

St. Paul's United Church of Canada
 Leadership Team Meeting
 Estevan, SK — December 10, 2014

Call to Order

Chairperson Melissa Fiest, called the meeting to order at 7:00 pm in the Christian Education Centre St. Paul's United Church, Estevan, SK.

Attendance

Melissa Fiest, Kaye Hemus, Astrid Friesen, Linda Beam, Pastor Brenna Nickel, Marilyn McCutcheon, Wendy Suchan, Don Kindopp, Lynn Kindopp, Robert Andrist. Guests: Joyce Klesse, Julie-Anne Wallewein, Rory Fleming, Audrey Johnson, Pat Saccary

**Ministry Committee
 Salary Proposal**

Reverend Brenna Nickel and Kaye Hemus excused themselves, then Joyce Klesse presented a report from the Ministry Team regarding 2015 salary recommendations for Reverend Brenna Nickel and Kaye Hemus.

Motion: Astrid Friesen/Rob Andrist

That we accept the Ministry Committee's recommendation for Reverend Brenna Nickel of a 1.5% increase to salary, an Education and Book allowance of \$1332, and a travel allowance of \$0.41 per kilometer and submit them to the budget. CARRIED.

Motion: Marilyn McCutcheon/Linda Beam

That we accept the Ministry Committee's recommendation for Kaye Hemus of a 1.5% increase to salary, an Education and Book allowance of \$666, and a travel allowance of \$0.41 per kilometer and submit them to the budget. CARRIED.

**Personnel Committee
 Salary Proposal**

On behalf of the Personnel Committee, Rory Fleming also presented their 2015 salary recommendations for Paul Deren and Vicki Winter.

Motion: Marilyn McCutcheon/Linda Beam

That we accept the Personnel Committee's recommendations for a 1.5% salary increase for Vicki Winter and Paul Deren and submit them to the budget. CARRIED.

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Devotion Silent reflection followed by an opening prayer led by Rev Brenna Nickel.

Agenda/Reports **Motion: Linda Beam/Wendy Suchan**
 The agenda and submitted Pastor's and Pastoral Care Worker's reports be approved. CARRIED
 See Appendix A, page 100.

Church Sewer Issue UCW representatives Audrey Johnson and Pat Saccary brought concerns about the sewer backing up in the kitchen, sometimes involving use of the dishwasher. Following discussion, it was determined that this problem should be addressed very soon. Rob Andrist is to work with Paul Deren to locate blueprints and have someone come and put a camera down to look at it. We would then have to get quotes on cost of replacing the line from the kitchen to the ladies bathroom on the lower level.

Rev Brenna Nickel is to let Vicki know that the dishwasher will be out of commission at least for the present.

Minutes **Motion: Linda Beam/Astrid Friesen**
 The minutes of the November 12, 2014 meeting of the Leadership Team be approved as circulated. CARRIED.

Old Business:

Date Changes Annual Meeting is now February 1, 2015 and Financial Meeting is January 25, 2015. Remember to get your Essential Ministry Reports in to Vicki as soon as possible.

Piano Tuner **Motion: Marilyn McCutcheon/Wendy Suchan**
 That we contact Dennis Weist from Regina when we need our pianos tuned. CARRIED

Dennis left notes that our grand piano has some work needed – hammers need alignment, and humidifier needs servicing or replacement.

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Goal Setting

Property

Short Term

Replace sewer line from kitchen to ladies bathroom
 Replace carpet in Sunday School Room
 Work out 3-4 year plan
 Extra recycling bins – lounge and other areas.

Long Term:

Replace Boiler
 Replace windows

Stewardship

Short Term:

Book Katherine Hofley to do presentation on Legacy Giving
 PAR education
 Minute for Mission

Long Term:

Ask folks to take photos of things going on at St. Paul's. These could then be put on posters, collages, framed and hung in the Narthex for all to see.
 Donations at door for guest concerts?

Essential Ministries – Check-in

Christian Education – Linda Beam:

Christmas Musical set for December 21, 2014 during Sunday Church Service. The Senior Choir will be singing with the children. Brass Band possible at that service as well. There will be caroling at the care homes.

House Groups/Hospitality – Marilyn McCutcheon

Wondering if the newcomers who desire it, have been added to the House Groups.

Marilyn McCutcheon will look after labeling the kitchen cupboard and drawer handles with UCW assistance. House Group workers and Warm Welcome personnel have been requesting this.

