

**PEMBINA PARISH LEADERSHIP TEAM MEETING**  
**St. Paul's United Church, Thursday, February 27, 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 4:36PM. Brian Saunderson welcomed the new members. Rev Cathie Waldie will chair the meeting until the election of officers.

**OPENING WORSHIP** – Rev Cathie Waldie read from *Faithfully Yours*. It is based on the letters of the Bible and is used for Lenten study. She chose the reading “I will never desert you” by Donna Sinclair, journalist with *The Observer* for 27 years. It was a parallel to Peter saying he will not deny Jesus, but taking place 2000 years later. After reading she gave us 2 questions to ponder with respect to the text. Rev Cathie closed in prayer.

**ATTENDANCE** – Esther Rothenburger, Margot Craig, Earl Gardiner, Kathryn Luger, Rev Cathie Waldie, Brian Saunderson and Leslie Bezte

**REGRETS** – no M&P rep present but they have not been designated yet.

**ORIENTATION** – Rev Cathie Waldie distributed copies of the bylaws, section B.7 from *The Manual 2019* (attached). She highlighted certain sections around membership, responsibilities, executive and officers, meeting frequency, quorum and committees. She encouraged new members to read this in depth on their own time. Cathie distributed copies the Constitution of Pembina Parish as amended at the AGM. Esther Rothenburger wanted to know the procedure for nominating members to the Leadership Team. Perhaps in the future they should be nominated at the AGM and ask the floor for more nominations. Cathie distributed copies of the Covenant between Pembina Parish and the Prairie to Pine Regional Council. She shared with us the letter commending our high quality of the governance document and indicating the constitutional changes requirement as outlined in the February 5, 2020 Leader Team Meeting minutes. It was questioned why the draft minutes needed to be posted. Perhaps this is because some governing bodies only meet 4 times a year and this is too long between meetings to await approved minutes.

**ELECTION OF OFFICERS**

**Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Esther Rothenburger to nominate Brian Saunderson as Chair. **CARRIED**

**Motion:**

**MOVED BY** Esther Rothenburger **SECONDED BY** Earl Gardiner to nominate Leslie Bezte as Secretary. **CARRIED**

**Motion:**

**MOVED BY** Kathryn Luger **SECONDED BY** Margot Craig to nominate Earl Gardiner as Treasurer. **CARRIED**

**Motion:**

**MOVED BY** Brian Saunderson **SECONDED BY** Esther Rothenburger to nominate Leslie Bezte as Vice-Chair. **CARRIED**

**APPROVAL OF AGENDA**

**Motion:**

**MOVED BY** Kathryn Luger **SECONDED BY** Margot Craig to approve the agenda with the addition of 5.11 Young Families under REPORTS Interest Groups and 4. Signing Authority under NEW BUSINESS. **CARRIED**

**APPROVAL OF MINUTES OF PREVIOUS MEETING –February 5th, 2020**

**Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Leslie Bezte to approve the minutes of February 5, 2020 as circulated.

**Discussion:** Earl Gardiner noticed from the minutes our discussion of the Janelle Nadeau concert should be revisited. We will add it to BUSINESS ARISING to discuss further.

**CARRIED**

**BUSINESS ARISING/UNFINISHED BUSINESS:**

- 1. Photo Directory** – Brian Saunderson reported that although we intended to organize photos the last week of May and first week of June we may have to push this back until September. Laurie Wiebe will be on holidays at this time and we really need her in the office to facilitate the process. The last directory was comprised in 2015. There is no cost. The photographer makes money through photo sales. It would be great to have the directory in place for the new minister in the fall so ideally we should try for the time frame of April 20 to May 2. Now we need a group to co-ordinate. The photo directory group will need to inform the congregation about the directory, schedule appointments via a sign-up sheet and/or phone calls and give a reminder call to everyone the night before their sitting. Margot Craig volunteered to help but she cannot be the co-ordinator. It was suggested to have 1 volunteer/100 active families. Brian Saunderson will approach a few people to see if they are interested in leading this. He will also put a message in News and Notes to ask for volunteers. Rev Cathie Waldie will confirm the dates with the photographer. Earl Gardiner wondered if we could use the call to sign up for a photo as an opportunity to collect current e-mail addresses as well.
- 2. Janelle Nadeau Concert** – it is uncertain if Laurie Wiebe looked into the possibility of booking. Earl Gardiner will ask Laurie to investigate this further. If there is no financial risk to book Janelle Nadeau then he will go ahead. If he is unsure of the risk then he will not book.

