

**Wesley United Church**  
Council Meeting by Zoom  
February 18, 2021 7:30 pm  
February 24, 2021 7:00 pm

*Wesley United Church, located on Treaty 4 land, is an Affirming Ministry of Jesus Christ, nurturing spiritual exploration and growth. We advocate for justice and social action. We love and care for ourselves and our neighbours throughout the world.*

Present:

	<b>Name</b>	<b>Position on Council</b>
		President
	Stephanie Dove	Past President
	Elaina St. Onge	Vice-President
	Al Goudie	Secretary
	Jim Chernick	Treasurer
	June Blau	Admin & Finance Division Coordinator
	Frances Goudie	Christian Education Division Coordinator
	Linda Paul	Pastoral Care Division Coordinator
		Pastoral Care Division Coordinator
	Tessa Whyte	Ministry & Personnel Division Coordinator
		Worship Division Coordinator
	Bryan Tudor	Pastoral Charge Supervisor
	Darrell Reine	Regional Council Liason
	Carla Dorwart	Visitor from Heritage United Church
	Lorraine Harkness	Interim Ministry

R = Regrets    P = Partial

1. Call to order. Elaina called the meeting to order at 7:33 pm.
2. Informal conversation with Carla Dorwart and Lorraine Harkness about Interim Ministry. Introductions by Darrell Reine: Lorraine is an Intentional Interim minister retired. Carla is a member at Heritage United Church. Heritage went through interim ministry 1 ½ years ago.

Lorraine served 5 consecutive interims in Sk. All 5 congregations are still functioning, some struggling some doing very well. Intentional Interim is a good thing to do although it is often met with resistance. The Intentional Interim minister is also a conflict resolution facilitator. We are tired of change but change is upon us. Covid has called us to make many changes. Resistance to change can lead to conflict. If conflict remains unresolved it will be a detriment to a healthy congregation. Congregational involvement is essential. Be willing to share your thoughts and feelings, be honest and transparent and take a risk. The interim minister will continue to do all the expected tasks of your ministry. The care is for the organization and one on one pastoral care may be limited. There are 5 tasks:

1. coming to terms with history, move toward reconciliation and improved conditions;
2. examination and strengthening of structure and leadership - are there enough volunteers, are the committees strong;
3. discerning a new identity or congregational direction. Based on your past and present, change happens, look at who you are and dream about how to best serve yourself and others;
4. is there denominational linkage – how is the United Church of Canada viewed by your congregants, are there volunteers connected with the wider church;
5. preparing for a new minister - what you have learned that will help you engage a new minister in the best way? What skills you are looking for? This helps frame the terms of employment.

The interim is to ensure that the ministry focuses on these tasks with the help of a transition or steering team of 5-6 from the congregation. Start by identifying some goals. In choosing the team, choose people strongly committed to interim ministry, known to the congregation, who have the time to be actively involved, who are willing to be the eyes and ears of the interim minister, who are willing to work with the interim minister to achieve the goals. The Team reports to the Council. Normally two evaluations of the ministry are done, mid term and at the end. Once they have worked together for a while

the Team should re-establish goals – widen, broaden the preliminary goals. The goals will be specific to your congregation. The tasks are more general. Interim ministry can mean quite a bit of work for a lot of people. It should be nothing less than 2 years and can be extended beyond that. 95% of congregations could benefit from interim ministry. You may experience grief, conflict, secrets being exposed and mixed emotions. There are two resources on UC website:

[https://united-church.ca/sites/default/files/interim-ministry\\_governing-body.pdf](https://united-church.ca/sites/default/files/interim-ministry_governing-body.pdf)

[https://united-church.ca/sites/default/files/interim-ministry\\_transition-teams.pdf](https://united-church.ca/sites/default/files/interim-ministry_transition-teams.pdf)

Questions of Lorraine:

Are Council members allowed to be on the transition team? No, that would be a conflict of interest, but members from committees eg worship could be.