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Christmas Hampers	<p>Mission/Outreach – Wendy Suchan December 11, 2014 is final date to submit names for hampers</p>
White Gift Service	Sunday, December 14, 2014
Angel Tree	St. Paul's works at the Angel Tree at Walmart on Friday, December 12, 2014.
Toy Store	Open on December 17 and 18, 2014 for folks who are receiving hampers to pick out gifts for their children. It is held at the Anglican church.
Warm Welcome/Other groups using our space	<p>Pastor Brenna Nickel reported that there have been some instances of miscommunications etc. resulting in groups bumping into each other, and asked that we work together to find solutions; that we present a non-anxious presence as we work through these growing pains.</p> <p>Pastoral Care – Kaye Hemus: See Appendix C, page 103.</p> <p>Property – Rob Andrist Wishes to determine who has keys to our building.</p> <p>Stewardship – Melissa Fiest No report</p> <p>Worship – Pastor Brenna Nickel: Following a discussion regarding trying an evening church service as an outreach to new and different folk - shift workers, families with young children, it was decided to have a service on Sunday evening, February 22, 2015. Morning worship would be at our regular 11:00 am time.</p> <p>The evening service would possibly involve a meal of some sort – pot- luck? Soup?</p> <p>It would need to be well advertised ahead of time.</p>
Evening Church Service	

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See Appendix B, page 101.

Treasurer's Report

Motion: Don Kindopp/Marilyn McCutcheon

The Treasurer's Report be accepted. CARRIED
 See Appendix D, page 105.

Telephones

After installation of the new Astra Telephone system, it was discovered that it did not perform as promised. Hence, the old phones were purchased for \$75 and reinstalled. We will not have SaskTel support for our old system.

Presbytery Report

Motion: Don Kindopp/Wendy Suchan

That we accept Don Kindopp's Presbytery report. CARRIED. See Appendix E, page 107.

March 5-7, 2015: presentation "The Holy Spirit and the Environmental Crisis" at St. Andrew's College in Saskatoon. Presenter is Mark Wallace from Pennsylvania.

New Business

Sexual Abuse
 Prevention

A workshop at Presbytery addressed the importance of this topic. The presenters noted that there is a process to follow in Saskatchewan Conference should such a thing happen in our congregations. Each pastoral charge was encouraged to appoint a sexual abuse officer who would be the liaison between the church and the Conference who would investigate any claims of sexual abuse.

Names of persons who might be willing to take on this position were suggested, and these persons will be contacted.

Review of Financial
 Books

Motion: Marilyn McCutcheon/Wendy Suchan

That Marilyn Miller be appointed to review St. Paul's books for 2014 at a cost of \$400. CARREID

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New Fundraising	Discussion re: raising funds by volunteering as special functions/events – car races lunch counter for example. This could be a chance for social interaction as well – will all check into possibilities available.
Correspondence	None
Leadership Team Report to Congregation	Melissa Fiest will report on Sunday, December 14, 2014.
Next Meeting	Sunday, January 11, 2015
Adjournment	Motion: Rob Andrist/Astrid Friesen Meeting be adjourned. CARRIED

Melissa Fiest, Chair

Lynn Kindopp, Recording Secretary

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Appendix A – Agenda

1. Call to Order
2. Proposed Salary Increases
3. Devotion
4. Approval of the Agenda, Approval of Pastor's Report, Approval of Pastoral Care Worker Report
5. Church Sewer Issues
6. Approval of Previous Meeting's Minutes
7. Business Arising from Previous Minutes
 - 7.2 Date Switches Annual Meeting is now February 1, 2015 and Financial Meeting is January 25, 2015. Get your Essential Ministry Write Up to Vicki ASAP
 - 7.3 Piano Tuner – Don was to get names
 - 7.4 Goal Setting For Essential Ministries – Property & Stewardship
 - 7.5
8. Essential Ministries
 - 8.2 Christian Education
 - 8.3 House Groups/Hospitality
 - 8.4 Mission/Outreach
 - 8.5 Pastoral Care
 - 8.6 Property
 - 8.7 Stewardship
 - 8.8 Worship
9. Treasurer's Report
10. Presbytery Representative Report
11. New Business
 - 11.2 Sexual Abuse Prevention Policy – and appoint an officer as representative for the church
 - 11.3
12. Correspondence
13. Leadership Team Report to Congregation
14. Next Meeting
15. Adjournment

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Appendix B – Minister's Report

I feel like the past month has been a valuable one in terms of learning and growing in my pastoral role. Here are some highlights in no particular order:

Study Leave – November 23-29: I spent this time mostly reading the book, *A Door Set Open* by Peter Steinke about congregational leadership in times of change. I gleaned two important ideas from this work. First, something that is not new, but an important reminder, that churches that are thriving spiritually are ones that look outside themselves in hope rather than only focusing on their own needs. Mission should always be what drives a church. Second, with any changes, it's always important to communicate clearly and frequently how the change supports the mission of the church. This is something I'll be paying more attention to in the future, especially as things seem to move so quickly around here.

