**Eastside United Church Leadership Team**

**Minutes of the September 29, 2021 Meeting**

**Attendees:** Sarah Tkachuk, Russell Mitchell-Walker, Sam Baidoo, Bonny Manz, Cathie Henderson, Linda Fowler, Becca Dziaduck, Doug Scheurwater, Leanne Sudom, Anita Tessier

**Regrets:** Jim Fallows, Bonnie Yake

| **Agenda**  **#** |  | **Action** |
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| 1. , | **Call to Order – Sarah**  Sarah called the meeting to order at 7:05. |  |
|  | **Opening Devotion – Russell** |  |
|  | **Acceptance of the Agenda**  Linda moved the agenda be accepted. 2nd by Cathie. Carried |  |
|  | **Minutes of the August 24, 2021 Leadership Team meeting**  Cathie moved acceptance of the minutes. 2nd by Doug. Carried (Russell asked for a couple of corrections later in the meeting that will be done) |  |
|  | **Reports**  **5.1 Minister’s – Russell**  Report attached.  Discussion on the worship feedback team and whether to continue with it or just do a periodic check-in with the congregation via a survey.  A suggestion was made to get feedback about the hybrid services and might be best using specific questions (ie. Which way have you been attending?, what did you like about it?, dislikes?, suggestions for change? Other comments?). Could include a link in chat box on Zoom and also on Facebook. Summary of feedback could be forwarded to committees.    **5.2 M&P - Cathie**  Will be having a meeting on October 14th.  **5.3 Region - Becca**  National and regional offices will be closed on September 30th, as our office already will be. They are going to be discussing it with the National Indigenous Council and National Indigenous Elders Council to determine if it will continue for the future. Youth and young adult has returned to the region. Becca and Stephanie Banks may get involved in that. They also said it would be okay for worship leaders could remove their masks for sermon and reflection. There is a petition for banning conversion therapy in Saskatchewan that people can sign but only in-person. October is Clergy Appreciation Month.  **5.4 Finance**  Jim was absent, so tabled. Russell mentioned that via discussions with Jim, the budget total required for the year is about $162,000.00.  **5.5 Living Spirit Centre Committee – Sarah**  BoL making regular payments but no current plan to pay back money that was loaned to them as funds still tight. Emmanuel parish has not met lately. Tenant revenue down right now. Bank balance is about $43K. A/V to be looked at. Fire monitoring system has been installed and lead to a capacity increase for LSC. Community gardens were also discussed. Nothing recently about dog park. Parking lot has been reclaimed and Brian Abrahamson asked that people drive on it as helps pack it down. Also someone mentioned cars hot-rodding in the parking lot so discussion on what to do about that was discussed at LSC.  **5.6 Faith Formation – Leanne and Russell**  Baptisms to be done on October 10th and October 24th.  In-person Sunday School has been postponed. The Sunday School curriculum is a hybrid and Leanne and Stephannie reviewed it. Families have been surveyed to see when (day, time) they may be interested in doing it. Becca’s fiancée Evan volunteered to help with Sunday School, as well as Cathie. Still a few details to be worked out but Stephannie, Leanne, and maybe Evan plan to do the first one. It will be done either in-person or online, not both.  The funeral policy has recently added an item which is to include an honorarium for the custodian.  Sarah asked if we should review the funeral and wedding policies. Will do it sometime in the future.  **5.7 Gratitude team**  Will be gathering on the 6th to collate packages to be handed out the following two Sundays and any left will be delivered to people. October 24th is Stewardship Sunday.  **5.8 Congregational Care - Linda**  Committee met on September 9th. They sent out two Welcome Baby cards and have continued to do regular phone calls.  **5.9 Chair – Sarah**  The Leadership Team approval of Ken and Hazel as Voluntary Associate Ministers has been approved by the Region. | Will discuss at strategic planning session.  To be done sometime after Thanksgiving. |
|  | **Business arising from the Minutes (45 minutes)**  **6.1 Re-open Plan**  Russell will speak to Stewart to see if the signs on the pews could be left up between services. Discussion on signing in but decision made not to do it. We have also been clearing away BoL’s stuff after their service as no one from BoL has been doing that. Still a few glitches with hybrid services (microphones, sound, etc.). Learning each week how to do things better. If people can participate via Zoom it helps with getting house group volunteers if they don’t have to be there in-person.  Have to be able to respond if restrictions change. So far seems to be working fairly well and can continue as is for the time being. If anything changes, Sarah and Russell will connect and will alert Leadership Team if needed. No one on Team is aware of any concerns on vaccination requirement for in-person. It is hoped that we can continue trusting that people coming are vaccinated. People attending are also good at social distancing and keeping their masks on and following our protocol. The attendance has also increased. | Russell re Stewart. |
|  | **New Business**  **7.1 Becca’s 5 month review**  Her probationary period was completed. Feedback has been good. She is efficient, creative, and professional and seems to be managing the workload quite well. There should be some discussion with her about the fact that she also does volunteer activities (ie. Sunday help, Regional Rep.) so may need to talk about paid time versus volunteer time.  Also, wondering if there is a budget line for education/training.  ***Cathie moved that Becca’s wage be increased to $21.00/hour as of October 1st. 2nd by Sam. Carried*** | Anita will check on budget for training. |
|  | **Next Meeting**  Wednesday, November 24th, 7:00 p.m. |  |
|  | **Closing Prayer - Russell** |  |
|  | **Adjournment**  Meeting adjourned 8:36 |  |

