

**PEMBINA PARISH LEADERSHIP TEAM MEETING MINUTES
St. Paul's United Church, Wednesday, February 5, 2020, 4:30 p.m.**

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.

CALL to ORDER at 4:35PM

OPENING WORSHIP – Rev Cathie Waldie talked about being in the season of Epiphany which is the season of light. She read from Isaiah 60. February is also Black History Month. She commented that there are often assumptions about light and darkness as good vs evil. Barbara Brown Taylor, an Episcopal preacher challenges these assumptions with respect to skin color and blindness, etc. Cathie read from Barbara's book *Learning to Walk in the Dark*. She closed with prayer.

ATTENDANCE – Rev Cathie Waldie, Deb Hamilton, Margot Craig, Louise Gardiner, Leslie Bezte, Brian Saunderson and guests Bruce Shewfelt, Karen Ching, Doug Lone and Joan Peters.

REGRETS – Bruce Lyng

APPROVAL OF AGENDA

Motion:

MOVED BY Margot Craig **SECONDED BY** Louise Gardiner to approve the agenda with the addition of 6. Other Concert under NEW BUSINESS. **CARRIED**

APPROVAL OF MINUTES OF PREVIOUS MEETING –January 8th, 2020

Motion:

MOVED BY Margot Craig **SECONDED BY** Louise Gardiner to approve the minutes of January 8, 2020 with the following amendment:

Under NEW BUSINESS 1. AGM Planning - it should read "It was suggested to have a joint service..." instead of "Will have a joint service..." **CARRIED**

BUSINESS ARISING/UNFINISHED BUSINESS:

1. Photo Directory – we need a group larger than just the office administrator to organize this. Because we need to book soon Rev Cathie Waldie will reserve the weeks of May 25-30 and June 1-6. Brian Saunderson will put a notice in News and Notes that we are looking for volunteers to co-ordinate.

2. Meeting with Fountain of Life – Brian Saunderson met with Pastor Grenier in January. The rental increase was accepted. Since their meeting they updated the 123 Room booking. Fountain of Life will now use St. Paul's from 4:30-8:30PM on Sundays. So now we need to lock the church between services. It was decided that this will be a House Group responsibility – to lock the doors and turn out the lights.

3. Amended Mission Statement – this will not be voted on at the Annual Meeting.

REPORTS

1. **Finance** – Louise Gardiner presented the 2020 budget (attached). She used last year's expenses, interest group info and historical givings to prepare. She assumed there will be one full time minister all year (no break in service). Insurance has gone up in both churches, M&P have budgeted for recruiting and moving costs and the piano at St Paul's needs repair. Our net income is sitting at \$67,809.

Motion:

MOVED BY Deb Hamilton **SECONDED BY** Margot Craig to approve the budget report. **CARRIED**

2. **Minister** – Rev Cathie Waldie reported that ``The Best is Yet to Be`` course is still well attended and there is more interaction within the different groups. Cathie has agreed to be the Pastoral Charge Supervisor for Manitou/LaRiviere until she retires. Funeral homes are starting to ask Cathie if she will continue to do services after retirement and someone has requested a grave side service for July. She can only book the hall and lunch. There are no guarantees that a minister will be in place to do the service. Cathie was pleased to discover on a follow up with a newcomer that the reason they joined our church was because of our openness to the LGBTQ2S+ people as a United Church.

3. **Ministry and Personnel Committee** – Karen Ching reported

- a) Anne Bateman would like a different method of payment. Currently she needs to track hours, # sessions, # services, # practices and submit forms for hourly payment. Last year she was paid \$2293 for the year. She would prefer to have her pay contracted on an annual basis. She will still track her services.

Motion:

MOVED BY Karen Ching **SECONDED BY** Louise Gardiner to change Anne Bateman's contract to be paid the amount of \$2300 annually which includes 4% vacation pay. **CARRIED**

- b) Laurie Wiebe is asking to increase her number of hours for the summer. Normally she drops from 21 hours/week to 12 hours/week in July and August. This summer it would be beneficial to have her in the office more especially if we are trying to hire a minister.

Motion:

MOVED BY Karen Ching **SECONDED BY** Deb Hamilton to have Laurie Wiebe maintain 21 hours/week for the months of July and August in 2020. **CARRIED**

- c) Karen wondered about M&P's responsibility as outlined in the Duty of Care Policy for Vulnerable People with respect to screening and evaluations of volunteers. Leslie Bezte explained that the policy had been updated in October 2020 and those statements had been removed.

