

St. Paul's United Church of Canada
 Leadership Team Meeting
 December 11, 2013

- Call to Order** Melissa Fiest called the meeting to order at 7:09 pm in Room 202 at St. Paul's United Church, Estevan, SK.
- Attendance** Kaye Hemus, Astrid Friesen, Melissa Fiest, Linda Holden, Cheryl Deren, Brenna Nickel, Robert Andrist, Marilyn McCutcheon, Don Kindopp
 Regrets: Charlie Stade
- Devotion** Pastor Brenna lead devotions with a prayer.
- Agenda** **Motion: Cheryl Deren/Linda Holden**
 The agenda be approved. CARRIED
 See Appendix A, page 49.
- Minutes** **Motion: Cheryl Deren/Linda Holden**
 The minutes of November 13, 2013 meeting of the Leadership Team be approved as circulated.
 CARRIED
- Ministry and Personnel Wage Review and other Recommendations from the Committees Members** Melissa presented an update from the Ministry Committee. The update expressed positive comments around the work of Brenna Nickel and Kaye Hemus.
 Proposed salaries for 2014 were presented by Melissa Fiest from the Ministry Committee and the Personnel Committee. No concerns were noted. Brenna Nickel and Kaye Hemus excused themselves for this discussion. Cheryl Deren excused herself from the discussion of the salaries presented by the Personnel Committee. Brenna Nickel, Kaye Hemus and Cheryl Deren returned and the position of Music Minister was discussed. Sharon Elliott will continue in this position from February 1, 2014 until June 30, 2014 at a total compensation of \$500.00 per month.
- Treasurer's Report** **Motion: Marilyn McCutcheon/Robert Andrist**
 The Treasurer's report be adopted as circulated.
 CARRIED
 See Appendix D, page 53.

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Presbytery Report

Don Kindopp: Presbytery was held in Moosomin on Friday, November 16, 2013. Presbytery is working on its 2014 budget, but we can expect a 10% increase.

See Appendix E, page 55

The Twin Valleys Presbytery meeting was followed by a workshop on Intergenerational Services held on Saturday, November 17, 2013 led by Anita Warriner and Ryan Monkman.

Brenda Nickel mentioned the future visioning of the Twin Valleys Children and Youth ministry by their plan for upcoming church visits and intergenerational worship. By dividing the presbytery into 'galaxies', each will have a two-month focus culminating in a combined worship service in one of the points.

**Essential Ministries –
 Check-in**

Leadership Retreat – Brenna Nickel: Provided the list of goals for St. Paul's that was generated at the Fall Leadership Retreat. A discussion took place around the goals. It was felt that many of the goals are being met.

- Brenna Nickel will be providing the opportunity for members of the congregation to learn how to handle the projection and recording of Sunday services.
- Don Kindopp will provide any assistance needed for those counting Sunday offering.
- Discussion around the need to provide educational programming around becoming an Affirming ministry and becoming a greener church.

Worship – Pastor Brenna Nickel:
 See Appendix B, page 50.

Pastoral Care – Kaye Hemus:
 See Appendix C, page 51.

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Old Business

Interest Group – Nativity Scene Being held Sunday, December 15, 2013 from 5:00 – 6:30 pm outside St. Paul's church. Will involve caroling and a horse-drawn sleigh rides outside and hot chocolate and cookies inside. Freewill offering will be provided. The Nativity Scene will lead up to the Rotary Carol Festival beginning at 6:45 in St. Paul's sanctuary.
Motion: Cheryl Deren/Robert Andrist
 Expenses up to three hundred dollars (\$300.00) for the Nativity Scene event be approved. CARRIED

New Business

Baptism **Motion: Astrid Friesen/Linda Holden**
 The baptism of the following children be approved. CARRIED.

- Ethin Krisztian Lalonde – son – Stevan & Daniyale Lalonde
- Aubrey Eva Barker – daughter – Staci & Cort Barker
- Hudson Ross Raymond Dowe – son – Allison & Donald Dowe
- Jacob Liam Johnson – son – Shawna Johnson
- Jordyn Cathrine-Rose Dukart – daughter – Katy Crook-Aston & James Dukart

2014 Budget The treasurer will provide a draft budget for our January Leadership Team meeting. We will look closely at the budget then.