Additional Discussion after adjournment: Russell is looking for additional pianists for services as Michelle unable to continue at this time. Has found one possibility so far that he will be talking to. Discussion on getting an appreciation gift for Michelle. Russell will do some follow up.

**Eastside United Church**

**Leadership Team Minster’s Report**

Russell Mitchell-Walker

**Worship Feedback Team**

The worship Feedback Team has not met so far this fall. Question to the Leadership Team is whether we feel there continued to be a need for this group.

**Pandemic Response**

In person worship has been going well. We are still working out some issues with the technology, primarily integrating Zoom. I met with Brian Abrahamson and Ray McVicar of Property and Maintenance who are evaluating the LSC Needs present and futre for both sanctuarys with regard to our A/V needs. One of the things we talked about was getting a professional in to do an assessment/audit of our needs and equipment and figure out how to get it all working better, together. Having two PowerPoints and a separate speaker for Zoom participants to be heard, is a little crazy.

I think with the present level of the pandemic it is prudent to continue with meetings online and have low capacity in the worship space.

**Regina Cluster**

The Regina Cluster ministers are going to meet once a month for support and exploring ministry together. I met with Carolyn Woodall who is Interim Minister at Wesley and while the Board doesn’t think it is the right time to explore doing things together we are both open to possibilities. She invited us to an outdoor event they are having with their Ugandan group Oct 9.

**Parish Ministry/Outreach**

I have reached out to Marilyn Miller, the principal of Glen Elm School to see what support we can offer, but they will at least welcome donations and have not heard back yet.

Bert and I at ICF have been playing phone tag as I want to check in where things are at for them. I believe they are continuing with the programs as is during this fourth wave. There continues to be a contingent from Eastside who have made sandwiches and baked all through the pandemic. I think Sonia is joining the cookie bakers.

**Pastoral Care**

I have postponed the plans to do any home visits with the fourth wave going strong, unless I get a request and the person is vaccinated. I have been catching up with people on the phone. I have followed up with Hazel Padfield whose mother Florence last year in October. We will get together when it feels safer. I did a funeral of a former Sunset member, a graveside service, last Saturday.

**Gratitude Team- Stewardship**

The Gratitude Team has been working hard to get the campaign up and running for October. We will put together the packages Oct 6 for pick up at the church Oct 10-17, then deliver those left. We have been working with Jim to set our goal for 2022 and we have been getting the identifiable giver information from Sonia to update our charts. Carol Hein and Teresa Strachan have joined the team!

**Faith Formation**

The September **Community Dinner** will continue online with October having a possible antipoverty theme.

The **Craft/Study group** is really enjoying See No Stranger, a memoir and manifesto on Revolutionary Love by Sikh author Valarie Kaur which they are finding very well written.

**Film and Faith** in September met online and will probably continue to.

**Prayer Services** have resumed online.

**Courageous Church** is on Tuesday evenings at 7pm on Sept 14 for 6 sessions.

I am offering **Faithful** **Climate Conversations** and have provided a survey to determine how many sessions folk may be interested in and when. This may wait to November to be scheduled.

