

**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.*

**2020 ANNUAL REPORT**

**[www.pembinaparish.com](http://www.pembinaparish.com)**



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## IN MEMORIUM



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Phillip Burton  
Dorothy Andrews  
Paul Olafson  
George Hargreaves  
Mavis Cram  
Linda Wark  
Linda Maxwell  
Russel Amy  
Dorothy Huebner  
Velma Angers

## Pembina Parish Annual Meeting

Sunday, February 23, 2020, St. Paul's United Church, Morden, Manitoba

Fellowship Lunch 12:00 Meeting 12:40 – 3:20 PM

### AGENDA

In Attendance: Total 65

Al Sloan	Doug Lone	Raymond White
Brenda Sloan	Brian Steiner	Pat Hamm
Roxanne LeBlanc	June Steiner	Joyce Maxwell-Windsor
Kathy Ritchie	Laurie Wiebe	Lynn Bollenbach
Arnold Law	Martin Worrall	Sally Chubey
Rish Law	Sharon Deceuninck	Della Duncan
Valerie White	Henry Penner	Debbie Hamilton
Fay Carruthers	Grace Young	Lorraine Holenski
Bill Turner	Bruce Lyng	Don Holenski
Sue Nelson	Kaye Lyng	Beth Lovell
Marlene Holewka	Evelyn Currie	Kari Unger
Louise Gardiner	Lesley Andrew	Mary Lou Schroeder
Earl Gardiner	Brian Andrew	Margot Craig
Betty Hamilton	Wes Schroeder	Edith Lovatt
Evelyn McElroy	Hugh Lumgair	Lois Dudgeon
Bev Wilson	Cheryl Fedorchuk	Asten McGill
Karen Ching	Alex Fedorchuk	Erin Pazmandy
Myra Amy-McElroy	Norm Rothenburger	Brian Nedohin
Kathryn Luger	Esther Rothenburger	Rev Cathie Waldie
Bob Luger	Betty Dunbar Sager	Brian Saunderson
Rick Britton	Don Cram	Leslie Bezte
Nancy Penner	Sharon White	

**WELCOME** (Circulation of Attendance Record) at 12:40PM

Brian Saunderson introduced the head table - himself as Chair of the Leadership Team, Rev Cathie Waldie and Leslie Bezte as Secretary of the Leadership Team. He thanked the kitchen helpers for putting together the lunch. Brian explained that at about 1:30PM there would be a recess from the Annual Meeting so that a Special Meeting around the Community of Faith Profile could take place. At that time we would be joined by Rev Melanie Kauppila and, as a formality, Rev Cathie Waldie would leave until the special meeting adjourned.

### OPENING WORSHIP

Rev. Cathie Waldie

Cathie read from Ephesians 3:14-21. She thought it reflected the past 9 years of her time here. She offered a prayer recounting events of the past year and anticipating things yet to come. She remembered those who passed (**In Memorium** page 4, *2019 Annual Report*) and prayed for guidance as we conduct the business of our AGM.

## APPROVAL AGENDA

### MOTION:

**MOVED BY** Pat Gibson **SECONDED BY** Evelyn Currie to approve the agenda as circulated. **CARRIED**

## VOTING

### MOTION:

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

## MOTION to APPROVE

### 5.1 MOTION:

**MOVED BY** Kaye Lyng **SECONDED BY** Earl Gardiner to approve the Minutes of the Annual Meeting March 10, 2019 (page 5 of the *2019 Annual Report* attached). **CARRIED**

### 5.2 MOTION:

**MOVED BY** Lesley Andrew **SECONDED BY** Doug Lone to approve the Minutes of the Congregational Meeting June 23, 2019 (page 11 of the *2019 Annual Report* attached). **CARRIED**

**BUSINESS ARISING** – Brian Saunderson asked if there were any questions from the floor. None were offered.

**REPORTS** – Brian Saunderson read the title of each report listed below as found in the *2019 Annual Report*. He mentioned that items 7.3, 7.4.1, 7.4.14 and 7.5 (UCW Financial Statements) would be covered more under New Business.

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<b>7.4.10</b>	Women's Retreat	Page 28
<b>7.4.11</b>	Outreach	Page 29

Sue Nelson explained the history of the Outreach Interest Group. Initiated in 2015 they traditionally give funds collected to charitable organizations. This year (2020/21) they want some of their fundraising to go towards updating the kitchen and are asking congregants for input. They would also designate some of the remainder of their 2019 funds as well. Discussion concluded this is a good idea. What portion of funds would go to renovations?

### MOTION:

**MOVED BY** Sue Nelson **SECONDED BY** Rick Britton that up to 50% of the funds raised by the Outreach Interest Group be directed toward kitchen renovations. The remainder will be directed to Caring and Sharing, local outreach, Mission & Service, Boundary Trails Health Care (BTHC) Spiritual Care and other local charities.

**Discussion:** Perhaps they could consider increasing the funds going to BTHC Spiritual Care – say \$1000 instead of \$500. It was suggested to stay away from a dollar value since there are no guarantees of the amount raised. Would the distribution be for this year only or open ended? It will be just for 2020.

**CARRIED**

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7.6	Trustees	
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7.6.2	Trustees Zion Calvin	Page 44
7.7	Ministry and Personnel (M&P)	Page 45
7.8	St. Paul's Property Report	Page 45
7.9	Nominations for 2020 – 2021	Page 46
7.10	Thank You	Page 48
7.11	Rock Lake Camp – Bob Luger attended the annual meeting in January. It was well attended with a very positive atmosphere. Camp finances are good and gratitude was expressed for many generous donations, including one from the St. Paul's UCW. Plans are underway for this coming year. Approximately 300 youth attend annually. The facilities are being utilized by families and groups on summer weekends. They had 9 groups last year. Report is attached.	

**MOTION:**

**MOVED BY** Rick Britton **SECONDED BY** Brian Nedohin that all reports be received and accepted as presented. **CARRIED**

**NOMINATIONS for 2020 – 2021**

**MOTION:**

**MOVED BY** Alex Fedorchuk **SECONDED BY** Doug Lone that Hugh Lumgair and Wes Schroeder be appointed as scrutineers. **CARRIED**

Some positions have been appointed as indicated in the *2019 Annual Report*, pages 46-47 attached.

In summary the new appointments are:

**Leadership Team** – Esther Rothenburger and Kathryn Luger

**Ministry and Personnel** – Karen Dyck

**Elders** – Betty Dunbar Sager, Fred Mayor and Deb Hamilton

**Zion Calvin Trustees** – Bob Luger

Brian Saunderson outlined the vacancies:

**Leadership Team** – 1 member

**MOTION:**

**MOVED BY** Marlene Holewka **SECONDED BY** Alex Fedorchuk to nominate Earl Gardiner for the Leadership Team. **CARRIED**

**Ministry and Personnel** – 2 members

**House Group Coordinators** - Karen Ching volunteered for Zion Calvin

**Regional Council Reps** – 3 members

**Youth Representatives** - 1 member each from St. Paul's and Zion Calvin

**Rock Lake UC Camp Corporation** – Ron Peters and Bob Luger volunteered

**Trustees** – 1 member at St. Paul's. A fifth Trustee is called for but not necessary according to our Constitution.

**Nominations / Appointments** from the floor

Brian Saunderson asked for further nominations from the floor. None were put forward.

**MOTION:**

**MOVED BY** Deb Hamilton **SECONDED BY** Evelyn Currie that nominations cease. **CARRIED**

**ELECTION OF OFFICERS And /Or ANNOUNCEMENT OF APPOINTMENTS**

**MOTION:**

**MOVED BY** Kathryn Luger **SECONDED BY** Grace Young to accept the slate of officers for 2020- 2021.  
**CARRIED**

**9. NEW BUSINESS**

**9.1 Presentation of Finance, the 2020 Budget, and M & S Goal for 2020** -Louise Gardiner offered an apology to Laurie Wiebe and the congregation for not attaching the full budget document to her report. The remainder of the report came out separate (attached). Louise noted that in the *2019 Annual Report*, page 19, the St. Paul's Building Fund Dec 31, 2019 amount should read \$28,881, not \$36,330 as printed. Louise thanked the Finance Interest Group members: Hugh Lumgair, Wes Schroeder and Alex Fedorchuk. She thanked Mary Millar and her crew for counting the collection and filling forms weekly at St. Paul's, volunteers at Zion Calvin for counting and filling forms weekly, Linda Sandercock for looking after charitable donations and deposits and Laurie Wiebe for her role as bookkeeper and keeping it all organized.

**Financial** - see pages 18-21 of *2019 Annual Report*, attached. As of December 31 we are sitting at a Net Surplus of \$67,809. This is because we budgeted for an additional part time minister and did not hire one. The M&S goal for 2019 was \$35,000 but in actuality reached \$33,606. The total amount of money sitting in our restricted funds as of Dec 31, 2019 is \$146,577. The retained earnings for our Parish are \$177,423. So together with the restricted funds we have net worth of \$324,000.

**Budget** – Louise walked us through the highlights of the Budget 2020 (attached). They budgeted for less income anticipating that the Fall Supper will have expenses next year, there may be less funerals and less interest earned as money gets utilized for building updates. Expenses will be up because there will be recruitment expenses and piano repairs.

**MOTION:**

**MOVED BY** Hugh Lumgair **SECONDED BY** Wes Schroeder to accept the 2020 Budget as printed.  
**CARRIED**

**MOTION:**

**MOVED BY** Sue Nelson **SECONDED BY** Lesley Andrew to set the M&S goal for 2020 to \$35,000 as recommended by the Outreach Interest Group. **CARRIED**

**9.2 Building Discernment** – Earl Gardiner thanked Bruce Shewfelt for his assistance on the Discernment and Building Committees. He also thanked Brian Saunderson and the maintenance sub-committee. The roof is now complete! Earl reminded us that in June 2019 the congregation voted to repair the roof, prepare the CEU to lease and right size the St. Paul's sanctuary. In November 2019 the group reported to the congregation they would renovate the Sunday school area first; however recently they decided it made more sense to renovate the sanctuary first. Earl reviewed these renovations as outlined in the *2019 Annual Report* (page 33 attached). Preliminary estimates from 2 independent contractors including permits and a 7.5% contingency plan puts Phase I costs at ~\$210,000.



