

MEETING MINUTES

BOARD MEETING



Date: June 25, 2024

Time: 6:30 pm

IN ATTENDANCE

Role	Name	Present	Absent
Chair	Maie Kellerman	x	
Vice-Chair	Blair Anderson-Croft	x	
Secretary	Tori Bardell	x	
Treasurer	Kim Boyes	x	
	Pam	x	
Minister	Christopher New	x	
Congregational Care	Berni Hardin	x	
Finance/Stewardship	Jacob Kellerman	x	
Ministry & Personnel	Esther Oaks	x	
Outreach	Marg Hetherington	x	
Property Maintenance	Joe Deunk		x
SSUC Saskatoon	Trisha Little	x	
Spiritual Gatherings	Marilyn Blackall	x	
Affirm	<i>vacant</i>		
Guests (Emberwood)	Jude Chaytors	x	
	Fergus Brooks Starks	x	

CALL TO ORDER – 6:35 PM

LAND ACKNOWLEDGEMENT

Quote: Kent Nerbern book wolf at twilight ...

“Insert quote here”

Powerful.

We journey forward in truth and reconciliation in hopes that we can drink healthier water in the future.

MISSION MOMENT

Mission Focus Moment: Tori sharing the lighting of the candle with Serenity, was a beautiful moment of living the SSUC mission and values.

ADOPTION OF AGENDA

Move to adopt – Tori; 2nd Esther.

All in favour, none opposed or abstaining.

Adopted 6:46 pm

APPROVAL OF MINUTES OF PREVIOUS MEETING

Board Meeting May 21, 2024

Moved for approval – Tori; 2nd Pam.

All in favour, none opposed or abstaining.

Adopted 6:48 pm

EMBERWOOD UPDATE

Financial update: applied for grants, they said no. Business and Marketing Coach inquiry - why do you have money? Spend it! United Church recommends pay yourselves more.

Emberwood in 3rd year of New Ministries Grant (\$75K), exciting and scary. Program fees will be approximately \$17K over 2024-25

SSUC needs to see the cash flow of where Emberwood is, and what the ask is, for proper discussion at proper levels.

Once Emberwood becomes an SSUC program, do they still apply for grants? Yes, Emberwood would be a program part of SSUC.

- Paid 3 ways – fees, grants, and SSUC
- Budget and op cost for that specific program will be needed for grant applications.

- SSUC to see to ensure Emberwood employees are paid decent wage.
 - o 1.25 employees (not two full-timers) but working at max capacity.

*Blair requests

1. Proposal
2. Budget of fiscal year
3. Operating expenses
4. Sources of revenue
5. What do you need to live
6. What is the ask?
7. Elevator speech.
 - a. What you have been doing
 - b. What you want to do in 2025

In the interim, what to start doing now?

MATTERS ARISING FROM PREVIOUS MINUTES – TABLED TO NEXT MEETING

1. FundScript
 - Spoke to Strathern, just started. Recommend online v. paper purchasing. See report from Blair May 16th email. Blair proposes a roll out to run parallel for a length of time to be determined.
2. Progress on Action Items from Board Retreats

NEW BUSINESS

REPORTS

- a) Earth Charter
 - no Earth Charter team right now. Tackle in the fall.
- b) Ministry and Personnel
 - losing 3 members, losing an employee, gaining an employee. Looking for committee members. See report. Need a step-by-step of where we are and where we want to be.
- c) Congregational Care Committee
 - identifying individuals who need help – see report. Setting up programs for caregivers.
- d) Finance Committee
 - budget will show we are over-spending. If you have questions, please ask. If we are deficit already, doesn't necessarily make sense to move money around; however, we are in the unique position to spend money to make money. See income statement.
- e) SSUC Saskatoon
 - see report, read at leisure. Outreach initiatives. Petty cash – annual sum, top up when needed. Book clubs.

Move to accept all reports Jacob. 2nd Chris.