Work in the Community – Warm Welcome is up and running. We are doing well with no major issues. Our numbers are up comparatively to last year with an average of 3.67 guests a night. Last year, for the whole season our average was 3.9 so we expect that to go up. As always, we are always in need of more volunteers and financial offerings.

We had a second meeting of the depression/anxiety support group last week. For me, it was very moving to hear others' stories – their honesty and openness, and to see where my story connected with theirs. For the sake of anonymity and to welcome those who are not religious or not United, it was expressed by the group that future meetings should stay at the hospital or another neutral location.

Wider Church- I attended the Presbytery meeting in Weyburn on November 21, and continue to be the convener for the Faith Formation Network of Saskatchewan Conference. I participated in a 2015 budget meeting on December 2. Also, praise God, I have been cleared for the next step of being admitted into the United Church of Canada following my interview on December 1 with the interview board. I'm excited to see what the future holds.

Pastoral Care- Led monthly communion services at Creighton Lodge and Hillview Manor with visits after the services in each place. Also officiated at the funeral for Lynn Karst on Saturday, December 6.

Worship- This month, worship has centered on Advent. I'm inviting us to consider what we're longing for and where we need Christ's presence in our lives and in the world. I'm also working with Linda Beam and Judy Pratt to plan a special Christmas Musical for December 21 with children and choir.

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Some general questions/thoughts for this month: I'm wondering how we can most faithfully share our space, how we can use the space for our own mission while still being hospitable to the community. I'm aware that as we grow and try new things, there will be little hiccups where various groups are bumping into each other, something doesn't get put away in the right place, a door is left open or locked, etc. I sense a lot of worry around these hiccups and am wondering how we can do better about being grace-filled and non-anxious.

Respectfully Submitted,
Rev. Brenna Nickel

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Appendix C – Pastoral Care Report

To follow-up from November report re: shepherding a couple to use the services of Day Hospital - one partner now attends Day Hospital four times a week-so far successfully, while the caregiver partner appears much more relaxed and communicative about their situation. Thank You, Jesus!

A new way; doing pastoral care since the last meeting has, for me, resembled weaving a tapestry – sometimes in the dark. There are threads contributed by the people whom I endeavour to serve, threads contributed by me and truth to tell, most likely some that I'm not even aware were having any influence. This tapestry has some black in it- woven in solemnly with one sudden and one not-so-sudden death and all the shades of mourning and loss accompanying them albeit in one strand, a wisp or two of pale green relief. Strands of patience and compassion, understanding and empathy contribute warm greys and soft fuchsia effects for those whose illness or sadness or depression frequent their lives. Belief and Faith add yarn of white and gold not to be missed. Discussion about changing circumstances here and around the world reminded me that red has appeared in the work- shock, surprise, frustration, missed communication that needs correcting – these morph into orange and soon a pale streak of anxiety forms. Listening brings a prayer of thanksgiving and gratitude, leading to an appropriate boundary of sea-bluegreen waves. Heartfelt Praise to God is the final touch in the depth of Royal purple Grace and humility as an encompassing border.

October 28, 2014 – Prayer Shawl presented to person awaiting surgery and on October 31, 2014 prayer 'blanket' presented to someone on return from hospital in Regina.

November 13 and Dec 4, 2014- assisted Pastor Brenna with Communion at Creighton Lodge.

November 16, 2014 – Baptism Shawl given to seven-month-old, Desiree Duncan-Krahn.

November 16, 2014 – attended Newcomers' lunch after Church, a great opportunity to welcome some of the new folks in our congregation.

November 17, 2014 – e-Well Wishes sent to person in Pasqua Hospital.

November 18, 2014 – during visits to three people at HM, all were feeling 'blue' and worried; active listening and prayer followed. And then the sun came out!!

November 23, 2014 – conducted Service at Creighton Lodge; subject was loss and recovery and Micah 6:8.

November 26, 2014 – posted in the narthex- Know-Our-Seniors sketch of Kenneth Chamney.

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November 30, 2014 – have read The Women of Christmas: Elizabeth, Mary and Anna and taken part in the first two study sessions. Have learned even more about listening with compassion and just listening

December 1, 2014 – have sent e-Well Wishes to patient in Regina General.

December 6, 2014- I attended a day of guided retreat, drawing on spiritual traditions from around the world. The activities were as diverse as drumming and sculpting Norse 'roons' to mandela work and guided –then silent- prayer and chanting. I hope to be able to put some of the learning into practice.

May this Advent Season find you watching and waiting and preparing – honestly and thoughtfully – as we anticipate "Glad tidings of Great Joy!" to come.

