana		100	100	amounts	
Greece		1.044	1.044	amounts	
Holland		183.396	183.396	amounts	
Kenya		27	27	amounts -	Kenya
Korea		1.216	1.216	amounts	
Kuwait		11.422	11.422	amounts	
Norway		5.000	5.000	amounts	
Sweden		29.040	29.040	amounts	
Switzerland		8.219	8.219	amounts	
Tanzania		140	140	amounts	
UK		230.881	230.881	amounts	
USA - CWS		155.000	155.000	amounts	
USA - Kharag. Co-op.		13.000	13.000	amounts	
USA - MCOR		124.100	124.100	amounts	
USA - UCC		2.000	2.000	amounts	
USA - Various		3.649	3.649	amounts	
World YWCA		598	598	amounts	
Various		227	227	amounts	
Service Programme contrib.		10.000	10.000	amounts	
<u>ASIA</u>					
India Famine (all outstandings in sofar needed have been covered from unearmarked income).					
1. CORAGS Adm. Expenses		9.719	9.719	amounts	
Holland		9.719	9.719	amounts	
2. AFPhO Adm. Expenses		2.233	2.233	amounts	
New Zealand		2.233	2.233	amounts	
3. Fertilizer Project		4.580	4.580	amounts	
Denmark		4.580	4.580	amounts	
4. Mundgod Irrigation Proj.		219.422	219.422	amounts	
Switzerland		23.364	23.364	amounts	
UK		144.308	144.308	amounts	
USA - UP		25.000	25.000	amounts	
LWF/WS		26.750	26.750	amounts	
5. CORAGS Additional Feeding Progr.		60.513	60.513	amounts	
Belgium		46	46	amounts	
UK		467	467	amounts	
USA - NLC		60.000	60.000	amounts	

<u>Projects</u>	<u>Donors</u>	<u>Amount</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
			(Receipts)	Receipts	Receipts	Receipts
India Famine (continued)						
6. Wells in Philibhit	Switzerland	981	981			
7. Wells in Dohad	Holland	27.770	27.770			
8. Shivrajapur Wells	UK	4.872	4.872			
9. Agricult. & Rural Train. Centre for the Blind	Holland	14.700	14.700			
10. Wells in Hastinapur	Holland	20.964	20.827			
	Kuwait		137			
11. Feeding Programme (direct payment)	Germany - BfdW	106.550	103.750			
	UK		2.800			
Unearmarked for famine relief						
Receipts up to 31.12.'67			(2.040.915)			
Australia		15.407				
Belgium		20				
Canada		26.110				
Denmark		14.070				
Germany - Various		194				
South Africa		56				
Sweden		65.500				
Switzerland		37				
UK		22.055				
USA - PEC		6.000				
Various		37				
Vietnam Emergency		562.681				
Receipts 1965/'66/'67		(500.744)				
Australia		56.082				
Austria		-				
Belgium		191				
Brazil		-				
Bulgaria		1.000				
Cameroun		200				
Canada		65.620				
Denmark		26.500				
EACC		2.000				
Finland		5.000				
Formosa		100				
France		500				
Germany		39.264				
Holland		3.466				
Hong Kong		22.321				
India		1.090				
Indonesia		-				
Italy		2.750				
Japan		5.600				
Korea		460				
Malaysia		4.452				
New Zealand		6.979				
Norway		15.600				
Peru		40				
Philippines		648				

<u>Projects</u>	<u>Donors</u>	<u>Asking</u>	<u>Actual</u>	<u>Possible</u>	<u>Outstanding</u>
		<u>Receipts</u>		<u>Receipts</u>	
Vietnam Emergency (continued)					
	South Africa		142		
	Sweden		50.208		
	Switzerland		34.298		
	Thailand		500		
	UK		190.441		
	USA		26.050		
	Various		1.179		
General Unearmarked					
	UK		14.160		
	UK		14.160		
Self-Help Projects General					
	UK		1.200		
	UK		1.200		
Special Scholarships					
	USA - UP		300		
	USA - UP		300		
Revolving Fund for Emergencies					
	Canada		3.100		
	Holland		1.184		
	Holland		1.916		
Health Special Cares					
	USA - UP		105		
	USA - UP		105		
Unearmarked grants for Ecumenical Teams					
	Holland		27.385		
	Norway		11.385		
	UK		4.000		
	UK		12.000		
SASP		200.000	140.717		59.283
	Australia		5.578		
	Canada		6.921		
	Denmark		5.000		
	Finland		3.000		
	Germany - BfdW		8.405		
	Germany - EAGWM		12.500		
	Holland		13.885		
	Norway		4.000		
	UK		28.320		
	USA - Disc.		8.075		
	USA - Dom.		1.000		
	USA - NLC		5.000		
	USA - Ref.Ch.		4.000		
	USA - UP		35.000		
	Various		33		

Eingegeben am

- 5. FEB. 1969

Erledigt

A b s c h r i f t

=====

WORLD COUNCIL OF CHURCHES

Division of World Mission & Evangelism

150 route de Ferney
1211 Geneva 20
Switzerland

To: Affiliated Councils of DWME

Members and Consultants of DWME Committee

29th January, 1969

Dear Colleague:

I am sending you herewith the minutes of the DWME Divisional Committee held at Odense, Denmark, November 26th-30th 1968.

First, a word as to why I am writing, rather than Philip Potter. Since December 29th 1968 he has been travelling. Most of his time has been spent in the Caribbean travelling with the Reverend David Chaplin who began his work as Secretary for Inter-Church relations in the English-speaking Caribbean on January 1st. At present, Mr. Potter is attending the Executive Committee of the WCC in Tulsa, Oklahoma, USA, and in order not to delay the sending out of these minutes, I am writing.

On December 5th, Philip sent you a letter telling of the decision taken at Odense concerning the meeting of the Commission that was planned for the end of this year. I will not repeat that which was a major item in the meeting. There are a number of other matters arising out of the Odense Meeting to which I would like to call your attention:

1. Structure and Relationships

I would call your attention especially to Appendix III and to the discussion in Nos. 6 and 7 on pages 11 and 12. The issues raised here are fundamental to the future of the Division and the Commission, and we hope that all Councils will give them careful discussion.

2. Internationalization of Missionary Personnel

I am glad to be able to report that DICARWS has agreed to the proposal and that plans are underway for a meeting of the "eight". I do hope that you will study carefully the proposal in Appendix XIX and share with us your thoughts on this important matter.

3. Finance

The books for 1968 have not been finally closed and thus I cannot tell you for the moment whether the "suggested deficit of US \$ 9,000" in the Operating Fund (as mentioned on page 17) stands or not. I do, however, want to call to your attention the fact that the authorized Operating Budget of \$ 271,000 for 1969 will call for a real

effort on the part of all of us, and I hope that you will all review carefully your participation.

4. Director's report

Since Philip is not writing, no false modesty prevents me from commending to you the Director's report beginning on page 4. This is an excellent survey of the issues we face and the setting in which we face them.

Although these minutes are marked "confidential" I hope you will not take that to mean that they should be locked away in a file. They are to be read and I do hope that you will take every opportunity to share with your colleagues and constituency the issues raised by them.

May God's blessing be on all of you in the tasks of mission to which each of you is called.

Sincerely yours,

gez. Robbins Strong

Assistant Director.

DWME 69/7