NEXT BOARD MEETING

September 17, 2024

6:30pm

Committee Reports: Finance, Outreach, Refugee Committee, MFTR, SGT, Emberwood

ADJOURN – 8:47 PM

AGENDA

AGENDA FOR THE MEETING OF THE BOARD OF
SOUTHMINSTER-STEINHAUER UNITED CHURCH

TUESDAY, June 25, 2024, 6:30 pm In-person/Zoom Meeting

Zoom Link: <https://us02web.zoom.us/j/86584389561?pwd=ang1WmZjb0lDN1ZFwI90V1NINjkUT09>

Item No.	Topic	Presenter	Reference
1	Call to order		
2	Land Acknowledgement	Chris New	
3	Mission Moment	Chris New	
4	Mission Focus Moment <i>Consider being prepared to share an SSUC experience, a moment you've witnessed, an observation, or a congregational success story that has demonstrated one of SSUC's values or identity. How has that reminded you of what's important about SSUC's ongoing ministry?</i>	Board Member	
5	Adoption of Agenda		
6	Approval of the Minutes of May 21, 2024		Distributed
7	Emberwood Update	Jude & Fergus	
8	Matters arising from previous minutes a) Funscrip Report, Grocery Cards and TruEarth b) Progress on Action Items from Board Retreats	Blair Anderson-Croft All	Distributed
	New Business		
9	Reports: a) Earth Charter b) Ministry and Personnel c) Congregational Care Committee d) Finance Committee e) SSUC Saskatoon	Esther Oaks Berni Hardin Jacob K/Kim Boyes Trisha Little	Some reports distributed
10	Next Board Meeting: September 17, 2024 Committee Reports: Finance, Outreach/Refugee Committee/MFTR, SGT, Emberwood		
11	Adjournment		

RAW DATA DUMP

Savings

- Get grants for some of our programs e.g. Camp Dragonfly
- Use volunteers for snow removal/lawn maintenance - Maybe student for volunteer hours
- Conduct annual review of utility costs
- Install solar panel/geothermal well
- Regular building maintenance leads to long term saving
- Reduce photocopier costs (buy printer/print less)
- Use local broker rather than HUB
- Remit to M&S fund only donations earmarked for M&S
- Use light sensors
- Install low flush toilets
- Use volunteers for custodial services
- Reduce Outreach spending
- Increase signage around building to encourage reduced use of utilities
- Institute a grey water program
- Self Insure

Votes

Income Generating/Investing

- 11 Actively promote grocery cards, Fundscrip, Tru Earth
- 9 Focus on renting space (during business hours/polling station/musical festivals)
- 6 Develop and "sell" on-line courses on expansive spirituality
- 5 Affordable housing - apply our land to generate income via a partnership
- 4 Promote estate planning to generate bequests
- 3 Update Investment Policy - Trustees
- 3 Purchase a JLF Franchise
- 2 Start a thrift store - online and physical
- 2 Utilize weekly newsletter to advertise local businesses (ads = \$\$)
- 2 Provide before or after school care
- 0 Rent space for a daycare or after school care
- 0 Ageing in place services (chauffeur/errands/cleaning/handyman) - fee for service
- 0
- 0
- 0

Votes

Fundraising

11

8

8

7

6

5

5

5

3

2

0

0

ACTION LIST FROM BOARD RETREATS

Action	Votes	Person(s) Responsible	Progress
Get grants for some of our programs e.g. Camp Dragonfl	11	Rowan	
Use volunteers for snow removal/lawn maintenace -			
Maybe student for volunteer hours	9	Joe Deunk	
Conduct annual review of utility costs	6	PMC	
Install solar panel/geothermal well	5		
Actively promote grocery cards, Fundscrip, Tru Earth	11	Blair Anderson-Croft	
Focus on renting space (during business hours/polling station/musical festivals)	8		
Develop and "sell" on-line courses on expansive	8	Chris New/Harry	
Affordable housing - apply our land to generate income via a partnership	7		
Promote estate planning to generate bequests	6	Brian Rothwell	
Update Investment Policy - Trustees	5	Trustees	
Purchase a JLF Franchise	5		
Start a thrift store - online and physical	5		

Southminster Steinhauer United Church

Balance Sheet As at 2024-05-31

ASSET

CURRENT ASSETS

Servus Chequing Account	201,190.01	
Servus GIC 1	132,000.00	
Servus GIC 2	85,000.00	
JLF Invested	50,000.00	
MVU Funds Invested	100,000.00	
SH Invested	30,000.00	
Servus Savings Account	6,050.91	
Grocery Cards on Hand	44,229.00	
Petty Cash	400.00	
Total Cash		648,869.92
GST Reimbursable		1,251.89
Prepaid Regional Assessment		12,819.31
Membership in Servus		7,191.22
Patronage Rewards Payment		0.00
TOTAL CURRENT ASSETS		670,132.34

FIXED ASSETS

Investment in Land		288,588.53
Investment in Building		1,879,357.11
Investment in Furnishings		49,255.70
TOTAL FIXED ASSETS		2,217,201.34

TOTAL ASSET		2,887,333.68
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LIABILITY