Phase II would likely be the bathrooms, Sunday school area and part 1 of the kitchen renovations estimated to be ~\$90,000. Phase III would be part 2 of the kitchen renovation estimated at ~\$72,000. Pending approval of this plan, financing and fundraising need to be initiated. The committee would like to organize a worship space user group to gather input on the space design and put a small committee together to work on decorating scheme. They need to get final contract drawings, apply for a permit, confirm pricing, and select contractor and sub-trades to establish construction details and communication. Brian Saunderson noted that the discernment process started 4 years ago. He suggested that with only one minister for the last couple of years we now have retained earnings of over \$177,000 and are in a much better financial position than 4 years ago. We are asking for volunteers to be part of the financing and fundraising groups for the renovations. We are also asking for volunteers for the space user group.

On the Building side of things, Faithful Footprints offers grants to help churches become more energy efficient. Grants of up to \$30,000 are available if we spend \$45,000 on furnace or lighting upgrades, etc. Roof repairs have been completed at a total cost (including the net GST) of \$109,000. Installation of accessibility doors and upgrades to the Sunday school has been approved and will move forward.

Earl asked if there were any questions from the floor.

**Discussion:** What is the bottom line for the renovation costs? Bottom line is predicted to be \$380,000. Is there any interest in the CEU? Not yet. There have been a lot of reports and investigating so let's get moving and the fundraising will follow. (Applause) The roof repair was hanging over our heads so now it is finished – good job for moving ahead. Now it is plans for the sanctuary renovation. Should we do lights at the same time? Electrical will have an impact on the budget. Perhaps we will give this to the interior design committee. Brian Nedohin spoke up to say Manitoba Hydro reviewed the lighting and suggested that spending \$50,000 in lighting upgrades would only amount to \$5,000 savings in hydro costs. Many congregants are getting older and nervous to take on these large projects. Is there any interest in renting the CEU now? Is it on the market? Not currently. If it is renovated then rented for only 5 years then what? Any lease hold improvements would be the responsibility of the renter.

**MOTION:**

**MOVED BY** Earl Gardiner **SECONDED BY** Alex Fedorchuk to approve proceeding with Phase I construction up to an amount of \$215,000 with financing to be determined by the Leadership Team. **CARRIED**

**9.3 Changes to the Pembina Parish Constitution** – Rev Cathie Waldie reminded us that as of January 2019 we are now part of the Prairie to Pine Region. One requirement was to prepare a covenant of mutual commitment, accountability and support between our parish and the Regional Council. Cathie thanked Marlene Holewka and Laurie Wiebe for preparing this document. The Regional Council praised Pembina Parish for preparing a thorough covenant; however they asked for a few changes to our constitution to be in accordance with ***The Manual 2019***.

**MOTION:**

**MOVED BY** Alex Fedorchuk **SECONDED BY** Rich Britton to amend the Pembina Parish Constitution article 5.2 to read “The Leadership Team shall consist of seven members of the parish...whenever the Leadership Team meets.” and amend article 5.8 to read “The Leadership Team, along with at least one person...at the Annual Meeting.” and amend article 5.10 to read “The draft Minutes of the Leadership Team...or the Pembina Parish Newsletter.” **CARRIED**

**9.4 Discussion on changing Sunday worship service times** – Susan Ching reported that there has been a request to consider changing worship times at Zion Calvin to accommodate some parishioners. The Zion Calvin Worship Committee was wondering what does this mean. Should they start 30 minutes earlier, leave the time as is or flip the 9:30AM service time between Zion Calvin and St. Paul's?

**Discussion:** Current times are fine. Leave it as it is. St. Paul's Sunday school would like time for fellowship after church then be able to go onto other activities. So would Zion Calvin families.

**9.5 Other** - Brian Saunderson thanked all the outgoing appointments for their dedication to the life and service of the Parish. Kaye Lyng thanked Earl Gardiner and Bruce Shewfelt for their hard work on the discernment process over the last 4 years. They received a standing ovation.

**10. CLOSING PRAYER** – Rev. Cathie Waldie started her closing offering thanks to the kitchen staff, Doug Lone on sound, June Steiner on Power Point, Leslie Bezte for taking minutes and Brian Saunderson for chairing at today's meeting. She commented we had such great leadership in Pembina Parish. She especially thanked Laurie Wiebe for her administrative assistance and Earl and Louise Gardiner for all that they do. She thanked the Leadership Team for all their gifts. Cathie closed in prayer.

**11. MOTION TO ADJOURN** at 3:22PM by Doug Lone

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Chairperson

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Recording Secretary

## APPOINTMENTS FOR 2020

<b>Leadership Team:</b>		<b>Appointment</b>	<b>Service</b>
Chair	Brian Saunderson	<b>2019</b>	2 years (+1 year)
Secretary	Leslie Bezte	2018	2 years (+1 year)
Treasurer	Earl Gardiner	2020	2 years (+1 year)
M&P Representative	Karen Dyck	2020	2 years (+1 year)
Member	Esther Rothenburger	2020	2 years (+1 year)
Member			2 years (+1 year)
Member	Margot Craig	2018	
Member	Kathryn Luger	2020	2 years (+1 year)
Minister	Rev. Cathie Waldie		
<b>Ministry &amp; Personnel</b>	Kari Unger	<b>2019</b>	2 years (+1 year)
	Mary Ann McElroy	2018	2 years (+1 year)
	Karen Dyck	2020	2 years (+1 year)
	Evelyn McElroy	2020	2 years (+1 year)
	Beth Lovell	2018	2 years (+1 year)
<b>Elders</b>	Betty Dunbar Sager	2020	3 years (+1 year)
	Fred Mayor	2020	3 years (+1 year)
	Deb Hamilton	2020	3 years (+1 year)
<b>Regional Council Reps</b>	Sharon Deceuninck	<b>2019</b>	3 years (+1 year)
<b>Youth Representatives</b>	Ethan Bezte	<b>2020</b>	Annual Appointment
	<b>Vacancy</b>		
<b>Zion-Calvin Trustees</b>	Debbie Hamilton	2016	5 years (+2 extra years)
	Martin Worrall	<b>2019</b>	5 years (+2 extra years)
	Brian McElroy	2017	5 years (+2 extra years)
	Bob Luger	2020	5 years (+2 extra years)
<b>St Paul's Trustees</b>	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	<b>2019</b>	5 years(+2 extra years)
<b>Rock Lake UC Camp Corp.</b>	Bob Luger	<b>2019</b>	Annual Appointment
	Ron Peters	<b>2019</b>	Annual Appointment

**Pembina Parish Community of Faith Profile Congregational Meeting**  
**Sunday, February 23, 2019, St. Paul's United Church, Morden, Manitoba**  
**Meeting 1:15 – 1:50PM**  
**MINUTES**

**In Attendance: Total 65**

Al Sloan	Doug Lone	Raymond White
Brenda Sloan	Brian Steiner	Pat Hamm
Roxanne LeBlanc	June Steiner	Joyce Maxwell-Windsor
Kathy Ritchie	Laurie Wiebe	Lynn Bollenbach
Arnold Law	Martin Worrall	Sally Chubey
Rish Law	Sharon Deceuninck	Della Duncan
Valerie White	Henry Penner	Debbie Hamilton
Fay Carruthers	Grace Young	Lorraine Holenski
Bill Turner	Bruce Lyng	Don Holenski
Sue Nelson	Kaye Lyng	Beth Lovell
Marlene Holewka	Evelyn Currie	Kari Unger
Louise Gardiner	Lesley Andrew	Mary Lou Schroeder
Earl Gardiner	Brian Andrew	Margot Craig
Betty Hamilton	Wes Schroeder	Edith Lovatt
Evelyn McElroy	Hugh Lumgair	Lois Dudgeon
Bev Wilson	Cheryl Fedorchuk	Asten McGill
Karen Ching	Alex Fedorchuk	Erin Pazmandy
Myra Amy-McElroy	Norm Rothenburger	Brian Nedohin
Kathryn Luger	Esther Rothenburger	Rev Mel Kauppila
Bob Luger	Betty Dunbar Sager	Brian Saunderson
Rick Britton	Don Cram	Leslie Bezte
Nancy Penner	Sharon White	

**OPENING REMARKS** at 1:16PM - Rev Melanie Kauppila introduced herself as part of the ministry staff at Altona United Church. She was appointed by the Pastoral Relations Committee to act as liaison to the committee developing our Community of Faith Profile. She remarked it was a privilege to work alongside the team offering them support and answering their questions as required. They made her job easy and she thanked them for their hard work.

**COMMUNITY OF FAITH PROFILE** – Louise Gardiner, chair of the committee, thanked Rev Mel Kauppila for her support over the process. She thanked the members of the committee: Martin Worrall, June Steiner, Marlene Holewka and Rev Melanie Kauppila. The Community of Faith Profile was comprised of 3 parts.

Statistics – a form had to be filled out using the statistics from 2018 of our Parish. They had to provide a viability review of the past 6 years as to how we maintained salaries, building upkeep costs, etc. They also submitted our 2019 year-end financial statements.

Living Faith Story – the committee was pleased to have the current work of the discernment of our Parish, done in the last 4 years, that gave clear definition to our Core Values and new

Mission and Vision Statements. They described who we are as a Community of Faith: what happens in our parish, how we are organized, our staff, how we live out our mission and work toward our vision. They also included a written snapshot of the amenities that are available in our Morden and Darlingford area. Louise commented that we really do enjoy the charm of rural living with urban amenities, and that we should be proud and encouraged by the values we hold, the work we do and vision we have for what is still possible.

Position Description – Louise outlined the position on power point that reviewed each of the points in the motion.