Becoming a Green Church Leadership Team members are asked to become familiar with the draft policy presented and be prepared to discuss it. Don Kindopp will email a copy to each Leadership Team member in Word format to allow editing.

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Correspondence

None

Other

Annual Meeting

Leadership Team members are asked to read through our constitution and see if there are changes that we require.

Elections

Election of Leadership Team members for upcoming term was discussed.

Reports for Annual Meeting

Individuals are encouraged to begin considering their reports for the Annual Report and hand them in to Vickie Winter.

Report to Congregation

Melissa Fiest will report the information of this meeting to the congregation.

Next Meeting

7:00 pm Wednesday, January 8, 201 in Room 202 at St. Paul's.

Adjournment**Motion: Robert Andrist/Astrid Friesen**

The meeting be adjourned at 9:25 pm. CARRIED

Melissa Fiest, Chair

Marilyn McCutcheon, Secretary

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Appendix A – Agenda

1. Call to Order
2. Devotion
3. Approval of the Agenda, Reports, and Previous Minutes
4. Ministry and Personnel Wage Review and other Recommendations from the Committees Members
5. Treasurer's Report
6. Presbytery Report
7. Essential Ministry Categories- check in
 - a. Goal Setting from Leadership Retreat
8. Old Business:
 - a. Nativity Scene Event
9. New Business:
 - a. Baptism Approval
 - b. Any Budget Updates/Changes
 - c. Greener Church Discussion (if time permits)
10. Correspondence
11. Other
12. Person to report in Church/Next Meeting Date
13. Adjournment

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Appendix B – Minister's Report

Whew! I can't believe a whole month has already flown by since our last meeting. The big items for me since last month have been working towards getting Warm Welcome up and running, which we have done successfully. We're in our second week under the great command of Terrie Banks, our Director of Hospitality. I'm mostly focusing on recruiting groups of volunteers from the community at this point. We had a great volunteer info session on the 16th, which had some new folks at it.

I'm working with several couples this month on baptism. The class will be on Tuesday the 10th, although, I may be meeting with one or two families separately because that time didn't work for them.

Obviously, a big part of the month has been Advent worship and Christmas Eve preparations. I've really enjoyed our "family" theme, and hope it's gotten us reflecting a bit outside the box.

I've helped just a bit with our Live Nativity and Celebration of Carols event for the 15th, and I can say, I'm really proud of this event. We had some glitches that are instead turning into opportunities. I'm pleased that we're working with the Rotary rather than trying to work around them. I think this demonstrates our willingness to be in the community, and to be a community center of sorts. I'm so excited to see how things turn out!

Respectfully submitted,
Brenna Nickel

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Appendix C – Pastoral Care Report

Am taking a narrative approach this time, so here goes.

There have been another couple of falls among our Seniors; unfortunately, it seems almost inevitable. Folks connected to seniors know about removing throw rugs and emphasizing asking for assistance to reach things in a high cupboard and to use a cane or walker or SOMEONE'S ELBOW when venturing out in the winter but disturbances of balance or sudden weakness or momentary distraction of attention often come into play.

The Prayer Shawl Interest Group continues apace:

- the Shawl donated to Presbytery for a Silent Auction at their last meeting garnered \$50.00.
- so far in 2013, we have presented seven Baptism Shawls and 23 Prayer Shawls for young people and adults. We have three or four baptism Shawls ready for babes on December. 22, 2013.

We all love and value doing this ministry! Besides the obvious, it provides us an opportunity for fellowship and mutual support and fun!

Have receive 12 responses to pastoral care letter sent out with the stewardship package:

- one person interested in another HCD presentation
- three folks willing to pick up a senior for Church Service
- three couples willing to visit a senior in the senior's home.

These responses are appreciated and the names will be used.

Bereavement calls and visits continue. Follow-up is important especially in the first year after loss. I will be participating on behalf of St. Paul's in the Blue Christmas Service being held December 19, 2013 at 7:00 pm in the Chapel at St. Joseph's. This service is open not only to anyone whose loved one has died at the hospital this year but to anyone who needs a quiet, thoughtful time of Word and music amidst the busy-ness.