CURRENT LIABILITIES

Accounts Payable		0.00
TOTAL CURRENT LIABILITIES		0.00

SPECIAL FUNDS

Special Causes Fund/SH Proceeds		165,987.74
SH Invested Interest Earned	7,103.72	
SH Funded Projects Sub-Total		7,103.72
MVU Funds Transferred		81,662.08
Maintenance Reserve Fund		20,986.50
Refugee Fund		797.57
Ananais Sponsorship Fund		40,000.00
Yemane Ghebretsadik Sponsorship		17,000.00

Siem Ghebretsadik Sponsorship	17,000.00
Christmas Eve Fund	0.00
Special Events	2,146.29
Camp Dragonfly	39,187.10
Emberwood	3,060.40
Memorial Funds	23,033.88
M. Thomas Memorial Fund	500.87
Labyrinth Fund	3,714.29
Bequests	44,901.95
Caring Fund	1,836.18
Facility Improvement Fund	3,195.61
TOTAL SPECIAL FUNDS	<u>472,114.18</u>

TOTAL LIABILITY 472,114.18

EQUITY

EQUITY AND SURPLUS

Equity in Land	288,588.53
Equity in Building	1,883,559.28
Equity in Furnishings	<u>49,255.70</u>
Total Equity in Fixed Assets	2,221,403.51
Equity in Membership	7,191.22
Equity in Patronage Payment	125.07
Equity in SH Invested Interest Earn	85,000.00
Previous Year Surplus/Deficit	119,942.67
Current Earnings	<u>-18,442.97</u>
TOTAL EQUITY AND SURPLUS	<u>2,415,219.50</u>

TOTAL EQUITY 2,415,219.50

LIABILITIES AND EQUITY 2,887,333.68

Generated On: 2024-06-15



Tori Bardell <bardell.tori@gmail.com>

CCC report for June 2024

1 message

Berni Hardin <bernihardin@gmail.com>

Sun, Jun 23, 2024 at 10:12 PM

To: Maie Kellerman <kellerman@shaw.ca>, bardell.tori@gmail.com, Jacob Kellerman <jacobkellerman49@gmail.com>, Esther Oaks <eoaks@shaw.ca>, Margaret Hetherington <hetheringtonm43@gmail.com>, marilyn blackall <mjblackall@hotmail.com>, chris new <chris@ssucedmonton.com>, Berni Hardin <bernihardin@gmail.com>

CCC Report to SSUC Board June 2024

- Congregational Care continues to contact members of the congregation who have been identified as having special needs. Sometimes it is merely contact with no actions required or other times we provide comfort food or respond to specific needs.
- In April our committee hosted a New Comers Lunch which was attended by over 30 new people plus the committee and a few congregation members. Attendees shared their stories of how/why they chose SSUC. This event is always a cheerful way for New Comers to get to know other New Comers.
- CCC in process of organizing a Caregivers group for those in the congregation and hopefully others in the community who are struggling with the care of a family member. We are working with Caregivers Alberta to set up some online support for facilitators and caregivers. Our first step is to identify those in the congregation who have interest in either the support or becoming a facilitator. We will place an inquiry in the Morning Messenger. Our plan is to train facilitators and have a support group at the church. Online options are being explored.

Apologies for sending this as a straight email. My microsoft account and I are struggling. I now have to use another password which I don't know right now so this is my best way to get this report out. I'm sure I missed a couple of people

SSUC Board Report. Finances June 25, 2024

Budget Refresher

At the 2024 AGM we approved a shortfall budget. Expenses were forecasted at \$530,700. That number exceeded our predicted income of \$494,000 by \$36,700. Consider the following breakdown of numbers to understand where we are spending our money.

Personnel	\$272,300	51.3%
Community Programming	\$18,000	3.4%
Development Program	\$14,900	2.8%
Operating Expenses	\$130,500	24.6% (Maintenance \$60,000. Utilities \$20,900)
Outreach Program	\$73,000	13.8%
UCC National/Regional	\$22,000	4.1%
Total Expenses	\$530,700	100%

Performance to date (January to May)

Total Revenue	\$179,294	Pro-rated for 12 months	\$430,306
Total Expenses	\$197,736	Pro-rated for 12 months	\$474,566
Projected deficit about \$44,000			

If the maintenance items not budgeted for are removed, the pro-rated projected shortfall is about \$18,000.

All these comparisons assume a straight-line relationship which is obviously not realistic.

Compared to last year this time our Net Income position is better by about \$2,800.

Areas of concern to date:

- Property Maintenance items not budgeted for. Foyer windows \$8,676. Large Hall windows \$2,411.
- Community Programming and Personnel Expenses remapping required.
- Need to develop a cost tracking/cash flow spreadsheet mapped against budget forecast.

