

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.

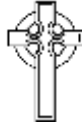
2022 ANNUAL REPORT

www.pembinaparish.com

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IN MEMORIUM



Tina Holenski
Mary Fallis
Robert Buelow
Lindsay Currie (2020)
Katherine Muggridge
Leonore Potter
Wilbert Steffenson
Fran Hodgson (2019)
Donald Hodgson (2020)
Lorna Barclay
Minnie Beatty
Larry Seymour
John Olafson
Elymer Young
Cathy Vanstone
Joan Helps
Ruth Nichol
Edythe Arnott
Velda Currie
Wilma Garlick
Mid Amy
Loreen Lyman
Betty Jordan
Helen Johnston
Mary Hiebert
Hugh Lumgair
Ben Hemminger
Dorothy Gower

TRANSFER OUT

Gary Gower

BAPTISMS

Kip Faux
Sienna Faux
Jordyn Cousins

WEDDINGS

Keota Bouachanthala and Kaycee Kulbaba

**Pembina Parish Annual General Meeting
Sunday, March 13, 2022, 12:00 pm
St. Paul's United Church, 353 Thornhill St. Morden, Manitoba
and On-line**

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.

Attendance: 50

Lois Dudgeon	Myrna Mayor	Bill Turner
Louise Gardiner	Fred Mayor	Doug Lone
Earl Gardiner	Eric Thompson	Asten McGill
Susan Ching	Joanne Thompson	June Steiner
Grace Young	Kathy Menzies	Brian Saunderson
Elymer Young	Cathy Sandercock	Kathryn Luger
Nancy Penner	Karen Dyck	Rev Carrie Martens
Henry Penner	Glenn Dyck	Lynne Sanderson
Jean Motheral	Esther Rothenburger	on-line
Wayne Motheral	Bruce Shewfelt	Karen Ching
Fay Carruthers	Sue Nelson	Rick Britton
Edith Lovatt	Carol Burton	Bob Luger
Margot Craig	Sharon Deceuninck	Marlene Holewka
Della Duncan	Brian Andrew	Basil Holewka
Chelsey Giesbrecht	Lesley Andrew	Laurie Worrall-Wiebe
Erin Pazmandy	Mary Ann McElroy	Martin Worrall-Wiebe
Roxanne LeBlanc	Betty Dong	Brian Nedohin

1. CALL TO ORDER 12:10 pm

Brian Saunderson, chair of Leadership Team and chair of this meeting, addressed those assembled in-person and on-line, calling everyone to order and asking Rev Carrie Martens to open the meeting in prayer.

2. OPENING WORSHIP

Rev Carrie prayed to our God of all seasons, expressing gratitude for our ability to meet together in-person and on-line, asking that God's spirit be present in our deliberations as it has been guiding us through a challenging year. She expressed gratitude for much that was positive during the year including the contributions of many people; she named and gave thanks for those church members who left us in the past year. Rev Carrie noted that as challenges of divisiveness and isolation face us, we also must recognize and be grateful for the gifts that surround us. She asked that our listening skills be strengthened to hear the perspectives of others and further sought God's guidance in the ways ahead.

3. WELCOME

Brian Saunderson outlined the procedures for voting in-person and on-line. He introduced June Steiner, Asten McGill and Doug Lone working the on-line and sound aspects of the meeting; Lynne Sanderson our Pastoral Charge Supervisor. He spoke of the good work done by Thong Bouachanthala and Deb Hamilton caretakers for St. Paul's and Zion-Calvin churches respectively. He thanked Rev Carrie and Laurie Wiebe for their flexibility during the roller coaster events of the pandemic. He expressed appreciation for musicians Fay Carruthers, Wayne Motheral, Henry Penner and Susan Morgan at St. Paul's and Myra Amy-McElroy, Evelyn McElroy, Karen Ching, and Shannon Holenski at Zion-Calvin. As a pre-cursor to nominations for church officers, he invited Rev Carrie to speak on volunteering in the parish. Rev Carrie noted that volunteers are needed for several areas of endeavour including pastoral care and worship, but no one should volunteer out of a sense of obligation or guilt, but rather with a passion for the substance of the work to be done.

4. VOTING

MOTION:

That voting on all matters be extended to all adherents.

Moved by: Susan Ching Seconded by: Lesley Andrew

CARRIED

MOTION

That Nancy Penner and Henry Penner be approved as election scrutineers.

Moved by: Susan Ching Seconded by: Lesley Andrew

CARRIED

5. AGENDA

The circulated agenda was adopted by consensus.

6. APPROVAL OF MINUTES OF THREE CONGREGATIONAL MEETINGS IN 2021

MOTION

That the minutes of the Congregational Meeting: Annual General Meeting 21 March 2021 be approved. (page 5 of the 2021 Annual Report)

Moved by: Kari Unger Seconded by: Jean Motheral

CARRIED

MOTION

That the minutes of the Congregational Meeting: Affirming Ministry Vote 13 June 2021 be approved. (page 13 of the 2021 Annual Report)

Moved by: Henry Penner Seconded by: Betty Dong

CARRIED

MOTION

That the minutes of the Congregational Meeting: St. Paul's Renovations 8 July 2021 be approved. (page 16 of the 2021 Annual Report)

Moved by: June Steiner Seconded by: Louise Gardiner

CARRIED

7. BUSINESS ARISING-none

8. REPORTS

Brian Saunderson named the reports presented in the 2021 Annual Report. He commented on the value of on-line meetings during the pandemic and expressed gratitude to members of the Parish's ad hoc Covid Response Team (members Karen Dyck, Leslie Bezte, Laurie Wiebe, Susan Ching and Brian Saunderson) for their careful deliberations and guidance over the past two years.

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5. UCW	
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b. Zion-Calvin UCW Financial Statement	page 42
6. Trustees	
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Following a call for questions about the reports, Susan Ching, chair of the Worship Interest Group, noted an oversight in her report for not having thanked Evelyn McElroy for her many years of piano accompaniment for worship at Zion-Calvin.

MOTION

That the above reports be approved as presented.

Moved by: Sharon Deceuninck Seconded by: Marlene Holewka

CARRIED

9. NOMINATIONS FOR 2022-2023

Brian Saunderson reiterated Rev Carrie's earlier comments that there are a number of vacancies to be filled on committees and interest group as outlined on page 45-46 of the 2021 Annual Report. He identified the following nominations:

MaryAnn McElroy nominated for Leadership Team

Kathy Menzies nominated for Ministry and Personnel

Brian Andrew nominated for St. Paul's Trustees

Brian asked for more nominations from the floor. None were received.

MOTION

That nominations cease.

Moved by: Wayne Motheral Seconded by: Sue Nelson

CARRIED

MOTION

To accept the slate of officers for 2022-2023.

Moved by: Lois Dudgeon

Seconded by: Karen Dyck

CARRIED

10. NEW BUSINESS

10.1 Finance Presentation with the 2022 Budget and 2022 M&S Goal: Nancy Penner thanked past treasurers Louise and Earl Gardiner for assisting her transition into the position of Treasurer. Beginning her presentation, she clarified that the budget document is separate from the St. Paul's building-renovation finances. Reviewing the year-end for 2021, Nancy noted that givings were down, in no small part due to the fact that there were only 17 in-person worship services during the year. Rental income from the CEU and the federal government pandemic programs were helpful on the income side. In discussing the proposed budget for 2022, Nancy presented a slide entitled *Pembina Parish United Church Statement of Income and Expenses for the Period Ending December 31, 2021 and Budget for 2022*. Nancy noted that the expense figures listed in the column "Actual to December 31, 2021" were slightly changed from the data on page 24 of the 2021 Annual Report because a final review of expenditures deemed it appropriate to move some expenses from St. Paul's Building Committee to the general maintenance category which also resulted in some changes to GST reporting. The proposed budget for 2022, in both Income and Expenses categories, is influenced by the anticipated move out of the pandemic allowing for a return to in-person worship, and the resumption of more fund-raising and interest group activities.

In response to an invitation for comments or questions, a question was raised whether Income for 2022 included rental for the CEU which is currently rented only until April. It was clarified that any anticipated rent beyond April was not included. This prompted the comment that finding a long-term renter is crucial.

MOTION

To approve the 2022 budget as presented.

Moved by: Nancy Penner

Seconded by: Louise Gardiner

CARRIED

MOTION

To approve the Mission and Service goal for 2022 as \$30,000.

Moved by: Sue Nelson

Seconded by: Mary Ann McElroy

CARRIED

10.2 St. Paul's Renovation: Bruce Shewfelt and Earl Gardiner reviewed the scope of the work undertaken in several phases over the past few years. They reminded us that the process began with a review of our vision, mission and values, a consideration of whether to move or stay, right sizing and the need for flexible space. They identified and thanked the many people serving on various groups who contributed to the project. They presented slides showing the new developments throughout and spoke of the flexibility of the space and important infrastructure changes including new high efficiency furnaces, an air exchanger, a heat pump/air conditioner for the office, LED lights throughout, new fire alarm system and steel post to support the new sanctuary. The project cost previously approved is \$406161.04 (which includes extra costs of \$7,497 approved by the Leadership Team for the fire alarm system and a steel post). Now a final invoice has been received from Moonlight Construction in the amount of \$47,689.71 plus GST for which approval must be sought.