**MOTIONS** – Marlene Holewka was invited to read the motions

**3.1 Motion to allow adherents to vote**

**MOVED BY** Karen Ching **SECONDED BY** Susan Ching that Pembina Parish extends voting privileges to adherents on the following pastoral relations motions. **CARRIED**

**3.2 Motion re: voting by show of hands**

**MOVED BY** Sharon White **SECONDED BY** Sharon Deceuninck that voting be by show of hands. **CARRIED**

**3.3 Motion re: approving the Community of Faith Profile**

**MOVED BY** Pat Gibson **SECONDED BY** Rish Law that Pembina Parish approve the Community of Faith Profile for a full-time ministry position for Ordained, Diaconal or Designated Lay Minister at Pembina Parish effective July 1, 2020 with the following terms:

- Salary minimum up to Category F (COL Group #2) consistent with United Church Of Canada Guidelines plus an additional 5% per year
- Basic Telephone and Internet is provided at the church office plus Cell phone allowance \$35.00 per month
- Continuing Education \$1,500.00 per year as per Parish agreement
- A minimum of three weeks (21 days) of study leave within each pastoral year, including Sundays
- For members of the order of ministry and recognized designated lay ministers, a minimum of three consecutive months of sabbatical leave after five consecutive years of service to the Community of Faith
- A minimum of one month of vacation (including 5 Sundays) within each pastoral year (July 1 – June 30)
- Moving expense reimbursement up to \$15,000.00
- Adequate administrative assistance defined as 20 hours paid.
- Travel expense reimbursement - Current Rate \$0.42per km as of 2020
- Pension and other benefits as assessed
- Pembina Parish agrees to provide remuneration through the pastoral charge payroll service ADP# WOXH
- and Pembina Parish requests that the Pastoral Relations Commission of the Prairie to Pine Regional Council approve the commencement of the Search process and the posting of this Community of Faith Profile with the terms outlined above in this motion for a full-time ministry position at Pembina Parish, effective July 1, 2020.

**Discussion:** Would the successful candidate have Sundays off? Sundays off were not put in the Position Description as they are considered a work day, so the expectation would be to work all Sundays except study leave and holidays as indicated above unless it was negotiated at the time of hire. Great job (committee)! There was unanimous applause.

**CARRIED**

### 3.4 Motion to appoint a Search Team

**MOVED BY** Karen Ching **SECONDED BY** Kathryn Luger that the following persons be appointed to a Search Team: Brian Sanderson, Beth Lovell, June Steiner, Marlene Holewka, Martin Worrall and Louise Gardiner.

**Discussion:** Would anyone else wanted to be part of the search team? No one else came forward.

**CARRIED**

### 3.5 Motion to name a budget for the Search Team

**MOVED BY** Lesley Andrews **SECONDED BY** Doug Lone that an amount of up to \$1000 be budgeted for the use of the Search Team.

**Discussion:** Would this budgeted amount allow for transporting a candidate for an interview? No, it would be used for advertising expenses and the like. Interviews could be via skype or other modern technology. Perhaps the top 2 candidates could be flown in, but the budget to cover that expense could be covered by another motion at a later date.

**CARRIED**

**NEXT STEPS** – Louise Gardiner advised that the position will be posted on Church Hub, in ***Broadview*** and at theology schools. Brian Saunderson commended that committee on their great job.

**MOTION TO ADJOURN** at 1:48PM

**MOVED BY** Evelyn Currie **SECONDED BY** Hugh Lumgair

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Chairperson

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Recording Secretary

## MINISTER'S MESSAGE

From Carrie, called by God and our siblings in Christ on the search committee, to minister in the name of Jesus Christ at Pembina Parish.

To God's United Church that is in Darlingford and in Morden:

To those who have been made holy to God in Jesus and who are called to be God's people.  
Grace to you and peace from God our Creator and our Savior, Jesus Christ.

First of all, I thank God for all of you, because news of your faithfulness and vibrant spirit is being spread throughout the world, or at least it spread to Ontario! I have heard of your faith in Jesus and love toward your neighbour in these difficult times through physical distancing, wearing Masks, and using available technology. I pray that our God will continue to give us all gifts of wisdom and revelation so that we may know the hope to which we have been called.

I pray also that that you may be in good health in body, mind, and spirit. I was overjoyed to hear what you have been up to this year from the search committee, members of both congregations, and even from other ministers in the United Church! I heard testimony of your creative support, calls to those who are isolated, discernment for right-sizing, your affirming church process, and most of all your kindness to friend and stranger. All testify to your love.

As much as I long to visit you, we must remain committed to stopping the spread of the covid - 19 virus. So for now, I serve God by preaching the good news online so we can worship together and praying for you always. I pray each day that I might see you and share some spiritual gift to strengthen you—or rather that we may be mutually encouraged by each other's faith, both yours and mine. I know that I have much to learn from you and the rich stories of your lives. I have already heard some of your stories through delightful phone conversations and zoom gatherings.

I have much to write you, but I would rather not write with pen and ink (or keyboard); instead I hope to see you soon, and we will talk together face to face.

Peace to you my friends.

Rev. Carrie Martens

(Shamelessly adapted from St. Paul's letters to the churches in Corinth, and Rome, and St. John's letter to Gaius. It's amazing how applicable those letters are right now!)

**Word Scramble Fun!**  
The first 5 people to contact  
Rev. Carrie with the correct  
answer will receive a prize!  
Instructions are at the bottom.

Find the letters in each of the last 4 paragraphs that are capitalized when they should be lower case. Unscramble the letters from each paragraph to complete the words in the question below. Then contact Rev. Carrie with the answer to receive your prize!

What is the \_\_\_\_\_ of the \_\_\_\_\_?

## **Leadership Team**

The Pembina Parish Leadership Team is responsible for the life and work of the parish in accordance with The Manual of The United Church of Canada, [https://united-church.ca/sites/default/files/the-manual\\_2021.pdf](https://united-church.ca/sites/default/files/the-manual_2021.pdf) and as described in The Constitution of Pembina Parish (5.1).

Our constitution describes the work of various committees, interest groups, and house groups, and all are accountable to the Leadership Team. Through direct involvement or liaison, members of Leadership have ties to the various interest groups, with open communication. The monthly Leadership meetings are opened and closed with worship and reflections from our minister. Included is a monthly treasurer's report, staffing matters (M&P) and minister's report. Reporting from interest groups is welcome, and the meeting agenda is set to accommodate. We also meet annually with our trustee and elder groups. In-person meetings are open for visitors. A motion archive is kept at the church office, and meeting minutes are on our website, <https://www.pembinaparish.com/minutes-of-meetings.html>

Over the past year we have had our regular monthly Leadership Team meetings, as normal, but that is the extent of any "normal". COVID-19 has necessitated our meetings be held by conference call, virtually (Zoom), and some in-person meetings, seated six feet apart. Our meetings covered the parish response to the pandemic, including topics of Covid protocols, church reopening or closing, and the limits and rules for activities in our buildings. Through the summer there were three special meetings on the topic, with safety being uppermost in the "how to" discussion. The Leadership Team had the benefit at these meetings of input from a variety of church use.

2020 saw the retirement of Rev Cathie Waldie. Cathie left her Ministry leadership at the end of June, marking nine years with Pembina Parish. With our churches closed last spring, she offered Sunday services on-line for her last three months. In October we bade "good-bye" and "thank-you" to Cathie at church services at Zion-Calvin and St Paul's. We wish Cathie all the best in her retirement.

A highlight of our church year was marked in September with the announcement of our new minister, Rev Carrie Martens. Carrie, her partner Alicia, and baby Annalie arrived to their home in Morden around the middle of November. Rev Carrie has been offering services on-line since that time and is greatly looking forward to meeting everyone when full church life can resume.

From the time of Rev Cathie's retirement we were assigned Lynne Sanderson as our pastoral charge supervisor. Lynne ministered in Gladstone as a Designated Lay Minister before retiring to Carman. We appreciate Lynne's kindness and advice at our Leadership Team meetings.



This has been a most unusual and uncharted year for Pembina Parish, as it has for all church communities. It has had its difficulties but there are numerous success stories: our curbside pickup fall supper, the farewell to a minister and welcome to a new minister, the on-line Pembina Parish services, the safe reopening of the churches through the fall, and the continued “givings” support from our congregations.

In this exceptional year two people deserve recognition. Caretaker Thong has needed to adjust his work to include extra COVID-19 cleaning, as well as adapting his duties to on a closed church, then partially open, fully open, then again closed. Similarly, our Office Administrator Laurie has served the Parish well through all the changes, with her work being moved home twice. She has been the face of the church through our period of being open, including over four months without a minister, as well as dealing with protocols of renters/music lessons as well as Pembina Parish COVID-19 protocols. We are so fortunate to have the staff we do.

There still is the “community”, the Pembina Parish family, but all miss the fellowship and support of seeing everyone. It will return. We will get back to our church life. Leadership Team work is aided by a great group. They bring to every meeting their commitment, talents, and good humour. A special thank you is extended to departing Leadership Team members, Louise, Leslie, and Margot.

Respectfully submitted by  
Brian Saunderson on behalf of the Leadership Team  
(Leslie Bezte, Louise Gardiner, Margot Craig, Esther Rothenburger, Kathryn Luger, Karen Dyck and Rev Carrie Martens)

## **Pembina Parish Minister Search Team Report**

The Pembina Parish Minister Search Team members: June Steiner, Martin Worrall, Marlene Holewka, Beth Lovell, Brian Saunderson and Louise Gardiner were appointed at the Pembina Parish Annual Meeting February 2020. Rev. Melanie Kauppila continued in her role as our assigned Regional Liaison to help us work through the process of navigating the search and hiring process.

An advertisement was submitted to the publication Broadview and our profile was posted on Church Hub in February 2020. We had some difficulty in the beginning with Church Hub, The United Church online pastoral relations tool, and then with the interruption of Covid-19 we had some setbacks. It was with the patience and gifts that each of the team members brought to the table that we were able to narrow the search. It was clear from our Community of Faith profile and our position description the kind of a minister we were looking for and we tried to keep that our focus. We wanted to find the best fit for our Parish.

Along the journey we tried to keep the Parish informed. We asked for and received your support and prayers all through this process. Thank you!

