

PEMBINA PARISH PASTORAL CHARGE
353 THORNHILL STREET, MORDEN R6M1M8
Minutes of Leadership Team Meeting
January 8, 2024 7:00pm

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

1. CALL TO ORDER at 7:03 pm.

2. OPENING WORSHIP

Rev. Carrie led our meeting with worship.

Rev. Carrie began with reading Acts 2:42-47.

Budget Action Group has interest in us inviting more people to attend our church. Before we do that, Rev. Carrie thought it would be worthwhile to look at why people aren't attending church based on the research available. She presented two lists compiled by a church leadership guru named Carey Nieuwhof who draws on extensive research from the BARNA group.

The articles are worth a read and, hopefully, we can find time to engage in conversation. Conversation not only about why people aren't attending church generally, but why people have left our church, are choosing other churches, or are choosing to join our church now.

<https://careynieuwhof.com/10-reasons-even-committed-church-attenders-attending-less-often/>

<https://careynieuwhof.com/5reasonsmillennials/>

Rev. Carrie ended opening worship with a prayer.

3. ATTENDANCE/REGRETS

Rev. Carrie Martens, Nancy Penner, Sharon Deceuninck, Mary Ann McElroy, Leslie Bezte, Lesley Andrew (M & P rep), Susan Ching. Guests: Brian Nedohin, Brian Andrew, Rick Britton, Brian McElroy.

4. APPROVAL OF AGENDA

The agenda was accepted by consensus with the revision under 6.b Content of Annual Meeting/Date Change, and under 7.2.1. Reconciliation Action Group to read Truth and Action Working Group.

5. APPROVAL OF MINUTES OF PREVIOUS MEETING

Motion: To approve the minutes of the meeting held December 13, 2023 as a true and accurate record of the proceedings with the revision under 7.2 Minister Report: We are planning for a joint

baptism/confirmation/membership transfer celebration, and under 7.3. Ministry and Personnel

Committee: Lesley has spoken with Bob and Kathryn Luger; and spelling corrections under 8.1.

Historical Roll Review: Role to read Roll. Moved by Susan Ching. Seconded by Lesley Andrew.

CARRIED.

6. BUSINESS ARISING/UNFINISHED BUSINESS

6a. ROCK LAKE BIBLE CAMP QUESTIONNAIRE

Sharon presented a clear, concise congregational survey in response to a previous request from Rock

Lake Bible Camp. **Action:** Sharon will speak to Laurie about placing a Survey Monkey link in the next

News and Notes, along with a preamble as to how this survey regarding the future of Rock Lake Bible

Camp came about. Paper copies of this survey will be available as well.

6b. CONTENT OF ANNUAL MEETING/DATE CHANGE

Conversation was held regarding a date change for the Annual General Meeting planned for Sunday, February 18, 2024 due to concerns that it will be a long weekend. It was decided to keep this date. Worship will be a joint event with both St. Paul's and Zion-Calvin to be held at St. Paul's United. We will worship at the tables set up for the meeting in the sanctuary. Worship will be followed by a potluck lunch with the meeting to follow. **Action:** Lesley will contact Edith Lovatt and Sue Nelson to help organize the potluck.

Sharon will chair the meeting. Susan will meet with Rev. Carrie and plan some questions to be shared as table conversation at the meeting, specifically regarding losses and joys related to the new full-time rental at St. Paul's. Rev. Carrie will provide leadership to conversation around our parish legacy and purpose. These group discussions will end in groups reporting at the meeting.

6c. SALARIES

A salary increase was recommended by the Ministry and Personnel Committee following the suggestion from the United Church of a 6.3 % cost of living increase in salary.

Motion: A recommended 6.3% cost of living increase in salary to all staff members for 2024. Moved by Lesley Andrew. Seconded by Leslie Bezte. **CARRIED.**

7. REPORTS

7.1. FINANCE/STEWARDSHIP AND FINANCE (BAG)

Nancy Penner presented a detailed Comparative Income Statement, Actual and Budgeted from January 1, 2023 to December 31, 2023.

A deficit of \$5,522.00 was reported.

The Budget Action Group has contacted all interest groups to submit their budget amounts for 2024.

BAG will meet on January 16, 2024 to formalize a budget for 2024.

Materials for the renovations of the CEU by Finer Spirit Tenant Group are the financial responsibility of Pembina Parish. That cost is unknown at this time.

7.2. MINISTER REPORT

Inside – Caring

It was good to celebrate the birth of Christ together, and it's good to shift back into ordinary time for a bit as well.

Renovations have been happening for our new rental and thus far the group has been very pleasant and accommodating to work with. It's been really neat to see the responses within the Morden community to the initiative that Finer Spirits is putting together.

This coming Sunday we will be welcoming a number of new members into our parish at a joint service between our two congregations. Rev. Carrie has had more requests for baptisms, so we are likely to have more members joining us around Easter.

Outside – Sharing

A number of our members (about 7) are participating in the new local climate action group that does not yet have a name. Hopefully a name comes soon as well as some specific actions that may interest Pembina Parish. Rev. Carrie is part of the core of that new group along with Edith Lovatt and others from Pembina Fellowship and Morden Mennonite Churches.

