

THE UNITED CHURCH OF CANADA
Prairie to Pine Region

PEMBINA PARISH PASTORAL CHARGE
Zion-Calvin, Darlingford & St Paul's, Morden



Mission Statement

Pembina Parish is a caring Christian community, welcoming all people to join in our journey of celebrating God's presence, sharing our gifts locally and globally, while exploring our faith.

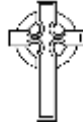
2019 ANNUAL REPORT

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IN MEMORIUM



Lorraine "Anne" Chesney (nee Blythe)
Bert Chubey
James (Jim) Conner
Dale Dudgeon
Glenn Dueck
Margorie Godkin
Roberta Griffin
Verna Hoeppner
Olive Kunzelman
Sandra Lowry
Helena Mueller
Clinton Pentland
Eric Pohl
Bill Sandercock
Doreen Smith
Beverly Spangelo
Allan Sprung
Madeleine Waddingham (nee Lowry)

MARRIAGES

Janet Young and Wayne Williment
Lauraine Ouwehand and Jasefa Cakauvula

BAPTISMS

Shay Miller
Laurie Wiebe
Martin Worrall
Demeter Van Vliet Vaisius

MEMBERSHIP TRANSFER IN

Leslie Bezte
Wilma Garlick
Brian Saunderson
Faun Scott
Glennis Scott
Cathy Vanstone
Charlie Vanstone

Pembina Parish Annual Meeting
Sunday, March 10, 2019, St. Paul's United Church, Morden, Manitoba
Fellowship Lunch 12:00 Meeting 12:30 – 3:00 PM

MINUTES

In Attendance: Total 63

| | | |
|---------------------|-----------------------|--------------------|
| Hugh Lumgair | Mary Lou Schroeder | Carol Burton |
| Norm Rothenburger | Wes Schroeder | Sally Chubey |
| Esther Rothenburger | Rick Britton | Lynn Bollenbach |
| Mary Olafson | Martin Worrall | Sharon Deceuninck |
| Jean Motheral | Laurie Wiebe | Tina Holenski |
| Wayne Motheral | Kathryn Luger | Brenda Sloan |
| Bruce Lyng | Maurine Irvine | Al Sloan |
| Kaye Lyng | Lynne Cawley | Betty Dunbar Sager |
| Shannon Holenski | Pat Hamm | Roxanne LeBlanc |
| Doug Lone | Deb Hamilton | Chelsey Giesbrecht |
| Cathy Lone | Joyce Maxwell-Windsor | Kari Unger |
| Brian Andrew | Pat Gibson | Kerry Craig |
| Lesley Andrew | Bev Wilson | Margot Craig |
| Nancy Penner | June Steiner | Basil Holewka |
| Henry Penner | Arnold Jungreithmeier | Marlene Holewka |
| Brian Nedohin | Arnold Law | Earl Gardiner |
| Fred Mayor | Rish Law | Louise Gardiner |
| Myrna Mayor | Margaret Cove | Bruce Shewfelt |
| Mary Miller | Dorothy Gower | Bev Shewfelt |
| Elymer Young | Jackie Stark | Rev. Cathie Waldie |
| Grace Young | Lois Dudgeon | Leslie Bezte |

WELCOME (Circulation of Attendance Record) at 12:37pm Marlene Holewka
 Marlene asked attendees to update their contact info on the circulating attendance sheet.
 She thanked everyone for contributing food for the lunch and thanked Shannon Holenski and her helpers for organizing.

OPENING WORSHIP Rev. Cathie Waldie
 Rev Cathie opened with the parable of the wineskin on mixing old and new.
 She offered a prayer reflecting on the past year and the blessings and challenges we had.
In Memoriam, Baptism, Membership, Marriage (page 5 of the **2018 Annual Report** attached) was read aloud

APPROVAL OF AGENDA

MOTION:

MOVED BY Pat Gibson **SECONDED BY** Maureen Irving that the agenda be approved as circulated.

CARRIED

MOTION:

MOVED BY Nancy Penner **SECONDED BY** Shannon Holenski that voting on all matters be extended to all adherents. **CARRIED**

MOTION to APPROVE

5.1 MOTION:

MOVED BY Rick Briton **SECONDED BY** Carol Burton to approve the Minutes of the Congregational Meeting February 7, 2018 (page 6 of the **2018 Annual Report** attached). **CARRIED**

5.2 MOTION:

MOVED BY Jean Motheral **SECONDED BY** Lesley Andrew to approve the Minutes of the Annual Meeting March 4, 2018 (page 9 of the **2018 Annual Report** attached). **CARRIED**

BUSINESS ARISING

Conversation re: Options for Right Sizing St. Paul's Facility (page 39 of the **2018 Annual Report**)
Pembina Parish Property Discernment Interest Group Earl Gardiner & Bruce Shewfelt

MOTION deferred to item 10

Revised Mission Statement, New Core Values, and Vision Statement

Marlene acknowledged those who made the existing Mission Statement and those who made the banner. She thanked the team who worked on the new Mission, Vision and Values. Marlene read aloud the revised Core Values, Mission and Vision Statements (attached).

MOTION:

MOVED BY Bruce Lyng **SECONDED BY** Rick Briton to approve the Core Values, Mission Statement and Vision Statement proposal. **CARRIED**

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Marlene Holewka asked that we draw our attention to these reports on our own time.

Presentations:

Finance – Louise Gardiner

Louise thanked her team. She acknowledged Mary Miller for doing the envelope deposit and Zion Calvin volunteers who count and transport the offerings to Pembina Parish. Louise thanked Linda Sandercock for doing the tax receipts and Laurie Wiebe who now acts as bookkeeper for Finance Interest Group.

Louise presented the Operations Statement of Profit & Loss (attached page 19 of **2018 Annual Report**). There is a net surplus of \$56,360. Givings were down but fundraising was up. Expenses were down because no second minister was hired.

Flow through revenue (attached p 20) was summarized.

Restricted Funds (attached p 20) transactions were outlined. Totals for restricted funds as of December 31, 2018 is \$153,551.

The balance sheet (attached p 23) was presented. Louise explained the movement of funds from operating to restricted funds. This past year she moved money from chequing to platinum savings to gain interest. When GICs come due later this year she will move extra money to platinum savings also.

Total assets are \$265,076.

Finance Interest Group was thanked.

Wes Schroeder spoke of the new review system that Hugh Lumgair, Wes Schroeder, Alex Fedorchuk and Louise Gardiner developed to ensure accuracy, transparency and protect volunteers as advised by the accountants (as attached).

St. Paul's UCW – Esther Rothenburger

Esther opened with the pledge they open all UCW meetings with. She expressed the sadness of closing the St. Paul's group. They are still active socially as a group, but getting older. Esther joined in 1961 with lots of energy and new ideas. With the money they raised from garage sales, bake sales, etc. they purchased tables, chairs, stoves, fridges, painted the kitchen and stocked kitchen supplies. Special thanks to all those who chaired or held offices through the years. The group will still be available to help with funeral lunches or whatever needs to be done! She thanked the UCW women for all the assistance over the years. She closed with the closing prayer of their UCW meetings.

Marlene Holewka thanked Esther for her words and the St. Paul's UCW for their contributions over the years.

MOTION:

MOVED BY Deb Hamilton **SECONDED BY** Brian Nedohin to receive and accept all Reports.
CARRIED

8. NEW BUSINESS

8.1. Presentation of the 2019 Budget

Louise Gardiner

Louise presented the 2019 budget (as attached p. 21, 24-27) She also reviewed the process for preparing the budget. They budgeted for a CDM to start in May, taking the top range of salary. The looked at the budget requests from the Interest Groups. They assumed fundraising and rental would look the same. They hoped that givings would remain the same as last year even though they were down about 0.5% from last year's budget. They know about salary changes, building expenses and the new costs of operating. All things considered they arrived at the Budget for the 2019 Fiscal Year.

MOTION:

MOVED BY Lois Dudgeon **SECONDED BY** Henry Penner to accept the 2019 Budget as presented.
CARRIED

8.2. Mission and Services (M & S) Goal for 2019

MOTION:

MOVED BY June Steiner **SECONDED BY** Pat Gibson to set the M & S goal for 2019 at \$35,000.
CARRIED

9. NOMINATIONS for 2019 – 2020

Page 57

MOTION:

MOVED BY Carol Burton **SECONDED BY** Rish Law to appoint three scrutineers: Shannon Holenski, Maureen Irvine and Margot Craig. **CARRIED**

Marlene Holewka thanked the outgoing appointments by name (*2018 Annual Report* page 59 attached)

Marlene reviewed the appointments and vacancies for 2019-2020 (attached)

In summary the new appointments are:

Ministry and Personnel – Kari Unger

Regional Council Reps – Sharon Deceuninck

Youth Representatives – Ethan Bezte for St. Paul's

Rock Lake UC Camp Reps –Bon Luger and Ron Peters

St. Paul's Trustees – Sam Arnt

Nominations / Appointments from the floor

Marlene Holewka asked for nominations from the floor. None were put forward.

MOTION:

MOVED BY Myrna Mayor **SECONDED BY** Doug Lone to move that nominations cease.
CARRIED

ELECTION OF OFFICERS And /Or ANNOUNCEMENT OF APPOINTMENTS

MOTION:

MOVED BY Shannon Holenski **SECONDED BY** Grace Young to accept the slate of officers for 2019-2020. **CARRIED**

Presentation: Rightsizing Options for St. Paul's with Discussion and Consideration of Options

Earl Gardiner and Bruce Shewfelt

Earl thanked Bruce Lyng for filling in for Thong. He thanked the congregation for allowing him to be part of the discernment process and all the people who were willing to part of the committees and subcommittees. He enjoyed working alongside Bruce Shewfelt. Thanks to all the committees and sub committees.