At the Leadership Team meeting on September 2<sup>nd</sup> 2020, the Search Team was prepared with our recommendation. Because there had been a change in United Church policy as to how an approval of a Call or Appointment could be made the Leadership Team needed to deliberate and decide whether to exercise their option to review the recommendation on behalf of the congregations or wait until we could gather for a large congregational meeting. Pre Covid times the recommendation of a Call or Appointment had always been done by having a congregational meeting. With the difficulty for congregations to gather or hold public meetings, General Council had approved a change where the Governing Body (Leadership Team) can make the decision of a Call or Appointment on behalf of the Congregations.

The Leadership Team decided that it would be in the best interest of the Parish to move forward with the decision of the Call or Appointment.

It was with thankful hearts that we received the blessing of the Appointment of Rev. Carrie Martens to begin in Pembina Parish on November 15<sup>th</sup>, 2020.

There will be a covenanting service soon pending Covid restrictions.

Submitted by  
Louise Gardiner

## **MINISTRY & PERSONNEL COMMITTEE**

The Ministry and Personnel (M&P) Committee acts under the guidelines of The Manual of The United Church of Canada. The committee works to build positive and trusting relationships between staff and members and adherents of the community of faith. The committee met 6 times throughout 2020 with the following mandate:

- Consultative and supportive role for matters involving the pastoral charge staff
- Overseeing the healthy relationships of pastoral charge staff to each other and to people in the congregation
- Supervisory role conducting annual performance reviews of the pastoral charge staff, reviewing the working conditions, parish and the wider church responsibilities, Job description updates as required, and supporting pastoral staff continuing education , vacation and annual review of all compensation
- Making any recommendations needed as a result of these reviews to the Leadership Group

The members of your 2020 M&P committee included Evelyn McElroy, MaryAnn McElroy, Beth Lovell, Kari Unger, Karen Dyck

The year of 2020, was one of constant adaptation to an ever changing Covid-19 Pandemic environment in which provincial and federal government would provide guidelines based on infection rates to guide our abilities to gather as a parish to worship and celebrate together. The pandemic necessitated procurement of certain building adaptations, appropriate cleaning supplies and safety equipment, Covid-19 protocol development, and supporting our staff through the many challenges. We were not alone in the journey and the National United Church M&P office provided a platform via Zoom for over 100 churches across Canada to meet to discuss how our parishes were surviving this pandemic.

It was also a year of big changes and hard goodbyes (especially in the middle of lock-down) as our beloved Rev Cathie Waldie retired from full time ministry with Pembina parish the end of June.

Pembina Parish continued to provide on-call ministerial support over the summer and when the Province once again allowed In-Person gatherings in September, guest ministerial speakers provided leadership until November 15<sup>th</sup>.

As of November 16<sup>th</sup> Rev Carrie Martens and her family answered our ministerial call and joined Pembina Parish in the midst of a pandemic lockdown and has richly blessed us all with her ministry.

The Pastoral Charge staff have been amazing in their abilities to adapt to the various states of lockdown. In-Person Worship ceased in the middle of March and immediately the pastoral staff worked tirelessly to continue to provide services

## **Finance Interest Group**

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

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 (not executed this year), monitors the income/givings and expenses to ensure the sustainability of the Parish. We typically meet quarterly to review the Balance Sheet and comparative Income Statement (Covid impacted the frequency this year). 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 Team 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 was undertaken only once this year, whereas our policy is twice per year.

### **Parish Operations - For the year ending December 31, 2020:**

From a financial perspective Pembina Parish finished the year with an operating deficit of \$78,083. There were 2 large expenses that were incurred this fiscal year that were paid for from prior year's accumulated operating surpluses (roof repair for the CEU – \$109,075, and upgrading the heating system at St. Pauls - \$29,302). Without these two one time non-recurring expenses, we had a \$60,294 operating surplus. The budget approved at the beginning of the year projected the Parish having a \$9,449 surplus. We had budgeted for a full time Minister for the entire year, whereas we were without a Minister on our payroll from July to the end of November. The Covid pandemic did create some short comings as our Givings were \$21,289 below our projected budget. The Parish was fortunate to have so many people on PAR as these donations have continued throughout the entire year so the shortfall was primarily due to not having in person services where envelope donations are typically made. Thanks to those that made the effort to deliver their donations via e-transfer or the drop box. A big thank you to Laurie Wiebe, our Office Administrator, as she was very engaged and timely in ensuring that we applied for and received significant wages subsidies through the Federal Government's wage assistance program. As expected our building rental income was significantly below other years, as was our fund raising efforts.

Our sincere thanks to both the Team that continued with our Fall Supper fund raiser and for the anonymous donation that was again received to cover the expenses. This project resulted in a net profit \$5,300.

**Pembina Parish United Church  
Statement of Income and Expenses  
For the period ending December 31, 2020**

	Actual to December 31, 2020	Budget to December 31, 2020	Variance
<b>Income</b>			
Givings	\$ 202,215	\$ 223,500	-\$ 21,285
Fundraising	10,849	14,280	- 3,431
Covid Government Funding	17,114	-	17,114
Other	4,207	15,120	- 10,913
<b>Total Income</b>	<u>\$ 234,385</u>	<u>\$ 252,900</u>	<u>-\$ 18,515</u>
<b>Expenses</b>			
Salaries	\$ 74,348	\$ 111,555	-\$ 37,207
Administration	30,417	38,151	- 7,734
St. Paul's Bldg Expenses	43,695	47,790	- 4,095
Zion-Calvin Bldg Expenses	15,728	12,095	3,633
Interest Groups	9,903	33,860	- 23,957
<b>Total Expenses</b>	<u>\$ 174,091</u>	<u>\$ 243,451</u>	<u>-\$ 69,360</u>
<b>Net Surplus (Loss)</b>	\$ 60,294	\$ 9,449	50,845
<b>Less: One Time-Non Recurring Expenses</b>			
New Furnaces & Air Exch (net of grant)	29,302		- 29,302
CEU Roof Repairs	109,075		- 109,075
<b>Net Surplus (Loss) for the Period</b>	<u><u>-\$ 78,083</u></u>	<u><u>\$ 9,449</u></u>	<u><u>- 87,532</u></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 2020 from Pembina Parish was \$33,606.

There are a very dedicated group of volunteers in the Parish that regularly put on Soup & Pie fundraisers 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, 2020

<u>M &amp; S</u>	<u>Soup &amp; Pie</u>	<u>Total</u>
\$ 33,006	\$ 2,075	\$ 35,081

## Restricted Funds:

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 2020 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. The net increase in the total funds this year was \$17,236.57.

Pembina Parish Pastoral Charge Summary of Restricted Fund Transactions January 1, 2020 to December 31, 2020					
	Bldg Fund- Zion	Bldg Fund - St. Pauls	Opportunity Fund - Endowment	Opportunity Fund - Can Be Spent	Total
Balance As At January 1, 2020	\$ 26,630.54	\$ 28,881.01	\$ 47,461.00	\$ 43,604.75	\$ 146,577.30
Add - New Donations, Grants, Int, etc.					
Total	19,106.00	23,360.00	6,917.63	8,685.14	58,068.77
Less - Payments					
Date Rec'd / Paid Out	Details - Of Transaction				
Jan-20	Zion-Calvin Reno	1,844.54			
May-20	Zion-Calvin Reno	2,877.75			
May-20	Zion-Calvin Reno	1,896.00			
Jun-09	Zion-Calvin Reno	8,767.00			
Jun-09	St Pauls -Sun School Furniture			3,352.57	
Jul-02	St Pauls -Auto Doors			4,891.30	
Jul-29	Zion-Calvin Reno	8,766.00			
Jul-29	Zion-Calvin Reno	5,702.00			
Aug-21	St Pauls -Architect Fees	1,281.36			
22-Oct	St Pauls -Auto Doors			510.22	
16-Nov	Zion-Calvin Reno	943.46			
Total	30,796.75	1,281.36	-	8,754.09	40,832.20
Net Change in Account Totals	- 11,690.75	22,078.64	6,917.63	- 68.95	17,236.57
Balance as at December 31, 2020	\$ 14,939.79	\$ 50,959.65	\$ 54,378.63	\$ 43,535.80	\$ 163,813.87

## Balance Sheet:

Despite the 2 large, onetime, non-recurring expenses that occurred in 2020 the current financial position of the Parish the Balance Sheet as at December 31, 2020 was quite strong. The current asset balance (cash and receivables) was \$136,294. Whereas our liabilities (accounts payable) were only \$36,955, leaving the Parish with \$99,339.89 of retained earnings. A portion of this surplus is invested in a Platinum Savings account (\$55,915) at the Access Credit Union, with the balance in the operating checking account. The Restricted Funds detailed above (\$163,813) are fully funded and invested at the Access Credit Union.

The income statement and the balance sheet accounts for the year ending December 31, 2020 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.

