

Jan. 30, 2025 Leadership Team Minutes

Present: Annette Taylor, Dave Zacharias, Colleen MacBean, Peggy Worrell

Regrets: Kimberly Bilanski, Kevin Hanna, Charles Lotochinski

The meeting was called to order at 7:10 pm.

A quorum was present.

Check-in

Moment of Inspiration: Leadership for Liminal Spaces

Opening Devotion - Annette

Holy Manner #4 - Strive for equal opportunity and encouragement of participation of all

1. Approval of the agenda as revised, by consensus
2. Approval of the Nov. 28 Leadership Team minutes by consensus
3. Business Arising
 - a) Conversations with St. Olaf's Lutheran Church
 - Kimberly & Peggy attended St. Olaf's on Dec.15 to extend an invitation to Melodies of Christmas
 - Earthcare Partners is requesting that interested persons from St. Olaf's be invited to participate in their projects.
 - A "Ration Meal", Canadian Foodgrains Bank, a very simple meal similar to rations in a refugee camp, will be suggested.
 - Common interest in supporting refugees
 - Next meeting to be arranged by Annette, Colleen, Kimberly, and Peggy
 - b) The congregation is being reminded of our outreach and the use of our building by community organizations. In place of the Minute for Mission some Sundays, the following have been featured: Creation Station, Earthcare Partners, Prayer Group, 3rd Avenue Boutique & Garage Sales. Upcoming: Refugee Sponsorship, Social Convenors
 - c) Advertising - In Dec, Kimberly and our Office Managers created invitations to upcoming events to give to customers in the 3rd Ave. Boutique, Garage Sale, Toy and Christmas Rooms. Another handout about the detrimental effects of the clothing industry will be given to customers, encouraging purchases of previously loved clothes.
 - d) Review of Alcohol policy in response to suggestion at Nov. 3 Circle Conversation. Perhaps allowing wine at banquets?
 - Why? To increase rental revenue
 - Annette polled other United Churches: Westminster United Church in Regina allows alcohol in the church hall or gym for parties if there is a liquor license and a security firm is hired; St. Andrews United Church in Yorkton and Grace-Westminster United Church in Saskatoon are talking about allowing alcohol; Mount Royal Emmanuel United Church in Saskatoon does not allow alcohol.

- Liquor Licence rules - to be researched by Kimberly
 - Current policy: Nov 24, 2005 Church Council motion: "That First United Church continue with its tradition of not having alcohol on church property."
 - Any policy change would have to be approved by the congregation.
 - Tabled
- e) Relocation of Christmas Rooms successful. Creation Station open for Nov. & Dec.

4. Reports

- a) Minister's Report (attached)
- b) Committee Reports (attached)
- Nov. 30 & Dec. 31 Stewardship Financial Statements
 - Stewardship Report
 - Nominations Report
 - Worship & Music Report
 - House Group Coordinator's Report
 - Search Team Report
- c) Business arising from reports
- Approval of 2025 Budget. **MOTION:** MacBean/Zacharias: That the 2025 Budget be approved by the Leadership Team and presented at the AGM for approval by the congregation. Carried.
 - 2 new signing officers - A number of people will be approached by Colleen.
- d) **MOTION:** MacBean/Zacharias: That the reports be approved as submitted. Carried.

5. Correspondence

- a) Jan. 7 email from Stacie Noble-Wiebe, in response to the decision to allow the Alzheimer Society Caregiver Support Group to meet in the Burnham Room at no charge, donations welcome: "I look forward to it being one more way that we show the wider community that our church is there for them."
- b) Jan. 26 email from Melanie Davis, suggesting that the congregation recite the Mission Statement every Sunday: "Reciting it would be a reminder to folks about what we strive to be and do as a faith community." Peggy will reply, noting that it is on the Powerpoint that plays on the overhead screens before the service begins and that it will be added to the Announcements emailed to the congregation every week. Also, Annette will include recitation of our Mission Statement in unison during some worship services, and will be repeated at the AGM on March 9.
- c) Jan. 17 email from Barbara Foster, accompanying the Worship & Music Committee report: "May the journey ahead for you and the Leadership Team be guided by God and faith as our church seeks out plans and meets the many challenges ahead."

6. Expanding Use of our Building and Rental Revenue

- a) Alzheimer's Caregivers' Group - After consulting with Building & Property Committee, the following motion was carried via email Jan. 19. **MOTION:** To approve a request from Stacie Noble-Wiebe to use a meeting space monthly in the afternoon for the Alzheimer's Caregivers' Group at no charge. If the group is able to make a donation, that would be appreciated, but not expected.
- b) Pickleball court - Might our gym be converted to a pickleball court? Is there a demand? Colleen will speak with Val Choo Foo.