The bottom line has not changed. We need to increase our revenue while being frugal with spending.

Sources of Income available to the Board for managing SSUC finances

People (Donations and Fund Raising)

Facilities (Optimize Rental Income)

Savings (Optimize Interest on Investments)

Submitted by: Jacob Kellerman (Chair Finance Committee).

ANNUAL REVIEW GUIDELINES

Written Documentation

Written documentation of the review interview with ministry and staff members should at least contain the following basic detail.

1. The name of the employee.
2. The position title as it appears on the position description.
3. The date of the interview.
4. The appraisal period covered.
5. The name of the interviewer.

Sample Review Topics

The following may be used as guideline topics for discussion during the interview, and may be adapted to better suit the position of the individual who is being interviewed. The starting point should always be a review of previously agreed goals. Goals and objectives may have changed since the last assessment and may be changed or completely deleted during the discussion.

The following issues may be reviewed during the discussion.

a) With each ministry personnel and staff member:

- What progress has been made on your goals and objectives for the year? What has helped or hindered progress?
- Which goals and objectives are still valid? What needs to be done to accomplish them? Do some need to be revised or deleted? Should new ones be added?
- What strategies will enable you to attain your goals and objectives? How may the M&P Committee or the SSUC community assist you?
- What areas of your work do you find most satisfying? Most frustrating? How may we work together to alleviate the frustration?
- How do ministry personnel and staff keep each other informed? What helps or hinders ministry personnel and staff working together?
- Do you have any health and safety concerns about the workplace? Do you feel safe and secure?
- Do you have the equipment you require to do your job effectively?

b) With ministry personnel:

- What is your level of satisfaction with your salary, continuing education, administrative support, and other benefits and working conditions?
- How consistent is your position description with the SSUC community's expectations?

- What are your priorities for ministry in the coming year? What effect will this have on your ministry with us?
- What is your vision for the SSUC community for the coming year? How does it relate to the SSUC community's goals and plans? What skills and resources would be required of members?
- How can this committee support you in your ministry to the SSUC community?

c) With lay employees:

- What is your level of satisfaction with your salary, benefits, working conditions, vacation time, and professional development opportunities?
- Does your position description provide a clear understanding of the pastoral charge's expectations of your work?
- What other expectations does the SSUC community have of you besides those defined in your position description? What additional responsibilities would you welcome? What aspects of your job do you feel should not be your responsibility?
- How does the SSUC community express support for your work?
- How can this committee support you?

The annual review of goals is meant to be a two-way discussion and the employee should be encouraged to request input from the designated M&P Committee member who is conducting the interview.

a) By each ministry personnel and lay employee:

- How have I been effective in fulfilling my responsibilities and in achieving my goals and objectives? How have I helped facilitate the SSUC community's goals and objectives?
- To be more effective, what skills do I need to acquire or improve upon?
- How would you say I balance the time required to perform my various duties? The time for work and for my personal life?
- What would you encourage me to continue doing? Start doing? Stop doing?

b) By ministry personnel:

- Spiritual growth that has been significant for me during the past year includes...
- How do you see my relationships with other staff members? With individuals, families, and groups in the SSUC community?
- Discuss my involvement with the governing body, committees, choir, volunteers, etc.
- How has my involvement in worship, education, preaching, and administering sacraments, outreach, and pastoral care been received? Where would people welcome or resist change? Where is special attention required?
- What feedback is there from the SSUC community? How important is it? What response, if any, should be made?

c) By lay employees:

- How do you see my relationships with other staff members? With members of the SSUC community?
- What feedback have the committees to which I relate in my work given?
- During the year I have tried to do the following “special things.” How have these things been received? recognized? evaluated?
- Does the SSUC community have any other feedback about my work?

While performance reviews need to be done annually, they do not have to be in depth every year.

A shorter performance review for ministry personnel and lay employees could include a conversation around these questions:

- What is going well?
 - What is going off the rails?
 - What is the action plan?
- or
- What do we need to do more of?
 - What do we need to do less of?
 - What is the action plan?

SSUC: FORMATIVE SUPERVISION PROCESS

ANNUAL PERFORMANCE EVALUATION OF MINISTRY, STAFF AND CONTRACT EMPLOYEES

Purpose

The purpose of the performance appraisal is to establish a periodic process of measuring the overall work performance of SSUC against the established requirements of the position. It is one of the key elements of the supervisory role of the M&P Committee. It's a non-judgmental evaluation of the employee's performance against previously agreed goals and objectives, but it is also meant to be used as a tool to identify opportunities for improvement and resetting goals for the future. This should include open discussions on the effectiveness of systems, equipment utilized and any expectations relating to the employee's interaction with other staff members as well as with committee chairs and the SSUC community. It also offers the opportunity for the M&P Committee to ensure that SSUC is fulfilling its obligations to all staff members.