Moving forward to the next step requires answering more questions. Earl reviewed the steps leading up to last year's process and the direction provided from last year's annual meeting. The Property Discernment Interest Group was to report back to Leadership Team by January 2019

They found there were no interests in sharing or developing the space. It would cost \$100,000 to repair the CEU roof. So seemed reasonable to put effort into investigating right sizing.

The group received right sizing feedback from 24 questionnaires and 12 interviews. It was determined we need a kitchen, Sunday school space, planned meeting rooms and storage. We do not need all the current space - only about 9,000 ft², about a 30% reduction in space.

They asked the congregation if they could plan based on that via a questionnaire. Of the 82 respondents, 88% said yes, 12% said no. The Discernment Group asked Leadership Team for funding to engage an architect in presenting a visual for congregants to visualize the space as a multipurpose sanctuary.

MOTION:

MOVED BY Hugh Lumgair **SECONDED BY** Rick Britton that the Property Discernment Interest Group be authorized to engage a consultant(s) at a cost not to exceed \$20,000 to assist in the preparation of an architectural, engineering and financial plan that details the cost of capital renovations related to 'Right Sizing' St. Paul's facility. Further, as part of their process, the committee is authorized to pursue and develop options for the CEU that provide the best value to the Parish. Work to be completed by June 15th, 2019, with a congregational meeting to be organized by the Pembina Parish Leadership Team for further discussion on the project. (attached)

The floor was opened for questions and comments:

Is this the right size on the drawing? Yes around 9,000 ft² to keep the remaining to demise (~5000ft²).

The \$20,000 would be money well spent.

The known cost for the roof is \$100,000. What will be cost to remove CEU and upgrade that multipurpose space? The cost will be more but we want the final product to be updated and functional for next 30 years. We are in favor.

What are mezzanine and stairs jut outs? We need access to the furnace room hence stairs jut out. The mezzanine is extra second level space for Sunday school or storage

If we spend \$100,000 to fix the roof does the expense stop there? No. We have to spend to get up to code, right? Not sure.

Whatever happens we all want to be able to enjoy it.

It can be said that a multipurpose space is against the teachings of the bible. However I have seen multipurpose sanctuaries and they are nice.

The Sunday school appreciated being asked about their needs. Be aware that there might be more noise and activity from the Sunday school in the space suggested.

What is the assessed value of the property? Would taxes be less without the CEU? Property value (building and land) is assessed as \$700,000.

Thank you to Bruce and Earl for the work already done. In the next 20 years approximately 20 households will be gone from the church. How about in addition to fixing the roof we put in an additional \$600,000 to fix and update everything and leave it intact. This would be ~ \$1,000,000 less than the proposal on the floor.

Did the group explore renting the CEU out? Only to phase I as partnerships but no one was interested. Commercial leasing has not been explored. Space is leasing for \$15-17/ ft² in Winkler. We could sell part of the parking lot (valued at \$200,000)

\$20,000 will be well spent to get the expertise for the next steps.

How about sectioning off the CEU into 5 x 1000 ft² apartments? We do not want to be developers.

Can we get assurance that Bruce and Earl will continue with this. They said yes.

Marlene Holewka called for a secret ballot to vote on the motion. The three scrutineers distributed the ballots. Esther took a moment to thank the Leadership and Discernment for the work they did over the past year.

CARRIED

MOTION:

MOVED BY Jean Motheral **SECONDED BY** Rick Britton to destroy the ballots. **CARRIED**

Marlene Holewka thanked the Leadership Team, the Property Discernment Interest Group, Shannon Holenski and the kitchen helpers for today's lunch, Doug Lone for providing the sound

Rev. Cathie Waldie thanked Marlene Holewka for her leadership and grace and thanked the Leadership Team for their work this past year.

MOTION TO ADJOURN at 2:50PM

MOVED BY Hugh Lumgair **SECONDED BY** Rick Britton

CLOSING PRAYER – Rev. Cathie Waldie closed with prayer thanking participants for the positive tone today.

Marlene Holewka, Chairperson

Leslie Bezte, Recording Secretary

St Paul's Discernment Pembina Parish Update Meeting
Sunday, June 23, 2019, St. Paul's United Church, Morden, Manitoba
Fellowship Lunch 12:00 Meeting 12:45 – 2:00PM
MINUTES

In Attendance: Total 54

| | | |
|------------------|---------------------------|---------------------|
| Leslie Bezte | Joanne Thompson | Arnold Law |
| Brian Saunderson | Eric Thompson | Rish Law |
| Kathy Saunderson | Louise Gardiner | Lesley Andrew |
| Laurie Wiebe | Earl Gardiner | Kathy Ritchie |
| Pat Gibson | Bruce Shewfelt | Donna Lumgair |
| Jean Motheral | Jason | David Lumgair |
| Betty Dong | Shay Millar | Jean Carruthers |
| Lori Willcocks | Demeter Van Vliet Vaisius | Carol Burton |
| Lynn Bollenbach | Roxanne LeBlanc | Rev Cathie Waldie |
| Mary Miller | Basil Holewka | Jackie Stark |
| Fay Carruthers | Marlene Holewka | Maureen Irvine |
| Cathy Sandercock | Chelsey Giesbrecht | Brian Irvine |
| Elymer Young | Bruce Lyng | Margaret Cove |
| Grace Young | Kaye Lyng | Sally Chubey |
| Nancy Penner | Arnold Jungreithmeier | Betty Dunbar Sager |
| Ray White | Sue Nelson | Esther Rothenberger |
| Sharon White | Wes Schroeder | Norm Rothenberger |
| Don Cram | MaryLou Schroeder | Margot Craig |

WELCOME (Circulation of Attendance Record) at 12:45pm

Brian Saunderson

MOTION:

MOVED BY Nancy Penner **SECONDED BY** Joanne Thompson that voting on all matters be extended to all adherents. **CARRIED**

REVISIONS TO PEMBINA PARISH CONSTITUTION

MOTION:

MOVED BY Jean Motheral **SECONDED BY** Carol Burton to adopt the revisions to the Pembina Parish Constitution as circulated (attached). **CARRIED**

ST PAUL'S DISCERNMENT UPDATE

Earl Gardiner

Earl opened by giving thanks to the discernment committees and the congregation for their inputs in this process. Bruce Shewfelt and Earl gathered the information and now they are looking for support and direction from the congregation. Earl reviewed the committee's direction from the Annual Meeting, the assumptions guiding the committee, the accomplishments since the Annual Meeting and the recommendations from the committee (attached). In summary they were exploring how to get the most dollar value from the CEU and determining detailed pricing on the cost of the renovation of the sanctuary to a multipurpose space. Five experts were consulted and it was determined that the cost of fixing the current structure would be \$600,000 and updating/renovating would be an additional \$600,000-\$700,000. Also we have a very rentable space in the CEU. The committee would recommend leaving the CEU attached, fix the roof and further develop plans to demise the CEU while exploring interest in leasing the CEU.

We broke off into table discussions to answer the questions the committee brought forward (attached). After some time for discussion a spokesperson from each table outlined their consensual answers.

In Summary:

Are you in agreement to keep the CEU for lease out? Yes.

Are there any types of tenants that you would prefer? Business, church, counselling services, officers, before and after school day care. **Any you would be opposed to?** Casino, manufacturing, industrial or loud noise.

Depending on the timing and need, would it be okay to take out a mortgage to accelerate portions of repairs or "right size" plan? Yes; maybe; consider member loans to the church; only if we have a 10 year lease in place with the CEU

Should we use current operating funds to effect repairs to CEU roof (\$100,000) or begin our building stewardship drive for special giving dedicated to that project and other upcoming projects? Yes, start on roof now then start a stewardship drive; campaign fundraiser; begin stewardship drive and find out what grants are available

What is a reasonable target to annual building fund growth? \$50,000; project by project \$150,000/year; 10%/year for 10years or \$120,000/year less rental income; need more information to make this decision

Any other comments and concerns? Where would we worship if CEU is not available during renovation of sanctuary?; do we have access to energy grants?; we want to be assured that we could accommodate lunches, events and funerals; thank you for the work you have done; encourage new members; without vision people perish, with vision people flourish. We have vision!

MOTION:

MOVED BY Earl Gardiner **SECONDED BY** Bruce Shewfelt to retain the CEU, repair the roof and pursue options to lease the CEU as a rental property. **CARRIED**

Earl will take this direction back to the discernment committee and they will have another congregational meeting in September outlining a 10 year building plan, a concurrent financial plan and stewardship initiative.

MOTION TO ADJOURN at 2:00PM

Brian Saunderson, Chairperson

Leslie Bezte, Recording Secretary

APPOINTMENTS FOR 2019

| Leadership Team: | | Appointment | Service |
|---------------------------------|--------------------|--------------------|--------------------------|
| Chair | Brian Saunderson | 2019 | 2 years (+1 year) |
| Secretary | Leslie Bezte | 2018 | 2 years (+1 year) |
| Treasurer | Louise Gardiner | 2016 | 2 years (+1 year) |
| M&P Representative | Bruce Lyng | 2018 | 2 years (+1 year) |
| Member | vacancy | | 2 years (+1 year) |
| Member | | | 2 years (+1 year) |
| Member | Margot Craig | 2018 | |
| Member | Debbie Hamilton | 2017 | 2 years (+1 year) |
| Minister | Rev. Cathie Waldie | | |
| Ministry & Personnel | Kari Unger | 2019 | 2 years (+1 year) |
| | Mary Ann McElroy | 2018 | 2 years (+1 year) |
| | Bruce Lyng | 2018 | 2 years (+1 year) |
| | Karen Ching | 2017 | 2 years (+1 year) |
| | Cathy Lone | 2017 | 2 years (+1 year) |
| | Beth Lovell | 2018 | 2 years (+1 year) |
| Elders | Doug Lone | 2016 | 3 years (+1 year) |
| | Karen Ching | 2016 | 3 years (+1 year) |
| | Joan Peters | 2016 | 3 years (+1 year) |
| Regional Council Reps | Sharon Deceuninck | 2019 | 3 years (+1 year) |
| Youth Representatives | Ethan Bezte | 2019 | Annual Appointment |
| | Vacancy | | |
| Zion-Calvin Trustees | Debbie Hamilton | 2016 | 5 years (+2 extra years) |
| | Martin Worrall | 2019 | 5 years (+2 extra years) |
| | Brian McElroy | 2017 | 5 years (+2 extra years) |
| | Vacancy | | 5 years (+2 extra years) |
| St Paul's Trustees | Nancy Penner | 2017 | 5 years (+2 extra years) |
| | Brian Nedohin | 2018 | 5 years (+2 extra years) |
| | Rick Britton | 2018 | 5 years(+2 extra years) |
| | Sam Arnt | 2019 | 5 years(+2 extra years) |
| Rock Lake UC Camp Corp. | Bob Luger | 2019 | Annual Appointment |
| | Ron Peters | 2019 | Annual Appointment |

