

# MEETING MINUTES

## BOARD MEETING



Date: Tuesday, January 28, 2025

Time: 6:30 pm

### ATTENDEES

Role	Name	Present	Absent
Chair	Maie Kellerman	x	
Vice-Chair	Blair Anderson-Croft	x	
Secretary	Tori Bardell	x (online)	
Treasurer	Kim Boyes	x	
Trustees	Pam Boutilier	x	
Minister	Christopher New	x	
Congregational Care	Maureen Andre	x	
Finance/Stewardship	Jacob Kellerman	x	
Ministry & Personnel	Esther Oaks	x	
Outreach	Marg Hetherington	x	
Property Maintenance	Karen Henderson	x	
SSUC Saskatoon	Trisha Little	x (online)	
Spiritual Gatherings	Marilyn Blackall		x

### 1. CALL TO ORDER - 6:33 PM

### 2. LAND ACKNOWLEDGEMENT

So many of the traditions of the indigenous are so powerful, and we really need to listen.

### 3. MISSION MOMENT

A quote from Chris, reflecting the current mood of the world right now, by Anna Blaedel:

“Oppression and devastation come in so many forms, but so do resistance and resilience, nourishment and sweetness, togetherness and love. Creativity, too, emerges from chaos, the power of our collective care is ferocious.”

### 4. ADOPTION OF AGENDA

Agenda distributed prior to meeting - January 22, 2025.

Additions:

1. Review of budget including Blair's request.
2. Kim Boyes has an announcement, 6c.
3. M&P Report, Esther Oaks.
4. Initial Meeting with "Rooted Housing Cooperative" -Blair.

**Motion:**

Move to approve agenda as modified - Maureen, Karen 2<sup>nd</sup>.

All in favour, none opposed or abstained.

## **5. 5.1 APPROVAL OF MINUTES OF PREVIOUS BOARD MEETING**

Board Meeting November 19, 2024

**Motion:**

Moved for approval: Blair; Marg 2<sup>nd</sup>

All in favour, none opposed or abstained.

## **5.2 APPROVAL OF THE MINUTES OF THE SPECIAL BOARD MEETING**

Special Board Meeting December 1, 2024

**Motion:**

Moved for approval: Jacob; Blair 2<sup>nd</sup>

All in favour, none opposed or abstained.

## **NEW BUSINESS**

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*\* Christopher New excused 6:45 pm*

## **6. REPORTS**

a. Staff pay increases 2025:

Met in December, recommended 3% salary increase in consideration of financial position at SSUC.

- Chris New:
  - o Salary 3% increase to - \$99,492 (+\$2,898)
  - o Book Study leave will remain at \$3,300
  - o Phone \$500
  - o Mileage \$.55/km
  - o \*Chris has agreed with these figures
- Aynsley New
  - o Salary 3% increase to \$38,751 (+\$1,129)
  - o Bonus in recognition of the increased complexity and demands \$752

- Dara Smith
  - o Contract will be renewed Feb 15, 2025
  - o 35 hours per week
  - o No anticipated increase in salary - \$37,380
    - Paid equal monthly sums including benefits (\$3,115/month)
- Joseph
  - o Contract continues until September 2025
  - o Contract will likely be renewed, no plan for increase at this time
  - o \$17,000 annual salary
    - \$1,416.67 per month to Aug 30, 2025
    - \$354.17 in September 2025
- Wes
  - o Contract October 8, 2024 to June 8, 2025
  - o No plan for increase
  - o \$4000 annual
    - \$500.00 per month to May 31, 2025
    - Additional \$100 until June 8, 2025
- Two KidSpirit employees - Daisy and Ariane
  - o \$2,025 each
    - 250/month
    - Kim Boyes confirmed

**Motion:**

Moved figures be accepted as above: Kim; Maureen 2nd  
 Discussion around Ainsley's increased complexity and demands.  
 All in favour, none opposed or abstained. So moved.

b. M&P Report:

M&P is charged with a sensitive and important role with legal ramifications, as we are dealing with contracts. Currently Esther has the most number of years' experience, with most members only having a few months. They are working very hard to become knowledgeable, supportive, aware and to learn their roles as liaisons and communicators, and to prevent any areas of conflict. We have some very competent people in the M&P committee, but inexperienced. Staff have changed a lot.