The annual performance review is a means by which employees and people of the community of faith support one another in their mutual responsibilities for ministry and helps to ensure alignment with the overall mission and vision of SSUC.

The completed performance appraisal document serves as an official record of the evaluation discussion. However, performance feedback should not be limited to the official annual evaluation discussion. More regular meetings between the M&P Committee representative and the employees will create opportunities to recognize, in a timely fashion, what the employee does well and what improvements can be effected in systems, tools, procedures and relationships in the workplace. This is also an opportunity to consider changes to the current job description.

Feedback exchanges should always be conducted in a positive way, reflecting the vision and values of SSUC.

Frequency

An official performance evaluation should be conducted at least annually or at any time when requested by the immediate supervisor, the chair of the SSUC M&P Committee, or the incumbent.

The official evaluation discussion should NOT coincide with annual salary increases or during conflict resolution discussions.

Accountability

Unless otherwise directed by the M&P Committee Chair, the following individuals should be involved in the evaluation process:

- **The designated representative from M&P Committee.** The designate is responsible for arranging and scheduling the evaluation discussion, gathering input from the minister, identified committee chairs and other staff members, and conducting the evaluation discussion with the incumbent.
- **The employee.** Must attend the evaluation discussion in person on the agreed date and time and complete in advance a self-assessment to facilitate the discussion.
- **The M&P Committee.** The committee must review the official evaluation document and provide further feedback to the employee if required. The M&P Committee chair will also determine the format of feedback given to the individual who is responsible for the day-to-day supervision of the employee.

Supporting documents

The job performance of the employee should be evaluated against the criteria set out in the latest copy of the employee's position description and any goals or objectives previously agreed upon.

For more information refer to the **United Church of Canada: Handbooks and Guidelines**.

- Ministry and Personnel Committee Handbook, and
- Resources for Ministry and Personnel.

Guidelines for conducting the review and goal setting

The performance review process should benefit both the employee and SSUC. It is an occasion for helpful feedback in a climate of openness and trust that leads to constructive results.

- It is important to acknowledge the accomplishments and contribution of the employee.
- Consider facts and true data when discussing areas of stellar performance and areas where skills might need to be strengthened.
- Allow for a candid discussion of any concerns.
- The most important part of the process is the review of performance against previously set goals and setting (accepting) new goals.
- Goals must be realistic. Use the SMART goal formula as a guide when considering goals. Ensure that they are: **Specific, Measurable, Achievable, Realistic and Timely.**
- It is the responsibility of the M&P Committee to communicate all goals set by staff to ministry to ensure complete alignment.
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Suggestions for considering specific performance areas when discussing objectives and delivery of service:

1. Job Knowledge. The technical knowledge required to execute specific tasks specified in the job profile.
2. Quality of Work. The standard of quality and completeness with which tasks are executed.
3. Productivity. The ability to consistently complete scheduled tasks in a timely fashion.
4. Dependability. Willingness to go the extra mile and attention to detail.
5. Attendance. Adherence to the standard working hours and being available during those hours.
6. Relationship with Others. The interaction with the public, relevant committee members and colleagues. Regular meetings between the M&P Committee and all members of staff will be beneficial to foster and review internal working relationships. `

Recordkeeping

All records of the official annual performance appraisal must be treated as confidential and electronic copies must be filed with restricted access. Agreed goals and objectives can be kept in personnel files.