## REPORTS

**1. Finance** – Earl Gardiner reported that the Finance Interest Group recommended that up to \$5500 be used for new accessibility doors at St. Paul’s. They also had a request for furniture from St. Paul’s Sunday school youth. They recommended up to \$900 for the purchase of a couch for the youth. Earl presented the financial report (attached). We have ~\$177,000 ready to use from Operating in our total retained earnings. The January 31, 2020 statement shows a net surplus of -\$566. This is because the Budget had not been approved at that point in time.

**2. Minister** – Rev Cathie Waldie reported that “The Best is Yet to Be” course ended yesterday. Larry Danielson appreciated the gifts. The other groups participating commented on the positive interaction amongst the ecumenical community. Cathie is looking forward to the Lenten study starting this week. In her wider church responsibilities Cathie serves as a Liaison of the Pastoral Relations Commission for Miami and Rock Lake United Churches. She is pleased to report that they are looking at potential appointments.

**3. Ministry and Personnel Committee** – no report

**4. Zion-Calvin** – no report

### 5. Interest Groups

**5.1 St. Paul’s Property and Grounds** – roof is complete

**5.2 Worship** – Rev Cathie Waldie reported that Susan Ching is the new chair. They want to work on incorporating land acknowledgment into worship. They looked at the funeral policy at Zion Calvin. The baptismal policy from 2008 was found and needs to be updated. Tabor Home services are being lined up. Holy Week services and pulpit supply were discussed. We are not on the Boundary Trails Health Care spiritual care schedule this year. Worship Interest Group will accept members ad hoc, especially once Cathie leaves because they anticipate their work load will increase. It was suggested that an announcement be made in church to invite new members to the Worship Interest Group. We have had a request from Jennifer Ching-Faux and Curtis Faux for Kip Wyatt Faux to be baptized at Zion Calvin.

#### **Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Esther Rothenburger that we approve the baptism of Kip Wyatt Faux, son of Jennifer Ching-Faux and Curtis Faux. **CARRIED**  
The baptism will take place at Zion Calvin United Church - date to be decided.

**5.3 Property Discernment** – covered in New Business

**5.4 Outreach (Soup and Pie)** – Leslie Bezte shared the e-mail request from the Outreach Interest Group (attached). They provided a recommendation as to how to designate the remainder of their 2019 funds: \$3500 to the St. Paul’s kitchen renovation, \$500 to Genesis House and \$500 Rock Lake Camp. They outlined how this falls within the guidelines approved at the AGM. Earl Gardiner would like to make another account just for the kitchen renovation designations to keep the accounting streamlined.

**Motion:**

**MOVED BY** Margot Craig **SECONDED BY** Earl Gardiner to designate the remaining 2019 funds raised by Outreach Interest Group as follows: \$3500 to the St. Paul's kitchen renovations, \$500 to Genesis House and \$500 to Rock Lake United Church Camp.

**CARRIED**

**5.5 Sunday School(s)** – covered in Finance and Opportunity Fund request

**5.6 House Groups** – Margot Craig reported that the House Groups need a key to lock the church. This task will be put on the House Group list of duties starting in April. Margot will talk to Laurie Wiebe about the key.

**5.7 Minister Succession** – The Community of Faith Profile to hire a full time minister was approved at the February 23, 2020 Congregational Meeting. The Search Team was appointed and an advertisement has been placed in *Broadview* and on *Church Hub*. The Search Team will undergo training. The National United Church thought that our Community of Faith Profile was the best they had seen in hundreds of applications. They asked if ours could be used as an example for others to use. The team deserves a thank you!

**5.8 Pastoral Care** – the response to the plea for new visitors was good.

**5.9 Opportunity Fund Requests** – as outlined in the Finance report

**Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Esther Rothenburger that up to \$5500 from the Opportunity Fund be made available to St. Paul's for the installation of automatic accessibility doors. **CARRIED**

**Motion:**

**MOVED BY** Margot Craig **SECONDED BY** Esther Rothenburger that up to \$900 from the Opportunity Fund be made available to the St. Paul's Sunday school youth for the purchase of a couch. **CARRIED**

**5.10 Affirming Conversation** – Kathryn Luger explained to the new members of the Leadership Team the process of changing the vision statement in order to become an Affirming congregation. She apologized to all for misinterpreting and pursuing changes to our mission statement in previous meetings. She presented a draft revised vision statement (attached). We offered a few grammatical changes as a group.

**Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Margot Craig to accept the draft revised vision statement which reads:

**Pembina Parish is an affirming community of faith, dedicated to spiritual growth, acceptance and love.**

**We will be inclusive, encouraging full participation in all church life to people of all ages, ethnicities, abilities, sexual orientations and gender identities.**

**We will maintain integrity and transparency in all our relationships.**

**We will live social justice and put our faith into action always discerning where God is leading us so we maintain relevance in our community and changing world.**

**CARRIED**

**Motion:**

**MOVED BY** Earl Gardiner **SECONDED BY** Esther Rothenburger to rescind the new draft of the mission statement of January 8, 2020. **CARRIED**

Kathryn outlined the next steps of the affirming process. The vision statement is sent to Affirm United for approval. We revised our marriage policy. There needs to be a congregational vote on becoming an Affirming ministry – possibly on April 26<sup>th</sup> right after church. It will be a Yes or No vote. They will pass on the results of the vote to Affirm United. Given that the vote is a Yes, we will host a celebration about 6 weeks after the vote and then commemorate this annually or from time to time. There is an annual fee for being a member of Affirm United. It will be \$130 for a congregation our size. Signage will be put up outside to indicate we are Affirming. After that the Affirming Interest Group is looking for direction on going forward as a group and channelling their efforts around inclusion. We discussed the logistics of the congregational meeting. There must be a 2 week notice given to all about the upcoming meeting and vote. The vote for becoming Affirming requires 75% of the votes cast to be in favour. There will need to be a motion to adopt the new vision statement and a motion to change the constitution with respect to the amended vision statement. We will have the vote in the sanctuary and can bring in muffins, cheese and fruit.

**Motion:**

**MOVED** Earl Gardiner **SECONDED BY** Kathryn Luger that on the recommendation of the Affirming Interest Group status we hold a congregational meeting on April 26, 2020.

**5.11 Young Families/Playful Parish Events** – Leslie Bezte reported that a group met last week to plan some fun intergenerational family events. They have planned a games night for April 15th, a picnic in Morden Park after church for September 13th and a New Year`s Eve party for December 31st. Details attached.

**NEW BUSINESS**

**1. AGM review** – there was a good turnout – 66 people. We had a lot of soup left over. There were audio visual problems that we should mitigate for next year. The nominations should be run according to Robert`s Rules.

**2. Sanctuary Design Group** - Earl Gardiner reported that they need this group organized by early April given that construction is slated for May. Potentially we could utilize someone like Larry Danielson or the Southern Manitoba Concert Series co-ordinator to give input. We should also recruit a choir member, Rev Cathie Waldie, Fay Carruthers, Anne Bateman, a Sunday school member, a Banner Group member, Doug Lone, June Steiner and someone familiar with stage lighting. Esther Rottenburger, Brian Saunderson and Leslie Bezte volunteered to ask the various people.

**3. Fundraising Group** - It was discussed that this group will need the Finance Interest Group to suggest what is available to be spent. Perhaps they could also suggest what amount should be from pledges and what amount should be from special events. A couple of names were suggested to lead the Fundraising Committee. Earl Gardiner will approach them.

**4. Signing authority** – needs to be changed to reflect the Leadership Team changes

**Motion:**

**MOVED BY** Kathryn Luger **SECONDED BY** Leslie Bezte to remove the signing authority from Louise Gardiner and Deb Hamilton and to grant signing authority to Earl Gardiner and Esther Rothenburger. **CARRIED**

**CORRESPONDENCE and Thank you cards**

- 1. Video License** – *Edge* is offering video licensing for showing films, video clips and other copyright media in church.
- 2. Canada Summer jobs** – do we want to hire a student for the summer? Now that Laurie Wiebe is full time for the summer this will not be necessary.
- 3.** Fountain of Life needs to be contacted to let them know about the plans for renovations to start mid-May. Brian Saunderson will send an e-mail to Pastor Grenier.
- 4. Thank you cards** – Leslie Bezte will send a thank you card to the Minister Succession group for their outstanding work. Leslie Bezte will send a thank you card to Rish and Arnold Law for always jumping in to help with Soup and Pie and church lunches.

**BULLPEN ITEMS**

**NEXT MEETING(s) DATE** – April 16, 2020 at 4:30PM

**CLOSING WORSHIP** – Rev Cathie Waldie closed in prayer.

**MOTION TO ADJOURN** at 7 :57PM

---

Chairperson

---

Recording Secretary