4. Zion-Calvin –

- 4.1 **Grant applications to endorse** (see attached)

Motion:

MOVED BY Deb Hamilton **SECONDED BY** Louise Gardiner to apply to the Thomas Sill Foundation Grant to cover the painting costs at Zion Calvin. **CARRIED**

Motion:

MOVED BY Deb Hamilton **SECONDED BY** Louise Gardiner to apply to the Heritage Resources Conservation Grant program for an amount up to \$24,001 for the restoration project at Zion Calvin. **CARRIED**

4.2 Weather Cancellation Policy – Zion Calvin recently cancelled church without following the weather cancellation policy. Going forward if they wish to cancel and St. Paul’s is not cancelled they need to follow the policy with a broadcast announcement indicating that Zion Calvin is cancelled and St. Paul’s will have a service as usual.

5. Interest Groups

5.1 St. Paul’s Property and Grounds - Locking St Paul’s on Sundays after service – discussed under NEW BUSINESS.

5.2 Worship – none

5.3 Property Discernment – Bruce Shewfelt presented the Discernment and Building Committee reports (attached).

Discernment - In summary the sanctuary will be renovated in phase I, not the Sunday school. In an attempt to keep costs down they will try to keep the existing kitchen and renovate in place. They recommend putting a committee together for sanctuary design drawing from the users – choir, sound, minister, Sunday school, etc. A fundraising committee will have to be formed as well with subgroups looking after pledges, events, canvassing, etc. There also will be a need for a volunteer co-ordinator for some renovation projects like painting.

Building Committee – They are looking at quotes for automated front doors. The quotes will be presented at the annual meeting. They are applying for a grant through Faithful Footprints to pay for 66% of the eligible costs of replacing the old furnaces. They could also use the grant to replace old fridges. The grant would be for projects up to a max of \$45,000 paying out \$30,000. This could be used over and above any hydro grants. The construction plans will presented at the Annual Meeting.

Motion:

MOVED BY Leslie Bezte **SECONDED BY** Margot Craig to support the Discernment Committee’s new renovation approach and the recommendations for building upgrades as presented by the Building Committee. **CARRIED**

5.4 Outreach (Soup and Pie) – letter from Sue Nelson was discussed (as attached). Outreach will report this to the congregation at the Annual Meeting and bring forth the motions there.

5.5 Sunday School(s) – St. Paul’s Sunday school had a parent meeting. The parents conveyed that they liked all the programing but wanted more family nights. Louise Gardiner noted that

this will work well with a new group she is co-ordinating to host 4 events per year centered around family nights. The Sunday school put in a request to the Opportunity Fund for new tables, chairs and supplies.

5.6 House Groups – further to the House Group discussion above, Rev Cathie Waldie will lock St. Paul’s this coming Sunday then Margot Craig will co-ordinate this task with the House Groups.

5.7 Minister Succession – Louise Gardiner reported that the Ministry Profile has been approved with 2 minor corrections as outlined in the motion below. Also there is too much info in our profile to go on to Church Hub so we will incorporate links to the website to pare it down.

Motion:

MOVED BY Louise Gardiner **SECONDED BY** Margot Craig to change the holiday requirement on the position description from 4 weeks to 1 month and to remove the requirement for a criminal record check. **CARRIED**

It was noted that there will still be a child abuse and vulnerable sector check. We will take the Minister Succession Community of Faith Profile to a congregational meeting for approval (most likely this will occur the same time as the Annual Meeting but will be its own Special Meeting). The two week notice will be made at church this Sunday and will also be in News and Notes. Rev Melanie Kauppila needs to be present at the approval and she is available for February 23rd. Next steps - a search team also needs to be appointed.

5.8 Pastoral Care – an announcement was made at St. Paul’s asking for more parishioners to consider volunteering for pastoral care. An announcement will be made at Zion Calvin this coming week.

5.9 Opportunity Fund Request – A request was made by the St. Paul’s Sunday school to upgrade tables and chairs in the class rooms. The Finance Committee recommended that up to \$3500 be made available to the St. Paul’s Sunday school from the Opportunity Fund for the purchase of new tables and chairs as per their request.