Prior to the call for a motion, Bruce and Earl acknowledged each other's contribution to this immense project and both were profusely thanked by Rev Carrie and Brian Saunderson, the latter then calling for the motion.

MOTION

That the Pembina Parish congregation approve final payment to Moonlight Construction of the amount of \$47,689.71+ GST, which brings the final St. Paul's building project costs for the first two phases to \$455,032.32 (including ½ GST). Further, that St. Paul's Trustees approve this final amount to be included in the mortgage and request approval from Prairie to Pine Regional Council.

Moved by: Bruce Shewfelt Seconded by: Earl Gardiner

CARRIED

10.3 Amendment to Pembina Parish Constitution: Brian Saunderson presented the proposed amendment to article 5.3 regarding the term of the Treasurer. Responding to a question about the need for the last sentence, it was said that it is used in the Constitution for positions of authority the intent being to avoid concentrations of influence.

MOTION

To approve the amendment of article 5.3 of the Constitution of Pembina Parish to read: The term of office for the Treasurer shall be three years with the possible one year extension on Leadership Team as a Past Treasurer to train, support and transition the Incoming Treasurer. The Past Treasurer and Incoming Treasurer, both, will be members of the Leadership Team for voting purposes. A one year break shall be taken before accepting further election or appointments.

Moved by: Louise Gardiner Seconded by: Nancy Penner

CARRIED (meeting the 2/3 majority requirement)

11. CLOSING NOTE

Following the final item on the agenda, Earl Gardiner spoke to acknowledge Brian Saunderson's completing his term on the Leadership Team, having been chair for three years and contributing much additional time and effort to the St. Paul's building project and the Covid Response Group. Earl noted his personal appreciation for Brian's work and was joined by all present in a hearty round of applause in recognition of Brian's service to the Parish.

12. CLOSING PRAYER

Rev Carrie closed saying that although the meeting is ended, life in God always renews; she gave thanks for decisions made and challenges met.

13. MOTION TO ADJOURN at 1:45 pm Moved by: Nancy Penner, Seconded by: Kathryn Luger **CARRIED**

APPOINTMENTS FOR 2022

Leadership Team:		Appointment	Service
Member	Kathryn Luger	2020	2 years (+1 year)
Treasurer	Nancy Penner	2021	2 years (+1 year)
M&P Representative	Karen Dyck	2020	2 years (+1 year)
Member	Esther Rothenburger	2020	2 years (+1 year)
Member	Mary Ann McElroy	2022	2 years (+1 year)
Member	Sharon Deceuninck	2021	
Member	vacancy		2 years (+1 year)
Minister	Rev. Carrie Martens		
Ministry & Personnel			
	Karen Dyck	2020	2 years (+1 year)
	Lesley Andrew	2021	2 years (+1 year)
	Cathy Sandercock	2021	2 years (+1 year)
	Kathy Menzies	2022	2 years (+1 year)
Elders	Myrna Mayor	2021	3 years (+1 year)
	Fred Mayor	2020	3 years (+1 year)
	Deb Hamilton	2020	3 years (+1 year)
Regional Council Reps	Sharon Deceuninck	2019	3 years (+1 year)
Youth Representatives	Vacancy		Annual Appointment
St. Paul's House Groups	Lesley Andrew Margot Craig	2022	Annual Appointment
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)
	Bob Luger	2020	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)
	Brian Andrew	2022	5 years(+2 extra years)
	Craig Kestirke	2021	
Rock Lake UC Camp	Bob Luger	2022	Annual Appointment
	vacancy		Annual Appointment

**Pembina Parish Congregational Meeting
353 Thornhill Street, Morden MB R6M 1N8
Regarding a Ministerial Call
Tuesday, May 17, 2022, 7:00 pm and Online**

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

Attendance: Total 39

Martin Worrall	Susan Ching	Fay Carruthers	Hugh Lumgair*
Laurie Wiebe	Wes Schroeder	Karen Ching	Lesley Andrew*
Laverne Lovatt	Bob Luger	Myrna Mayor	Brian Andrew*
Edith Lovatt	Kathryn Luger	Fred Mayor	Carol Burton*
Mary Ann McElroy	Brian Nedohin	Wayne Motheral	Lorraine Holenski*
Louise Gardiner	Marlene Holewka	Jean Motheral	Don Holenski*
Earl Gardiner	Basil Holewka	Rick Britton	Betty Dong
Esther Rothenburger	Kathy Menzies	June Steiner	Brian Saunderson
Sharon Deceuninck	Cathy Sandercock	Margot Craig	Karen Dyck

Myra Amy-McElroy
Lynne Sanderson, Pastoral Charge Supervisor
Mary Best, Prairie to Pine Regional Liaison* *attendance online by Zoom

Call to Order at 7:04 pm.

1. OPENING WORSHIP

Lynne Sanderson read from Proverbs 16 verses 1 and 16 and spoke of ancient decisions in Scripture being made by the casting of lots. Today we seek Spirit Wisdom in our decision-making and trust that God is in the process with us. She prayed that God's will would be made known to us and that we would listen and speak respectfully. In gratitude, hope and faith for the future, she prayed in the name of Jesus the Christ...

2. WELCOME and VOTING

Sharon Deceuninck, meeting chair, welcomed in-person and online attendees and invited a motion regarding voting.

MOTION

That voting on all matters be extended to all adherents

Moved by: Esther Rothenburger Seconded by: Karen Dyck

CARRIED

3. MOTION REGARDING A CALL

Sharon Deceuninck invited Louise Gardiner to speak to the purpose of the meeting. Louise outlined the history of Rev Carrie Martens's relationship with Pembina Parish indicating that as circumstances have evolved a new relationship is in order and the process of the United Church of Canada is being undertaken. To that end, Louise invited Martin Worrall to present the following motion.

MOTION:

Whereas Rev. Carrie Martens has been in an appointment with Pembina Parish while she completed the requirements for Admission into the order of ministry into the United Church of Canada, the dates for which were November 15, 2020 to June 30, 2023
Whereas Rev. Carrie Martens is deemed ready for admission to the Order of Ministry in the United Church of Canada by the Board of Vocation and related to admission is open to Call or appointment anywhere within the United Church of Canada
Whereas Rev. Carrie Martens in conversation with the Ministry & Personnel Committee of Pembina Parish has accepted an invitation to remain in a Pastoral Relationship with Pembina Parish

That the community of faith of Pembina Parish:

PART 1.

Approves the change in terms of the pastoral relationship between Rev. Carrie Martens and Pembina Parish effective July 01, 2022 reflecting a continuation in the pastoral relationship of Rev. Carrie Martens (**Ordained Minister** within the Order of Ministry of The United Church of Canada) with Pembina Parish as a CALL to a full-time position based on the position description or previously approved effective July 1, 2022 with the following terms:

1. Salary Category C (year 5) COL 2 \$ 55,729.00
Additional salary 10% \$ 5,572.90
Total Salary: \$ 61,301.90

Telephone/internet \$600.00 per year(Cell phone)

Continuing Education - \$ 1, 493.00 per year

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 months of sabbatical leave after five consecutive years of service
to the pastoral charge/ministry unit

A minimum of one month of vacation (including five Sundays) within each pastoral year

Moving expenses, based on reasonable estimates – Not applicable

Adequate administrative assistance defined as Office Administrator – part-time 30.5 hours

Travel expense reimbursement, based on the current Minimum Salaries and Reimbursements for Ministry Personnel document

Employer costs for Pension and Benefits, as noted in the Premiums and Taxable Benefit Calculator

Other:

Additional continuing education allowance for a total of \$ 1500.00 per year (additional \$ 7.00 in 2022)

Additional time off: When there are 5 Sundays in a month the 5th Sunday is off. (4 per year)

Additional travel expense of \$0.05 per km over the General Council rate.

With the Pastoral Charge agreeing to provide remuneration through the Pastoral Charge Payroll Service (ADP) unless granted a formal exemption by the General Council Office (ADP # WOXH)

PART 2.

Appoints **Louise Gardiner** to complete the Record of Appointment on Church Hub and forward all documents related to this change in terms of the pastoral relationship (financial statement year end 2021; Year to date financial statement 2022; minutes of Congregational meeting where motion made) to the Pastoral Relations Minister of Prairie to Pine Regional Council via email no later than June 09, 2022 at noon for final approval of the Call to enable Admission of Rev. Carrie Martens to happen at the Celebration of Ministry Service of Prairie to Pine Regional Council at Knox United Church, Kenora on June 26, 2022

PART 3.

Recommends Pembina Parish Community of Faith approve the Call of Rev Carrie L. Martens to the full-time position of Ordained Minister of Pembina Parish with a starting date of July 1, 2022.

Moved by: Martin Worrall
CARRIED unanimously

Seconded by: Marlene Holewka

4. CLOSING PRAYER

With a “halleluia” Lynne Sanderson commented on the brevity of the meeting saying it was due to the joy and spirit of love flowing and asked that we be blessed as instruments of God’s love.