Pembina Parish United Church  
Balance Sheet  
As At December 31, 2020

**ASSETS**

<b>Current Assets</b>		
Access Credit Union - Oper Acct	\$ 58,748.76	
ACC Parish Share	5.00	
Cash on Hand	4,932.00	
Accounts Receivable	30,000.00	
GST Receivable	2,162.49	
Due To - Restricted Fund	- 15,469.06	
ACU Platinum S/V	55,915.71	
<b>Total Current Assets</b>		<b>\$ 136,294.90</b>
<b>Restricted Funds:</b>		
Restricted Fund Bank Account	\$ 148,339.81	
Restricted Fund - ACU Share	5.00	
Due From - Operating Fund	15,469.06	
<b>Total - Restricted Fund Monies</b>		<b>163,813.87</b>
<b>TOTAL ASSETS</b>		<b>\$ 300,108.77</b>

**LIABILITIES**

<b>Current Liabilities</b>		
Accounts payable		\$ 1,980.00
UCC Pension	\$ 84.37	
UCC Benefits	35.20	
UCC Group Insurance	14.91	
<b>Total Due - UCC</b>		<b>134.48</b>
Payable to M & S Fund		30,277.80
Soup & Pie Interest Group Payable		4,562.73
<b>TOTAL LIABILITIES</b>		<b>\$ 36,955.01</b>

**EQUITY**

<b>Retained Earnings - Operating Fund:</b>		
As Per Prior Year End		\$ 177,422.85
Add: Profit / <Loss> Year to Date		- 78,082.96
<b>Total Operations Retained Earnings</b>		<b>\$ 99,339.89</b>
<b>Retained Earnings - Restricted Funds:</b>		
Zion-Calvin Building Projects	\$ 14,939.79	
Opportunity Fund - Endowment	54,378.63	
Opportunity Fund - Avail to Spend	43,535.80	
St. Pauls New Kitchen	-	
St Paul's Building Projects	50,959.65	
<b>Total Restricted Funds Retained Earnings</b>		<b>163,813.87</b>
<b>TOTAL RETAINED EARNINGS</b>		<b>\$ 263,153.76</b>
<b>LIABILITIES AND EQUITY</b>		<b>\$ 300,108.77</b>



## Budget for the 2020 Fiscal Year:

The Finance Interest Group recently met to prepare and submit a detailed budget for 2021 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 total expenditures required to fulfill the work of the Parish in 2021 are projected to be \$237,297 (excluding 2 one-time non-recurring expenses).

It is always challenging to determine what estimate to include for congregational offerings, and with Covid still anticipated to be with us for several months, this year was particularly challenging. The approach taken by the Finance Interest Group (and supported by the Leadership Team) was to develop a budget for everything else (e.g. other income items and all the expenses anticipated we'd incur to deliver on the work of the Parish and to operate/maintain our buildings) with the net difference between the two to become the amount we'd budget for congregational Givings, creating a balanced budget. For 2021 this amount came to \$225,842, which is a 11.6% increase over 2020's total Givings. The strength of this projection will be based on non-PAR Givings continuing to be made by parishioners (with or without live services occurring).

### Pembina Parish United Church Statement of Income and Expenses Budget Summary for the Fiscal Year Ending December 31, 2021

	Actual to December 31, 2019	Budget to December 31, 2020	Actual to December 31, 2020	Budget Proposed for 2021
<b>Income</b>				
Givings	\$ 224,340	\$ 223,500	\$ 202,215	\$ 225,842
Fundraising	20,633	14,280	10,594	16,165
Covid Government Funding		-	17,114	5,000
Other	16,141	15,120	4,207	2,290
<b>Total Income</b>	<b>\$ 261,114</b>	<b>\$ 252,900</b>	<b>\$ 234,130</b>	<b>\$ 249,297</b>
<b>Expenses</b>				
Salaries	\$ 106,033	\$ 111,555	\$ 74,348	\$ 123,023
Administration	27,676	38,151	30,162	39,497
St. Paul's Bldg Expenses	44,698	47,790	43,695	50,900
Zion-Calvin Bldg Expenses	11,096	12,095	15,728	11,507
Interest Groups	3,802	33,860	9,903	12,370
<b>Total Expenses</b>	<b>\$ 193,305</b>	<b>\$ 243,451</b>	<b>\$ 173,836</b>	<b>\$ 237,297</b>
<b>Net Surplus (Before One Time Expenses)</b>	<b>\$ 67,809</b>	<b>\$ 9,449</b>	<b>\$ 60,294</b>	<b>\$ 12,000</b>
<b>Less: One Time-Non Recurring Expenses</b>				
Out Door Signage at St. Pauls				4,000
Grand Piano Repairs				8,000
New Furnaces & Air Exch (net of grant)			29,302	
CEU Roof Repairs			109,075	
<b>Net Surplus (Loss) for the Period</b>	<b>\$ 67,809</b>	<b>\$ 9,449</b>	<b>\$ (78,082.96)</b>	<b>\$ 0</b>



Although the Piano repair (\$8,000) was also budgeted 2020, this repair work was deferred but is again budgeted in 2021. For additional information on this budget please refer to the detailed budget that forms part of this report.

Respectfully submitted by

Louise Gardiner, Treasurer

On behalf of the Financial Interest Group

**Pembina Parish Budget**  
**January 1, 2021 to December 31, 2021**

Account Number	Account Description	Actuals for 2020	Budget for 2021
<b>Givings</b>			
4001	Envelop & PAR Givings	198,613.46	222,141.93
4002	Open Offering	3,469.75	3,500.00
4003	Sunday School	132.15	200.00
	<b>Total Givings</b>	<b>202,215.36</b>	<b>225,841.93</b>
<b>Fund Raising &amp; Misc.</b>			
4110	Fall Supper - Income	6,391.99	6,400.00
4111	<Fall Supper Expenses>	-1,097.53	- 1,100.00
	<b>Net</b>	<b>5,294.46</b>	<b>5,300.00</b>
4120	Choir Fund Raising Event	0.00	3,500.00
4121	<Choir Event Expenses>	0.00	- 600.00
	<b>Net</b>	<b>-</b>	<b>2,900.00</b>
4130	Coop Coupon Fund Raising	45,250.00	45,250.00
4131	<Coop Card Expenses>	-39,825.00	- 39,825.00
	<b>Net</b>	<b>5,425.00</b>	<b>5,425.00</b>
4140	Poinsettias Revenue	525.00	1,200.00
4141	<Poinsettias Expenses>	0.00	- 950.00
	<b>Net</b>	<b>525.00</b>	<b>250.00</b>
4150	Broadview/Upper Room/Pub Revenue	298.30	300.00
4151	<Broadview/Upper Room Expenses>	-650.11	- 650.00
	<b>Net</b>	<b>- 351.81</b>	<b>- 350.00</b>
4160	Funeral Revenue	1,395.66	2,205.00
4161	<Funeral Expenses>	-1,744.36	- 1,065.00
	<b>Net</b>	<b>- 348.70</b>	<b>1,140.00</b>
4177	Misc Fund Raising Revenue	50.00	1,500.00
	<b>Total 'Net' Fund Raising and Misc.</b>	<b>10,593.95</b>	<b>16,165.00</b>
<b>Other Income</b>			
4201	Interest on Bank Accounts	986.02	540.00
4203	Rent - Fountain of Life Church	1,730.00	-
4204	Rent - Other	978.61	1,250.00
4210	Covid 19 Subsidy	17,113.53	5,000.00
4277	Misc. Income	512.54	500.00
	<b>Total Other Income</b>	<b>21,320.70</b>	<b>7,290.00</b>
<b>Total Income</b>		<b>234,130.01</b>	<b>249,296.93</b>

**Salaries, Benefits and Contracts**

5002	Ministers	35,925.44	61,115.40
5003	Office Admin	21,688.01	31,720.00
5005	EI Expense	1,065.03	1,716.14
5006	CPP Expense	2,736.10	4,408.81
5007	UCC Pension	5,164.49	8,321.80
5008	Group Benefits	3,847.10	6,199.02
5009	ADP Service Charge	289.28	290.00
5012	Office Admin Relief	0.00	450.00
5015	Musicians - St. Pauls	909.23	2,553.40
5016	Musicians - Zion	509.06	1,952.60
5017	Choir Director	0.00	1,171.56
5018	Pulpit Supply/Honar/Travel	2,214.72	3,124.00
		<u>74,348.46</u>	<u>123,022.73</u>

**Minister Expenses**

5101	Continuing Education Allowances	182.67	2,000.00
5104	Vehicle / Mileage Expenses	743.20	2,520.00
5177	Misc Expenses	0.00	300.00
		<u>925.87</u>	<u>4,820.00</u>

**Administration Expenses:**

5201	Conference Assessment	11,701.00	14,877.00
5202	External Accting and Legal Fees	1,310.75	1,350.00
5203	Postage	1,179.53	1,200.00
5204	Bank GC	408.00	480.00
5205	Office Supplies	1,297.33	1,200.00
5206	Telephone Charges	0.00	2,500.00
5207	Internet Expenses	1,458.81	1,350.00
5208	Copier Lease Agreement Fees	2,811.96	3,000.00
5209	Copier Service Fees	1,157.15	2,000.00
5210	Advertising and Printing Costs	248.78	250.00
5211	Computer Maintenance & Repairs	856.82	900.00
5212	Sound System & Misc Equip Mtc	465.45	900.00
5213	Worship Related Exps	846.18	900.00
5214	GOT Expense (50% of Purchases)	3,849.16	1,500.00
5215	Software Licenses - Church Trac	1,294.51	1,350.00
5216	Christian Education	350.57	800.00
5277	Misc	0.00	120.00
		<u>29,236.00</u>	<u>34,677.00</u>

**St. Pauls Building Expenses**

5402	Insurance	8,034.25	8,372.00
5403	Property Taxes	3,949.97	4,048.00
5404	Janitorial and Hospitality Supplies	1,970.36	1,900.00
5405	Electricity	4,766.43	4,800.00
5406	Heating Natural Gas	3,637.36	3,600.00
5407	Water & Sewer	726.73	1,200.00
5408	Maintenance & Repairs	4,847.52	8,500.00
5409	Yard Upkeep and Snow Removal	2,230.12	2,400.00
5410	Contractor Fees - Janitor	13,531.72	15,600.00
5477	Misc. Expenses	0.00	480.00
		<u>43,694.46</u>	<u>50,900.00</u>

