

PEMBINA PARISH PASTORAL CHARGE
353 THORNHILL STREET, MORDEN R6M1M8
Minutes of Leadership Team Meeting
February 12, 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 7:04 pm.

2. OPENING WORSHIP

Rev. Carrie shared information from the Renew Conference she attended: Leading with Hope in Anxious Times.

Rev. Bonnie Dowling, who is the rector at St. Margaret's Anglican Church in Winnipeg, spoke at this conference. She presented a way of understanding the church in anxious times (post pandemic, churches shrinking or closing, world falling apart, that sort of thing) by looking at 3 pieces:

1. Movement of faith. 2. Community of Love. 3. Institution of Hope. Bonnie said that being the church isn't about choosing one of these, but about the movement between them. The church must have all three and they must be in dynamic relationship, particularly in crisis.

What Bonnie presented is a way of thinking of the church that is more whole and more hopeful. Rev. Carrie ended opening worship with a prayer.

3. ATTENDANCE/REGRETS

Rev. Carrie Martens, Sharon Deceuninck, Mary Ann McElroy, Leslie Bezte, Lesley Andrew (M & P rep), Susan Ching. Guests: Fred and Myrna Mayor (Elders)
Regrets: Nancy Penner

4. APPROVAL OF AGENDA

The agenda was accepted by consensus with the addition of item 8.c. Opportunity Fund Request.

5. APPROVAL OF MINUTES OF PREVIOUS MEETING

Motion: To approve the minutes of the meeting held January 8, 2024 as a true and accurate record of the proceedings. Moved by Leslie Bezte. Seconded by Susan Ching. **CARRIED.**

6. BUSINESS ARISING/UNFINISHED BUSINESS

6a. ANNUAL MEETING AGENDA

Addition of 3b. table conversation led by Rev. Carrie; and 4b. Determining whether a show of hands or private ballot will be used as a voting method. Item 13. Discussion session chaired by Susan Ching will become item 10., all subsequent items will be shifted down.

Motion: To approve the annual meeting agenda with additions. Moved by Lesley Adrew. Seconded by Mary Ann McElroy. **CARRIED.**

Action: Mary Ann will notify Laurie of the changes to the annual meeting agenda.

6b. ANNUAL MEETING ARRANGEMENTS

- i. Asten will cover powerpoint.
- ii. Zoom operator. **Action:** Rev. Carrie will contact Raina Teigrob to cover powerpoint and switch Asten to Zoom operator.

iii. Any other considerations: None.

7. REPORTS

7.1. FINANCE/STEWARDSHIP AND FINANCE (BAG)

Nancy submitted a Pembina Parish United Church operating budget projection for the 12 month period ending December 31, 2024. The Pembina Parish Budget of January 1, 2024 to December 31, 2024 was submitted to be approved by Leadership and presented at the AGM February 18, 2024.

Four expense items initially included in the Operating Budget have been removed and directed to the Opportunity Fund: \$4,000.00 for a new photocopier to avoid a \$3,600.00 annual lease expense in the future; \$3,000.00 for 2 new laptops; \$3,500.00 for repairs to the grand piano; a request for 2 new vinyl tables at an estimated cost of \$600.00 each.

For 2023, the actual M&S donations were \$22,248.00. Less than 50% of ID givers contribute to M&S. Leadership may want to identify a "champion" of the M&S and set an aspirational target with another goal of getting more participants.

A target for Mission and Services givings for 2024 was set by Leadership for \$23,000.00.

Other items identified as "wish list items" were not included in the budget and were not recommended to the opportunity fund: fold down change tables for the washrooms at a cost of \$520.00 each (1 of these tables has been installed in the women's washroom, so \$600.00 was added to the budget); outdoor sandwich board for St. Paul's to advertise events; and new signage on the exterior of the building by the entrance.

For 2024, the cost of living increase provided to the support staff was based on the United Church of Canada's recommended rate. This was per the policy that M&P had established in 2017 or 2018. BAG's recommendation is for Leadership to ask M&P to revisit this policy and consider if using the Manitoba CPI (Dec. current year ended compared to the prior Dec. year end) as the basis for non-clergy staff future annual salary increases. This may better reflect our employees cost of living change.

BAG has given considerable thought to the amount of revenue that can be generated from fund raising projects and rental of the facilities, and have developed action plans to achieve this. The Givings have been based on the prior year's givings with a Stewardship plan to be developed. The Givings estimate has not been increased to balance the budget, but rather accepting that there will be a loss. The loss will be absorbed by the accumulated operating surplus.

Motion: To create a budget line for Outreach of \$6,000.00. Moved by Susan Ching. Seconded by Lesley Andrew. **CARRIED.**

Action: Lesley Andrew will notify Laurie, Nancy, Earl and Sue about the budget line for Outreach.

Motion: To accept the budget for 2024 with the addition of a budget line for Outreach of \$6,000.00. Moved by Susan Ching. Seconded by Mary Ann McElroy. **CARRIED.**

Action: Mary Ann will notify Nancy that the budget was approved by Leadership for presentation at the AGM to be held on February 18, 2024.

Earl Gardiner will be the treasurer and Bruce Shewfelt will be the chair of BAG, both for a 1 year term. It was recommended that BAG be made a standing committee rather than an interest group. The chair of BAG would be a member of the Leadership Team similar to M&P.

Motion: To change the Budget Action Group from an interest group to a standing committee. Moved by Susan Ching. Seconded by Lesley Andrew. **MOTION WITHDRAWN.**

Motion: That we appoint the Budget Action Group as an ad hoc committee for a minimum of 1 year, reporting directly to Leadership. Moved by Susan Ching. Seconded by Lesley Andrew. **CARRIED.**

Conversation was held by the Leadership Team regarding the Worship Interest Group having a member present as a representative at Leadership meetings.