MINISTER'S MESSAGE

"Glory to God, whose power at work within us is able to do far more abundantly than all that we ask or think" - Ephesians 3: 20-21

Dear Friends,

The past year was a significant one for our parish as we continued to move forward on several initiatives, as well as embrace some new ones. One of the most important of these was finding ways in which to live into our new Mission Statement. Together with our Vision Statement and Core Values of Caring (Inside), Sharing (Outside) and Exploring (Upside Down) approved at last year's Annual Meeting, this statement is intended to guide our relationships, decision-making, planning and goals for the future. It was good to see many people in our parish taking ownership of these statements that will be so valuable in the years to come.

Our parish also continued to move forward with right-sizing of the St. Paul's building as we decided in June to proceed with a roof repairs on the CEU and pursue options to lease it as a rental property. Steps were also taken by our Affirming Conversation Interest Group as they continued to help us explore through various speakers and resources what it means to become an Affirming Ministry. Another initiative that happened this year was the appointment of a Ministry Search Team, which worked hard on the profiles needed to attract a new minister. To all of those involved in these various endeavours in our parish I extend my deep appreciation and gratitude.

One of the highlights of the past year for me were the ecumenical relationships we've been able to develop as a parish. We continue to partner with Morden Mennonite Church and Pembina Mennonite Fellowship in providing support to our Syrian newcomer families, helping them to welcome another family member to Canada this year. It was also a great privilege for us to host the first part of "The Best is Yet to Be" course on healthy aging led by Larry Danielson in co-operation with Morden Mennonite, St. Thomas' Anglican and St. John the Evangelist churches. Another joint event was the Blue Christmas service we shared with St. Thomas Anglican church in December.

As I reflect on the past eight and a half years I have served Pembina Parish, I am aware of the many changes that have taken place during that time: Adjusting a new parish governance structure. Other changes have been Zion-Calvin's extensive building restoration work, the development of several new parish policies, emerging new leadership and growth in our Sunday Schools. For me these are all signs of God's Spirit at work in our midst, far surpassing all that we can dream or imagine.

At its core, the Church is about people. We are the community of Jesus' disciples, the Body of Christ, called to love and serve one another and the world. I am deeply grateful to you, the people of our parish, who have responded to that call and lived it out in so many ways: through celebrating God's presence in worship, nurturing children and youth in Sunday School, growing in faith through study groups, sharing in fellowship and social events together, caring for one another in times of loss and grief, and supporting the mission and outreach of the wider church. My special thanks goes to Laurie our Office Administrator, whose upbeat spirit, efficiency and skill keeps things running so smoothly, and to Thong, our custodian, whose helpful presence and care for our building is so evident. I also extend my thanks to our Leadership Team for its hard work over the year, as well as the leaders of our many Interest Groups. My thanks as well to those of you who serve in quieter, behind-the-scenes ways, but whose gifts are equally important in building our faith community. My prayer is that as you enter a time of change and transition, God's power will continue to be at work within you, guiding and blessing you for the road ahead.

Yours in Christ,
Rev. Cathie Waldie

Leadership Team

The Pembina Parish Leadership Team is responsible for overseeing the life and work of the Parish as described in The Constitution of Pembina Parish (5.1.), and in accordance with The Manual of the United Church of Canada, https://www.united-church.ca/sites/default/files/the-manual_2019.pdf.

All of the Pembina Parish Interest Groups, Committees, and House Groups are accountable to the Leadership Team. These groups are listed on all our meetings' agenda, with representation, reports, and discussion as needed. All meetings include reports from the Treasurer (Finance), Ministry and Personnel, and Minister. Rev. Cathie Waldie opens and closes all meetings with words of worship and reflection.

All of the Leadership Team meetings are open to all and the minutes can be obtained from the Parish Office and are posted on the website: <https://www.pembinaparish.com/minutes-of-meetings.html>.

Through our nine regular meetings in the past year, a common theme of preparing for change has characterized many discussions. As the congregations of Pembina Parish are aware, we are approaching the time of Rev Cathie's retirement date of June. Our dedicated minister search committee of Louise Gardner (chair), Marlene Holewka, Martin Worrall, and June Steiner have kept the Leadership Team updated with their progress. Now that the Parish profile is complete, and nearer to position posting, the Committee is optimistic that they will be reviewing applications and interviewing minister applicants by early summer. As reported in last year's annual report, the attempt in 2018 to find a second minister for a part time position was not successful. That effort evolved to the position of Congregational Designated Minister, a role dedicated to increased connection to youth and young families. This position was posted twice; in the winter/spring months and again through summer 2019, but again, the initiative did not find a suitable candidate. The Leadership Team then decided to suspend this staffing effort, as the priority currently is to replace departing minister Cathie.

The other "preparation for change" involves our places of worship. The roof of the Zion-Calvin church received new shingles, but exterior painting plans were curtailed with the wet fall. Regarding St. Paul's church, the Discernment process continued through 2019 with numerous update presentations to the congregation by Earl Gardiner and Bruce Shewfelt. At a congregational meeting in June, the Discernment/Right Sizing Interest Group received approval to retain the CEU hall, repair its roof, and seek a long term tenant for the space. The reconfiguring and improving of the balance of the church will be handled in stages, as will the related fund-raising. This long term project is focussed on the future needs of Pembina Parish and will continue to be a major topic for the Leadership Team.

At the above mentioned congregational meeting, our Pembina Parish Constitution, with some changes, was approved. A renewed Mission and Vision statement was part of that approval. As noted in last year's report, a living and relevant Mission and Vision requires **much** work. It is not static, but ever evolving.

While the work of the Leadership Team involves serious discussion, the comradery and good will of the group make meetings enjoyable. We appreciate the dedication of all on Interest Groups and Committees, and everyone enjoys those interactive times, such as the fall supper, soup and dessert Fridays, participating in Morden's first Pride event, the choir concert, Ivy League suppers, Women's Retreat, and, of course, Sunday worship. Rev Cathie and Laurie do much to assist and prepare for our Leadership Team meetings and it is appreciated.

Respectfully Submitted by

Brian Saunderson, on behalf of the Pembina Parish Leadership Team: Louise Gardiner, Leslie Bezte, Deb Hamilton, Margot Craig, Bruce Lyng, & Rev. Cathie Waldie.

Community of Faith Profile Team Report

The Community of Faith Profile Team members: June Steiner, Martin Worrall, Marlene Holewka and Louise Gardiner were appointed in September 2019 when the Prairie to Pine Region accepted Rev. Cathie Waldie's resignation for her June 2020 retirement. We were assigned a Regional Liaison, Rev. Melanie Kauppila to help us work through the process of preparing the Pembina Parish Profile: writing the Pembina Parish's Living Faith Story, the Minister Position Description and the Statistical requirements for our Community of Faith. These Profile documents were approved by the Leadership Team in December, and were submitted to the Prairie Regional Commission for review on their January 14th, 2020 meeting. The Commission has made two minor changes to our submission. The Leadership Team has approved these changes, and the Profile will be presented to the congregations at the Annual Meeting. When approved by the Parish members we can then proceed to advertising on The Church Hub website designed for advertising Ministry Opportunities. The Profile documents will be available in the office if members would like to read the Profile in its entirety prior to the annual meeting. We will provide a summary at the annual meeting prior to the congregational vote. Then the Parish needs to nominate a Ministry Search Team to review applications and hopefully make a hiring recommendation to the Parish. Our hopes are that we would have a full time minister as early as July or at the latest September 2020.

Submitted by

Louise Gardiner

Finance Interest Group

The Finance Interest Group members are: Alex Fedorchuk, Hugh Lumgair, Wes Schroeder, Louise Gardiner and Rev. Cathie Waldie.

The focus of this Interest Group is to monitor and review the ongoing financial situation of the Parish. The group assists in the annual Stewardship Giving program, monitors the income/givings and expenses to ensure the sustainability of the Parish. We meet quarterly to review the Balance Sheet and comparative Income Statement. We prepare the annual budget for presentation to the Leadership Team and approval at the annual meeting. Financial updates were provided for News and Notes and the Parish Newsletters as well as reported monthly at the Leadership Interest Group meetings. The Financial Interest Group also reviews the procedures and systems to support the effective and safe management of the Parish's financial processes. An internal review of procedures is undertaken twice per year.

Parish Operations - For the year ending December 31, 2019:

From a financial perspective Pembina Parish finished the year with another large operating surplus of \$67,809. The budget approved at the beginning of the year projected the Parish having a \$834.00 surplus. This excess was again created due to having had budgeted the new .8 Congregational Designated Minister to start in May 2019. It was encouraging to see that the congregational givings exceeded the budget (actual = \$220,766. vs budget of \$219,170). In October we were quite concerned, as at that point in the year we were showing a shortfall of over \$25,949. However, in November and December the offerings increased significantly, exceeding what was anticipated in those two months. We contribute this year of the year change to an effective Stewardship Program. Looking at the trend in givings, compared to 2018, our contributions has remained steady through 2019.