Southminster Steinhauer United Church

Comparative Income Statement

	<u>Actual 2024-01-01 to 2024-05-31</u>	<u>Actual 2023-01-01 to 2023-05-31</u>
REVENUE		
GIVINGS		
Local	136,358.30	
Loose	297.65	
M & S	11,940.00	
Sundry	925.00	
Non-Receiptable - Other Sources	<u>16,965.82</u>	
TOTAL GIVINGS	<u>166,486.77</u>	
OTHER REVENUE		
Fundraising	1,153.00	
Sundry	179.00	
Facility Rental	11,474.68	
Grants	<u>0.00</u>	
TOTAL OTHER REVENUE	<u>12,806.68</u>	
TOTAL REVENUE	<u>179,293.45</u>	
EXPENSE		
OPERATING EXPENSE		
Furniture & Equipment	2,514.09	5,571.48
Photocopier Lease, Usage Cost	1,722.00	2,152.50
Supplies	858.54	704.32
Telephone	1,152.59	1,137.50
Sundry	2,386.72	3,636.48
SSUC-SK Admin. Contract	<u>1,681.25</u>	<u>1,712.50</u>
Office Expenses Sub-Total	10,315.19	
Bank Charges	397.43	
PayPal Fees	62.88	
Insurance	4,356.55	
Maintenance	33,439.43	
Maintenance Reserve Funding	0.00	
Power	4,197.55	7,878.59
Water & Sewage	3,139.19	2,954.39
Natural Gas	<u>3,677.18</u>	<u>3,811.56</u>
Utility Sub-Total	11,013.92	
Board Expense	227.86	
Transition Team Expense	0.00	
Trustees	0.00	
Finance Committee	255.71	

Ministry & Personnel	0.00
Archives	0.00
TOTAL OPERATING EXPENSES	<u>60,068.97</u>

PERSONNEL EXPENSES

Minister 1	0.00
Minister	54,081.15
Administrative Assistant	19,729.65
Program & Affirming Animator	13,712.74
TOTAL PERSONNEL EXPENSE	<u>87,523.54</u>

COMMUNITY PROGRAM

Spiritual Gatherings	2,246.80
Communications Coordinator	7,083.35
Congregational Care	548.87
Website	1,737.83
Publicity	929.71
Broadview	30.00
Earth Charter	0.00
Social	0.00
Library	35.20
Community Outreach Liaison	354.60
TOTAL COMMUNITY PROGRAM	<u>12,966.36</u>

DEVELOPMENT PROGRAM

Adult Programming	0.00	0.00
Midweek Programming	800.00	1,940.54
Youth Programming	0.00	0.00
Summer Programs	0.00	0.00
kidSPIRIT	2,321.98	2,500.00
Congregational Development Sub-Tota	<u>3,121.98</u>	
Affirm Initiatives	681.79	
TOTAL DEVELOPMENT PROGRAM	<u>3,803.77</u>	

OUTREACH PROGRAM

Bissell Centre	1,500.00	1,500.00
Families/SW Community Needs	450.00	0.00
Operation Friendship	1,500.00	1,500.00
Inner City High/Duggan Elem.	2,000.00	2,000.00
Social Justice/Kairos	200.00	200.00
Food Assistance	0.00	0.00
Affordable Housing/Ambrose Place	2,500.00	2,500.00
Indigenous Initiatives	460.00	100.00
Camp Dragonfly	2,500.00	2,500.00
Emerging Issues	0.00	2,500.00
SSUC Sask Outreach	750.00	1,500.00
Project Sub-Total	<u>11,860.00</u>	

ICPM Lunch	417.09
M & S Expense	<u>11,940.00</u>
TOTAL OUTREACH PROGRAM	<u>24,217.09</u>

WIDER CHURCH

Presbytery / Conference	9,156.69
Travel/Lodging	<u>0.00</u>
TOTAL WIDER CHURCH	<u>9,156.69</u>

TOTAL EXPENSE	<u>197,736.42</u>
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NET INCOME	<u><u>-18,442.97</u></u>
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Percent

148,086.08	-7.92
496.00	-39.99
12,815.00	-6.83
15.00	6,066.67
<u>8,396.61</u>	102.06
<u>169,808.69</u>	-1.96

1,429.75	-19.36
0.00	0.00
11,305.24	1.50
<u>0.00</u>	0.00
<u>12,734.99</u>	0.56

182,543.68 -1.78

-54.88

-20.00

21.90

1.33

-34.37

-1.82

14,914.78 -30.84

494.24 -19.59

183.13 -65.66

3,908.97 11.45

21,922.78 52.53

0.00 0.00

-46.72

6.26

-3.53

14,644.54 -24.79

9,755.97 -97.66

1,172.91 -100.00

0.00 0.00

963.39 -73.46

0.00	0.00
<u>0.00</u>	0.00
<u>67,960.71</u>	-11.61

19,400.06	-100.00
50,646.55	6.78
19,146.00	3.05
<u>0.00</u>	0.00
<u>89,192.61</u>	-1.87

1,381.65	62.62
2,124.99	233.34
489.46	12.14
806.73	115.42
0.00	0.00
2,225.00	-98.65
0.00	0.00
0.00	0.00
46.32	-24.01
<u>0.00</u>	0.00
<u>7,074.15</u>	83.29