5. ADJOURNMENT at 8:20 pm

Minister's Report

Greetings friends, the whirlwind of 2022 has come to an end. As I look back over the past year, the image that comes to mind is Dorothy's house finally landing in Oz after wildly spinning in the eye of a tornado. While we haven't quite crushed the Wicked Witch of the East (Covid), the tornado seems to have ended and we are not in Kansas anymore. And that's where the comparison to Oz must end. Though Dorothy's call is to return to Kansas, ours is far more like the call we hear from the prophet Jeremiah to the people of God in exile. God instructs them to settle down and seek the welfare of the city where they find themselves and to pray for it, because in its welfare, they will find their own welfare (Jeremiah 29:4-7). We cannot go back to a space and time before Covid entered our world—we cannot return to Kansas—but we can seek the welfare of the people and spaces in which we find ourselves now. And this is what I see happening in our parish. We are discovering anew our foundation, our identity, our location, and our calling as followers of Jesus, as the hands and feet of Christ in our world.

This space of discovery fits well with the new call identified by our national church in 2022 – Deep Spirituality, Bold Discipleship, Daring Justice. To my heart, Deep Spirituality is about grounding and finding our identity in our Creator. It is about making connection with God, self, one another, and all creation that gives us strong roots to weather storms. Bold Discipleship is about listening, learning, and growing. It is about exploring what it means to live as Christ in this time and space. And Daring Justice, well that's daring to live what we've learned and doing so from a place rooted in the radical creativity of God, the radical love of Jesus, the radical movement of the Spirit.

Coincidentally, this new call of our United Church pairs well and perhaps even enlivens the core values of our own parish: Inside—caring, Outside—sharing, and Upside down—exploring (even if they do follow a different order!). While many things have changed, our core values have not, we're just finding new ways to live them.

One space (though there are many!) in which I have witnessed deep spirituality, bold discipleship, and daring justice—yes, all three!—is in our parish book studies. In 2022 we engaged in a Lent Book study—*Lesser Evils*, a Fall Listening and Learning study—*Braiding Sweetgrass*, and an Advent study—*Expecting Emmanuel*. In each study I witnessed spiritual connection and deepening, a willingness to learn and be transformed, and a passion for action and a lived faith.

As we move into 2023, I pray that we would continue to discover and create spaces for deep spiritual connection, not just in worship, but in our community life together and in our relationship to creation. I pray that we would continue to discover and create spaces for learning, for expanding our understanding and embrace of Jesus' radical upside-down love. And I pray that we would continue to discover and create spaces to live a faith that is just, filled with integrity, and compassion for those on the margins. I also pray for all those who are grieving loss, for 2022 brought loss for many. I pray that we would hold the Christ light steadfastly for those in grief until they are able to carry the light again.

*Each year I include a little contest at the end of my report. This year, I have a challenge. What movie do you think best depicts the year 2022 for us and why? We'll vote on the nominees at the AGM.

Respectfully submitted by Rev Carrie

Leadership Team Report

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 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 – we will adjust our agenda to include these discussions. 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. A motion archive is kept at the church office, and meeting minutes are on our website, <https://www.pembinaparish.com/minutes-of-meetings.html>

We have had a busy year with many items coming across our desk:

- Covid considerations,
- Reopening the Churches to in-person services,
- Hearing from the Elders, Trustees, Building Committee, M&P rep
- Holding the annual meeting as a hybrid in-person/online event,
- Bidding Brian farewell as chair – thank you for all your hard work, Brian! Welcoming new member MaryAnn McElroy
- Securing funds to deal with problems with toilets, pipes etc.
- Naming Louise Gardiner to spearhead the process and paperwork that lead to a Call and Covenanting Relationship with Rev. Carrie
- Organizing a hybrid in-person and on-line Congregational Meeting, May 17/22, attended by 39 people, to formalize the Call for Rev Carrie
- Bidding Farewell to Lynn Sanderson as our Ministerial Rep
- Approving a new Congregational Care Framework
- Hiring a new Choir director and Custodians
- Enabling St. Paul's Christmas Concert fund-raiser to become a reality.

The leadership team has been hard at work updating policies:

- Providing Prairie to Pine Regional Council with an updated Constitution for Pembina Parish. This included the congregation-approved Affirming Vision Statement and the revised terms of office for the Treasurer position; the undated Constitution document was posted on our website. We also provided them with the requested self-assessment review (How are we doing as a Community of Faith?)
- Revising the Service Cancellation and Public Notification Procedure for the Parish
- Revamping the Use of Space Policy and Rental Agreements Policy
- Continuing to work on revisions to the Duty of Care Policy for Vulnerable People
- And addressing the Bequest Policy

We are thrilled to see our Communities of Faith coming back to life after the lull of the pandemic and look forward to serving the needs of our parish.

Respectfully Submitted by Sharon Deceuninck (chair) and Kathyryn Luger (secretary) on behalf of Rev Carrie, Nancy Penner (treasurer), Karen Dyck (M&P rep), Esther Rothenburger, and Mary Ann McElroy.

Ministry and Personnel Committee

The Ministry and Personnel (M&P) Committee acts under the guidelines of The Manual of The United Church of Canada. The committee functions around three roles, which are the consultative and supportive role, the healthy relationships role, and the supervisory role. We provide resources and support for the staff and the community of faith with respect to any issue affecting staff of our church, including ministry personnel and lay employees. The committee works to build positive and trusting relationships between staff and members and adherents of the community of faith. It has been our great privilege to work together in this consultative and supportive committee building lasting relationships with each other and the fantastic staff of Pembina Parish while making recommendations to Leadership in regards to work-life, salaries and policies to enhance the life and work of the staff and parish.

The COVID-19 pandemic that enveloped us from January 2020 until April of 2022 affected all areas of life, including the life of the church. We are deeply appreciative of the staff's response to the provision of creative, high quality "on-line" worship services while ensuring safe-distancing, phone, letter and doorway pastoral care; increased custodial duties with pandemic cleaning requirements and administratively ensuring the life and work of the church continued whether we were open or closed.

Coming out of the pandemic, there was an intentional/dedicated interest in re-connecting with members of Pembina Parish and our broader community. WE started looking for a more comprehensive model of "Congregational Care" that provided an opportunity for all members of the parish to share in their abilities/interests in either spiritual, emotional or practical ways as we show God's Love to one another and the surrounding community. If you missed a chance to sign up for a particular area of interest – please contact the office and let Laurie know of the area of your interest in serving. (visitation, card writing, prayer warrior, baking, cooking, cleaning, errand running or taxi services)

2022 was a very big year for Pembina Parish with events of great celebrations and sadness:

- Rev Carrie completed her required studies for admission to the United Church of Canada and we were able to extend and official call to serve the Pembina Parish as a United Church Ordained Minister. We are so blessed to have her answer the call.
- Anne Bateman (our very talented choir director before the pandemic) moved to BC
- We were blessed to find Angel Mok –our new Choir Director who has > 17 years experience as a choir conductor and numerous International Choral Festival Competitions to her resume. Her musical expertise and inspiration have been enjoyed by both our church and the southern Manitoba community
- Health Issues that led to the retirement of our custodian, Thong Bouachanthala of > 30 years
- The hiring of Mel and Sheila Worms as our new Custodians who are experts at large facility custodial needs
- Re-establishing a committed Visitation Group with Cathy Sandercock leading the charge
- Providing monthly coffee snacks and connecting with staff, as well as celebrating our staff with a Xmas lunch
- The church held *Celebration Of Life* services to 30 community members who identify with the United Church in 2022

We are so blessed to have such an incredibly dedicated and talented staff at Pembina Parish and we thank God for their willingness to share their amazing gifts with us. If you happen to run into them I encourage you to thank them personally. I also encourage you to continue to keep them in your prayers as they live out God's love in their specific ministry.

Minister:	Rev Carrie Martens
Office Administration:	Laurie Wiebe
Custodial Staff:	Mel and Sheila Worms (St. Pauls) Deb Hamilton (Zion-Calvin)
Choir Director:	Angel Mok
Pianists:	Fay Carruthers (St. Pauls) Myra Amy-McElroy (Zion-Calvin)
Sound Technicians:	Doug Lone, Joe Teichrob
Audio/Visual Technicians:	June Steiner, Kari Unger, Beth Lovell, Asten McGill

We value your thoughts, ideas, concerns. Please feel free to contact any member of the M&P committee: Lesley Andrews, Cathy Sandercock, Kathy Menzies and Karen Dyck

Yours in Christ
Karen Dyck



2022 Finance Interest Group Report

The Finance Interest Group members are Alex Fedorchuck, Wes Schroeder and Earl Gardiner. We were saddened to lose member Hugh Lumgair.

The focus of this Interest Group is to monitor and review the ongoing financial situation of the Parish. This group met to prepare the annual budget for 2023 for presentation to the Leadership Team prior to approval at the Annual Meeting. Financial updates were provided for News and Notes and the Parish Newsletter as well as reported monthly at the Leadership Team meetings.