Our sincere thanks and appreciation to all the volunteers in the Parish that worked on fund raising events (such as the Fall Supper, Mother's Day lunch, Darlingford Craft Sale, Choir Concert, Co-op gift cards, Sunday School plant sale, etc.) as our fund raising for the year netted \$20,633.00 and thanks to an anonymous donation to cover the expenses of the Fall Supper our gross revenue became the net profit (\$ 6,062.00).

**Pembina Parish United Church
Statement of Income and Expenses
For the period ending December 31, 2019**

| | <u>Actual to Dec 31, 2019</u> | <u>Budget to Dec 31, 2019</u> | <u>Variance</u> |
|---------------------------|-----------------------------------|-----------------------------------|-------------------|
| Income | | | |
| Givings | \$ 224,340 | \$ 222,670 | \$ 1,670 |
| Fundraising | 20,633 | 16,130 | 4,503 |
| Other | 16,141 | 14,460 | 1,681 |
| Total Income | <u>\$ 261,114</u> | <u>\$ 253,260</u> | <u>\$ 7,854</u> |
| Expenses | | | |
| Salaries | \$ 106,033 | \$ 140,474 | \$ -34,441 |
| Administration | 27,676 | 39,053 | -11,377 |
| St. Paul's Bldg Expenses | 44,698 | 47,100 | -2,402 |
| Zion-Calvin Bldg Expenses | 11,096 | 9,795 | 1,301 |
| Interest Groups | 3,802 | 15,995 | -12,193 |
| Total Expenses | <u>\$ 193,305</u> | <u>\$ 252,417</u> | <u>\$ -59,112</u> |
| Net Surplus (Loss) | <u>\$ 67,809</u> | <u>\$ 843</u> | <u>\$ 66,966</u> |

Flow Through Revenue:

The Parish collects and remits M&S donations on behalf of the Parish that are designated to the United Church's national M&S fund. The target set at the annual meeting for our Parish was \$38,000. As the statement below indicates, the total raised and remitted for 2019 from the Pembina Parish was \$33,606.

There are a very dedicated group of volunteers in the Parish that regularly put on Soup & Pie fund raisers and they then in turn donate this money to local outreach projects. Our thanks for the important outreach this group does on behalf of the Parish.

**Pembina Parish Pastoral Charge
Summary of Flow Through Transactions
For the Year Ending December 31, 2019**

| | <u>M & S</u> | <u>Soup & Pie</u> | <u>Total</u> |
|-----------------------|------------------|-----------------------|--------------|
| Net Revenue Collected | \$ 33,606 | \$ 6,404 | \$ 39,263 |

Restricted Funds:

The Pembina Parish has 4 separate restricted funds that have been established, two that are specific to the two church buildings and the other two related to what we call opportunity funds. Any donations received that are designated specifically to any of these funds are recorded and tracked separately. The statement below reflects the income that came in during 2019 as well as any approved expenditures from the funds. Note that the Opportunity Fund – Endowment has been established as a legacy fund and only the interest from this account can be used for projects.

| Pembina Parish Pastoral Charge Summary of Restricted Fund Transactions For the Year Ending December 31, 2019 | | | | | |
|---|---------------------------------|-------------------------------|--------------------------------------|--|------------|
| | Zion Calvin Building Fund | St. Pauls Building Fund | Opportunity Fund - En- dowment | Opportunity Fund - Available to Spend | Totals |
| As at January 1, 2019 | \$ 35,978 | \$ 36,330 | \$ 43,504 | \$ 37,740 | \$ 153,551 |
| Add: | | | | | |
| Donations | \$ 3,909 | \$ 18,899 | \$ 3,957 | \$ 3,957 | \$30,722 |
| Grants & Insurance | 2,990 | | | | 2,990 |
| Interest | | | | 3,645 | 3,645 |
| Total Income | \$ 6,899 | \$ 18,899 | \$ 3,958 | \$ 7,602 | \$ 37,358 |
| Less: | | | | | |
| Approved Expenses | \$ 16,246 | \$ 26,348 | | \$ 1,736 | \$ 44,330 |
| Service Charges | | | | 2 | 2 |
| Total Expenses | \$ 16,246 | \$ 26,348 | \$ - | \$ 1,738 | \$ 44,332 |
| Net Change in Funds | \$ -9,347 | \$ 7,449 | \$ 3,958 | \$ 5,864 | \$ -6,974 |
| As at December 31, 2019 | \$ 26,631 | \$ 36,330 | \$ 47,461 | \$ 43,604 | \$ 146,577 |

Balance Sheet:

In terms of the current financial position of the Parish the Balance Sheet as at December 31, 2019 was quite strong. The current asset balance (cash and receivables) was \$197,883. Whereas our liabilities (accounts payable) were only \$20,461, leaving the Parish with \$177,423 of retained earnings. A portion of this surplus is invested in a Platinum Savings account (\$132,790) at the Access Credit Union, with the balance in the operating checking account. The Restricted Funds detailed above (\$146,577) are fully funded and invested in a Platinum Savings account at the Access Credit Union.

The income statement and the balance sheet amounts for the year ending December 31, 2019 will be subject to review by the Parish's external accountants. We do not anticipate any changes as a result of their 'Notice To Reader' engagement.

Budget for the 2020 Fiscal Year:

The Finance Interest Group recently met to prepare and submit a detailed budget for 2020 to the Leadership Team. The budgeting process included a thorough review of last year's expenses with increases, decreases and additions made as the Group felt were needed. The Finance Interest Group also received several budget requests from various Interest Groups doing work in the church and these were also included. The budget was developed on the understanding that the new full time Minister would begin July 1, 2020. The total expenditures required to fulfill the work of the Parish in 2020 are projected to be \$251,113.

It is always challenging to determine what estimate to include for congregational offerings in the coming year. Based on the fact that donations in 2019 slightly exceeded the budget, we decided to budget the same for 2020. The Finance Committee has a sense that there is momentum and renewal building within the Parish and thus we are recommending that for 2020 budget be based on the givings remaining consistent to that of 2019. With this confidence, and making the assumption that a new minister will fill the full time position we are able to project, and recommend, a budget for 2020 that shows a small surplus of \$1,787.

Pembina Parish Pastoral Charge Parish Operations Budget (Summary) For the Year Ending December 31, 2020

| | Budget for 2020 | Actual for 2019 | Variance |
|------------------------------|--------------------|--------------------|-------------------|
| Income | | | |
| Givings (Includes Open & SS) | \$ 223,500 | \$ 224,340 | \$ - 840 |
| Fund Raising | 14,280 | 20,633 | 6,353 |
| Rental & Other Misc Income | 15,120 | 16,141 | -1,021 |
| Total Income | \$ 252,900 | \$ 261,114 | \$ -8,214 |
| Expenses | | | |
| Salaries | \$ 111,497 | \$ 106,033 | \$ 5,464 |
| Administration | 37,871 | 27,676 | 10,195 |
| St. Paul's Bldg Expenses | 47,790 | 44,698 | 3,092 |
| Zion Calvin Bldg Expenses | 12,095 | 11,096 | 999 |
| Interest Groups | 41,860 | 3,802 | 38,058 |
| Total Expenses | \$ 251,113 | \$ 193,305 | \$ -57,808 |
| Net Surplus | \$ 1,787 | \$ 67,809 | \$- 66,022 |

There are two large expenses included within the Interest Groups line. Within the M&P budget is an allowance of \$16,000.00 for new minister recruitment and moving expenses. \$8,000.00 has been allocated within the Choir budget for some major maintenance on the Grand Piano. There has also been \$2,000 of budgeted in 2020 for the work of the Building Discernment committee. This has been provided for incidentals related to the Right Sizing Project. All other expenses for any renovations will need to be planned and budgeted separately based on the Parish's direction.

Respectfully submitted by

Louise Gardiner, Treasurer

On behalf of the Financial Interest Group

ST PAUL'S SUNDAY SCHOOL

We have had an exciting year with many special moments and the most amazing children you could imagine! We have been blessed with the opportunity to learn, with a wide range of ages, and explore the Bible and how God encourages us to live in peace, love and with respect for each other and all living things.



Some highlights for 2019 are:

Pancake supper – playing with our food
Chance 2 Grow – Flower Fundraiser
Sunday School Wind Up
Bible Presentation
Grad blankets
Welcome Back Sunday- “We are part of a family”
Helping at 1 Soup & Pie lunch
Crafts, Games & Stories
Reading the Bible
Drive Away Hunger FCC
Children helped serve Communion
Christmas craft day
Christmas Store delivery- St. Matthew's/Maryland Community Ministry
December 15th service with “The Christmas Star” presentation
Being together
Parent Meeting



We are communicating with 40 children by email weekly to keep them informed as to what is going on and any new information. We have 28 registered who attend regularly. During each Sunday we have 4 age groups with 5 volunteer teachers and sometimes parent helpers. Since the fall we have been purchasing snack for consistency and nutritional needs.

Respectfully submitted by the Sunday School Interest Group



ZION-CALVIN SUNDAY SCHOOL

The Zion Calvin Sunday School continues to grow in numbers. We have had up to 15 young people attending.

We continue to use the Spill the Beans resource as our curriculum.

The Children range in age from 3 to 17. This year, especially, the older ones teamed up with a younger one for many of our activities. Their assistance has been much appreciated. We make a lot of joyful noise at times but so far no objections from the Congregation.

We had one High school graduate this year, Brooklyn Nichol. The Sunday School and several congregation members made her Grad blanket which was presented in June. We also presented a Bible to Addison Bruce.

We once again made items to sell at the Darlingford Craft Sale. We made candy cane ornaments, bird seed cupcakes for our feathered friends and of course our "fudge". The children raised \$145.25 which we donated to the Siloam Mission Christmas meal program.