7.2. MINISTER REPORT

Inside – Caring

Rev. Carrie is sensing a new energy within our Parish after Christmas. A sense of hope, possibility and wonder as we continue to work on developing a community of grace, inclusion and kindness within our Parish. A strong base for congregational care continues to develop as new visitors volunteer. The teas held at Legion House and Homestead were good connecting points.

Rev. Carrie will be serving communion at Legion House this week.

Thank you to all those who are completing terms! Sharon, Lesley, Nancy.

Outside – Sharing

The community climate action group is coming close to finding a name, and several from our church are participating. Which is great.

Rev. Carrie is concerned about the PJ Action Group. A facilitator is needed to gather and guide this group as this presents opportunity to reach out and connect, both locally and regionally.

Upside Down – Exploring

Our Lent book study will be starting on Feb. 21st with 21 people signed up studying a book called *Between the Listening and the Telling: How Stories Can Save Us*. A good group is signed up for the Xplore Webinar starting on Feb. 21st, including participants from several churches. The book studies and webinars are starting to be places for us to gather ecumenically. We even have a few folks joining us who are friends of members or who normally only participate online, so that's good to see.

Rev. Carrie gave thanks for the opportunity to take study leave last week and attend the Renew Conference as it was a good opportunity to learn and connect with colleagues.

7.3. MINISTRY AND PERSONNEL COMMITTEE

Lesley Andrew gave report.

Rev. Carrie was on study leave February 5 - 11, 2024. Cathy Waldie supplied funeral coverage in her absence. She has 2 more weeks of study leave which she hopes to take in May and October.

Her holiday requests are: April 1-7; July 8-14; August 20-September 2. Rev. Carrie will have 1 week and 2 Sundays left to use.

M&P agreed to a request from Rev. Carrie to work from home on Mondays until June, 2024, at which time a reassessment will be done.

Laurie reported that her course is going well. She had a request of 1 personal day in February. She met with Earl Gardiner and Duane Hiebert (Finer Spirit) to discuss any details regarding rentals.

A job review was held for Debbie Hamilton on January 15, 2024. A job description had been created on January 4, 2024. She indicated that she may give up her position in the event of a move to another community.

At St. Paul's United, Debbie Nelson, Leslie Bezte and Fay Carruthers will be working as a team to provide music at Sunday morning worship at St. Paul's. The position for a permanent choir director is still being posted.

M&P will continue to meet for coffee with staff every other month.

Cathy Sandercock and Lesley Andrew have completed their terms on M&P.

7.4. ZION-CALVIN

Susan Ching reported.

Yesterday, the Sunday School led their worship service sharing some new songs they had learnt. Pancakes were enjoyed after the service.

7.5. WORSHIP INTEREST GROUP

Leslie Bezte gave report.

Worship Interest Group met in early February, 2024. A music filled worship service was held yesterday. March 3 will be Palm Sunday. A Good Friday service will be held. Easter Sunday service will include communion and baptism.

7.6 INTEREST GROUPS

7.6.1. SUNDAY SCHOOL

Report was given by Leslie Bezte. A recommendation was given to invite the older Sunday School children to participate in worship services.

7.6.2. OUTREACH

Report was given by Mary Ann.

The last soup and dessert event was held January 19 and was very successful as we used the sanctuary space for the very first time. The next one will be February 16.

The soup and dessert events will be posted on Instagram.

7.6.3. CHOIR

Report was given by Sharon.

The choir is rehearsing and providing music for worship services under the leadership of Debbie Nelson, Leslie Bezte and Fay Carruthers.

8. NEW BUSINESS

8a. ELDERS

Fred and Myrna Mayor gave report.

Fred and Myrna have spoken to Pembina Parish members and compiled a list of positives and negatives (concerns). Worship services are meaningful and particularly the Sunday School Christmas worship and evening Choir Christmas Concert fundraiser were enjoyed. Online worship is appreciated and the audio/visual crew were commended. Baptism, confirmation and renewal services are very meaningful. An observation of the excitement and energy of the children was noted. Events such as the fall supper and soup and dessert lunches serve not only as fundraisers but community events allowing people to gather. The Christmas Teas held at Legion House and Homestead were well attended and appreciated. The Longest Night service was a peaceful and gentle evening with the addition of music from Heather Menzies and Fay Carruthers. Christmas poinsettias decorating the building and then delivered to the homes of their recipients is greatly appreciated. The first funeral service and luncheon held entirely in the sanctuary worked well. Church members are grateful for the Finer Spirit rental agreement and the revenue it will create.

Concerns include the lack of volunteerism as more people are needed to fill positions as they become vacant.

It was felt that estate giving should be promoted and parishioners need to be educated and informed of their options.

Leadership will refer this item to BAG.

Action: Mary Ann will speak to Earl from BAG regarding this stewardship opportunity.

8b. NEXT NEWSLETTER

Deadline for reports March 12, 2024.

8c. OPPORTUNITY FUND REQUEST

Motion: To agree to the purchase of 2 new laptops from the Opportunity Fund at the cost of \$3990.00 plus taxes. Moved by Lesley Andrew. Seconded by Leslie Bezte. **CARRIED.**

Action: Mary Ann will notify Laurie.

9. CORRESPONDENCE AND THANK-YOU CARDS

10. NEXT MEETING DATE

Monday, March 11, 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 10:12 pm.