Respectfully submitted,
Kaye Hemus

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Appendix D – Treasurer's Report

a) Financial Report (November 30, 2014)

General Fund

Income:

 Receipted Givings 157,692.32

 Other Income 25,991.51

 Transfers 2,286.69

 Local Suspense 00.00

185,970.52

Expenses:

 Administration 9,905.32

 Children & Youth 711.18

 Congregation Life 1,484.59

 M&P 114,049.30

 Outreach 29,847.87

 Property 22,925.63

 Pastoral Charge 29,944.16

 Trustee (Insurance) 5,528.36

 Benevolence 1,130.94

 Choir 20.90

 Memorial 769.95

 Suspense 364.90

216,683.10

Surplus (Deficit) (30,712.58)

General Fund Reconciliation:

 January 1, 2014 19,337.27

 Surplus (Deficit) (30,712.58)

 Overdraft Transfer 14,000.00

 Balance Nov. 30, 2014 2,624.69

Balance Sheet

Assets:

 Capital Investment: 34,724.69

 Trust Funds 155,304.74

 General Fund 2,624.69

 Total Assets 192,654.12

Liabilities:

 Bequest Fund 14,000.00

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b) Trust Fund Information:

Benevolent	7,168.45
Bequest	85,911.81
Capital	39,715.21
Memorial	19,901.04
Senior Choir	1,913.02
Interest	541.50
Suspense (Babar Concert)	154.31

c) Note re: General Fund Reconciliation and Balance Sheet

A transfer of \$10,000 from the Bequest Trust Fund to the General Fund was made on May 27, 2014. A further transfer of \$4,000 was made August 26, 2014. A motion of the Congregation allows us to transfer funds from the Bequest Trust Fund to cover our shortages in the General Fund.

d) Pull the Rug

Contributions as of November 9, 2014 are \$2,945.00.

e) SaskTel - Phone system

SaskTel replaced our phones with the Aastra model on Thursday, December 4, 2014. Training needs to be completed.

f) Giving Envelopes for 2015

Giving envelopes for 2015 have been prepared and are being handed out.

g) Review of St. Paul's books for 2015

Marilyn Miller has been approached and is willing to prepare the necessary financial statements for St. Paul's International Pastoral Charge for \$400.00. I recommend the Leadership Team appoint Marilyn Miller to review our 2014 books and prepare the necessary financial statements.

h) Piano Tuning

I have been in contact with Shirley Andrist, Cathie Henders, Ardelle Kuchinka, Judy Pratt, Wilma Mantei and Anita Kuntz in regards to appropriate piano tuner. I recommend that Dennis Weist of Piano Tuning and Sales of Regina (306-949-6797) be used for tuning pianos at St. Paul's.

i) Budget Preparation

Contacted Joyce Klesse of the Ministry Committee and Rory Flemming of Personnel Committee to inform them of the upcoming budget preparation for 2015 and requested salary information from them when it is prepared.

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Appendix E – Presbytery Report

Twin Valleys Presbytery Notes: November 21, 2014 at Grace United Church, Weyburn, SK
*These notes are for the use of Twin Valleys Presbytery Congregational representatives to help in making congregational reports
(Communications Committee)*

Worship

Worship leader: Mohandas Barnabas
We were encouraged to imagine a world of peace and beauty, like a mustard seed that grows (Matt.13:31) as we head into the Advent season where we welcome the coming of the Prince of Peace.

Sexual Abuse Workshop

Barbara Wilkins and Sandi Dalzell presented an informative look at this important topic. Sexual abuse encompasses a wide variety of exploitative and degrading behaviors. Abusers can be anyone - there are no “typical” people that can be either perpetrators or victims.

We need to recognize when sexual abuse is happening to oneself or to another person, and know who to contact. There is a process to follow in Saskatchewan Conference that will lead to a confidential and informed hearing. Each pastoral charge is encouraged to appoint a sexual abuse officer.

Committee Reports

Budget 2015

Total expenses \$117,700
Carry-over \$ 7,700
Total needed \$110,000 to be divided among 25 pastoral charges according to ability to pay.

Mission and Outreach

- Possible upcoming seminar looking at First Nations spirituality and its points of similarity with Christian beliefs and the Bible.
- For congregations who should update or send more detailed

information as to what is available locally for people with needs. A directory of these resources will be made available on the TVP website.

- Concern expressed over the federal government's non-renewal of the national health accord. This will take \$36 billion out of health care in the next 10 years (\$1.1 billion for SK) and download it onto the provinces. Send your concern to your MP that Ottawa continue to support Medicare.

Things to note

- Attendance: 41 delegates present: 24 lay, 14 clergy (1 retired), 1 alternate; 1 visitor.
- 3 remits dealing with who is eligible to be appointed as Commissioners to the General Council were voted upon. Each vote was affirmative of the changes.

Upcoming Meetings - 2015

- Executive meeting Feb.20 in Stoughton
- General meeting April 17 in Wolseley