Always a highlight for us in our annual Advent program. The young people love to participate. This year we put together a skit called "Zion Calvin's Got Talent. We retold the Christmas story with scripture and song. We even had a real live Baby Jesus which added a special touch to our story. Lots of fun.

Thanks go to Myra Amy-McElroy for her assistance with our music. Deb Hamilton is someone who is there for back up when needed and several of the Moms have assisted as needed. We appreciate the support of our Minister Cathie Waldie and the congregation.

Respectfully Submitted

Karen Ching



AFFIRMING CONVERSATION

An Affirming Ministry makes a public and explicit welcome to people of all sexual orientations and gender identities (the LGBTQ+ community) to join in all aspects of the life and work of the church. But be clear: affirming ministries don't focus on this group to the exclusion of other disadvantaged groups. In fact, affirming ministries seek to live into a vision of justice and inclusion for all God's people.

In 2019 we continued our efforts to engage people in opportunities to learn about the LGBTQ+ community, about the process of becoming an Affirming Ministry and why it matters. Here's what we've done since our last annual meeting:

Four members visited Trinity United, Portage la Prairie to attend a service and meet with a group of congregants about their process to become Affirming and the effects since then.

Members prepared and presented a joint worship service focusing on a message of inclusion, love and acceptance; Deb Wilson from Trinity United spoke about her experiences as a parent of an LGBTQ+ child and about the affirming process at her church; lunch was provided with further discussion.

Rainbow candles were acquired for St. Paul's and Zion Calvin and are lit for services.

Several members of Pembina Parish participated in Morden's first PRIDE Parade.

Articles were written for inclusion in newsletters and New and Notes; documents were developed for bulletin boards and handouts; e.g., *Resources on Sexual Orientation and Gender Identity*; *About Becoming an Affirming Ministry*.

The film *For the Bible Tells Me So* was shown and discussion followed.

A member attended an Affirm Workshop at Knox United Church in Brandon.

Members prepared and presented a joint worship service with an affirming theme; children's time focused on family diversity; speaker Kaye Lyng spoke of the importance of inclusion vs rejection and read a prepared statement from a gay man who grew up attending Zion Calvin United Church.

Members worked with other PP groups to develop an inclusive mission statement and marriage policy.

Members met with various Parish groups to outline the purpose and process of becoming Affirming and to invite question. Groups contacted included: book club, choir, M&P, discernment, worship, Zion Calvin congregation and Thornhill UCW.

In 2002 the United Church of Canada officially supported the Affirming Ministries Program and encouraged its ministries to become affirming. In early 2020 we will hold a vote to become an Affirming Ministry. Let's get on board!

Respectfully submitted by the Affirming Conversation Interest Group

CHRISTMAS POINSETTIA MINISTRY

Each year, as the Advent Season draws near, we order poinsettias that are displayed in the church until a week before Christmas when they are then delivered to those who have had a bereavement in the family in the past year, and to those in the community that are homebound.

Thank you to Laurie in the office, Bruce and Bev Shewfelt & family for bagging up the poinsettias for delivery, Brian Andrew for the shelving, and everyone who delivered the poinsettias, and finally to all that supported this ministry financially.

Respectfully submitted.
Myrna Mayor

PASTORAL CARE INTEREST GROUP

Pastoral Care is an important ministry in the life of our parish. Through our House Group structure we have identified one or two Pastoral Link people for each Group to connect with those in need of pastoral care such as the elderly, homebound, those in hospital or Personal Care Homes and the bereaved. Pastoral Link people make at least two pastoral contacts per year at Easter and Christmas and seek to respond to other pastoral concerns as they arise. Some of our Pastoral Link people also help deliver poinsettias at Christmas.

The Pastoral Care Interest Group held two meetings in 2019. In each meeting the list of Pastoral Link people for our House Groups was reviewed, noting any changes or vacancies. The list of those currently receiving pastoral care from a Pastoral Link person or someone else from our parish was also reviewed and updated.

During the times Cathie was on holidays or study leave this year, Myrna Mayor took on the additional role of serving as a pastoral care visitor at Boundary Trails health Centre. We are grateful for Myrna's assistance during this time.

We are also grateful for the people who serve as Pastoral Link people in our parish, as well as the UCWs and those who visit and keep in touch with others on behalf of the church. At present we are in need of more people to serve as Pastoral Link people as not all of our House Groups have them. An announcement about this has been made in worship and gone into News and Notes. We hope you will read it and prayerfully consider becoming part of this vital ministry in our parish.

Respectfully submitted,
Rev. Cathie Waldie

BANNER AND QUILTING GROUP

Our group formed to make banners and pulpit hangings for the sanctuary and to make quilts for the Rock Lake Camp fund raiser. Active members in 2019 were Edith Lovatt, Carol Burton, Pat Gibson, Sue Nelson, Louise Gardiner and Jean Motheral. We produced 2 new pulpit hangings and several items for the camp auction which was held in April.

Pat was instrumental in starting up the *Days for Girls* group. Her report follows.

Days for Girls has been meeting the last Tuesday of the months September to November and then January to May over the past year. This year we have been working mostly on liners and shields. We have contributed 528 liners, 71 bags and 153 shields (solely by Lorraine Wiens) to the Winnipeg Central organization. An average of 10 women from different denominations have come to sew on a regular basis. We support this program so that girls in developing countries can continue to go to school every day that the school is open and avoid missing a week a month. This coming year, we will begin sewing super-liner's, as the organization has expanded its outreach to include maternity in developing countries.

In May 2019, I was invited to give a presentation on Days for Girls at the Grace Mennonite church in Winkler. This occurred during their mother and daughter annual Victoria Tea celebration. What fun we had. The event featured a donation at the door. Afterwards, a lovely cheque was sent to the provincial program to support Days for Girls. This was their way of saying thank you for the time spent with them.

Respectfully submitted, Pat Gibson

PRAYER SHAWL MINISTRY

Our parish is blessed to have a number of knitters and crocheters who create beautiful prayer shawls to be given to people in times of need or sadness. The shawls are found in our Sacred Space room, where there are also gift bags and cards. As well as the shawls, pocket sized prayer squares and LGBTQ2S rainbow squares have been made. These have been placed in baskets at our church entrances for those who wish to take one.

With Lynne and Joe Cawley's move to the West Coast in 2019, we lost Lynne as the Prayer Shawl co-ordinator of our parish. The role of this person is to ensure that the prayer shawls are kept in order, to organize occasional gatherings of knitters and crocheters, keep track of needed supplies and arrange a suitable time for the blessing of prayer shawls in worship. We would be grateful if someone could take on this role and help ensure that this important form of outreach and care to others continues.

Thank you to all those who help support the prayer shawl ministry of our parish.

Respectfully submitted,
Rev. Cathie Waldie

BOOK CLUB

The book club is open to everyone. We meet in individuals' homes the last Thursday of the month for conversation and dessert. One of our favourite questions about each book we read is "Where is God in this book?"

Books are available at the Morden library.

January - Annabel by Kathleen Winter

February – Eleanor Oliphant is Completely Fine by Gail Honeyman

March – The Chilbury Ladies Choir by– Jennifer Ryan

April – Crow Lake by Mary Lawson

May – Educated by Tara Westover

September - The Rosie Project by Graeme Simsion

October - The Orphan's Tale – Pam Jenoff

November - Salt to the Sea by Ruta Sepetys

Submitted by

Sue Nelson

Book Club 2019-2020

WOMEN'S RETREAT

On October 19, 2019 Pembina Parish held a retreat for the women of Pembina Parish.

The retreat was held at St. Paul's United Church.

The facilitator was Diane Guilford of Morden.

The retreat was called "Let the Light Shine"

There were women attending from both Zion Calvin and St. Paul's United Church.

Our event was catered to by Janet Nedohin.

Our day started at nine in the morning and concluded early evening.

We shared in workshops, laughed at our entertainment of Maxim and friends

We ended the evening with a service of renewal and the traditional cross and of remembering loved ones by lightning candles.

Submitted by

Kaye Lyng on behalf of Women's Retreat

OUTREACH INTEREST GROUP

Interest Group Members:, Lynne Cawley , Karen Ching, Pat Gibson, Edith Lovatt, Sue Nelson, Mary Lou Schroeder, June Steiner

Our major fund raiser has been the Soup and Dessert Lunch, which is held the third Friday of the month. We held six Soup and Pie Lunches in 2019. Thank you to the many volunteer workers, providers of soup, pie and breads, and all the people who came to break bread with us. Thanks to the Thornhill UCW for organizing the January Soup and Pie and the Sunday School that helped serve and entertain in March.

In addition to the lunches, the Outreach Group organized a Pancake supper for Shrove Tuesday with the help of Sunday school and raised \$522.00 for the Mission and Service Fund.

Our fourth annual Christmas Cookie Walk was held December 13th and was another tremendous success with \$764.00 raised. Thank you to all those who donated cookies and those who came to buy. We had a fabulous and yummy selection this year.

Our total income for 2019 was \$6,354.50, expenses of \$547.90 and a carry-over from last year of \$1,776.24.

Donations made in 2019

| | |
|-----------------------------------|------------------|
| Caring and Sharing paid to church | \$1,000.00 |
| Pastoral care paid to church | \$ 300.00 |
| Donate Love food | \$ 234.04 |
| Mission and Service | \$ 522.00 |
| Spiritual Care at BTHC | <u>\$ 500.00</u> |
| | \$2,556.04 |

We have a remaining \$5,026.80 which we will ask the Annual Meeting on direction on how it can be spent. The Outreach Interest Group is looking for direction from Pembina Parish regarding Outreach spending.

Outreach Interest Group is committed to supporting and will continue to fundraise for donations to :

Caring and Sharing (spent by Pembina Parish), Pembina Parish outreach costs to individuals,

Mission and Service Fund and BTHC Spiritual Care Program.

