**Eastside United Church Leadership Team**

**Minutes of the November 13, 2024 Meeting**

**Attendees:** Janet Bjorndahl (Chair), Leanne Sudom, Ron Brandow, Russell Mitchell-Walker, Bonny Manz, Sam and Delia Baidoo, Sarah Tkachuk, , Teresa Strachan, Lori Latta

**Regrets:** , Doug Scheurwater, Jim Fallows

| **Agenda****#** | **Discussion**  | **Action**  |
| --- | --- | --- |
| **1.**  | **Call to Order – Janet**Called to order at 7:02 |  |
| **2.** | **Opening Devotion/Prayer - Russell** |  |
| **3.** | **Acceptance of the Agenda** *Moved by Leanne, 2nd by Sarah. Carried.* |  |
| **4.** | **Disclosure of any Conflict of Interest**Standing item to remind us of our responsibility under the United Church’s [Conflict of Interest Policy](https://united-church.ca/sites/default/files/conflict-of-interest-policy.pdf#:~:text=The%20purpose%20of%20this%20policy%20is%20to%20give,in%20the%20best%20interests%20of%20the%20United%20Church.) |  |
| **5.** | **Minutes of the September 18, 2024, Leadership Team meeting***Moved by Ron, 2nd by Teresa. Carried.* |  |
| **6.**  | **Business arising from the Minutes**None |  |
| **7.**  | **New Business****7.1 Salaries for Russell and Becca**Rate increase for ministers is set by the national church and for 2025 is 3% so is automatic.M&P has recommended a 3% increase for Becca.*Lori moved that the 3% increase be accepted by LT. 2nd by Teresa. Carried.** 1. **Collaborative Ministry – Worship**
* To accelerate getting to know one another better and to gain energy from having more people in worship, the Collaboration Steering Committee suggested either worshipping together monthly (instead of every 3 months) or for one full month (Dec. 1-22)
* The preference seems to be once a month, perhaps with a 6-month trial. And to think about carpooling from ES to other locations. As well, try to get to know the other congregations when attending joint services (say hello to your neighbour).
* Dexter will be done his post-retirement part-time ministry the end of June, 2025. The collaboration, and more especially St. James, will need to make some decisions before then about continuing ministry. Potential alternative, amalgamate with Heritage.
* Should St. James and Heritage amalgamate, what will that mean for the collaborative ministry?

Options:* Stay as is, sharing ministers
* Single council, everyone with their own buildings. That will need planning on how it will work as congregations have different personalities and ideas.
* Combined committees – Outreach, etc.
* Something to think about - “Are we looking for ways to move together or looking for barriers?

**7.3 Collaborative Ministry – Priorities**We’ve been asked to provide input on Steering Committee priorities, with suggestions being:* Properties – how many buildings? Choose one or two and sell others or sell all and get a new one? (once again – LSC a factor for ES). Anglicans shared their assessment tool for determining building value.
* Defining a new entity - We may have differing theological perspectives. We need to try to ensure everyone is heard and how do we engage them? Especially members not attending services or activities.

Russell suggested a multi-pronged approach with one group looking at properties and initiating building assessments, while another group tackles the entity questions and possibilities (which encompasses the question of where we are going).**7.4 2025 Budget*** Committees need to submit requirements for budget purposes

**7.5 LSC reps*** Sarah plans to step down by the end of December

**7.6 Leadership Team members*** The 2025 program AGM will be in May so others on the committee(s) should think about whether they are continuing on the LT or committees.
 | ApprovedCommittees to determine needsLSC rep needed |
| **8.** | **Reports** **8.1 Minister - Russell** * Russell will be introducing the conversation at Café church on November 17th.
* See Russell’s report at end of minutes

**8.2 M&P – Lori*** Teresa would like to be replaced on the M&P committee. That committee should have 4 members.
	+ Russell said he would think about who he would like to be his assigned M&P rep.
* Salaries were discussed under Agenda #7.1

**8.3 Region – Ron*** The latest Regional Rambler has been received
* St. Andrews, Yorkton is now an Affirming Ministry
* The United Church’s 100th Anniversary is coming up
* The region has resources available to do with Palestine and Human Rights
* There are a number of regional vacancies
* There is a Youth Forum coming up for those between the ages of 15 and 25

**8.4 Finance – Jim** * Donations met our requirements last month
* Discussion on potential increases for Brayden, technical support, and Michelle, pianist
	+ Russell will ask Christa for research she did on musician compensation, and we will discuss this in 2025
* Teresa will be reviewing the Stewardship responses

**8.5 Living Spirit Centre Council – Sarah*** LSC is doing fairly well financially as have been careful on expenditures. There also have been more rentals
* ADPA, our office renter, is discerning the needs of their community, including doing a childcare pilot with a small number of children, but the potential to expand in the future. The LSCC are supporting “in principal” but will explore further.
* There has been improved committee communication by BoL

**8.6 Faith Formation – Leanne*** ES will be collecting donations for Rainbow Youth again this Christmas season
* One house group has been folded into the remaining house groups

**8.7 Gratitude team – Teresa*** A meeting was held November 12th.
* The new members will be assisting with thank you cards.
* Some investigation is being done on ways to do donations (ie. Tip Tap, a QR code)

**8.8 Congregational Care – Delia*** The Grief Support group has been initiated
* The committee has received positive feedback on the welcome given when our services start, and have had some assistance from others with the welcome
* The committee has been doing their best to welcome newcomers.

**8.9 Climate Justice Committee – Bonny and Ron*** The Energy Audit is closer to completion
* An email will be sent to those that offered monetary assistance in their response when the “Solar Panel Survey” was done. The amount on the response will be included in the email, which will be sent to each respondent individually.