Motion:

MOVED BY Margot Craig **SECONDED BY** Louise Gardiner to approve up to \$3500 from the Opportunity Fund to purchase tables and chairs for the St Paul’s Sunday school. **CARRIED**

MEETING WITH ELDERS – Doug Lone, Joan Peters and Karen Ching joined our meeting for their annual visit to discuss 4 questions.

Q1: Where do you see positives and good energy in church life? Where is there some frustration or loss of interest in the church?

A1: Positives are Sunday school, choir, volunteer enthusiasm and fall supper. More young people are stepping up to share the tasks. Kids have a lot of energy. Frustrations are in Sunday school planning at Zion Calvin. They sometimes make plans for Sunday school and no one shows. House groups are still a frustration at St. Paul’s. People show up for their month then do not return to church again until the next time they are needed. It is positive that there is a substitute list. Zion Calvin has trouble getting scripture readers.

Q2: What is the level of support for our Affirming initiatives? How can we increase support?

A2: It is a complex process and has taken a long time. They believe there is support and most assumed we already were Affirming. After the vote to become Affirming we will publically say we accept all gender identities and sexual orientations. Some congregants find this is political and wonder why the need for this all of a sudden?

Q3: Facing a year of change for our minister and leadership, is there optimism about this? Or if some worry, what is the concern?

A3: There is worry and concern that we may not get a minister since not many ministers are out there. Pembina Parish is a great place so we are optimistic we will attract them. Why can we not just advertise? The process is so complicated to hire!

Q4: For St. Paul's congregation, is there strong support for the plan to reconfigure and change our church building? Passive support? Lack of support? Why?

A4: We are an aging congregation. Older people worry there will be no younger parishioners to take over and carry the financial burden. What if we are growing and out grow our planned decrease of the square footage?

The Elders commented that this annual discussion with the Leadership Team is a good idea. They have "put their ear to the ground" so they can report back to us. They thanked us for the opportunity to be heard. Brian Saunderson thanked all the Elders for their past 3 years of service. They are all stepping down next month.

NEW BUSINESS

1. AGM planning – February 23, 2020 – Four members of the Leadership Team offered to bring soup for the lunch. Sandwiches and desserts will be supplied by the congregations. Rev Cathie Waldie and Brian Saunderson will work on the agenda for the meeting. It was discussed that we will recess from the AGM at 1:30PM when Rev Melanie Kauppila arrives and call a Special Meeting during which we will entertain a motion for the Minister Succession Community of Faith Profile to be approved. After the Special Meeting adjourns we will resume the AGM.

2. Nominations - see attached for the 2020 nominations. We still need 1 person for M&P, a treasurer for Leadership and up to 3 more Regional council reps. Alternatively, we could change the constitution to increase the number of years in a position to keep current members.

3. Covenant – The Prairie to Pine Regional Council commended the high quality of our governance document. However there are some changes that we need to address.

- a) ministry personnel cannot be part of the nominations committee
- b) non-members are not eligible to serve as Executive Committee members of the Leadership Team
- c) draft minutes must be posted on the web-site.

These are all constitutional changes so we must amend these at the Annual Meeting.

4. Janelle Nadeau Concert – Janelle Nadeau is a harpist who is looking for venues to perform at during Christmas 2020. Perhaps we can book her for a concert at St. Paul's. We will ask Laurie Wiebe to look into this further.

5. Honorarium for Larry Danielson – Rev Cathie Waldie is presenting Pembina Parish mugs and a card to Larry and Mira for their efforts over the last 12 weeks. She would also like to give them a gift certificate on behalf of the whole group from our parish as the hosts.

Motion:

MOVED BY Deb Hamilton **SECONDED BY** Louise Gardiner to give a gift certificate for \$250 from McNally Robinson to Larry Danielson. **CARRIED**

6. Other Concert – Daryl and Saskia are willing to come back in March 2020 and play at Darlingford. It will be up to Zion Calvin to decide if they want them to come. Deb Hamilton will follow up with Laurie Wiebe to contact them if they wish to pursue this further.

CORRESPONDENCE and Thank You cards - none

BULLPEN ITEMS

1. Leadership Team vacancy
2. Signs – outside and inside (MVV)

NEXT MEETING DATE – Thursday, February 27, 2020 at 4:30PM

CLOSING WORSHIP – Rev Cathie Waldie closed with prayer.

MOTION TO ADJOURN at 8:45PM

Chairperson

Recording Secretary