**Eastside United Church Leadership Team**

**Minutes of the November 15, 2023 Special Meeting to Set Direction for Budget and Next Steps (7:00 p.m.)**

**Attendees:** Janet Bjorndahl (Chair), Russell Mitchell-Walker, Sam Baidoo, Delia Baidoo, Bonny Manz, Cathie Henderson, Teresa Strachan, Leanne Sudom, Jim Fallows, Ron Brandow, Hazel Arbon

**Regrets:**  Sarah Tkachuk, Doug Scheurwater

| **Agenda****#** | **Discussion**  | **Action**  |
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| **1.**  | **Call to Order – Janet**Called to order at 7:06 |  |
| **2.** | **Opening Devotion - Russell** |  |
| **3.** | **Acceptance of the Agenda** *Approved.* |  |
| **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.)Discussed potential conflict of Minister (Russell) , depending on discussion under items 6.5 and 6.6. |  |
| **5.** | **Minutes of the Sep 28, 2023 Special Leadership Team meeting** **Minutes of the Oct 25, 2023 Leadership Team meeting***Cathie moved acceptance of both minutes, 2nd by Teresa. Carried.* |  |
| **6.**  | **Budget/Next Steps****6.1 Stewardship Campaign Results – Teresa**They have been tracking the responses, some of which have been verbal as opposed to submitting the form. The total offering as per the responses they received as of this date is $157,385.; the estimate to meet the 2024 budget is $186,500. **6.2 Update on Current Financial Situation – Jim**The deficit as of the end of October is $17,500 and we should be able to get through until the end of June 2024 with our current funds.**6.3 Update on Conversations – Russell**The cluster is planning on meeting the end of January to continue their conversation on sharing resources. They plan on having a panel speak about what some other churches have been doing; such as multi-point charges, amalgamations between congregations, sharing the building with other faiths, etc.Russell also met with representatives of six other United churches who are struggling like we are with resources, both monetary and volunteers. Russell and Janet are meeting with them again to share information. It would be good if personnel could be shared between the congregations so that certain ministry personnel could work on programs they have the most interest in, within multiple congregations. Different models were discussed (ie. 4 congregations, 3 ministers).At LSCC discussions have been held on potential partners and renters. JMCM is reviewing a document although they would be expected to contribute 20% toward the shared building. And there has been discussion with the Catholic Inclusive Community on rental.Janet also mentioned an article in Broadview that spoke about libraries and how their way of doing business and programs have changed over the years. And that churches also need to think about possible changes.**6.4 Information from the Region (Tracy Murton) – Janet**Brief overview of the Collaborative Ministry Agreement Guide.Contents of the [Community of Faith Profile](https://united-church.ca/sites/default/files/pastoral-relations-guidelines-community-of-faith-profile.pdf). This gives us a model to work from – who, vision, plan, draft and finalize agreement.**6.5 Salaries for Russell and Becca**Confirm/decide the salaries for Russell and Becca for 2024.Rate increase for ministers from the national church for 2024 is 6.3% (2022 CPI). The national church determines ministers’ salaries, but not Administrators’. The suggestion was made to use the same rate increase for Becca. And to change her salary from hourly to monthly (as managed in the payroll system).*Sam moved that Becca’s salary be formally changed from an hourly rate to monthly rate. 2nd by Cathie. Carried.**Cathie moved that Becca receive a 6.3% salary increase as of January 2, 2024. 2nd by Teresa. Carried.* **6.6 Determine Next Steps**Initiate the Community of Faith Profile process. Initial discussion on what type of community we want to be. * Should Sunday morning be “the” focal point or “a” focal point? Should there be multiple focal points? (ie. Book study, Community Dinner, Film & Faith, Courageous Faith, Womens Breakfast).

Assign a sub-committee to develop a 4-6 month budget which should try to include someone who is not a regular church attendee. A survey should be done and then reviewed by the group. * How much of a deficit are we willing to incur – i.e., how low a bank balance are we comfortable with?
* Where are we willing to reduce expenses? (ie. Do we need pulpit supply every Sunday?)
* Should we include Regina Native Outreach Ministry as an outreach item? Suggestion: Invite (targeted?) Eastside members to make donations directly to RNOM (once their charitable status is approved).
 | Janet to follow up with Tracy on the 26th.Deferred until new year.Janet to contact JordanCantwell. |
| **7.**  | **Next Meeting** Wed Jan 17 at 7:00 pm |  |
| **8.** |  **Closing Prayer - Russell** |  |
| **9.** | **Adjournment**Delia moved meeting be adjourned at 9:01 |  |