During this Advent Season, I am quite aware that some of our folks don't have a lot of family or friends nearby, they remember past losses at this time of year or their mobility is restricted by health and weather concerns; so am making many low-key visits to connect folks to the wider Church family. I listen and share laughter and witness a few tears -- no red coat or HoHoHo s --, just talking, listening and praying. Don't get me wrong though, some of the older folks, even most, are wise, content and thinking of others rather than themselves., e.g. was asked to deliver a cheque to Hearthstone office (re: new nursing home) by someone who has little disposable income.

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The nativity Scenes loaned to us are unique and beautiful! I hope you have a chance to see them on December 15, 2013 during the Nativity Event evening.

Best Wishes to you all as we wait for the Light. I wish you all a Blessed Christmas when we remember "For unto us a child is born..." Isaiah 9:6.

Respectfully submitted,

Kaye Hemus

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Appendix D – Treasurer's Report

Treasurer's Report
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a) **Financial Report** (November 30, 2013)

General Fund

Income:

Receipted Givings	150,080.49
Other Income	27,310.23
Benevolent Fund	76.08

177,466.80

Expenses:

Administration	5,190.08
Children & Youth	278.16
Congregation Life	2,902.58
M&P	118,531.41
Outreach	32,125.59
Property	22,328.99
Pastoral Charge	18,666.34
Trustee (Insurance)	2,165.00
Benevolent Expenditure	76.08
Benefits (Pending)	-28.08

202,236.15

Surplus (Deficit)

(24,769.35)

Balance Sheet

Capital Investment:	34,724.69
Trust Funds	164,866.80
General Fund	<u>8,492.84</u>
Total Assets	208,084.33

b) Trust Fund Information:

Benevolent	8,394.45
Bequest	99,413.15
Capital	34,068.82
Memorial	20,301.64
Senior Choir	1,924.27
Undistributed Interest	764.47

c) Annual Review of Financial Statements

Marilyn Miller, Stoughton, SK, has agreed to review our 2013 financial

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statements as well as those of St. Paul's International Pastoral Charge. I recommend the appointment of Marilyn to review our financial statements.

d) 2014 Budget

Work is underway with the 2014 budget. The Ministry Committee and Personnel Committee are working on their requirements for the budget.

e) Giving Envelopes

Giving envelopes for 2014 are being distributed.

f) Director's Liability Insurance

The Director's Liability Insurance Certificate has been applied for and received. This liability insurance is part of our UCC Protect Insurance package.

g) Mission & Service Covenant for 2014

This form has been received and will be completed after the Annual Meeting.

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Appendix E – Twin Valleys Presbytery Report

Worship

Joan Rennie-Laing led delegates in a time of worship on leaving our burdens with God and going forward along the path of life.

Reports

Treasurer's Report

Bank balance = \$18,835.60

Expenses total to date = \$100,623.37 (under budget in all areas)

2014 Budget

- Expected increases for SK Conference, South SK Hospital Chaplaincy, Children and Youth Ministry.
- 10% overall increase of allocations to pastoral charges.
- Budget decreases of \$6,000.00

Mission & Outreach

- The National Health Agreement is ending in 2014. Money allocated from federal to provincial governments for Medicare may be ending.
- Donation made to Estevan's "Warm Welcome".
- Letter to be sent to each pastoral charge to see what measures are in place to address local needs. The hope is that presbytery might be able to encourage support and maybe partner with groups.

Presentation

Pam Thomas gave a presentation on *Upholding Human Rights in Pastoral Relations Processes*. She explained how important it is to uphold human rights law in employment situations, basing decisions on the applicant's ability to do the job rather than on unrelated factors such as age, race or gender.

Delegates were given time to prepare a list of possible questions that candidates could be asked at interviews.

Children & Youth

- Ryan Monkman explained the focus of intergenerational worship as part of the upcoming 'galaxies' programs.
- A video created by Anita and McKenzie Warriner and James Herman was viewed, illustrating ideas for donations and fundraising.
- Roy Bortolotto presented the 2014 budget figures.

South SK Hospital Chaplaincy

Due to rising costs, the current 24/7 service may need to decrease.

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General Council Remits

Delegates concurred with all six remits. These primarily involved changes of wording to administrative matters in the Basis of Union.

Things to note

- Attendance: 39 delegates present: 19 lay, 15 clergy, 4 visitors, 1 alternate
- Make sure minutes of meetings are properly formatted.
- Silent auction contributed \$650 towards Children and Youth Ministry

Next Presbytery Meeting

2014: Saturday, April 5, in Ogema.