Mission and Service donations for 2019 were \$ 33,607 our goal was \$35,000

Respectfully Submitted by
Outreach Interest Group

Sue Nelson, Edith Lovatt, Pat Gibson, June Steiner, MaryLou Schroeder, Karen Ching



FALL SUPPER INTEREST GROUP

Committee Members: Sue Nelson, MaryAnn McElroy, Lois Dudgeon, Lori Willcocks, Bev Murray, Lesley Andrew

The 6th Annual Fall Supper November 3rd was a great success. They say it takes a village to raise a child; it was a village of volunteers that came forward to make this event a great triumph. We sold 346 tickets to our church members, neighbours, family and friends.

Our net profit this year was \$6,061.94 and because of a generous donation from an anonymous member they covered our experiences and then some. Thank you very much.

The CEU was transformed into a beautiful dining area, with its lovely table clothes and centre pieces. We had a bountiful of local fresh vegetables in spite of the harvest challenges of cold, wet weather earlier this fall. Thank you to each one of you who contributed, through your donations of time, food and money.

Respectfully Submitted by

Lesley Andrew



OPPORTUNITY FUND INTEREST GROUP

The role of this Interest Group is to receive and assess requests for programs or projects to be funded from the Available to be Spent portion of the Opportunity Fund. Recommendations are then forwarded to the Leadership Team for final approval.

Individuals or groups within the parish are invited to make a request of money to support programs or projects which will enhance and support the ministry of Pembina Parish. Requests may be thought of as representing the following areas of work in the church:

“Reaching Up” through leadership courses of training, Christian development activity, grants for short-term ministry programs, music enrichment, etc.

“Reaching Out” to support activity related to the outreach of the church, assisting community programs, institutions and other agencies to which the parish relates.

“Reaching In” for physical changes in the church buildings: ie. capital improvements.

These requests should not be for those programs or projects that would normally be supported by regular and ongoing operational funds. Application forms for the funds are available in the parish office.

Although no formal meetings of this Interest Group were held in the past year, a recommendation was made to the Leadership Team to approve the purchase of a projector for the St. Paul’s sanctuary. The total cost for this was \$1,736.22.

Our parish gratefully received a generous bequest from the estate of Kola Holenski this past year. This special gift was formally recognized in worship at St. Paul’s on November 24th, 2019. We also received a number of donations in loving memory of those who had died, for which we are also very thankful.

Respectfully submitted by
Members of the Opportunity Fund Interest Group:
Fred Mayor, Louise Gardiner, Brian Nedohin,
Betty Hamilton, Lesley Andrew, Rev. Cathie Waldie

Discernment and Building Committee Updates

Discernment committee activity has been restricted to reviewing available information and considering ways forward; with our ideas presented to the congregation and leadership. We presented the concept of a phased construction approach to the congregation on October 27, 2019, which would see in the order of **\$100,000 to \$150,000 yearly budget for the next 10 years**. Our plan is to phase the work to allow expenditures to be made as funds become available. Initially, we considered Phase I would be the new Sunday School area (conversion of the old Library and 1/2/3 Rooms); but instead we recommended Leadership approve ***Phase I to be renovations to create a Multi Purpose Sanctuary***.

The Phase I renovations to be approved by Leadership and subsequently at the Annual Meeting would include the following work to make ***a new Multi Purpose Sanctuary***.

- ◆ Removal of old carpet and asbestos tiles (requires specialize firm) in entire sanctuary
- ◆ Demolition of existing (north end) stage area all the way to the back wall of the choir loft
- ◆ Demolition of the accounting room and 2nd floor storage room to the west of the existing stage area
- ◆ Conversion of the quiet room to the east of the stage area to a chair storage
- ◆ New drywall and painting and flooring in the demolished area
- ◆ Construct new offices at south end of sanctuary (meeting, choir room)
- ◆ Create new stage area c/w access ramp in the south end of the sanctuary (see rendering on next page)
- ◆ Millwork for new stage area (including relocation of existing cross)
- ◆ Window coverings for south windows
- ◆ Electrical upgrades (move subpanel and light switches; no change to existing lights/fans)
- ◆ Mechanical upgrades (TBA, as may be required)
- ◆ Audio visual and sound relocations/upgrades
- ◆ Replacing pews with new interlocking chairs
- ◆ Painting the remainder of the sanctuary and the new meeting rooms.
- ◆ New emergency exit(s) as required
- ◆ Relocate main sanctuary entrance to north end of new Multi Purpose Sanctuary
- ◆ Maintain Narthax as overflow but viewing south.

We are currently working on getting firm pricing and revised architectural sketches. We have approached an asbestos removal contractor, three general contractors (Moonlight Construction, Doney Construction, Thornhill Timber Framers), a flooring company (Verns) and a chair company (Comfortek), in order to get to a budget price for the complete job. We hope to have budget pricing for the annual meeting approval.

This plan would allow for flexibility to approve a lease of the CEU as quick as possible upon finding a tenant, with the CEU activities transferring to the new renovated multi-purpose sanctuary and future SS rooms (Phase II). It also provides the ***flexibility to upgrade the kitchen in place OR create a new kitchen*** in the demolished area of the existing stage. For now, the demolished area will remain part of the multi purpose sanctuary; but may have a vinyl flooring. We are looking at industrial carpet squares for the balance of the new sanctuary, south offices and stage area.



Example View of the New Multipurpose Sanctuary (looking South)

We are recommending this work coordinated by the building committee, but we will need a **Sanctuary Design committee** for a short-term review of design options (colours, stage, finishes, sound, lighting, audio visual, worship, music). We hope to **complete the work from mid June to mid Sept. 2020, if we can move forward quickly and funding is in place.** We are considering advisability of doing new flooring in the Narthex at the same time as the Sanctuary.

On another note the Affirming committee has asked that we consider a universal bathroom in recognition of their goals to provide facilities to all. We have started planning revised bathroom layouts could also include access for tenants in the CEU. This could be part of Phase II or III, depending on the tenants and our congregational needs.

Further responsibilities for the Discernment Committee in 2020 will be communications, logistics (e.g. worship, funerals, etc.) and liaison with leadership, building and fund-raising committees. We will involve users (e.g. Sunday School, Worship, Choir, etc.) in the final architectural design choices. We hope that there will be some opportunity for volunteer labour as a means of lessening our costs and gaining support for the project. We will be actively canvassing and looking for tenants for the CEU.

We encourage anyone interested in Discernment to join our committee for 2020 !!

Building committee activity is ongoing. Roof repairs were approved and awarded to **MJ Roofing** as follows:

MJ Roofing Recommendation: Rip to Deck and Replace Roof-North Section Roof D

- **Rip existing roof to deck and replace sloped insulation to match existing R-value (approx. R-19)**
- **Supply and install new 2-ply SBS/mod-bit membrane**
Cost *** \$ 106,415.00 plus GST**

This work will start February 3, 2019 and is scheduled to take 15 working days (e.g. three weeks).

We have priced out ***automated doors for front entrance*** and plan to submit to Leadership for their consideration. We feel this is required to help make our entrance more accessible. Pricing will be presented at the annual meeting.

The building committee has also made application Faithful Footprints program for energy efficient upgrades grant (<https://www.faithfulfootprints.org/>), offered through the United Church of Canada; the following quote is from the program website:

“Our Retrofit Grants are designed to reduce financial barriers for medium to large scale energy efficiency projects. These grants are available for any United Church congregation...”

We are hopeful the Retrofit grant will allow us to ***upgrade our heating system*** to be more energy efficient and hence reduce our operating costs. We may also look at the ***kitchen appliances, window and door seals, lighting and other energy efficiency initiatives***. The Retrofit grant covers 66% of eligible costs. Costs will be presented at the annual meeting for approval.

The Building Committee will oversee construction of the Phase I project under direction of Leadership and Discernment Committee. We also hope to complete the Faithful Footprint upgrades in 2020.

Building Funds and Fund Raising

Responsibility for approval of the above building activities remains with Leadership as does the requirement for the building fund and project specific fund raising campaigns, along with any financing that may be required. It is recommended that this topic be discussed and volunteers sought to help with the fund raising requirements for Phase I.

Respectfully Submitted
Earl Gardiner
Bruce Shewfelt
Co-Chairs Discernment Committee

STEWARDSHIP GIVING TEAM

The theme of this year's Stewardship Giving program was "Loving our Neighbours", with a focus on God's gift of Wisdom that we receive in various ways. The program took place over four weeks in October and November, ending with a special Thank You luncheon on Sunday, November 24th.

A streamlined stewardship information brochure was prepared by our Giving Team and sent out to all households of our parish in mid-October. The information divided our overall budget to illustrate how funds are used to support the Core Values of our parish: Caring, Sharing and Exploring. Although this mailout didn't receive as big a response as in previous years, we were pleased to see two new PAR givers and several increase in financial pledges to our parish.

Approximately eighty people attended the Thank You luncheon organized by Shannon Holenski. Alex Fedorchuk spoke on behalf of the Stewardship Giving Team and introduced Linda Hiebert, who provided entertainment by sharing several original songs she had written. Everyone in our parish was thanked for their contributions of time, talent and treasure by singing together a song to the tune of "Lord of the Dance" written by Sue Nelson. It was a great celebration!

The Stewardship Giving team is grateful for all those who contribute to the life and ministry of our parish in many ways. We feel the fall Stewardship program is important for our parish to continue, as well as to regularly communicate financial information to the parish.

The Giving Team would like to thank Louise Gardiner our Treasurer for her work on the stewardship information brochure, Laurie our Office Administrator for her help with the mailing, and Shannon for organizing the Thank You luncheon.

We look forward to sharing in a new stewardship program in 2020.