How to work within the pandemic? Will have to work through Zoom and find an interim minister who is comfortable with this method.

Carla said that in her 34 years at Heritage United they have gone through 2 or 3 interim ministers. When Ken Powers left they did not go through an interim minister and should have. Since then when they have made a big change they used interim successfully. The first stage is grief, then conflict, secrets coming out and finally looking ahead. It really helped. Interim is definitely the way to go in between long term ministers. They used mostly the Pastoral Care team for pastoral care and the interim minister handled crisis situations. The most advantageous thing is having time to grieve and then getting ready for the next journey.

Lorraine said the best thing to do is educate the congregation about interim ministry.

Availability: Darrell is aware of one who is ending an interim in Saskatchewan but he doesn't know if that person would be available. The interim minister can come from across Canada, not necessarily just from SK.

Initially the team would meet every 2 weeks until the goals were set then meet monthly.

Lorraine, Carla and Darrell left the meeting.

3. Opening reflection – Fran

4. Approval of agenda

**Motion 2021-12: That the agenda be approved as circulated.** M/S June Blau/Linda Paul – carried.

5. Approval of minutes from January 20 and February 3 Council meetings

**Motion 2021-13: That the minutes of the meeting of January 20, 2021 be adopted.** M/S Al Goudie/Fran Goudie – carried.

**Motion 2021-14: That the minutes of the special meeting of February 3, 2021 be adopted.** M/S Al Goudie/Tessa Whyte – carried.

6. Acceptance of Dan Holbrow's resignation as President.

**Motion 2021-15: That Dan Holbrow's resignation as President of Council be accepted with regret.** M/S Stephanie Dove/Fran Goudie – carried.

Wording of an announcement to the congregation: It should be a simple announcement that Dan has resigned for personal reasons and thanking him for his service. Elaina will draft the announcement.

7. Consent agenda

7.1. Vice President's Report

7.2. Past president's report

7.3 President's report

7.4 Christian Education

7.5 Administration and Finance – removed from Consent agenda

7.6 Ministry and Personnel

7.7 Treasurer – removed from Consent agenda

7.8 Pastoral Care

7.9 Social Justice

7.10 Worship

**Motion 2021-16: That the Consent Agenda be approved (with the Administration and Finance and Treasurer reports removed).** M/S Jim Chernick/Tessa Whyte – carried.

Reports removed from the Consent Agenda:

Administration and Finance:

**Motion 2021-17: To appoint Norman Lambert as Financial Reviewer for the period January 1 to December 31, 2021.** M/S June Blau/Al Goudie – carried.

June reported that Admin & Finance are looking at a possible rental opportunity for the whole summer.

Treasurer

Jim asked whether we should we add something for a minister search committee and moving expenses? June suggested that we don't have enough information and we should leave it until those costs become known then Council can deal with it.

**Motion 2021-18: To approve the Budget for the year 2021 as presented.** M/S Jim Chernick/June Blau – carried.

There was discussion of whether to hold a congregational financial meeting by Zoom or simply distribute the 2020 year-end statements and 2021 budget to the congregation. The Council has done everything that would be done at a congregational financial meeting and this year Council has the authority to do this, so it was agreed that we send it out by email. Jim will send out the 2020 year-end statements and 2021 budget with a letter of explanation.

8. Old Business

8.1 Discussion of 3 ministry options: Intentional Interim appointment, interim fixed term appointment or permanent appointment

After considerable discussion with no clear path forward, June suggested looking at a consensus model – what do I want, what could I live with? Council agreed we need more time to think about it.

The meeting was postponed to next Wednesday February 24 at 7pm for a continuation of the discussion and the balance of the agenda.

The meeting resumed on February 24 at 7:00 pm.

It was agreed that agenda item 9.2.1 be moved up.

9.2.1 Zoom Events for consideration

There are three proposed events forwarded by Leslie Beck:

1. Kent Stewart and Norm Bray are looking at reviving some of Norm's dessert theatre plays from the past by having people read their parts over Zoom.
2. Dan Beveridge is suggesting a KAIROS event around climate change.
3. Donna Miniely is proposing a book exploration.