Parish Operations – for the year ending December 31, 2022

From a financial perspective the Pembina Parish finished the year with an unaudited operating deficit of \$37,475

Givings were \$24,500 short of budget. St. Paul's expenses exceeded budget by almost \$24,000. Natural Gas expenses were under estimated by \$4,000 in part by fuel cost increase, usage (full time rental in CEU) and construction activity. Unexpected repairs to plumbing to upgrade broken sewer pipes and toilets and increase cost of snow removal resulted in this overage in budgeted expenses.

A mortgage in the amount of \$240,000 was taken out in Dec. 2021, with the following terms: 5 year fixed interest rate of 2.6%, amortized over 15 years. An annual prepayment of 20% or \$48,000, was made in December of 2022 as per instructions from funds received from an Estate bequest. The mortgage balance at Dec 31, 2022 is \$179,242.46. Mortgage payments are made monthly in the amount of \$1,625.

Just an update on the successful building project financial situation:

A new roof was put on the building and paid for in 2020	\$109,000
Total building renovation cost 2020-2022	\$456,972
Balance owing on the Building fund at Dec 31, 2022	\$169,443

Thank you to those who continue to give to the building fund and to those who continue to honour their 5 year building fund commitment.

Pembina Parish United Church
Statement of Income and Expenses
For the period ending December 31,2022

	Actual to Dec 31, 2022		Budget to Dec 31, 2022		Variance
Income					
Givings	\$ 181,225	#	\$ 205,750	-\$	24,525
Fundraising	17,291		15,740		1,551
Covid Government Funding	-				-
Other	10,855		10,180		675
Total Income	\$ 209,370		\$ 231,670	-\$	22,300
Expenses					
Salaries	\$ 124,349		\$ 125,857	-\$	1,508
Administration	29,157		30,836	-	1,679
St. Paul's Bldg Expenses	69,274		45,413		23,861
Zion-Calvin Bldg Expenses	13,118		12,664		454
Interest Groups	4,886		17,700	-	12,814
Interest on Mortgage	6,062		-		6,062
Total Expenses	\$ 246,845		\$ 232,470		14,376
Net Surplus (Loss)	-\$ 37,475.11		-\$ 799.99	-	36,675

Flow Through Revenue

The Parish collects and remits **Mission and Service** donations on behalf of the Parish that are designated to the United Church National M&S fund. The target set at the 2022 Annual meeting for our Parish was \$30,000. the total raised for 2022 was \$29,525.80.

The very dedicated group that host **Soup and Pie** fundraisers and then in turn donate this money to local outreach projects are back up and running now that Covid restrictions are behind us. Soup and Pie ended the year with \$5,570 in their account for outreach support.

Summary of Restricted Fund Transactions

Fund	Balance at Dec 31, 2022	Balance at Dec 31, 2021
St. Paul's Building Fund	-\$169,444	-\$119,419
Zion-Calvin Building Fund	\$21,955	\$18,135
Endowment Fund	\$55,498	\$54,379
Available to Spend	\$12,394	\$9,780

Full Opportunity Fund Report included in the Annual Report

Budget for 2023

The Finance Interest Group reviewed the detailed budget for 2023 for submission to the Leadership Team. The budgeting process included a thorough review of last year's income and expenses. Interest Groups representing both congregations were contacted to review their budget needs for 2023. The total expenditures required to fulfill the work of the Parish in 2023 are projected to be \$244,812. This amount does not take into account mortgage payments of \$1,625 per month but does account for the interest portion of the mortgage payment.

It is always a challenge to what the "ask" should be for congregational givings. We are in inflationary times, seeing our dollar being stretched at the grocery store, at the gas pumps, and wages just not keep up. The church is no different. We are providing a 3.4% cost of living increase to our employees for 2023, barely covering Canada's annual inflation rate that fell to 6.3% in December of 2022.

We have a number of fundraising opportunities built into the budget: A spring Choir concert, Co-op coupons, Fall Supper. Are there other fundraising opportunities? Can we ask our PAR contributors to look at a Cost of Living increase to their givings?

This will be a year of needs, not wants. If we all work together, we can make the parish the best it can be. A place where we can worship, socialize, chat, learn, laugh, cry, listen and heal. Where we can share our space with our community, welcome all into our fold. Provide outreach to those in need. Gather over a warm bowl of soup, meet a neighbour, a new face or an old friend. This is our church.

Respectfully submitted
Nancy Penner, Treasurer
On behalf of the Financial Interest Group

**Pembina Parish Budget
Statement of Income and Expenses
January 1, 2023 to December 31, 2023**

		Actuals		Budget for
Account Number	Account Description	2022	2021	2023
Givings				
4001	Envelop & PAR Givings	179,515.56	179,921.18	223,062.00
4002	Open Offering	1,630.00	2,166.45	2,000.00
4003	Sunday School	78.95	8.00	75.00
4077	Other Givings		-	-

		<u>181,224.51</u>	<u>-</u>	<u>182,095.63</u>	<u>225,137.00</u>
Fund Raising					
4110	Fall Supper - Income	8,379.41	7,257.06		8,400.00
4111	<Fall Supper Expenses>	1,479.40	739.26		(1,500.00)
	expenses covered by anonymous donor in 2022				
4120	Choir Fund Raising Event		-		3,500.00
	plans for a spring concert				
4121	<Choir Event Expenses>		-		(300.00)
4130	Coop Coupon Fund Raising	50,059.00	54,000.00		50,000.00
4131	<Coop Card Expenses>	45,261.50	48,810.00		(45,000.00)
	Co-op gives us 10% on every dollar raised				
4140	Poinsettias Revenue	1,405.00	1,130.00		1,400.00
4141	<Poinsettias Expenses>	926.41	1,092.74		(1,400.00)
4150	Broadview/Upper Room/Pub Revenue	225.00	276.05		225.00
4151	<Broadview/Upper Room Expenses>	275.00	556.68		(275.00)
4160	Funeral Revenue	10,958.43	1,636.61		7,500.00
4161	<Funeral Expenses>	5,808.42	1,394.36		(3,750.00)
4177	Misc Fund Raising Revenue	15.00	1,669.79		
4178	<Misc Fund Raising Expenses>	-	1,395.64		

		17,291.11	-	11,980.83	18,800.00
Other Income					
4201	Interest on Bank Accounts	427.14	-	504.50	375.00
			-		
4204	Rent - Other	9,817.07	-	10,814.25	-
	no long term renters for 2023		-		
4210	Covid 19 Subsidy	-	-	15,558.95	-
	no covid subsidy expected in 2023		-		
4277	Misc. Income	610.50	-	326.86	500.00
	coop dividends earned being paid out annually		-		
		10,854.71	-	27,204.56	875.00
Flow Through Income					
4301	Mission & Service Donations	29,525.80	-	26,238.00	30,000.00
4302	<Paid Out>	29,525.80	-	26,238.00	(30,000.00)
4310	Refugee Donations Received	-	-		-
4311	<Paid Out>	-	-		-
4320	Soup & Pie Income	5,589.95	-		-
		-	-		-
4321	<Purchases>	61.36	-		-
		-	-		-
4322	<Paid Out to Committee>	5,508.59	-		-
4330	<Opp Fund Income>	98,591.75	-		-
4335	Opp Fund - Balancing Acct	40,008.38	-		-
		209,370.33	-	221,281.02	244,812.00
Total Income					
Salaries, Benefits and Contracts					
5002	Ministers	61,902.00	-	61,115.40	65,421.55

5003	Office Admin	32,130.35	31,737.12		33,224.86
5005	EI Expense	1,711.59	1,621.92		1,331.23
5006	CPP Expense	4,926.66	4,646.32		5,447.82
5007	UCC Pension	8,408.96	8,302.78		8,877.42
5008	Group Benefits	8,649.20	7,390.51		8,683.56
5009	ADP Service Charge	781.37	334.65		335.00
5012	Office Admin Relief	216.60			472.00
5014	Sound and PowerPoint Techs	1519.5			1,256.80
5015	Musicians - St. Pauls	1,825.92	1,295.85		2,045.16
5016	Musicians - Zion	-	441.00		1,996.80
5017	Choir Director	751.64			1,636.40
5018	Pulpit Supply/Honar/Travel	1,525.50	1,068.42		1,600.00
		<u>124,349.29</u>	<u>117,953.97</u>		<u>132,328.60</u>
Minister Expenses					
5101	Continuing Education Allowances	1,735.40	2,218.64		1,543.00
5104	Vehicle / Mileage Expenses	1,004.06	609.70		1,375.00
5177	Misc Expenses	-			
		<u>2,739.46</u>	<u>2,828.34</u>		<u>3,218.00</u>
Administration Expenses:					
5201	Conference Assessment	9,196.00	14,876.60		9,220.00
	UC Assessment 2023, inpart based on membership and contribution to M&S				
5202	External Accting and Legal Fees	1,372.00	1,372.00		1,372.00
5203	Postage	838.28	815.92		850.00
5204	Bank SC	398.00	483.50		400.00
5205	Office Supplies	1,000.99	1,593.07		1,200.00