Respectfully submitted,

The Stewardship Giving Team Interest Group:

Alex Fedorchuk, Grace Young, Hugh Lumgair, Karen Ching, Rev. Cathie Waldie

WORSHIP INTEREST GROUP

Group Members: Rick Britton, Carol Burton, Susan Ching, Kaye Lyng, Jean Motheral and Rev. Cathie Waldie

The Pembina Parish Worship Interest Group continues to be very active in working with ministerial staff to plan and provide weekly services to the congregations of St. Paul's and Zion Calvin congregations. Part of this involves organizing/delivering coverage for one Sunday service per month, using supply ministers when possible or calling upon local community members to share with us. The contributions of these people are greatly appreciated. We also have some of our congregational Interests group coming forward to lead a service. Even those of us on the Worship Group are occasionally pressed into service. It is an honour for us to serve you in this way.

In addition, services are provided at Tabor Home (6 per year for 2020), Homestead South (TBD per year), Legion House (3-4 per year) and Boundary Trails Health Centre (2 per year). Currently Rev. Cathie Waldie has covered Homestead South and the Legion House, while the Worship group has coordinated the other two locations. Thank you to the volunteers and St. Paul's choir members who support this work.

We have also been spending time revising baptism, wedding and funeral information/policies for the parish. We have been updating information as well as examining the goal of Affirmation within these policies.

Of course, our church calendar year also provides several opportunities for many to be involved. The Seasons of Advent and Lent require some special planning. Items as small as the colour of Advent switching from purple to blue and as generous as the seamstress who sewed new altar cloths for Zion Calvin are discussed at Worship meetings. From keeping the candles lit to singing Christmas carols, from the serving of communion to the availability of PowerPoint operators, there are numerous components that keep our congregational spirit alive and engaged in Worship.

Thank you to:

- *The musicians who provide weekly support, but also step forward for funerals or weddings. Thanks to Sheila Hemminger for her years of playing for Zion Calvin.*
- *the house groups and greeters who hand out bulletins, make us coffee and read our scriptures*
- *The Sunday School teachers who provide learning, guidance and inspiration to our young people while encouraging social justice*
- *The people on other Interest groups who combine to make this a vibrant place of Worship*

- *Those cooks who provide nourishment for our bodies and fellowship for our soul during our soup lunches, the Fall Supper and anywhere food is present*
- *Our office and custodial staff who keep us functioning so that we have a place to Worship*
- *Rev. Cathie Waldie for her service to us and best wishes as she enters retirement.*

Respectfully Submitted
Susan Ching on behalf of Worship Interest Group

REFUGEE SUPPORT GROUP

Pembina Parish remains active participants in the three church Morden Refugee Support group. We can always use more participants, if you feel so called please speak to Edith Lovatt or Cathie Waldie.

We continue to support 3 families for a total 14 people in three households. They have experienced 2 to 4 winters and settling into life in Canada.

In late October there was great joy in Daoud house when their oldest son arrived here to live with his parents. There is still tension in the house as the middle son has had some bumps on his road to immigrate to Canada. There was a flurry of letter writing in late December, requesting his application to Canada be on compassionate grounds.

All the school age children are attending school at their age appropriate level and maintaining good grade averages. The children are comfortable speaking English. All but the senior citizen adults attend the English classes and becoming much more comfortable with speaking English.

The main struggle for the adults is obtaining employment.

Respectfully submitted
Edith Lovatt

ST. PAUL'S U.C.W. FINANCIAL REPORT

January 1st to March 18th 2019

| | |
|-----------------|--------------|
| Balance on hand | \$109.25 |
| Donations | <u>\$800</u> |
| Total income | \$909.25 |

Expenses

| | |
|-------------------------|-----------------|
| Kitchen | \$116.78 |
| Rock Lake Camp Donation | <u>\$792.47</u> |
| Total expense | \$909.25 |

Respectfully submitted by Betty Sager

THORNHILL UCW

Co-Presidents-Lynne Bollenbach, Cheryl Fedorchuk

Again this year the Presidents drew up a schedule of dates, two members were in charge of the meeting, for devotions, lunch and location.

At our Jan. Meeting we reviewed the executive, and our long serving Treasurer, Donna Lumgair, expressed the wish to retire. Carol Burton offered to take her place, and the rest stayed in their positions. A number of our members help sew supplies for The Days For Girls Project. The group meets the last Tues. of the month for six times during the winter. Pat Gibson, Fellowship Co-ordinator for our group, is in charge and Jean Motheral helps organize if Pat is away.

Our Feb. Meeting, we had Louise Gardiner tell about herself and a friend walking the EL Camino de Santiago Trail in Spain.

In March our U.C.W. Group decided to join with Funeral Lunch Group B and work together for funeral lunches. We have conviened a total of four funerals this year and have appreciated the willingness of everyone to bring danties and work, a big thank-you!

In April we had Cathie Waldie as a guest to explain all the changes that have happened in the church and how the new three levels work. Our area is now called The Praire to Pine Region.

Our May meeting, we enjoyed a luncheon at Homestead South with Janet and Velda who live there, able to attend. Seeing it was nearly Mother's Day, a number dressed up in dresses, hats and even gloves, to remind us of our mothers and we had a picture taken of the group. Pat Gibson also gave us a refresher course on two clear signs when someone is having a stroke.

For our wind-up in June, we first went to Morden Golf Course for lunch, then went to Katie Cares for our meeting and a guided tour of the whole site. Ruth Riemer, the founder of Katie Cares, gave us an emotional account of what happened to her daughter and how Katie Cares came about.

Our first meeting for fall was lunch at Homestead making it easier for Janet and Velda to attend. We had invited Cathie Waldie to explain to us what the series to be presented by Larry Danielson called, 'The Best is Yet to Be', is all about. We decided to include two of the sessions which fell on the same day as our meeting in Nov. and Feb. into our plans. We were to have a short meeting before hand, then attend the sessions.

On Oct. 5th. we sent five helpers and five desserts to the Hospital Aux. Luncheon. For our meeting, Donna Barnet explained to us all about the Crown Jewel Organization and her recent trip to Quebec. We also decided to sell soup and sandwiches and muffins at the 'Christmas in the City' craft sale on Oct.26th. in the C.E.U. at St. Pauls. We raised \$518.75 to help pay for the Roof repairs on the C.E.U.

Our Nov. meeting was short and was held at St. Pauls where we mainly made our disbursements of money to causes we support. Then we attended Larry Danielson's lecture series. We also sent four people to help at the Tabor Home Tea.

For our Christmas meeting, we again went to Homestead for lunch. Our special guests were Cathie Waldie and Kathryn Luger. Kathryn explained the work of the Affirming Interest Group at church. We also packed 11 tins of cookies for people we like to remember at Christmas.

This fall we were saddened to loose one of our long time members, Doreen Smith. She always kept us up to date on the activities of The Provincial Council of Women, and always had a well researched explanation of nearly any issue affecting women, we will miss her.

Every year brings change, but we are thankful for the sisterhood of our U.C.W. Group, and how it enables us to express our loyalty and devotion to Jesus Christ.

Respectfully Submitted by : Valerie White, Sec. Thornhill U.C.W.

THORNHILL UCW ANNUAL TREASURER'S REPORT
FOR THE YEAR 2019

| | | | |
|--------------------|------------------------------|------------------|------------------|
| | | | Balance |
| | | Balance C/F | \$464.72 |
| Income | | | |
| Collections | | \$746.15 | |
| Funds from Funeral | | \$600.00 | |
| | | | |
| | Total Income | | \$1810.87 |
| | | | |
| Expenses | | | |
| Membership fees | | \$70 | |
| Miscellaneous | | \$80.13 | |
| Donations | Pembina Parish roof | \$300 | |
| | WICC | \$38.20 | |
| | Pembina Parish general | \$300 | |
| | Katie's Cottage | \$50 | |
| | Genesis House | \$80 | |
| | Rock Lake Camp | \$100 | |
| | Mission & Service | \$400 | |
| | Total Expenses | \$1418.33 | |
| | | | |
| | Balance December 2019 | | \$392.54 |

Respectfully submitted by Carol Burton

DARLINGFORD U.C.W. FINANCIAL REPORT FOR 2019

| | | |
|---|--------------------------|--------------------|
| Balance forward for all accounts as of Dec. 31/18 | Chequing account - | \$ 355.18 |
| | Savings account | <u>\$ 1,139.38</u> |
| | | \$ 1,494.56 |
| | Plus int. paid Dec.31/18 | <u>15.48</u> |
| | | \$ 1,510.04 |

INCOME

| | | |
|---------------------------|--------------------|--------------------|
| Collection from meetings | \$ 160.35 | |
| Project s/ catering etc. | \$ 1,980.05 | |
| Deposit interest from GIC | \$ 23.20 | |
| Least coin offering | \$ 15.80 | |
| Total Income | \$ 2,179.40 | \$ 2,179.40 |

EXPENSES

| | | |
|---------------------------------------|--------------------|---------------------------|
| Project/catering etc. | \$ 279.40 | |
| Pembina Parish | \$1,125.00 | |
| Pembina Parish Mission & Service | \$ 700.00 | |
| Pembina Parish Zion Calvin paint fund | \$ 500.00 | |
| Least coin remitted to WICC | \$ 15.80 | |
| Mb.N.W.On. UCW-membership | \$ 20.00 | |
| Access credit union- cheques | <u>\$ 10.00</u> | |
| Total Expenses | \$ 2,650.20 | <u>\$ 2,650.20</u> |

| | |
|-------------------------------------|-------------------|
| Balance as of December 31/19 | \$1,039.24 |
|-------------------------------------|-------------------|

| | | |
|---|-----------------------|------------------|
| <i>Balance of chequing account as of Dec.31/19</i> | <i>\$ 381.18</i> | |
| <i>Cheque outstanding #575 Payable to Mb.N.W On.UCW</i> | <i>- <u>20.00</u></i> | |
| | <i>\$ 361.18</i> | <i>\$ 361.18</i> |
| <i>Savings as of Dec.31/19</i> | | <i>\$ 678.06</i> |

| | |
|---|--------------------|
| Total balance of all accounts as of December 31/19 | \$ 1,039.24 |
|---|--------------------|

Respectfully submitted by
Betty Hamilton

ST. PAUL'S UNITED CHURCH BOARD OF TRUSTEES

Rick Britton, Nancy Penner, Brian Nedohin & Sam Arnt new 2019

Duties of the Trustees include oversight of building & property.