7. New minister

- a) Our Living Faith Story, Minister's Position Description, and Financial Viability Report was approved at the congregational meeting on Jan. 19, and has been uploaded to ChurchHub. Next step: Final approval by Pastoral Relations Commission.
- b) Search Team members affirmed at the congregational meeting on Jan. 19, namely Dan Olmsted, Eileen Elkington, Ann Wiebe. They have completed their training with Tracy Murton. Meeting planned with Leadership Team to clarify Vision on Feb. 10 or 12

8. Office Manager

- a) Patti McCleary's retirement effective Feb. 27. Linda Thompson, Chair of Ministry & Personnel Committee announced this on Jan. 19.
- b) In response to the recommendation from Ministry & Personnel Committee, **MOTION:** Zacharias/MacBean: That Rhonda Lotochinski's hours be increased effective March 1 to 1274 hrs at \$25.36/hr. Total for 2025: \$32,308.64

9. Office Manager Assist

- a) In response to the recommendation from Ministry & Personnel, **MOTION:** Zacharias/MacBean: That a new position be created, with a starting date of March 3. 5.5 hours per week plus coverage of the fulltime Office Manager's vacation and sick days. Salary: \$19.00 per hour. Total for 2025: \$7562
- b) As per Policy & Procedures Manual, the M & P Committee may proceed with advertising the position. When an applicant is selected, she or he will require approval from the Leadership Team.
- c) Could we add Secretary for the Leadership Team to job description if Nominations is unable to fill this position? 3 hrs/month? Plus AGM & Congregational meetings. Tabled until after Nominations are completed.

NOTE: Changes in the Office Managers' positions for 2025 will result in a budget decrease.

10. Organist

- Patti McCleary will continue playing the organ after her retirement as Office Manager.

11. Pianist/ Accompanist

- To replace Mary Anderson when she is unavailable
- Job description prepared by James MacLauchlan
- Worship & Music Committee is in the process of recruiting someone.

12. Planning for March 9 AGM - tabled.

13. 100th Anniversary of The United Church of Canada

- Date - June 8
- Round Hill Pewter commemorative ornaments - Update - Kimberly
- 100 Tables initiative - an invitation from Jordan Cantwell, Growth Animator to be one of the 100 churches to set up a table outside the church. We will accept the invitation. Annette will communicate with Jordan about a theme, possibly care of the earth or mental health. A planning committee will be needed.
- Funding available from the United Church Foundation's Centennial Granting Fund for 100th Anniversary events. Deadline: March 15
- Planning Committee is needed for the June 8 service - A notice will be in the announcements.

14. All volunteers will be recognized on April 6, during volunteer appreciation month.

Invitations will be extended to volunteers who are not part of our congregation.

15. VISIONING - tabled

- a) Inviting Dave Fletcher (Camp Shagabec Director) as suggested at Nov. 3 Circle Conversation
- b) Follow-up from meeting with Jordan Cantwell, United Church of Canada Growth Animator, Nov. 20
 - Next steps?
 - Approach the City of Swift Current - Proposal? Questions? Pitch?
 - Have conversations with organizations with whom we already have partnerships (e.g. CMHA, SK Abilities, Scouts, Guides, SW Pride, Salvation Army, SW Crisis Services, Family Resource Centre, AA) about ways in which we might consider new ideas that could generate revenue. How to proceed?
 - Might service clubs want to partner with us so we can continue to provide space to groups such as Girl Guides free of charge? How to proceed?
 - Meeting with Katja Brittain, UCC Property Commission, Feb.6, 7:00 pm over Zoom re. the idea of creating a corporation that would run our building and make us eligible for grants.
 - Analysis of the Refugee Sponsorship Project as a case example of how to involve people from outside of our church in an outreach project in progress. - update from Peggy
 - Explore relationships with new partners. (e.g. Missing & Murdered Indigenous Women & Girls, Truth & Reconciliation Committee of Swift Current & District, Islamic Centre, Swift Current Housing Authority, Lii Bufloo Metis Local, Chinook Library, service clubs and lodges, City of Swift Current, Islamic Centre) How to proceed?
 -
- c) Option #1 - Status quo. Note 10-year projections: Stewardship and Building & Property

Option #2 – Stay in our building and make significant changes. Increase revenue, including leasing parts of the building. Decrease expenses, including staff.

Option #3 - Sell our building and move - Rent or build

16. Policy & Procedures Manual - tabled

Closing Prayer - Annette

Mtg adjourned at 8:58 pm

Next meetings

Feb. 6 - 7:00 pm - Meeting with Katja Brittain, United Property Resource Corporation (hybrid)

Feb. 20, 7:00 - 9:00 pm - Leadership Team (hybrid)

- Peggy will prepare an Opening Devotion & Closing Prayer.
- Please let Peggy know if you expect to be absent - to ensure we have a quorum

March 9, after worship service and potluck - AGM

Parking lot - Ideas to be discussed in future

- Communications person

/P. Worrell