<b>Zion Calvin</b>			
5502	Insurance	2,455.65	2,516.00
5503	Property Taxes	264.59	271.20
5504	Janitorial and Hospitality Supplies	0.00	500.00
5505	Electricity	6,056.79	6,600.00
5508	Maintenance & Repairs	6,950.62	1,200.00
5509	Yard Upkeep and Snow Removal	0.00	120.00
5510	Contractors - Janitor	0.00	-
5577	Misc	0.00	300.00
		<u>15,727.65</u>	<u>11,507.20</u>
<b>Leadership</b>			
5601	Special Events and Projects	0.00	1,000.00
5602	Recognition	0.00	500.00
5677	Misc	60.87	200.00
		<u>60.87</u>	<u>1,700.00</u>
<b>M&amp;P</b>			
5701	Recruitment and Advertising Expense	1,216.40	-
5702	Staff Appreciation Expenses	566.51	500.00
5705	Moving Expenses	5,615.17	-
5777	Misc	0.00	200.00
		<u>7,398.08</u>	<u>700.00</u>
<b>Music</b>			
5801	Music Purchases	0.00	600.00
5877	Misc	112.35	500.00
		<u>112.35</u>	<u>1,100.00</u>
<b>Other Interest Groups</b>			
5901	Sunday School	1,665.32	4,130.00
5902	Pastoral Care	0.00	360.00
5903	Stewardship	0.00	350.00
5904	Worship	39.21	500.00
5906	Caring & Sharing	45.36	-
5907	Prayer Shawl	0.00	200.00
5908	Womens Retreat	0.00	500.00
5909	Banner & Quilting	307.68	600.00
5913	Affirming Conversation	75.00	1,130.00
5915	Youth	0.00	600.00
5916	Hospitality	198.83	500.00
		<u>2,331.40</u>	<u>8,870.00</u>
<b>Total Expenses</b>		<u>173,835.14</u>	<u>237,296.93</u>
<b>Net Profit before One Time Non Recurring Expenses:</b>		<u>60,294.87</u>	<u>12,000.00</u>
<b>Less: One Time Non-Recurring Expenses</b>			
	New Furnaces & Air Exch (net of grant)	29,301.59	
	CEU Roof Repairs	109,075.00	
	Outdoor Sign at St. Pauls		4,000.00
	Repair & Mtc to St. Pauls Grand Piano		8,000.00
<b>Net Profit (Loss) for the Year</b>		<u>(78,081.72)</u>	<u>0.00</u>



## ST PAUL'S SUNDAY SCHOOL



Pancake Supper  
Worship at Home  
Grade 4 Bible Presentations  
Grade 12 Blankets and Graduation service  
St. Matthews Maryland drop off  
Christmas audio program

**WHAT a CRAZY year! Yet through it all, our Sunday school families have continued to worship, show kindness and helping others. Whether in a church, our homes, online or outside enjoying the miracle of God's creation, we continue to find Joy.**

Blessings, Roxanne LeBlanc



## ZION-CALVIN SUNDAY SCHOOL

We have a wonderful group of young people at Zion Calvin and for that we are very thankful.

2020 being the year it was we did not have many Sundays together. We continue to keep in contact and have shared information via email. We all look forward to the time when we can all be safely back together.

We have an outstanding project with our Grade 12 Graduate Alyssa Tickner. We have a grad blanket to make and present to Alyssa. Hopefully we can get that done in the very near future.

Until we meet again.

Respectfully submitted, Karen Ching



## ZION CALVIN UNITED CHURCH CONGREGATIONAL REPORT

The year 2020 will be remembered as the year COVID-19 struck and much of life as we knew it was changed. Reflecting on our church family over the past year, however, we recognize there is much reason for gratitude.

Gratitude that the work of Pembina Parish continues. We thank our Minister, the Leadership Team and the Office Administrator for their direction. We thank members of all groups who kept our Parish humming. In particular, we thank the Worship and Pastoral Care Interests Groups who faced expanded workloads this year and did a remarkable job. We thank the Ministerial Search Team who brought us a gift.

We are grateful for the Leadership Team's direction in response to COVID-19: seeking input from stakeholders; developing guidelines for safe practices; making hard decisions to close or open our church buildings as circumstances allowed.

We are grateful for our Zion Calvin Sunday school leader, musicians, U.C.W. and all who work to maintain our church building and property.

We are grateful that early in the year Rev Cathie Waldie adapted to on-line recorded worship services allowing us to experience her many gifts until her retirement.

We are grateful for the beautiful yard behind our church where we gathered safely with fellow congregants on several summer Sundays when our church building was closed.

We are grateful for the volunteers who put their duct tape and tape measures to work, hung signs and established registration and hand sanitizing stations so we could hold in-person worship services when the regulations allowed.

We are grateful that during the brief period when in-person worship services resumed (with restrictions) we could hold a memorial service for a community member and host Rev Cathie Waldie and guests at a special service to end our covenanting relationship with her and to present retirement gifts.

We are grateful to have welcomed Rev Carrie Martens and her family to our parish in November. COVID restrictions have not allowed us to meet her in person but we very much appreciate her on-line worship services, emails, phone calls and Zoom meetings. Such is our interaction in the time of COVID.

We are grateful for the many volunteers, paid contractors and financial donors from Darlingford and area who contributed to the multi-year restoration of our historic church building. The work is essentially complete.

Halleluiah! Praise God from whom all blessings flow.

Respectfully submitted by Kathryn Luger on behalf of the Zion Calvin Congregation

## **AFFIRMING CONVERSATION**

Since 2016, this interest group has been engaged in activities that explore the benefits of and requirements to become an Affirming Ministry within the United Church of Canada. The Affirm United website is [affirmunited.ausc.ca](http://affirmunited.ausc.ca). A document to be found there is Open Hearts: Resources for Affirming Ministries in the United Church of Canada. This manual has been our guide in the conversation about becoming an affirming ministry.

This year, the activities of our group have been few but significant. We prepared articles for inclusion in the Pembina Parish Spring and Advent 2020 newsletters and we concluded all but the final step in the process to become Affirming. To date we have:

Engaged in a discernment/educational process on what it means to be inclusive and intentional about how we include others within the life and work of our ministry (2016-2020)

Developed an inclusive Marriage Policy and Baptism Policy (led by Worship Group 2020)

Developed an Affirming Vision Statement that would be adopted once Affirming status is obtained. It explicitly includes “people of all sexual orientations and gender identities” in the life and work of our ministry (2020 with Leadership Team input and approval)

Developed a Plan of Action that would be undertaken once Affirming status is obtained (2020 with input from the Worship Group and approval from the Leadership Team)

The remaining step is the critical step: to hold a congregational vote on whether to become affirming. Early in 2020, the Leadership Team identified Sunday April 21, 2020 for the vote. Some details of the process were included in the Pembina Parish Spring 2020 Newsletter. Alas, COVID-19 restrictions made a congregational meeting to vote impossible for that date and the rest of the year.

We are disappointed the process has taken so long, however, we have every hope of finding a way to hold the vote in the coming year—and provide opportunities beforehand to remind you why becoming an Affirming Ministry is a great idea for our Parish.

Respectfully submitted by the Affirming Conversation Interest Group



## **PASTORAL CARE INTEREST GROUP**

When the Pandemic hit our world in March of 2020 pastoral care which has been a very important ministry in the life of Pembina Parish continued to become much harder to stay connected with each other. 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. The Pastoral Care Interest Group held no meetings in 2020. At these meetings the list of Pastoral Link people for our House Groups were 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 reviewed and updated. Since the Pembina Parish churches were in lockdown in 2020 due to the restrictions of the pandemic the Worship Interest Group with the help of Laurie, our office administrator, continued to provide twice a week by email prayerful verses, poems, stories, cartoons that related to the pandemic crises. Laurie also prepared packages of this material to be mailed/delivered out to people who have no contact or a computer.

During 2020 the Pastoral Care Interest group could not do the following:

- No Pastoral Link people making at least two pastoral contacts per year at Easter and Christmas and couldn't seek to respond to other pastoral care concerns as they arose.
- Couldn't help to deliver poinsettias at Christmas.
- Myrna Mayor couldn't visit at the Boundary Trail Health Center.
- There could be no visits from the members of the UCW and from those who visit and keep in touch with others on behalf of the Parish.

The only contacts that could be made were by phone, zoom, cards, prayer chain (Phyllis Dudgeon), prayer shawl, delivered/mailed packages of Sunday services, news and notes, daily devotions and maybe when you were out for a walk, weather permitting, you would pass someone you knew to chat with. At this time I would like to thank all those who were involved to help us stay connected: Laurie, The Worship Interest Group, Pastoral Link volunteers, pastoral care coordinators Pat Hamm and Rick Britton, our new minister, Rev. Carrie Martens.

Carrie arrived the middle of November to start her ministry by preparing and organizing Sunday services from both churches on YouTube. Thank you to those volunteers who helped with reading scriptures, playing the piano, singing and filming the video.

At present we are in need of at least 7-8 more people to serve as Pastoral Link people as not all of our House Groups have them. To be successful it would be nice to have two people for each House Group. An announcement about this has been made in worship and gone into the News and Notes. **We hope you will read it and prayerfully consider becoming part of this vital ministry in our parish.**

Respectfully submitted, Grace Young, Linda Arnt, Donna Barnett, Ron Peters, Myrna Mayor, Betty Dong, Pat Gibson, Sue Nelson, Cathy Lone, Debbie Hamilton, coordinators Pat Hamm, Rick Britton.

## **BANNER AND QUILTING GROUP**

We recruited some extra help and made a quilt for Rev Cathie as a retirement gift. Those involved in the project were Carol Burton, Edith Lovatt, Jean Motheral, Kathryn Luger, Laurie Wiebe, Louise Gardiner, MaryAnn McElroy, Pat Gibson and Sue Nelson.

Due to the "Covid lockdown", we were unable to meet for any other projects in 2020.

Respectfully submitted by Jean Motheral

## **DAYS FOR GIRLS GROUP**

Days for Girls met in January and February, 2020. This is when our committee shut down due to Covid. During these 2 months, 16 women finished sewing the following items: 50 shields, 70 girls liners and eight maternity liners. These were delivered to Winnipeg. We have a box full of washed flannel waiting for our committee to resume production.

Respectfully submitted, Pat Gibson

## **POINSETTIA MINISTRY 2020**

Unfortunately, the Poinsettia Ministry for 2020 was impacted by Covid 19. In place of the poinsettia deliveries, letters were sent out to those experiencing bereavement, or being homebound, along with a prayer card.

Although I have thoroughly enjoyed my time of being a part of this Ministry, it has come time for me to step back. I do encourage someone to carry on this enjoyable and fulfilling role in our Church ministry.