5206	Telephone Charges	719.00	285.94	528.00
5207	Internet Expenses	1,027.17	1,420.27	1,065.00
	2023 internet for St Paul's			
5208	Copier Lease Agreement Fees	2,811.96	2,811.96	2,900.00
5209	Copier Service Fees	813.40	507.93	825.00
5210	Advertising and Printing Costs	-	155.86	100.00
5211	Computer Maintenance & Repairs	1,102.93	1,177.00	1,500.00
	contingency fund			
5212	Sound System & Misc Equip Mtc	1,022.39	460.57	500.00
	no major upgrades planned for 2023			
5213	Worship Related Exps	866.90	1,063.92	900.00
	palm branches communion supplies			
5214	GST Expense (50% of Purchases)	1,418.90	751.58	1,500.00
5215	Software Licenses - Church Trac	2,449.42	2,517.40	2,500.00
	Church Trac, ZOOM license, Email Addresses, Domain Names, Software -			
5216	Christian Education	348.04	224.69	350.00
	Resource materials (other than Sunday School) for Baptisms, membership, bible study, book study, spill the beans, other = estimate of \$250			
5217	Internet Expenses - Zion Calvin	1032.1		1,065.00
5277	Misc	-		-
		26,417.48	-	30,518.21
				26,775.00

St. Pauls Building Expenses

5402	Insurance	12,230.00	14,406.01	12,500.00
5403	Property Taxes	3,820.88	3,840.65	3,850.00
5404	Janitorial and Hospitality Supplies	2,988.21	1,734.33	3,000.00
5405	Electricity	2,369.09	3,007.69	2,600.00
5406	Heating Natural Gas	7,050.24	3,843.61	7,000.00
5407	Water & Sewer	652.13	136.51	750.00
5408	Maintenance & Repairs	18,240.94	14,568.00	4,000.00
5409	Yard Upkeep and Snow Removal	5,567.50	1,525.00	4,000.00
	Parking lot snow removal and grass cutting, blowing of front walk way. Estimate 200/month			
5410	Contractor Fees - Janitor	16,354.58	15,134.46	16,130.40
5477	Misc. Expenses	-		
		69,273.57	58,196.26	53,830.40

Zion Calvin

5502	Insurance	2,149.00	2,025.00	2,200.00
5503	Property Taxes	264.59	264.59	265.00
5504	Janitorial and Hospitality Supplies	-	34.91	400.00
	Janitorial \$200 Hospitality \$200			
5505	Electricity	6,805.66	5,321.54	7,000.00
5508	Maintenance & Repairs	2,018.31	1,595.01	2,000.00
5509	Yard Upkeep and Snow Removal	450.00		500.00
5510	Contractors - Janitor	1,430.00		2,068.00
5577	Misc	-	438.70	-
		13,117.56	9,679.75	14,433.00

**Leadership
M&P**

Recruitment and Advertising Expense	454.86		-
Staff Appreciation Expenses	700.71	620.18	750.00
	1,155.57	620.18	750.00

Music

Music Purchases	183.69		500.00
Repairs and Msc to Piano	-		3,500.00
Misc	-		
	183.69	-	4,000.00

Other Interest Groups

Sunday School	2,559.21		2,000.00
Pastoral Care	-	53.47	600.00
Stewardship	-		
Worship	173.99	184.92	150.00
Finance			-
Caring & Sharing	381.62	171.04	350.00
Women's Retreat			-
Banner & Quilting	-	19.10	400.00
\$200 for St. Pauls and \$200 for Zion to each make an affirming quilt.			

5913	Affirming Conversation	432.03		538.27	400.00
5914	Building Discernment Group	-			-
5915	Youth	-			-
5916	Hospitality	-			
		3,546.85		966.80	3,900.00
	Total Expenses	240,783.47	-	220,763.51	239,235.00
	building fund expenses				
	mortgage interest	6,061.94			5,577.00
Sub total		246,845.41		221,281.02	244,812.00
				517.51	
	Total Revenue	209,370.33	-	221,281.02	244,812.00
	Net Income	37,475.08	-	-	-

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.

No meetings were held in 2022 as there were no requests for funding.

No bequests in 2022 and fund amounts are as follows:

Endowment fund	\$55,498.13
Available to be spent	<u>\$12,393.91</u>
Total in Fund	\$67,892.04

Respectfully submitted by

Members of the Opportunity Fund Interest Group:

Fred Mayor, Nancy Penner (treasurer), Brian Nedohin, (Chair & (trustee St. Paul's), Martin Worrall, (trustee Zion Calvin), Betty Hamilton, Lesley Andrew, Rev Carrie Martens

St. Paul's Sunday School AGM Report 2022

Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these." Matthew 21:16b



CHANCE TO GROW FLOWER SALE
MANY HANDS DONATIONS
WIND UP BBQ
BIBLE PRESENTATION
START UP BBQ
GAMES AND CRAFTS
JUST1CITY COLLECTION
CHRISTMAS PROGRAM

What an amazing year! Sunday School has seen many visitors, new children and those who have worshiped with us previously. We are grateful for all their smiles, energy, and participation. As many may have seen during the Christmas service, we are blessed with such talented and exuberant children.

Rev. Carrie was able to join us for one Sunday. That was a real treat for the kids and the leaders. We'd like to thank the parents and congregation for their support, interest in our activities and including us in your thoughts and plans!

Submitted by Roxanne LeBlanc



Zion-Calvin Sunday School Report 2022

We were able to meet this year and are thankful for our time together. We are a group of 12 now. Lots of energy and we have a great space for gathering but the temptation to run does come in to play on occasion. We are working on that.

In June we were able to present 3 blankets to former Sunday School members that are pursuing their career options and the current Sunday school members were able to do all the tying with a little help from some of the congregation members. We also presented a bible to a former Sunday School member as well.

Rev Carrie suggested using Lego in one of our services during the Season of Creation. Well the creativity has not stopped and the children head to the table on arrival and sometimes its hard to pry them away.

Story time around the campfire was also a big hit.

The third Sunday of Advent gave us a chance to take charge of the service. We used the Friendly Beast hymn to create our nativity scene. Complete with a donkey, some cows, two doves and some sheep. The sheep may have been more interested in the hay in the manger than the actual story but it was a lot of fun.

Myra Amy McElroy still finds a few minutes each Sunday to help us with our singing. We are very grateful for her time. Thank you Myra.

As always I am thankful for the support and encouragement from Rev. Carrie and the congregation but most of all I appreciate all the children as I continue to learn from them every Sunday.

Respectfully Submitted
Karen Ching

Zion-Calvin Congregational Report

In 2022 we slowly emerged from Covid-19 restrictions and attempted to get back to pre-Covid practices. We began to meet for in-person worship in the Spring, but protocols for hand-sanitizing, social distancing and masking remained in effect until late Fall.

During the year we updated various church furnishings and initiated use of our WiFi internet during worship services. Lighting throughout the building was upgraded to LED bulbs. We acquired a large number of St. Paul's surplus upholstered chairs and purchased six composite tables. Our old chairs and table were gratefully received by the Darlingford community for use by various groups.

Several fund-raising activities were undertaken throughout the year. Members of the congregation catered the lunch for the 100th Anniversary Service at the Darlingford Memorial Park. A garage sale was held in the church basement on the occasion of a town-wide garage sale. Finally, a Darlingford Craft Market was organized with proceeds used to buy poinsettias which were presented as gifts at December event.

At our request, in October, Rev Carrie met with a group at the church to discuss a variety of topics. As much as we had looked forward to things getting back to "normal", this has not happened. We have fewer attendees and, consequently, some processes need revision. Our discussion was fruitful. We decided to use recorded music when our pianist is unavailable. We created a plan to facilitate funeral-lunch catering. To address organizational needs, we identified a small group to meet monthly after service and to hold quarterly meetings with Rev Carrie. We asked Leadership to revise and clarify the Church Cancellation and Public Notice Policy to include procedures that suit our rural environment. The policy was promptly revised.

When church activities were shut down due to Covid, we were in the process of planning an open house to invite the local community to view the results of our restoration project and to allow us to thank the many people who contributed to the project. Long overdue, on December 2nd we held an evening of Gratitude, Carols and Refreshments. The event was promoted in the community and contributors were personally invited. Individuals were recognized for their specific contributions and presented with poinsettias. Christmas carols were sung by the Sunday school choir, a ladies group and all assembled. Of course refreshments and fellowship followed!

And finally, our year-end report must mention the pure joy of celebrating Christmas Eve with an in-person service and robust hymn singing. Standing together, the strains of Silent Night sung by candle light touched us deeply as we concluded the final church gathering of the year.

Respectfully submitted,
Kathryn Luger on behalf of the Zion-Calvin congregation

St. Paul's House Groups

Our house groups have had a few challenges and undergone some major changes during covid years. We continue to adapt as best as we can and provide support during the Sunday worship to the best of our abilities. We appreciate all the House group leaders and those that participated in one way or another. If you would like to become a house group leader please contact Margot Craig or myself Lesley Andrew. We strive to support each other and our church community.

Everyone is welcome, new comers please feel free to let the office manager Laurie know you would like to become involved.

We want to acknowledge those parishioners that no longer are able to help but we will continue to support you in anyway we can.

Respectfully submitted

Margot Craig and Lesley Andrew



AFFIRMING INTEREST GROUP

The Affirming Interest Group did not meet this year, however a variety of affirming activities occurred.