**Motion 2021-19: That Council approves the three events forwarded by Leslie Beck using the Wesley Zoom Account.** M/S Frances Goudie/Stephanie Dove – carried. Al will inform Leslie.

Council also reviewed a request from Linda Anderson to promote an event on Ageism in Saskatchewan, hosted by SK Seniors Mechanism, in the Wesley weekly announcements. Since this event is not a United Church event it was felt that Council approval might be required to promote it in the weekly announcements.

**Motion 2021-20: That Council approves the promotion of an event on Ageism in Saskatchewan, hosted by SK Seniors Mechanism, in the Wesley weekly announcements.** M/S Al Goudie/Linda Paul – carried.

The meeting then returned to agenda item 8.1

Additional feedback has been received. June suggested a consensus model of decision making – what we want vs what we can live with – go around the room and give first and second choices. After further discussion, a motion was proposed:

**Motion 2021-21: That Wesley Council seek approval from Living Skies Regional Council to move toward Intentional Interim Ministry and upon receiving approval, establish a transition team to conduct a search and work with an Intentional Interim Minister for a term of 2 to 3 years.** M/S June Blau/Frances Goudie – carried with none opposed.

Al will contact Tracy Murton, Living Skies Regional Council Pastoral Relations Minister.

## 8.2 Formation of Transition Team.

The Transition Team is 4-6 people from Wesley and one or 2 representatives from the Regional Council. It cannot include members of Council. Elaina will draft announcement for the weekly announcements and call for volunteers. We may have to make some

calls. Once we have sufficient recruits then come back to Council to approve the Team.

8.3 Updating Our living Faith Story (Community of Faith Profile).

Tessa will review it to see if it requires updating.

8.4 Filing year end financials and Minister's job description on Church Hub.  
AI will confirm with Tina that this has been done.

8.5 UCAS Partnership update – governance participation.

June reported that Admin & Finance was thinking that usually a partnership assumes 2 equals rather than having one partner running the organization and the other sitting on the side. There is a lack of information flow between the parties. UCAS probably should have a representative at Council and at Admin & Finance meetings. We need to examine how to make it an equal partnership. Does the United Church Manual allow non-members of the church to be members of Council or committees? AI suggested that we could invite UCAS to attend Council and Admin & Finance meetings as a visitor without voting rights.

Also, UCAS asked whether Wesley can issue a tax receipt to people who donate to their programs. The answer is likely no. Donations received by Wesley can only be given to other registered charities and UCAS is not a charitable organization. Glenn will check further and confirm this.

Council reviewed the Report received from the UCAS liaison committee. AI will ask Kent to have the liaison committee send a brief update to the congregation.

9. February strategy and visioning (new business)

9.1 Search for new Council President, Vice President and chairs of Worship, CE, Pastoral Care and M & P

Deferred to next meeting; focus on the transition team for now.

9.2 Correspondence

9.2.2 WUC & UCAS Ubuntu Program Budget – for information.

9.2.3 Letter re Certificate of Recognition from St. Andrews College – for information.

### 9.3 Completion of 2020 Annual Report

Living Skies Regional Council has suspended the requirement for an annual meeting until June 30, 2021. In lieu, the Council is asked to submit a condensed report by March 31 including:

- A letter from the Chair of the governing body with an overview of the life and work of the congregation
- An overview from the Minister or Supervisor of the Pastoral Charge
- 2020 financial report
- 2021 budget

In the absence of a Council President, Al will draft a letter from the Chair for review with Elaina. Since Cindy Bourgeois was the minister for all of 2020, Al will contact Cindy and ask her to prepare the Minister's overview.

10. Next meeting: Monday March 15, 7:00 pm. Volunteer for reflection: June
11. Adjournment at 8:29 pm

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Elaina St. Onge, Vice President

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Al Goudie, Secretary