2 meetings of Trustees were held in 2019 – May 21 & December 13

Insurance

Paul Wiebe from BSI reviewed our policy with Red River Mutual and answered questions specifically related to our Liability coverage. The following issues were discussed.

Do major use groups need to add St. Paul's United Church as an additional insurer under their own liability policy at their own expense?

There may be a situation if our Liability insurance did not cover rental damage/liability by a third party then their insurance would cover the liability.

Will recommend that Fountain of Life carry their own Liability insurance. This is not mandatory but recommended.

Seventh Day Adventist church removed from policy as they no longer use our space.

Most other groups are covered by their umbrella organization. For example: Girl Guides.

Use of Kitchen for non-church use, increases our risk of liability, even though the kitchen is certified as a commercial kitchen.

Fire Chief on next inspection will be asked about our occupancy limit and fire drill planned for May 2020.

Special events may be required to carry their own liability insurance coverage. Will be determined on an event by event basis.

BSI increased our liability premium by \$200/year due to increased exposure of the facility by non-members. This fee will be prorated at \$106 for the remainder of the year until renewal in January 2020.

Red River Mutual (our carrier) offered to do a facility risk review (at no cost) and we will follow up in 2020.

Other

Social media and electronic communication with individuals under 18 to the Duty of Care for Vulnerable People policy is being reviewed. Decision with input from Sunday School will be made at a later date.

One additional trustee is still required.

Submitted by Brian Nedohin, Chair on behalf of Trustees

ZION-CALVIN UNITED CHURCH BOARD OF TRUSTEES

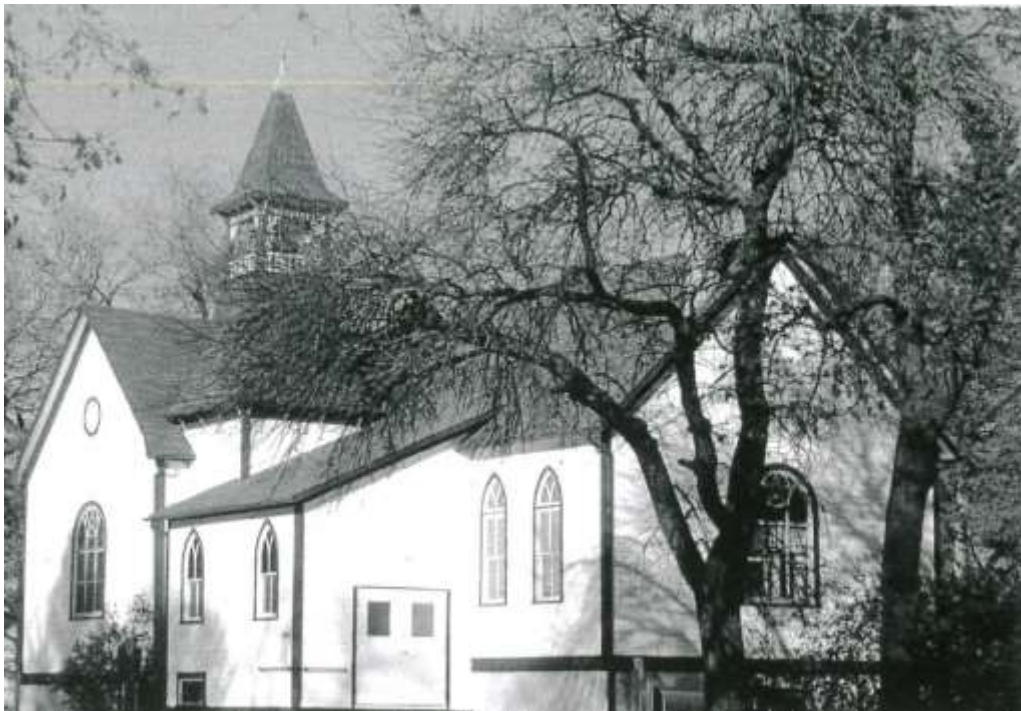
The impact of the destruction of June 2018 hail storm carried into 2019. Insurance damage finalisation was long in coming and so repairs could not be completed till summer of 2019. The church roof, freshly shingled, had to be re-done. Windows were broken and eaves troughs and down spouts were battered. Insurance coverage fell very short repair costs.

A thorough review of insurance coverage was undertaken and coverage was significantly increased as was the annual premium. A Loss Prevention Report was done of the church by the insurance underwriters; we found this very useful.

Roof, window and other repairs took most of the summer. However, we have undertaken the repair of much of the exterior wooden siding ourselves in preparation for painting the church this coming summer.

Zion-Calvin is currently regarded as a significant historical site in Darlingford along with the museum and memorial garden. We continue to work with the historical sites branch of the Manitoba Government.

Respectfully submitted by Bob Luger on behalf of the trustees, Deb Hamilton, Brian McElroy, and Martin Worrall.



MINISTRY & PERSONNEL COMMITTEE

The Ministry and Personnel Committee oversees the relationship of our church staff-with each other, with the various interest groups, with the Leadership team and also with the \congregation. We want to ensure a healthy work environment for all.

The Committee consists of 6 members of the congregation who are elected at the Annual Congregational Meeting. The Committee chair or designate attends the official Leadership team meetings.

We meet monthly except over the summer. We have conducted Staff reviews and over see the Police record checks for all staff and volunteers working with vulnerable people.

Our Committee members are Beth Lovell, Kari Unger, MaryAnn McElroy, Bruce Lyng, Cathy Lone and Karen Ching. Staff members attend as needed. Bruce, Cathy and Karen will leaving this committee for the coming year.

The M&P Committee is your liaison with the wonderful staff at Pembina Parish.

I would like to thank the Committee members for their service at this time.

Respectfully submitted

Karen Ching

ST. PAUL'S PROPERTY REPORT



PEMBINA PARISH Vacancies / Nominations 2020 – 2021

| Positions | Name | Year Appointed | Service |
|---|-----------------------------------|-------------------|--------------------|
| Leadership | | | |
| Chair | Brian Saunderson | 2019 | 2 Years (+1 year) |
| Secretary | Leslie Bezte | 2018 | 2 Years (+1 year) |
| Member | Esther Rothenburger | 2020 | 2 Years (+1 year) |
| Treasurer | Vacancy | | 3 Years (+1 year) |
| Member | Margot Craig | 2018 | 2 Years (+1 year) |
| Member | Kathryn Luger | 2020 | 2 Years (+1 year) |
| M&P Rep | To be determined | | |
| Minister | Rev. Cathie Waldie | | |
| Minister | Vacancy | | |
| | | | |
| Ministry and Personnel (M&P) | | | |
| Chair | To be determined | | 2 Years (+1 year) |
| One M&P Rep to sit on Leadership | Karen Dyck | 2020 | 2 Years (+1 year) |
| | Kari Unger | 2019 | 2 Years (+1 year) |
| | Mary Anne McElroy | 2018 | 2 Years (+1 year) |
| | Beth Lovell | 2018 | 2 Years (+1 year) |
| | | | 2 Years (+1 year) |
| | | | |
| House Group Coordinator | Margot Craig and Lesley Andrew | 2019 | Annual Appointment |
| | Vacancy (Zion Calvin) | | Annual Appointment |
| | | | |
| Elders | Betty Dunbar Sager | 2020 | 3 Years (+1 year) |
| | Fred Mayor | 2020 | 3 Years (+1 year) |
| | Deb Hamilton | 2020 | 3 Years (+1 year) |
| | | | |
| Regional Council Reps | Sharon Deceuninck | 2019 | |
| Up to 4 | Vacancy | | |
| | Vacancy | | |
| | Vacancy | | |

| Position | Name | Year Appointed | Service |
|--------------------------------|-----------------|---------------------------|----------------------------------|
| Youth Rep—St Paul's | Vacancy | | |
| Youth Rep - Zion-Calvin | Vacancy | | |
| | | | |
| Rock Lake Camp Reps | Vacancy | | Annual Appointment |
| | Vacancy | | Annual Appointment |
| | | | |
| Zion-Calvin Trustees | Martin Worrall | 2019 | 5 Years (+ 1 - 2 extra years) |
| | Bob Luger | 2020 | 5 Years (+ 1 - 2 extra years) |
| | Debbie Hamilton | 2016 | 5 Years (+ 1 - 2 extra years) |
| | Brian McElroy | 2017 | 5 Years (+ 1 - 2 extra years) |
| | | | |
| St. Paul's Trustees | Vacancy | | 5 Years (+ 1 - 2 extra years) |
| | Sam Arnt | 2019 | 5 Years (+ 1 - 2 extra years) |
| | Nancy Penner | 2017 | 5 Years (+ 1 - 2 extra years) |
| | Brian Nedohin | 2018 | 5 Years (+ 1 - 2 extra years) |
| | Rick Britton | 2018 | 5 Years (+ 1 - 2 extra years) |

Yellow Highlight = Vacancy or Nominated Person

Thank You to Outgoing Appointees for Pembina Parish

The Pembina Parish Appointments for 2020-2021 highlights many vacancies. As we anticipate the fresh perspective of incoming appointees the Leadership Team would like to thank the outgoing members who have held positions over the last 1-7 years. Your dedication and commitment to the weekly functioning of Pembina Parish is greatly appreciated.

Louise Gardiner - Treasurer for 3 years

Karen Ching - Ministry and Personnel for 3 years and Elder for 4 years

Bruce Lyng - Ministry and Personnel for 2 years

Cathy Lone - Ministry and Personnel for 3 years

Debbie Hamilton - Leadership Team for 3 years

Doug Lone - Elder for 4 years

Joan Peters - Elder for 4 years