Members of the Parish participated in PRIDE marches in Winnipeg and Altona. The march in Altona was a first for that community and six members of the parish joined the festive atmosphere and celebration.

On July 13th eleven people attended a workshop at St. Paul's to watch a video entitled "A Gender Journey Recounted". The presentation was recorded during a worship service at Churchill Park United Church in Winnipeg and was made available on YouTube. The video was informative and led to some thoughtful discussion. We appreciate efforts by Churchill Park United to provide a learning opportunity for their congregation and then share that resource with other affirming churches.

Being an Affirming Ministry means being public, intentional and explicit in our welcome to the LGBTQ+ community. Being affirming also challenges us to become more socially aware and to seek justice for everyone. We recognize the valuable affirming social justice work being done by others in our Parish.

We highlight Rev Carrie Martens' book studies on "*Five Little Indians*" by Michelle Good and "*Braiding Sweetgrass*" by Robin Wall Kimmerer. The study of these books, written by Indigenous women, provided an opportunity to increase understanding of Indigenous experience and culture.

Social justice is also at the core of ministry by the Parish's Outreach Interest Group. For many years that group has raised and continues to raise funds for distribution to organizations that serve people in need. The Book Club too, in its selections of titles, frequently engages in affirming activity.

The work of being an Affirming Ministry does not rest with any one group. There are many ways to contribute. Some of it involves what we do. Most of it involves how we do it—with open hearts and room for all is the aim.

Respectfully submitted,

Kathryn Luger on behalf of the Interest Group members

St.Paul's Choir

Music is an integral part of worship at St. Paul's United Church. The members of St.Paul's Choir are thankful to once again offer their voices in praise and leadership.

During the two years of Covid restrictions, soloists from the choir volunteered as song leaders for the Sunday services – sometimes in-person but often by videorecording. On Sept.20,2022 we were able to reconvene as a group for weekly rehearsals - rusty but eager. The choir is under the skilled direction of Angel Mok, with Fay Carruthers (still) at the piano. At rehearsals we prepare anthems for Sunday presentation and we rehearse Rev. Carrie's hymn choices.

Three extra commitments for the first term of our year were - the Oct.15 Sanctuary Dedication, - the Dec.22 Fundraising Concert, - and the Dec.24 Christmas Eve Service.

We have room for more singers, so please consider joining us any Tuesday. Watch for developing plans for future special events.

Submitted by
Fay Carruthers

Outreach Interest Group

Interest Group Members: Lesley Andrew, Karen Ching, Pat Gibson, Edith Lovatt, Freda Lumgair, MaryAnn McElroy, Sue Nelson, Mary Lou Schroeder, June Steiner

It has been great to be able to get back to doing fundraising for the Parish Outreach donations. Our major fund raiser has been the Soup and Dessert Lunch, which is held the third Friday of the month. We held three Soup and Pie Lunches in 2022. Two Take Out lunches in March and April and our first in person lunch in November. The March lunch was designated to raise funds for humanitarian relief for Ukrainian refugees. We raised \$2,988.45 that was submitted through ACT Alliance, a global partner of the United Church.

Thank you to the many volunteer workers, providers of soup, pie and breads, and all the people who came to break bread with us. The visiting and socializing at the lunches has been most welcome.

Our fifth annual Christmas Cookie Walk was held December 9th and was another tremendous success with \$1,225.25 raised. Thank you to all those who donated cookies and those who came to buy. The support for this event was fabulous.

We are sad to say goodbye to June Steiner who has been an active member of our interest group. We wish June and her husband Brian a good move to Winnipeg. June will definitely be missed.

Donations made in 2022

Mission and Service Fund	\$ 500.00
Genesis House	\$ 600.00
Morden Christmas Cheer	\$ 600.00
Many Hands Resource Centre	\$ 600.00
Spiritual Care at BTHC	\$ 600.00
Sandy Saulteaux Spiritual Centre	\$ 300.00
Pembina Valley Pride	\$ 300.00
	<hr/>
	\$3,500.00
<u>Ukrainian Humanitarian relief</u>	<u>\$2,988.45</u>
Total Outreach Donations	\$6,488.45

Respectfully Submitted by
Sue Nelson
For Outreach Interest Group

Caring and Sharing

Caring and Sharing delivered 117 hampers in 2022. St. Paul's delivered 6 of those.

The food that we collect at the church goes to the central storage facility and is used by all churches and by Caring and Sharing board members when they deliver hampers.

Respectfully submitted by Kathy Menzies

Fall Supper Interest Group

Our 9th Annual Fall Supper was a great success. As restrictions were lifted many were happy to dine in using the beautiful Sanctuary as a dining area as well as the CEU. Two sittings allowed people to sit and visit longer with each other. The second option was to pick up a meal allowing you to make a choice to visit with smaller groups, or the comfort of your own home.

We would like to thank our office administrator Laurie Wiebe for assisting in selling the tickets.

Thirty six meals went to our Outreach program; over three hundred meals including children enjoyed the traditional turkey, stuffing, meatballs and variety of home grown veggies.

A big thank you to all of those that donated towards this event, decorating, baking, cooking veggies, making pies, working the assembly line, setup and cleanup crew. It takes a village!

We were delighted to raise \$7,053.41 to go to our building fund. A special thank you goes to an anonymous donor for paying our expenses.

Many thanks go to the Fall Supper Committee: Freda Lumgair, Sue Nelson, Lois Dudgeon, MaryAnn McElroy and Edith Lovatt.

Respectfully submitted
Lesley Andrew



Worship Interest Group (WIG)

We can do it, yes we can! WIG for 2022 was small, but mighty. Since we were not able to find any new volunteers, Susan Ching, Kaye Lyng, and Rick Britton—who had all completed their terms—generously agreed to stay on to support Rev. Carrie. Their generosity of time and energy was much appreciated! Later in the year Myrna Mayor jumped aboard with enthusiasm and we're hoping that more will join her as dedicated members step down. We welcome any who are interested in worship and enjoy laughter and teamwork.

Early 2022 had a number of unexpected interruptions to worship. The year started out with a quick pivot to online worship with the outbreak of the Omicron virus the week before Christmas. Just as we began to move back to in-person worship in February, we had a delayed first Sunday of Lent and AGM due to frozen pipes at St. Paul's; cancelled Good Friday services due to a blizzard; then a cancelled service on May 1 due to area flooding; and a rushed substitution for Rev. Carrie at the end of May when she tested positive for Covid. It's hard to believe we managed to fit that all in before the end of May!

In June we blessed our children with Bibles and celebrated our new young adults and blessed them with blankets. Summer was an opportunity to relax and breathe. July 3 was the 100 Anniversary service (one year late due to Covid) at the Darlingford Memorial Park. For the rest of the summer Z-C took time to fellowship, gathering as a small group on Sunday mornings to reconnect. At St. Paul's we worshipped with our senses and folks were invited to bring a bag lunch and stay for fellowship after the service. WIG began preparing for September with a worship workshop led by Rev. Carrie.

Fall had us finally hitting our groove with in-person worship and far fewer interruptions. St. Paul's hired Angel Mok as the new choir director and by Thanksgiving the St. Paul's choir was back in action enlivening worship. The Season of Creation, Backpack blessings, World Communion, Thanksgiving, the St. Paul's Sanctuary Celebration, and Gratitude Sunday were meaningful opportunities to worship and connect.

WIG created beautiful services for Reformation Sunday and Remembrance Sunday (Oct. 30 and Nov. 6) while Rev. Carrie was away. Nov. 13 was a day of rejoicing as we baptized 3 children (Sienna and Kip Faux and Jordyn Cousins) at Z-C and welcomed new members by transfer at St. Paul's (Charlie Vanstone, Don Weir, Lenore Weir, Faun Scott, and Glennis Scott). In late October, WIG welcomed Louise Gardiner on board as St. Paul's Altar Elf, in charge of banners, candles, and general care of the worship space.

The Z-C Restoration Celebration/ Carol sing-along and the Sunday school-led services on the 4th Sunday of Advent moved us into the Christmas Season filled with joy. The much-anticipated Fundraising Christmas Concert led by the St. Paul's Choir, Douglas Kuhl School of Music, and the Winkler Seniors Choir was finally able to go ahead—despite postponement due to weather—on Dec. 22nd with a full house and a festive and inspiring energy.

A final move in 2022 was to change our protocol for Christmas Eve services to accommodate having only one minister and eliminate some of the logistical challenges. This year, Rev. Carrie led the service at Z-C, while a wonderful group of lay leaders facilitated the service at St. Paul's. Next year will be the reverse and we anticipate that it will go equally well.

A huge thank you to all who have participated in the worship life of Pembina Parish in the areas of music, scripture reading, sound, recording, PowerPoint, banners, coffee, greeting and of course, worshipping!

Submitted by Rev. Carrie in the absence of a Worship Interest Group Chair on behalf of Rick Britton, Susan Ching, Kaye Lyng, and Myrna Mayor.