**8.10 Chair – Janet*** See report following minutes.
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| **9.** | **Forward Looking*** Nothing additional
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| **10.** | **Next Meeting** January 8, 7:00 p.m. |  |
| **11.** |  **Closing Prayer Russell** |  |
| **9.** | **Adjournment**Teresa moved to adjourn at 9:11 |  |

**Leadership Team Minster’s Report**

Russell Mitchell-Walker

November 13, 2024

**Regina Cluster & Collaborative Ministry**

The Collaborative Ministry Steering Committee had a visioning session in October with Cam Fraser of the Growth Strategy ministry of the UCC, to help us with the questions, raised by St. James about What entity do we want to become? This also include questions about property, staffing, theological compatibility, and staffing. Following the presentation by Cam, we discussed staff and St. James’ feeling under pressure to get some of this sorted out as Dexter is done June 30 and we are not sure the availability of half-time ministers. This led to a conversation of the importance of us worshipping together more often and getting to know one another. There was a proposal to worship together in one place for a month at a time, to get to know each other, as well as assess how that might shift ministry staffing needs. After much discussion, it was questioned why we are doing this, and whether it is too much too fast for our people. We moved to thinking once a month worship together but in the end there was a lack of clarity about whether we had decided that or not. We were asked to all consult with our congregations regarding the same questions that St. James had engaged with their congregation. We will explore them this Sunday in Café Church style in the East Sanctuary.

1. **What new entity are we moving toward?**
2. **What property (properties) would be maintained ?**
3. **What is theologically important in continuing together?** **Theological match for the collaboration**
4. **Specify/identify staff requirements for the new entity**

**Parish Ministry/Outreach**

Food for Thought is able to continue and be offered every week, thanks to a generous donor for the rest of the year.

INI Café Live is on hiatus for now, while ICF looks for a program staff person.

LSC Climate Justice continues to complete the energy audit for the Faithful Footprints grant. We are looking to have an event in January probably with the Community Dinner, and watch the film, There’s Something in the Water about environmental racism in Canada. We are sending out an email to those who previously said they would give to the Solar Panel project to confirm they are still able before beginning wider campaign.

The Community Dinner will have Laura Sundberg speaking about Palestine/Israel and her experience being there. Doug is doing the meal in November and Nancy Cranfield is making dessert. We have no other volunteers for salads or helping in the kitchen or for set up/clean up. In December we are going to combine Messy Church and The Community Dinner for our Carol Singing and Nativity night, Dec 12.

The Warm Welcome Coalition sent out the candidate questions for the municipal election to the Mayor and Councillor candidates. With the responses we were able to make some ‘scorecards’ that were posted on social media for some of the ward candidates. We had a significant conversation at our last meeting about how we could get Trinity Lutheran Church which is for sale, for a 24-hr downtown outreach program. Know any millionaires?! The warming centre is open with Carmichael setting up the booking for food for overnight. Spots are slowly filling in. We are working with Bread of Life and will be seeking financial and food donations for making sandwiches between services December 8, to provide food for December 9.

**Pastoral Care**

I have made visits to a number of people. Heather Balfour is starting a grief group through Congregational Care. I have been supporting Becca in her half time leave.

**Gratitude Team**

Maureen Hughes has left the committee and Trina Fallows and Jean MacKay have joined the committee. We have revamped the calendar of tasks we have and plan to meet every other month.

**Faith Formation**

Film and Faith continues to have a small but faithful group. We had a new member last month.

Open Minds, Open Hearts, Open Books finished the book The Wall Between written by a Palestinian and a Jewish person, and watched a video of the authors 6 months after Oct 7, 2023. Our next book is 2020 Foresight, Three Vital practices for Thriving in a Decade of Accelerating Change.

Messy Church continues once a month on the second Thursdays from 5:30-7:30. We agreed to have one location which will be LSC. We are still looking for more churches to help out, as well as volunteers for the day we gather.

Courageous Faith will divert from Rethinking Children and Youth Ministry to explore Post Doom Spirituality with Brian McLaren, Margaret Wheatley and Matthew Fox for three weeks.

**Continuing Education & Wider Church**

The cluster wide worship did not happen on Oct 6 as not enough churches were participating. The workshop on Oct 5 went well and we are following up with some the ideas which came out of it.

I am working to set up a meeting to plan the Strong Towns event which will be in January or February.

I have been consultant to the complainant of a workplace harassment case in Alberta this past month, which is ongoing.

**LSC/MAP**

ADPA the African Descent Professional Association (UCAS) have proposed a childcare project for our space tha LSC Council has approved in principal.

With Stewart on leave until January, Pastors Larry Fry and Jerry Borkowski are filling in. We had a shared Remembrance Day service, and are planning the advent services (2) and a Longest Night Service for the three Wednesdays in Advent.

**Leadership Team Chair’s Report**

Janet Bjorndahl

Nov 2024

**Collaborative Ministry**

Our partners are eager to move forward to become “something new” that makes a difference in our community. To that end, they have asked their congregation members what they think that “something new” might look like. Eastside plans to ask these same questions at a Café Church on Nov. 17.

We have also been asked to identify priorities for the Steering Committee, one of the possibilities being a conversation about buildings. There is acknowledgement that maintaining two buildings in NW Regina (Heritage and St. James) is not the best stewardship. There is openness to exploring options.

There is concern about coming to the end of Dexter’s term (30 Jun 2025) and having difficulty calling or hiring a part-time replacement – or any replacement, given the shortage of UCC ministry personnel in Canada. Thus, looking at reducing the number of separate worship services is appealing.

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