Respectfully submitted,

Myrna mayor



## **OUTREACH INTEREST GROUP**

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

It has been our pleasure to host the Parish and the wider community at Soup and Dessert lunches at St.Pauls church. We were able to have two lunches in 2020 (January and February) and along with Sunday school, hosted the Shrove Tuesday Pancake Supper. Thank you to the Thornhill UCW for organizing the January Soup and Dessert.

If any positives can come out of 2020, one may be the realization of how important gathering as a community for food and fellowship can be. We have been blessed to be able to provide an opportunity for folks to meet and at the same time raise much needed funds for community outreach.

Net income for 2020           \$2,080.92  
February Pancake Supper donations of \$557.50 were designated to The Mission and Service Fund.

Donations for 2020:

The Hub Food Cupboard	\$500.00 (from funds left over in 2019)
BTHC Spiritual Care	\$500.00
Pembina Parish Caring and Sharing costs	\$250
Morden Christmas Cheer	\$375
Mission and Service	\$932.50

Mission and Service donations for 2020 were \$30,006.10 our goal was \$35,000  
We are looking forward to continuing this ministry as soon as public health restrictions allow.

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 & Lesley Andrew

Our 7th Annual Fall Supper had a very different look and feel this year. With direction from the Public Health we managed to serve 281 meals on November 1st using a drive through format. A big thank you to our Office Administrator Laurie Wiebe for selling advanced tickets, our two work groups, Saturday and Sunday did a wonderful job and a special thank you goes to the Fall Supper Committee members.

Loved those tasty garden carrots donated by Dave and Donna Lumgair. This was a success because of those that purchased a meal(s). It was great to see the church busy with something positive. It has been a trying year for all of us, I am sure we all look forward to the time that we can gather again.

Our net profit this year was \$5,300 and a special thank you goes to an anonymous donor who cover our expenses.

Respectfully submitted by  
Lesley Andrew



## **BOOK CLUB**

If one thing can be said about 2020, is that it was a great year for readers. Many of us have found comfort and solstice in our reading. Unfortunately, we have not been able to meet face to face to talk about our thoughts and of course, share in the fellowship and food too!

The book club is open to everyone. Our reads are suggested by members. We met twice in person (January and February) and have started meeting via Zoom (November and December). Books read and discussed:

The Sunday Philosophy Club by Alexander McCall Smith  
BearTown by Fredrick Backman  
Less by Andrew Sean Greer  
A Place for Us by Fatima Farheen Mirza

Submitted by Sue Nelson for  
Pembina Parish Book Club

## **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.

Three meetings held in 2020. Jan 21, Feb 26, & May 6.

Request of \$3500 from Sunday School for furniture. Spent \$3352.57

Request of \$5500 for power front doors at St. Pauls. Spent \$5401.52

Our parish gratefully received a generous bequest from the estate of Roberta Griffin this past year.

Brian Nedohin agreed to chair the group in 2020.

Respectfully submitted by

Members of the Opportunity Fund Interest Group:

Fred Mayor, Louise Gardiner, Brian Nedohin (trustee St. Pauls), Martin Worrall, (trustee Zion Calvin), Betty Hamilton, Lesley Andrew, Rev. Cathie Waldie (until June 2020).

## **Discernment and Building Committee Updates**

In late 2019, our discernment process concluded that St. Paul's should keep our Christian Education facility (this included completion of our roof repairs) and make it more available to community groups or others, with the hope to get additional income for the Parish. In addition to keeping the CEU, we intend to upgrade our Sunday School facilities, and renovate our Sanctuary to allow for multi-purpose uses, including renovations/access to kitchen facilities and bathrooms. All other planned renovations and maintenance were included in our ten-year plans (e.g. painting, carpet, etc.). In the middle of our roll out of the discernment decisions, the pandemic hit. Many church activities were put on hold, including our planned renovations and upgrades. Our building committee realized it would be financially difficult to proceed given curtailed attendance and fundraising options. Wanting to keep some momentum, the committee prioritized the replacement and upgrade of our Sanctuary and CEU heating facilities, with the goal to take advantage of the Faithful Footprints program in 2020. Pembina Parish leadership approved this approach.

In July 2020, our committee advised our congregants, via our email newsletter:

We received news from the Faithful Footprints program (an initiative of the United Church of Canada) that our application for a grant/rebate to assist with upgrade of our furnaces was approved. It will cover approximately 50% of the total project costs. We are moving ahead with replacing the 4 old mid-efficiency gas furnaces that service the Sanctuary and the CEU with 4 new high-efficiency furnaces AND a new Heat Recovery Ventilation unit (HRV).

An HRV helps recover heat from exhausted inside air while allowing replenishment with fresh outside air. Our HRV will be equipped with an electric heater to "boost" the incoming air temperature to the furnaces allowing for more efficient operation, and prevent corrosion, while allowing us to reduce our gas consumption by about 20%, improving our carbon footprint.

At the same time, we will have better / fresher air during maximum occupancy periods for the church and can meet current air quality codes. We hope to have the project completed by end of September in time for heating season.

Summer came and went, and we completed the project in October, with follow up required in November due to an "electrical parts" issue. We are proud to report that we had a 100% complete system running in December 2020; and our contractor provided a "training" session in January 2021 for the building committee. Just as important we have reduced gas BTU by 120,000 units. We received our rebate from the Faithful Footprints program which covered close to 50% of the project costs!

As Manitoba is currently Code Red, our building is shut to public use and we continue to observe safe COVID practices regarding our building renovations. We are looking forward to 2021 and renewal of in-person worship and gatherings and moving forward on our other plans from the discernment process.

Please keep a look out for our next initiative. As the world gets COVID under control, we hope to move forward with Phase I of the renovations to the Sanctuary, and to re-engage our faith community in this work of renewal and repurposing our building facilities. We are working on an update letter that will be forwarded to all members and adherents to Pembina Parish this winter, providing more details and asking your support in moving forward.

Respectfully Submitted – Bruce Shewfelt and Earl Gardiner, Co-Chairs, Building Discernment

## **WORSHIP INTEREST GROUP**

Members: Susan Ching (chair), Carol Burton, Rick Britton, Kaye Ling, Jean Motheral

This has been a very unusual year for Worship in Pembina Parish and the rest of the world – a year of change, a year of challenge and a year of growth. We started our year “as usual” and then the world shifted, requiring us to look at our lives and our church community in totally different ways.

Highlights:

- In February, Worship met as usual with Susan Ching taking on the chairperson role.
- March found us closed with Covid-19 protocols in place.
- “ZOOM” meetings started in April with each of us learning new ways of interacting. Poor connections, new technology, and a sense of “what are we doing?” made us determined to find a way to offer something to our congregations.
- Rev Cathie started recording services and posting “Bread for the Journey” to feed our faith. This continued until her retirement in June.
- As a Worship group, after research and discussion, we put together our current Acknowledgement of Treaty Lands. This statement was drawn up with the intent that there was a need for an educational component to this acknowledgement and that our congregations must work towards reconciliation.

*“We give thanks to God for the creation of this land and we acknowledge that we live in Treaty 1 territory, the traditional land of the Anishinaabe, Cree and Dakota peoples and the homeland of the Metis nation. We are grateful for their stewardship of this land throughout the ages. May we live with respect on this land and live in peace and friendship with its people.”*

- The Worship group also worked on some of our policies. The Wedding Policy had just been reviewed, so we focussed on the Baptism and Funeral Policies. We rewrote them to be more inclusive and to reflect our current times. By the time we finished we had two new documents that were up-to-date and done before Rev Cathie left. These policies were approved by Leadership Team and are available in the office. Unfortunately, closed facilities have not allowed for Baptisms and only limited funerals.
- Starting in July, with no in-person services, we worked with the Office Administrator to continue the “Bread for the Journey” postings 2-3 times per week until the end of October. The News and Notes continued on a weekly basis.
- As we were closed, the Worship group began meeting monthly to provide support to our office administrator and formulate plans for serving our Parish.
- Discussions for limited re-opening began in early summer. Congregations met on an informal basis at local parks. This was in an effort to maintain some form of Fellowship as we all struggled with the new realities of being unable to meet.
- The Worship group recorded a service for Tabor Home at the end of August. This had to be done following protocols and was a learning experience for all.

- With September upon us, working closely with our Re-opening committee, we were allowed to re-open with limited numbers. We did not have a new Minister yet, so the Worship group called upon Pulpit Supply to provide services. Protocols limited congregational participation in services and coffee times were not allowed. This was a strain for many. Worship numbers were low at both sites.
- September saw a funeral being held at Zion Calvin for Linda Maxwell with stringent protocols. It was led by Rev Cathie as she had committed to doing it in the Spring. Rev Cathie also did a graveside service for Douglas Cummings as promised.
- In early October, we bid farewell to Rev Cathie upon her retirement in June. Services of Appreciation were held in both sanctuaries with limited numbers attending. Thank you to Rev Cathie for her dedicated service to our Parish.
- By the end of October, our sanctuaries were closed again. This was the situation until year's end. Emails travelled back and forth between the worship group and Rev Carrie Martens as we looked to Advent. The usual tasks such as ordering candles continued while we puzzled over how to provide Advent and Christmas connections with the Parish.
- In mid-November we welcomed a new Minister to our Parish - Rev Carrie Martens and her family. Welcome, Welcome, Welcome! We were unable to have a Covenanting Service and "ZOOM" continued to be our best friend. We met virtually allowing Rev. Carrie to finally see our faces. One of the tasks completed was to review the Roles and Responsibilities of the Worship Interest Group with Rev Carrie and we then passed these on to the Leadership Team for approval.
- Rev Carrie went right to work recording services with the help of our committee, the pianists, Laurie in the office and some congregation members. Thanks to our technology, and the hard work of several people, services have been recorded through out Advent to the year's end. And using this technology, sitting around the campfire created by Rev Carrie, and with wonderful editing by Laurie, many of the congregation have enjoyed gathering virtually. A wonderful Christmas Eve Service was assembled with many folks contributing from their living rooms. A few members of St. Paul's Sunday School put together a "radio play" to help celebrate Jesus 'coming and birth.