Pastoral Care

2022 brought many opportunities to show compassion and care with the passing of a significant number of beloved members. It also brought to light the need to re-evaluate how we care for one another in light of current realities (increased need, fewer ministers). In Fall, the Leadership Team affirmed a new model for care within the parish that includes Congregational Care, Community Building, Pastoral Care, and Ritual Care and Support. Below is the care plan that was affirmed, and we are grateful for the many members who are stepping up to care for one another. More are always welcome!

Congregational Care

Who – care is provided for one another by members and participants of Pembina Parish.

What – we have identified several areas of care: Visitation, Card writing, Prayer, Physical support.

Visitation

Volunteers periodically visit folks on our lists who are homebound, live alone, need a check-in, or would simply benefit from a chat. The lead of visitation will coordinate visitors and be in touch about needs. Our current lead of visitation is Cathy Sandercock. If you are already a visitor, your role will remain the same, but expect that you may hear from Cathy on occasion.

Card writing

Volunteers write cards of care on behalf of the congregation to those who have experienced a significant death, illness, birth of a child etc. We want to ensure that members know the parish is with them during major life events. Laurie in the office will contact card writers in rotation to let them know when a card is needed. Cards will also be available in the office for writers to use if they wish.

Prayers

Volunteers pray for those in need. We want folks who are struggling to know that someone is holding them in prayer. Information about individuals will need to be held in confidence and, at times, those needing prayers will need to remain anonymous. Rev Carrie, Cathy Sandercock, or one of the visitors will communicate prayer requests as directly as possible to maintain confidentiality.

Physical Support

Volunteers provide practical support for others when called upon. There are times when folks in our parish could significantly benefit from receiving baking or meals, having someone run errands or drive them to appointments. Laurie or Cathy Sandercock will be in touch when a specific need arises.

Community Building

Who – Ad hoc groups formed from within the community of faith for a specific event or activity.

What – Phone check-ins with all participants in the faith community, Newsletters (currently looked after by Shannon Holenski – yay!), Pancake Tuesday meal, Picnic or Summer BBQs, Caroling and any other community event that draws us together as a church family.

Pastoral Care

Who – Rev. Carrie. In her absence, Rick Britton and Kathryn Luger.

What – hospital visitation, end of life conversations, births, illness visits or calls, other urgent care needs.

Ritual Care and Support

Who – Rev. Carrie. In her absence, coverage by another minister.

What – Weekly worship, Baptisms, Funerals/Memorials, Communion, Memorial Sunday, New Baby visits, Poinsettia ministry etc.

*Many of these items require valuable support from Worship Interest Group, Laurie, Funeral/Memorial serving groups, Poinsettia volunteers and others. However, the congregation can be assured that the minister will initiate these items of care when they are needed.

Many thanks to the members of M+P, as well as Rick Britton, Myrna Mayor, Laurie Wiebe, and Leadership Team for helping to create this care plan for our community of faith. We pray that as we move into 2023 we can live more fully into this model and meaningfully care for one another as a church family.

The Prayer Shawl Ministry

The Prayer Shawl Interest Group is a Pembina Parish Ministry which combines compassion with the love of knitting and crocheting to produce Prayer Shawls which support and comfort people during times of change; loss of a loved one, transition (moves to Tabor or Salem Home) or the birth of a baby.

Prayer Shawls are created which are suitable for babies and in the shapes of triangles, rectangles and small pocket squares for those who need to carry a piece of comfort in their pockets.

Due to this year's Covid restrictions there weren't many opportunities to see people in person, so only 5 shawls were distributed. When restrictions allow, Prayer Shawls are available to help those in need.

Respectfully Submitted by Prayer Shawl Ministry Coordinator, June Steiner
with members Rish Law, Edith Lovatt, Eldith Hildebrand, Kaye Lyng and Sue Nelson

Poinsettia Fund

This year we once again delivered poinsettias to members who have experienced loss in the past year, or who are unable to get to church due to health or mobility issues. We rely on the wonderful congregations in both churches to make most of the deliveries. In addition to the home deliveries, Poinsettias were delivered to members in Prairie View Personal Care, Pembina Manitou Health Centre ,Tabor Home, and Emerson Health Centre, for a total of 100 Poinsettia deliveries.

This year, for several reasons, we went with the smaller plants and used just a few larger ones for decorating the sanctuaries in both churches. With last years reserve and what we took in as donations, we had \$1405. We spent \$924.41 for a reserve of \$480.59. That's a great start for next year!

Thanks to Bev and Bruce Shewfelt for once again packaging up the plants for delivery, everyone that helped deliver, and Laurie for her admin help. Spreading little joy at Christmas would not be possible without so much help.

Faithfully Submitted by
Shannon Holenski
&
Cathy Lone

Book Club

We have 6-10 people that meet monthly, the last Thursday of the month.
In 2022 we have met both virtually and in person. Books are available at the library and everyone is welcome.

Our reads are recommended by the members.

Titles read in 2022 include:

- Olive, Again - Elizabeth Strout
- Beyond the pale- Emily Urquhart
- The Butterfly's Daughter - Mary Alice Monroe
- The Cellist of Sarajevo- Steven Galloway
- News of the World - Paulette Jiles
- Klara and the Sun- Kazuo Ishiguro
- 9 Perfect Strangers- Liane Moriarty
- Moon of the Crusted Snow- Waubgeshig Rice

Submitted by Sue Nelson

Thornhill U.C.W. Annual Report

This has not been a easy year for our U.C.W. group. Covid restrictions kept us from meeting until June 22, 2022 when we had a bag lunch gathering at the church. We wanted to visit two of our long time members who live in Tabor Home, after lunch, Janet Bartleman and Velda Currie. They really seemed to enjoy the visit, and we were very glad we went, as sadly, Velda passed away in September.

Our second meeting was October 5, 2022. At this meeting we reviewed the new funeral lunch policies and other projects we have usually helped with food or labour. We have come to realize we no longer have the numbers or energy to tackle some of these projects. We decided we can offer to help individually when we feel we are able.

At our November 2, 2022, we moved to pay our membership fees, and discussed possible activities we might like to try this coming year.

For our December 7, 2022 meeting, we treated ourselves to a lunch out at the Outpost Grill with all 8 members present. As is our usual practise at Christmas, we gave a personal donation for Genesis House from each of our members.

We are hoping for a more normal schedule of meetings in 2023 with no restrictions! We are very thankful for the fellowship of our group and pray for peace and wisdom and that somehow we can contribute to a better world for tomorrow.

President: Carol Burton
Sec.- Tres: Valerie White
Fellowship: Pat Gibson

Respectfully Submitted by:

Valerie White

Sec. Thornhill U.C.W.

Thornhill U.C.W. Treasurer Report for 2022

Balance as of January 1, 2022 \$127.45

Income:

Expenses:

membership fee: \$50.00
Rock Lake Camp: \$100.00
Genesis House: \$80.00
Total: \$230.00

collection: Oct. 5, 2022 \$50.00
Nov. 2, 2022 \$40.00
Dec. 7, 2022 \$50.00
Genesis House \$80.00
Total \$220.00

Balance as of Dec. 31, 2022 \$117.45

As of Dec. 31, 2022 Least Coin Total: \$9.91

Respectfully Submitted by:
Valerie White: Tres.
Thornhill U.C.W.

Darlingford U.C.W

Darlingford U.C.W has 4 members. There were no meetings held in 2022

DARLINGFORD U.C.W. FINANCIAL REPORT FOR 2022

Balance of chequing account as of Dec.31/21	\$ 384.18
Savings as of Dec.31/21	<u>\$ 691.19</u>
Total balance of all accounts as of December 31/21	\$ 1,075.37

Income

Interest	<u>\$11.43</u>	
Total income	\$ 11.43	11.43

Expenses

Donation to Pembina Parish M&S		
-in memory of Lorna Barclay	\$100.00	
-in memory of Ruth Nichol	<u>\$100.00</u>	
Total expenses	\$200.00	<u>\$ 200.00</u>
Balance as of December 31/2022		\$ 886.80

<i>Balance of chequing account as of Dec.31/22</i>	<i>\$ 184.18</i>
<i>Savings as of Dec.31/22</i>	<i><u>\$ 702.62</u></i>
<i>Total balance of all accounts as of December 31/22</i>	<i>\$ 886.80</i>

Respectfully submitted by
Betty Hamilton



What has been happening at the Regional Level?

At our Annual General Meetings, you have heard that another Regional Representative position is available. What does this mean?

For Pembina Parish, the original governance of the United Church of Canada was: General Council, Regional Council (Manitoba and NW Ontario), Presbytery (Agassiz), and then Pastoral Charge (Pembina Parish). Presbytery met about 3 times a year at various Churches (I enjoyed seeing multi-purpose sanctuaries in use while we were undergoing discernment here).

On November 17, 2018, we voted to save steps and money by dissolving the Presbytery and reducing the number of courts - small clusters of interest groups could remain. Regional Councils' zones were shuffled slightly, and ours became the Prairie to Pine Regional Council. The Regional Council only meets at a large conference once per year. When Covid hit, we met virtually and sometimes had to have two sessions to accommodate everything that needed to be discussed. Ministry personnel and lay reps are kept informed on new developments and events to attend in the region via a weekly email Newsletter.