Upside Down – Exploring

Rev. Carrie is looking forward to another book discussion group coming up for Lent, book to be decided soon with input from some of our regular attenders. There is also interest from a few folks to be part of a webinar on the biblical roots of the conflict in Israel/Palestine that is being hosted through Xplore!, a program for education through Canadian Mennonite University.

On a ministerial level, Rev. Carrie will be taking study leave Feb. 5-11 so she can attend a 2 day conference on leading in anxious times, as well as prepare for Lent, and take a retreat day.

7.3. TRUSTEES (ST. PAUL'S AND ZION-CALVIN) ANNUAL REPORT

Brian Nedohin, trustee from St. Paul's, gave report.

The trustees have decided to stay with the current insurance carrier as the rates remained very comparable to last year.

They would like to have 1 or 2 more trustees and need at least 5 members.

Brian Andrew has signed the lease between St. Paul's United and Finer Spirit Tenant Group as a trustee.

Brian Nedohin presented Fire Code Maximum Occupancy levels for the CEU wing as follows:

Main hall area, standing only - 472 persons, chairs only - 252 persons, tables and chairs - 200 persons.

Kitchen area - 12 persons

Upstairs classrooms - 12 persons

Sewing room - 5 persons

Under stage area - 19 persons

Conversation regarding the need to hire a building manager as building usage and wear and tear may increase as a result of an increase in rentals. This will be re-evaluated in the future if necessary.

It was accepted by consensus that trustees Brian Nedohin, Brian Andrew and Craig Kestirke will act as building managers. These names and contact phone numbers will be submitted to Laurie in the office.

A list of duties for this group will be compiled.

Lesley Andrew will remain kitchen manager.

Trustee from Zion-Calvin, Brian McElroy, gave report.

Upgrades done at Zion-Calvin in 2023 included installing a heater inside the foyer to keep the ice away from the entrance door, and measuring up plexiglass to put over the windows in the foyer.

He reported that maintenance and cleanliness have been very good as everyone helps to do this.

7.4. MINISTRY AND PERSONNEL COMMITTEE

Lesley Andrew reported.

The St. Paul's Custodian Employee Review for Mel and Sheila Worms was completed January 8, 2024.

Mel voiced some concerns regarding the new renters and building usage such as increased bathroom usage and turning out the lights when the building is vacant. Mel spoke with Duane Hiebert from Finer Spirit regarding the need of another set of waste management bins. Set up and take down for events held in the sanctuary will require more time and patience as it will be a learning curve.

Bob Luger has written job descriptions for Zion-Calvin. Lesley spoke to Debbie Hamilton to review caretaking duties for Zion-Calvin.

7.5. ZION-CALVIN

Susan Ching gave report.

Zion-Calvin is looking ahead to Darlingford's celebration of 150 years and what part the church might play in this celebration.

The United Church of Canada's 100 years celebration in 2025 is on their planning agenda.

7.6. WORSHIP INTEREST GROUP

Leslie Bezte reported.

At the Worship Interest Group meeting last Thursday, they reviewed the worship activities of 2023. They set up a worship schedule until Easter, 2024.

February 11, 2024 will be a music oriented worship as Rev. Carrie will be away.

Cupcakes will be served after the joint baptism/confirmation/membership transfer service held on January 14, 2024.

7.7. INTEREST GROUPS

7.7.1. SUNDAY SCHOOL

Leslie Bezte reported that Sunday School has started up after the Christmas break in Pembina Parish.

7.7.2. OUTREACH

Mary Ann McElroy reported.

Motion: To accept the recommended disbursements from the Outreach 2023 funds as follows: Genesis House - \$1,000.00; Many Hands - \$1,000.00; Boundary Trails Health Center Spiritual Care - \$1,000.00; Morden Christmas Cheer - \$500.00; Western School Division Home and School Liaison - \$500.00; Pembina Valley Pride - \$500.00; Pembina Parish Caring and Sharing Costs - \$200.00; Truth and Action Working Group - \$300.00. Moved by Mary Ann McElroy. Seconded by Lesley Andrew. **CARRIED.**

Action: Mary Ann McElroy will notify Laurie in the office so she may disburse these funds.

7.7.3. CHOIR

Sharon Deceuninck reported that there is no choir director at this time, so the choir is taking a break.

8. NEW BUSINESS

8.1. SUNDAY MORNING COFFEE TIME

A donation of a Keurig single serve coffee maker was offered to St. Paul's for the purpose of Sunday pre-worship coffee time. A single serve coffee maker would eliminate leftover coffee. A decision was made to decline the offer of a Keurig. **Action:** Sunday morning coffee time will be mentioned in News and Notes with the invitation for all to attend. Sunday morning greeters will mention the opportunity to have coffee.

9. CORRESPONDENCE AND THANK-YOU CARDS

Lesley Andrew was verbally thanked at this meeting for her time and building management skills as needed.

10. NEXT MEETING DATE

Monday, February 12, 2024 at 7:00 pm.

11. CLOSING WORSHIP

Rev. Carrie closed in prayer. Lord it is night.....

12. MOTION TO ADJOURN

Agreement to close the meeting at 9:27 pm.