**Affirming Ministry**

There is presently a Regional petition to encourage the province to ban LGBTQ conversion efforts.

**Continuing Education & Wider Church**

Wild Goose was a successful fully vaccinated event, with no reports of cases that I have heard of! I heard a few speakers that were very good and challenging.

I will be attending an in person meeting for Skylight Festival Nov. 6 in Ontario and will be off that weekend.

**LSC/MAP**

We met online as staff Sept 15 and agreed to meet once a month.

**Minutes of special meeting October 27, 2021**

Meeting called to order at 7:33 pm.

In attendance:  Cathie, Linda, Bonnie Yake, Russell, Sarah, Maureen, Sam, Leanne

Regrets :  Bonny Manz, Jim, Doug, Becca

The purpose of the meeting was to discuss the options around implementing a process to confirm vaccinations in order for our members to attend in person worship.

Considerations were discussed as follows:

* Vaccine confirmation has been recommended by Dr Shahab
* Mandatory checking of vaccinations may be implemented in the future and this would allow us to be in front of it
* Some concerns regarding whether there will be push back – see Jaynes concerns below
  + Will have to make sure we manage the communications to explain why we are doing it
  + We think there will be minimal push back from within our community but guests or others on social media may take issue
  + Will message that this is for the protection of vulnerable community members
  + General acceptance that the risk was present, but small
* Anecdotally there are members of the community that will not attend until we check vaccinations – this will make it more welcoming
* Discussed doing a survey to ensure that there are no significant issues raised in the community
* Discussed that we will need to discuss with our LCS partners and get agreement on how to manage during shared services at Christmas
* Software to check is easy to use, we can accept app, QSR code, print out, vaccination card
* Volunteers from the leadership team to do this, at least in the beginning, will not be part of house groups
* Discussed keeping a list and there was significant concern regarding protecting private information – determined that this was not an acceptable alternative
* Discussed soft start (“trying out the software, voluntary”) to get people used to bringing their vaccination cards

Cathie moved: Pending the results of the community survey, we start confirming vaccinations November 21.  November 7 and 14 can be used as trial runs.  Seconded by Bonnie Yake.  Motion carried.

Go forward plan:

Sarah to draft survey questions, Becca to send Thursday Oct 28 if possible

Survey results by November 2, communication out by November 4

Russell to discuss with LSC partners

Meeting adjourned at 8:20

**Minutes of special meeting November 10th, 2021**Meeting called to order at 7:10  
  
**Discussion regarding results of survey:  
-**Dr. Shahab is still strongly recommending vaccinations, as well as masking for indoor activities  
- based on some survey comments, we may wish to shift framing a bit regarding proof of vaccination  
- when we planned the re-opening for in-person, our communications asked that people be vaccinated if planning to attend  
- 66% of respondents to the survey said they would be more comfortable attending if people were checked for POV, which included some people that have not yet attended an in-person service  
- some discussion on some strong comments against checking vaccination status on one survey response; they referred to negative comments during the service/sermon about unvaccinated people, plus members after the service.  They said is shows that Eastside is not as welcoming as we say we are  
- concerns about the divide between people choosing not to be vaccinated and those that have been; perhaps a way to speak to being considerate of those with different views in "Prayers of the People" and/or other parts of the service  
- in communications, remind those that are not vaccinated or still concerned about potential transmission, that the option to attend either on Facebook or Zoom is going to continue  
- be clear that we want to keep the congregation as safe as possible, and protect our vulnerable members  
- POV will be either the App, QSR, printout or the vaccination card  
- vaccination status will be checked every week so that anyone coming in does not wonder why we let some people through and not others  
- Eastside may offer assistance to anyone that needs it to download their QR code, if required  
- the POV policy will be for worship services only  
  
     
 **Path Forward:**- Communication will be done the week of November15th and requiring POV will begin on November 21st  
- attendees will be checked every week so no one looks like they are getting special treatment  
- remind people that if not vaccinated, or still concerned, they can still join the service virtually  
- Becca will be asked if she would be willing to help anyone needing assistance to download their QSR code  
- during Advent, it will be up to whomever is conducting that particular service to advise attendees of any requirements; Eastside will advise that POV will be required to attend  
  
Meeting adjourned at 8:10