Generally, meetings/conferences of the Regional Council include:

- Land Acknowledgements
- Opening worship
- Memoriam
- Reports from various committees (Financial, Youth, Regional Council Staff, UC camps)
- Table group/breakout room discussions
- Bringing forth, discussion, and voting on any remits (motions)
- Recognizing Communities of Worship who have finished their covenanting process
- Acknowledging retirees, listening to their farewell messages, and singing their favourite songs
- YAAY youth group activities (things for kids to do alongside the main conference)
- M&S fundraiser presentations throughout – ex. lip sync contests, masked singer, karaoke in the car ...
- Years of Service awards for ministry personnel
- Stewardship ideas
- Guest speakers
- Appointing new commissioners to go to General Council
- Closing Worship Ceremony – which may include the commissioning of new ministers into the United Church of Canada (This service took place on June 26, 2022 at Knox United Church Kenora and will be LiveStreamed)

A Quick summary of Key Points of Recent Meetings

September 30, 2020 (Zoom)

Focus was on the **Equity and Diversity Committee's** recommendations:

- The process they offer to simplify the steps to becoming an affirming ministry
- The drafting of a new Vision Statement in support of the LGBTQ12S community
- Break Out Room discussions with reports sent in from those groups
- Response to the question: Does the Regional Council Agree that: "the Order of Ministry shall be open to persons of all gender identities" rather than the former wording "The Order of Ministry shall be open to both men and women"

Liz Carter-Morgan gave a presentation on a visual resource called the "Gender Unicorn" which explains the difference between gender assigned at birth and what gender Identity means. Liz showed a video about what it means to be non-binary (Still Me).

October 7, 2020 (Zoom)

This was a follow up meeting to the last one.

- Discussions and suggestions from the previous Break Out Room reports
- Racialized members of the council suggested that the word "race" be left in the Vision statement at the third paragraph.
- Addition to the open table is to read "an open table recognizes that Jesus Christ is our host and that we are all welcomed guests. All who seek to follow Jesus are invited to share in this significant and sacred meal."

May 28-29, 2021 (Zoom)

The nomination of 14 delegates and 4 alternates to attend General Council 44

- Our young, vibrant Stewardship Representative Vicki Nelson lead us in the discussion INSPIRE: What inspires you and your pastoral charge? Are we drawing people in? Are we involving new folk? She introduced a new program "Called to be the Church: The Journey" as a resource.
- Gloria Cook was shown in a video presentation "Our Journey as an Indigenous People" which was based on the medicine wheel. We were invited to consider the questions: 1) What new learning did you gain from the teaching? 2) How can this teaching build on your experience?

May 6-7, 2022 (Zoom)

Remembering, Reconnecting, and Envisioning - Some questions were asked: "How does the feeling of loss manifest in your congregation? What have you found essential? What learning or innovations have happened during this time?"

- We discussed how Covid affected Communities of Faith with a feeling of loss as some: lost their minister, missed eating and fellowship together, had elderly patients whom they could not visit, increased deaths, and the fear of some to return to Church when it re-opened.
- Virtual technology became an asset with services from many areas being shown on YouTube and continuing to be Livestreamed when back in person. Zoom meetings helped us to achieve a sense of community and to carry out the work of the Church. Many congregations used technology to resume book studies and Lenten series discussions.
- There were presentations by several Regional Council members about how they managed to stay connected and to overcome feelings of isolation (ex. Emma moved from Nova Scotia to Manitoba and was not able to meet in person with her congregation). There were also Communities of Faith that united during these difficult times (ex. Steinbach-Niverville union)
- There was discussion about responses Churches had to partner with community services (ex. Canadian Food Grains, Sharing Circle, Green Team)
- Vicki Nelson presented Deep, Bold, Daring as the new stewardship theme and mentioned the course that she offers to help congregations find resources for the best stewardship practices. Her contact information is Vnelson@united_church.ca 1-800-268-3781 ext. 2045. She also mentioned that the UC Foundation has grants available to congregations through the Regional Council website, often topped up by Legacies and former money from Presbytery. There are ways to give to Ukrainian refugees through “Gifts with Vision” where you can pick hygiene kits, PPE, vaccine distribution etc.
- Shannon McCarthy reported on how the Regional Council changed buildings, and staff used a hybrid work system with some working from home and some at the Centre for Christian Studies.
- The Annual General Council meeting for 2022 is in progress with 7 sessions held over several months. A new moderator will be appointed on August 7th.
- There was discussion about possible ways in which we can draw new people in to be on committees, and how the Church can best serve the community.
- There is a new hymn book coming out entitled “Then Let Us Sing” which will be a complete digital book that should save each parish money with one overall license. There will be a printed version for purchase and well as sheet music that is down loadable. They are hoping a sampler of this book will be out in 2023, with the digital platform being live in 2024, and that this will help the 100th Year of the United Church in 2025 run smoothly.

- Dr. Stewart Hill of the Swampy Cree Nation gave us a presentation on the way the medicine circle represents land, and the 4 quadrants are the directions: East -spiritual, South -physical, West – emotions, and North – the mind. The Bible says “mind, body, soul” and the spirit is uncorruptible. The indigenous people helped settlers to survive, and yet the treaties were not understood in some cases and not respected in others. They were left on poor land and in a state of dependency through abuse in residential schools and the Indian Act. When you say land acknowledgements you should include their “spirit”. He mentioned how it is the 5th generation since the treaty and it is nice to see young people that are using technology to bring back their culture. He knows that he will never see equality but hopes that his grandchildren will, and suggests we read the book “No Surrender”.

Respectfully submitted by Sharon Deceuninck

St Paul's Trustees Annual Report 2022

Duties of the Trustees include oversight of building & property.

Meeting of Trustees, in person, was held on December 1 2022.

Insurance

Claim made for the water leak on second floor
Sump pump failure in east side furnace room caused damage but since close to deductible no claim made
Need to look into flood insurance
And also insurance policy through United Church head office.
Need to make a list of everything in the building plus pictures.

Building construction

Building construction being completed, no further requirements from Prairie to Pine

Fire Drill suggestions

Another drill should be held in 2023. How do we verify who is in the building when no list is required (Post Covid)?
Karen Dyck looking into signage to be placed at various locations in the church concerning evacuation protocols.

Other

Brian Andrew was added to the trustee roster in 2022
Nancy Penner has finished 2 terms as trustee. Thankyou Nancy.

Respectfully submitted by Brian Nedohin, Chair, on behalf of Trustees

Zion-Calvin Board of Trustees

The Zion - Calvin trustees met May 19, 2022 at Zion-Calvin. In attendance were Bob Luger, Martin Worrall, Deb Hamilton, Lynne Sanderson, Rev Carrie Martens, and Brian McElroy. Generally, this was a quiet year after a few busy years of doing repair work. A very big "Thank You" needs to go to Bob Luger and his committee for addressing, managing, and completing the restoration project at Zion-Calvin.

Chairs were circulated from St. Paul's to Zion-Calvin, and the old chairs from Zion-Calvin went to the Darlingford community. New, lighter, and more manageable tables were purchased and again, Zion-Calvin circulated older tables to the community. Grass cutting, window repairs, landscaping, and other small jobs all got completed through budgetary funds and the sweat equity of volunteers.

We at Zion-Calvin are a small, but proud congregation. 2022 has passed with us all working together, sharing ideas, and sharing the workload. In 2023 we plan to continue the same to maintain our unique and beautiful Zion-Calvin church.

Respectfully submitted,
Brian McElroy
Bob Luger
Martin Worrall
Deb Hamilton

PEMBINA PARISH Vacancies / Nominations 2023-2024

Positions	Name	Year Appoint- ed	Service
Leadership			
Member			2 Years (+1 year)
Member			2 Years (+1 year)
Member			2 Years (+1 year)
Treasurer	Nancy Penner	2021	3 Years (+1 year)
Member	Sharon Deceuninck	2021	2 Years (+1 year)
Member	Mary Ann McElroy	2022	2 Years (+1 year)
M&P Rep			
Minister	Rev. Carrie Martens		
Ministry and Personnel (M&P)			
			2 Years (+1 year)
	Kathy Menzies	2022	2 Years (+1 year)
	Cathy Sandercock	2021	2 Years (+1 year)
	Lesley Andrew	2021	2 Years (+1 year)
House Group Coordinator	Lesley Andrew and Margot Craig	2022	Annual Appointment
St. Paul's Zion-Calvin	Vacancy		Annual Appointment
Elders	Myrna Mayor	2021	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 Appoint- ed	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)
	Brian McElroy	2017	5 Years (+ 1 - 2 extra years)
	Vacancy		5 Years (+ 1 - 2 extra years)
St. Paul's Trustees	Craig Kestirke	2021	5 Years (+ 1 - 2 extra years)
	Brian Andrew	2022	5 Years (+ 1 - 2 extra years)
	Vacancy		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 2023-2024 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.

Kathryn Luger (Leadership Team)
Esther Rothenburger (Leadership Team)
Karen Dyck (M&P)
Deb Hamilton (Zion-Calvin Trustees)
Nancy Penner (St. Paul's Trustee)