	0.00
	-58.77
	0.00
	0.00
	-7.12
4,440.54	-29.69
<u>0.00</u>	0.00
<u>4,440.54</u>	-14.34

	0.00
	0.00
	0.00
	0.00
	0.00
	0.00
	0.00
	0.00
	360.00
	0.00
	-100.00
	-50.00
14,300.00	-17.06

554.92	-24.84
<u>12,465.00</u>	-4.21
<u>27,319.92</u>	-11.36

7,602.50	20.44
<u>175.00</u>	-100.00
<u>7,777.50</u>	17.73

<u>203,765.43</u>	-2.96
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<u><u>-21,221.75</u></u>	-13.09
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Tori Bardell <bardell.tori@gmail.com>

M &P Committee report

2 messages

ESTHER OAKS <eoaks@shaw.ca>

Sat, Jun 22, 2024 at 2:40 PM

To: Maie Kellerman <kellerman@shaw.ca>, bardell tori <bardell.tori@gmail.com>

Our committee members met June 19, as a whole, to discuss our roles and responsibilities. There are many changes that have occurred since our last report and several imminent changes that will have a profound impact on our operations.

1. We are happy to welcome ROWAN Morris to our staff, acting as our Outreach Community Liaison. We anticipate some important connections for our Reconciliation committee and the Outreach Committee. He will be working closely with our Program Animator. Our committee will appoint a liaison in the near future to support him in his work.

2. It is with regret that we have accepted the resignation of Sherry Ann Chapman from the M&P Committee due to work demands conflicting with committee expectations. We will miss her thoughtful, insightful contributions to our discussions, her thorough record of minutes of our conversations and her gentle, encouraging mentorship as liaison with a new staff member.

3. Lesley Mitchell has completed her obligation to the committee, as well. She will continue to be a liaison for Shannon Brown until Shannon leaves for Halifax to further her studies. She has encouraged Shannon to be a mentor to her replacement when that occurs. She has been a voice of experience and wisdom, guiding us through new territory in hiring and including our new hires to be successful within SSUC. We are so grateful for her for giving us more than a year of her time and keeping us aware of our responsibilities. She appreciates her wisdom and guidance.

3. We are saddened to accept notice of Dale Irving's decision to retire from the M&P Committee. DALE has served our committee with conscientious discernment. His knowledge of United Church policy has been invaluable and his leadership in decision-making and creating documents to support our work is gratefully acknowledged. How can we replace him?

5. Shannon Brown has announced that she will be leaving Edmonton to pursue her PhD studies in Halifax. How fortunate for her and unfortunate for us! We are disappointed to say farewell to her and wish her well in her studies. Expect an announcement of a farewell celebration thanking her for her work with us.

6. We have accepted a request from PMC and our custodian to include Bruce within the purview of the Ministry and Personnel Committee.

6. We have accepted a document which will formalize the third strand of the work the M&P Committee does. Our liaisons do excellent work in supporting staff in their work at SSUC. We have opened the channels of communication with regards to conflict management. We are now moving forward with the work of supervision of our staff. Please see the first edition of our formative supervision model of performance appraisal as attached.

Respectfully submitted,
Esther Oaks
M&P Committee chair
June 2024

Maie Kellerman <kellerman@shaw.ca>

Sat, Jun 22, 2024 at 4:11 PM

To: ESTHER OAKS <eoaks@shaw.ca>

Cc: bardell tori <bardell.tori@gmail.com>

Thanks, Esther

Sent from my iPhone

On Jun 22, 2024, at 2:40 PM, ESTHER OAKS <eoaks@shaw.ca> wrote:

Our committee members met June 19, as a whole, to discuss our roles and responsibilities. There are many changes that

10/29/24, 12:59 PM

Gmail - M &P Committee report

have occurred since our last report and several imminent changes that will have a profound impact on our operations.

[Quoted text hidden]