We would like to thank all of the folks who have helped to make these on-line services work. To those who have kept our presence alive in our communities, thank-you.

As a Worship group, we knew we could not just fade away until life returned to "normal". We were very aware that people needed to maintain some kind of connection with the church, each other and the community. As I said before, it has been a year of change and growth and re-evaluation. It has been a pleasure to serve Pembina Parish in our own small way. Thank you to everyone who has hung in there and to those of you who have reached out to others.

As a last thank-you I would like to applaud Carol, Jean, Kaye and Rick for their willingness (even if we didn't feel confident) to tackle this last year with diligence and spirit. Your laughter, support and teamwork made it possible us to get this far. Two of you (Carol and Jean) will be leaving us and your wisdom will be missed. Thank you.

Respectfully submitted,  
Susan Ching (chair of Worship Interest Group)



## **REFUGEE SUPPORT GROUP**

The three church Refugee Support Group has not met formally since early 2020. Chairperson, Michael Pahl, has taken a job in Winnipeg, therefore leaving the committee. Betty Dong has joined the committee to replace Cathie Waldie. The Support Group has committed to financially supporting the Daoud's second son once he is able to arrive in Canada, the funds are in place for his support, once used would bring us close to exhausting the bank account.  
It was the best of times; it was the worst of times.

In late Oct 2019 the Daouds had their oldest son emigrate from Germany; it was an emotional reunion at the airport. The second born son, also in Germany, has his paperwork in process to come to Canada which has been halted because of the pandemic.



The families have weathered the pandemic fairly well, they live around the corner from each other so have stayed in touch. Support group members suspended all in person interactions with the families when Manitoba went to level Red.

The children have all stayed in school, which has its struggles because of the lack of Support Group help. The adult English lessons were moved to an on-line version, which has also not been easy.

The 4 young adult/teens of the families are working on their drivers licences.

The biggest struggle right now is for the adults to obtain employment.

Respectfully submitted  
Edith Lovatt

## THORNHILL U.C.W.

### Thornhill UCW Financial Annual Report

Balance forward.		\$ 392.54
Income		
Offerings.	\$288.35	
Total income.		\$ 680.89

Expenses	
Membership fees.	\$125.00
Donation WICC.	29.15
Miscellaneous.	75.72
Total expenses.	\$229.87

Balance December 2020.	\$451.02
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Carol Burton. (Treasurer)

## **DARLINGFORD U.C.W.**

Darlingford U.C.W has 4 members. In 2020 we had 1 meeting.

### **DARLINGFORD U.C.W. FINANCIAL REPORT FOR 2020**

Balance of chequing account as of Dec.31/19	\$ 381.18	
Cheque outstanding #575 Payable to Mb.N.W On.UCW	- <u>20.00</u>	
	\$ 361.18	\$ 361.18
Savings as of Dec.31/19		\$ 678.06
<b>Total balance of all accounts as of December 31/19</b>		<b>\$ 1,039.24</b>

#### **Income**

Offering	\$20.00	
Donation	\$ 3.00	
Interest	<u>\$ 8.00</u>	
Total income	\$31.00	<u>31.00</u>

Balance as of December 31/2020	\$ 1,070.24
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*Balance of chequing account as of Dec.31/20* *\$ 384.18*

*Savings as of Dec.31/20* *\$ 686.06*

***Total balance of all accounts as of December 31/20*** ***\$ 1,070.24***

Respectfully submitted by

Betty Hamilton

## **ST. PAUL'S UNITED CHURCH BOARD OF TRUSTEES**

### **Duties of the Trustees include oversight of building & property.**

One meetings of Trustees was held in 2020 – December 3 via ZOOM

### **Insurance**

Paul Wiebe from BSI was invited to review our policy with Red River Mutual and answered questions specifically related to the results of our inspection done (facility risk revue) in the fall by RR Mutual. Six recommendations were made and were addressed by the board and building maintenance. The range hoods were not added as requested, as kitchen upgrades are proposed for the future and an exception was granted. We also received a confirmation note from MSTW concerning the fan.

### **Fire Drill report**

Fire Chief was contacted and a fire drill occurred on October 25, with about 50 people in attendance. All went well and the evacuation of the building occurred within one minute. It did take a while to return to the parking lot for roll call. It took another minute and a half to take roll call to account for everyone. Fire chief was very happy with the drill. It was easier to do the count to verify everyone left the building because we had a list of everyone due to Covid restrictions. We need to make a plan for a drill when Covid is not with us.

Questions regarding fire safety:

Are there signs showing your exit in each room?

Who is in charge in different situations?

Checking all rooms, washrooms, conducting roll call?

Do we set up a daily "Check in/check out" sign in sheet 24/7 for all and every event?

### **Other**

Rick and I met with Leadership Team in mid-January 2021 (via ZOOM) to discuss issues related to Trustees and the Leadership Team.

One additional trustee is still required.

Respectfully submitted by Brian Nedohin, Chair, on behalf of Trustees  
Rick Britton, Nancy Penner, Brian Nedohin & Sam Arnt

## **ZION-CALVIN UNITED CHURCH BOARD OF TRUSTEES**

Exterior repair and painting the church building were major undertakings in 2020. While some replacement of decayed or broken siding had been done by volunteers, Peter Buhler, a member of the congregation, undertook the contract to do major preparation work and apply three coats of high quality paint. As well, he repaired and refinished the stucco on the foundation. Peter and his son worked tirelessly in the hot summer sun to do a fine job.

As well, a process was implemented requiring regular inspections of the church building, with particular attention to security, safety and mechanical/electrical equipment. Observations are recorded and have brought about awareness and timely maintenance.

A fire drill on October 25 resulted in the building being evacuated in less than a minute, with all occupants accounted for. Darlingford's Fire Chief, Cal Funk, observed the drill.

The five-year restoration program is all but complete at expected costs. Considerable materials were donated to the project as were about 500 hours of labour. The community of Darlingford has voiced much appreciation for the work done to restore the character of our recognized historical site.

Trustees also participated in making the church ready for services under COVID-19 regulations developed by the Pembina Parish Leadership Team.

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

## **ST. PAUL'S PROPERTY REPORT**

Even though Covid-19 kept the doors closed at St Pauls most of 2020 we have been busy with property and grounds issues:

- The much needed roof repairs were completed; Next came the installation of 3 new furnaces' along with Heat Exchange system.
- Bergmann Plumbing and Heating will be providing us with ongoing maintenance contract for the furnace
- Automatic Door Opener installed at front entrance
- Responding to Covid Protocols for enhanced Cleaning/Special Supplies/Equipment during our limited openings
- Installing a plexi-glass shield for Laurie Wiebe in the office.
- Installing multi door locks to be able to limit access to rooms not being used during pandemic
- Enhanced Public Health cleaning protocols:
- Development and posting of public health approved Covid Protocols for all folks entering /using the building
- Purchasing of appropriate cleaners and cleaning supplies
- Enhanced janitorial cleaning to 2 times daily and after any meetings - cleaning/sanitizing of all frequently touched surfaces.
- Posting of Shared Health Covid 19 public Health signage
- Purchasing & placement of 6 hand sanitizer, sanitizer stands in strategic places throughout both buildings.
- Replacing the 25 year old entrance mats at St Pauls and Zion Calvin
- Secured Pembina Parish cleaning supply order with a 10% discount on all items and free delivery of products
- Rev Carrie's office – south wall repaired from water damage and then room repainted
- Narthex ceiling cracks running the length of both the north-south and east-west direction and multiple repairs to walls

### **Outstanding Issues:**

If kitchen reno's are postponed the following items need to be addressed:

- Food Warmer in kitchen at St Pauls became non-functioning – repair costs exceed purchase of replacement
- Stoves require exhaust fans
- Replace the north door and include appropriate landing and stairs
- Automated External Defibrillator purchase for Narthex as per insurance recommendations
- New Street Signage in front of church

Respectfully submitted by Glenn and Karen Dyck

## PEMBINA PARISH Vacancies / Nominations 2021 – 2022

Positions	Name	Year Appointed	Service
<b>Leadership</b>			
<b>Chair</b>	Brian Saunderson	2019	2 Years (+1 year)
	Charlene Morrow	2021	2 Years (+1 year)
<b>Member</b>	Esther Rothenburger	2020	2 Years (+1 year)
<b>Treasurer</b>	Nancy Penner	2021	3 Years (+1 year)
<b>Member</b>	Sharon Deceuninch	2021	2 Years (+1 year)
<b>Member</b>	Kathryn Luger	2020	2 Years (+1 year)
<b>M&amp;P Rep</b>	Karen Dyck		
<b>Minister</b>	Rev. Carrie Martens		
<b>Ministry and Personnel (M&amp;P)</b>			
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)
	Evelyn McElroy	2020	2 Years (+1 year)
	Cathy Sandersock	2021	2 Years (+1 year)
	Lesley Andrew	2021	2 Years (+1 year)
<b>House Group Coordinator</b>		2019	Annual Appointment
	Vacancy (Zion Calvin)		Annual Appointment
<b>Elders</b>	Myrna Mayor		3 Years (+1 year)
	Fred Mayor	2020	3 Years (+1 year)
	Deb Hamilton	2020	3 Years (+1 year)
<b>Regional Council Reps</b>	Sharon Deceuninck	2019	
Up to 4	Vacancy		
	Vacancy		
	Vacancy		

<b>Position</b>	<b>Name</b>	<b>Year Appointed</b>	<b>Service</b>
<b>Youth Rep—St Paul's</b>	Vacancy		
<b>Youth Rep - Zion-Calvin</b>	Vacancy		
<b>Rock Lake Camp Reps</b>	Bob Luger		Annual Appointment
	Ron Peters		Annual Appointment
<b>Zion-Calvin Trustees</b>	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)
<b>St. Paul's Trustees</b>	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 2021-2022 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 many years

Beth Lovell - Ministry and Personnel for 3 years

Mary Ann McElroy - Ministry and Personnel for 3 years

Leslie Bezte - Leadership Team for 3 years

Margot Craig—Leadership Team for 2 years