SSUC Saskatoon

May - June 2024 Report

1. SSUC SK Gatherings:

- a) **St Andrew's In-person bookings:** Not meeting in-person until September 15, 2024 unless we have an impromptu gathering at someone's home during the summer. Dara Smith plans to join us on that date.
- b) **Board meeting:** Trisha sent a brief summary of our activities by email for the May 21 board meeting but there was no SSUC SK representation.
- c) **Spring Book study on "Basic Income for All Canadians" by Evelyn Forget:** We had 12 participants for this book study which ran March 20 – April 17. The final session included Rose-Hannah Gaskin who joined on Zoom from Fredericton to talk with us and to share her experience of advocacy for GLI at the municipal level and beyond. On June 11 we had a meeting to begin our own journey of becoming comfortable explaining the benefits of GLI to those who are against or not knowledgeable about the concept by networking with other organizations, faith communities, public sector representatives, developing a workshop for presentation to various groups and eventually making a proposal to Saskatoon City Council to get them to endorse GLI and lobby the Federal government.
- d) **Saskatoon Unitarians:** Being Rev Karen is leaving this community, they are exploring various options in continuing their spiritual journey—much as we did in 2018. We have suggested that we meet at the Unitarian church one Sunday this fall or winter and watch the livestream from Edmonton with them. They would experience what an expansive spiritual gathering is like and what it is like being a satellite community. They would also like some of us to sit down with their Future Planning Committee to share about how our relationship with SSUC in Edmonton began and has evolved.
- e) **Moose Hide Day Campaign:** Trisha ordered and handed out moose hide campaign pins and encouraged members to take part in this day of ceremony on May 16 where all Canadians are called together to take a stand against violence towards women and children and to take practical steps for our collective journey of reconciliation. [Moose Hide Day website, here.](#)
- f) **E-messenger changes:** Trisha has consulted with Shannon, the communications coordinator, in June to learn how to edit the SSUC Saskatoon webpage on the SSUC website. The SSUC SK section of the e-messenger will be more brief and will include more links to pertinent information found on the web page rather than being listed in the newsletter. The main body of the newsletter will be similarly changed.

2. ICM/Outreach:

- a) **Chop 'n Chat:** This volunteer time by SSUC Saskatoon is committed until the end of June. Chop 'n Chat will continue through the summer without the need of faith community volunteers due to a focussed grant.
- b) **"Taking a Stand" - an invitation for all churches to feed the streets:** Through a collaboration of GPUC and Straight Up, SAM is encouraging individual SAM churches to participate. It will take place two days a month with the first one on Sunday May 12, 12:00-2:00pm across from Prairie Harm Reduction on 20th Street. People are encouraged to bring soup, clothing, used toys, kids books, etc. This invitation was sent

to SSUC SK members.

- c) **Proposal to Living Skies Regional Council:** Government cuts are being felt on the street. Kathleen James-Cavan (Mayfair United) will draft a proposal to Living Skies Regional Council, and confer with ICM (Integrated Community Ministries), RAPM (Regina Anti-Poverty Ministry) and Sharon Okeewehow. (GPUC, social worker). The draft written on behalf of SAM needed to be at LSRC by May 10th

3. **SSUC Edmonton news:**

- a) **SSUC Board Retreat:** On May 2 members looked at how the board functions presently with some very creative alternatives discussed and on May 16, 2024 explored ways for us to better sustain ourselves financially. Trisha was able to attend the first 2 hours of each retreat from Spain.
- b) **Chris - educational leaves holidays in July:** Lay members (including Trisha) will be leading the Gatherings on those Sundays.
- c) **Possible SSUC Saskatoon-Edmonton in-person connection October 4 - 6, 2024:** The hope is that we could have a road trip to Edmonton, be billeted out to SSUC members and spend some quality time together – meal on Friday evening, outdoor and other activities on Saturday, meal(s) on Saturday in community, attend the Sunday Spiritual Gathering and then head home. A planning team has been formed.

4. **Affirming news:**

- a) **Pride:** Trisha was approached to plan a SAM meeting for which she created a doodle poll and was unable to attend due to being out of the country. About five people attended and the needs and decisions were passed onto the SAM membership.
- b) **Pride Family Picnic on Sunday, June 9, 11:30 – 4:00pm:** SSUC contributed wieners and condiments towards the family picnic. We planned for 200 people and the hot dogs were gone within 1.5 hours. The change of location to Victoria Park made the event accessible to more people. We will plan accordingly next year. There was a bouncy castle and other activities.
- c) **Pride Parade is on Saturday, June 22 at 12:00pm and Rainbow Bakery 12:00-7:00pm:** SSUC walked in the parade and contributed towards the Rainbow Bakery which was run by members of Fruits of the Spirit (a new ecumenical faith-based community for LGBTQ2S+ spiritual seekers and allies). Postcards were printed by SAM and distributed to inform the public of safe faith communities in Saskatoon. Donations from the baking will be sent to Trans Sask.
- d) **Affirming lunch at SSUC:** We may explore the possibility of having a zoom presence at the regular Affirming lunches at SSUC where they often have interesting speakers. This is an effort to help SSUC SK be connected in yet another way and continue to confirm our commitment to being an Affirming Ministry.

Respectfully submitted June 2024 by:
Trisha Little
SSUC SK Administrative personnel