Recruited 4 new members in the fall.

Joanne and Esther attended an M&P Regional presentation and learned a lot about the processes of an M&P committee. As a result, they have developed an orientation and supervision process. Setting goals and guidelines as per the United Church. They have also realized they are the HR committee.

Joanne Van Beek resigned - with thanks. Joyce Madsen joined. Committee met at least 4 times but feel they need to meet more often.

- c. Announcement - Kim Boyes: Kim is resigning effective end of 2025. Will find out how to break out data entry and farm that piece out. Will prepare a task list for next Board meeting.
- d. Upcoming initial meeting with Rooted Housing Cooperative, to explore other possibilities around excess land use (east end of property). Board/Outreach will need to resolve MOU with Right at Home Housing, etc. Blair and Chris will take meeting.

e. Review 2025 DRAFT Budget including Blair's request:

Projecting a deficit this year \$14-15K and keep in mind we do not have a \$10k reserve fund for maintenance as we used to have. No more shuffling around monies as it is unnecessary. Go back to a zero-base budget - look at the real expenses we will incur. This budget is a clear reflection of the plan, and any deviation from the plan is a deviation. If we deviate, we must talk about it - if the plan is not the plan then we don't have a plan. Understand the budget.

Marg - Shall we leave the M&S figure at \$33K? Money goes in, money goes out.

Blair - shouldn't even be a budget item.

Kim - put it into the balance sheet as a special fund.

Jacob - would like not to change anything now; to have \$33K on income side and \$33K on expense side, and whatever comes in we pass to M&S.

Maie - prepare a motion for the AGM - the congregation will decide. Does not think it will change the revenue side at all.

Esther - Other side, some contribute 100% of contributions to M&S

Trisha - agreed, but don't think we should top up anymore.

Expenses - PMT budget is bare bones. If anything happens it will have to be paid for by reserves. Do not like spending money that does not come out of budget - transparency is important.

- Should show potential fundraising on income report

**Motion:**

Moved to transfer up to \$1,500 from Memorial fund for youth space furniture: Blair; Jacob accepts this 100% and will put \$1,500 in the youth fund. Karen 2<sup>nd</sup>.

All in favour, none opposed or abstained.

Question (Chris New):

RE: Youth Programming - Wes starting new Evergreens project - is it all contract money? Have a conversation with Wes to discuss what is reasonable.

Question (Jacob Kellerman):

RE: AV Equipment, where did money for payment come from? There was a motion - Kim will track it down.

Changes to the budget will be complete for the next Board meeting. The approval of the budget will also take place at the next Board meeting.

## **7. REVISED SCHEDULE FOR AGM PRE-MEETINGS AFTER SUNDAY GATHERINGS:**

Feb 2 - discuss Outreach, Emberwood, Youth Programming

Mar 9 - Dragonfly, Universal Bathroom, Budget

## **8. COMMITTEE REPORTS FOR AGM**

Due January 31, 2025, to Aynsley New.

## **9. EXTENSION OF TERMS FOR CHAIR AND VICE CHAIR:**

Discussed at first Board Retreat. Update to Board Terms of Reference #3.2.

**Motion:**

Move that the vice chair or co-chair will serve on the board for a minimum of 1 year and maximum of 2 years, before serving for a minimum of 1 year and a maximum of 2 years as the Chair. This will constitute a 2 year commitment: Maie; Esther 2<sup>nd</sup>

All in favour, none opposed or abstained. So moved.

**10. SIMPLIFIED PROPOSAL FOR UNIVERSAL WASHROOMS:**

Jacob and Karen discussing all logistics - looking at costs and functionality. More on March 9<sup>th</sup>.

**11. NEXT BOARD MEETING**

February 18, 2025

6:30 pm

- Committee Update - Finance
  - YE Financials
  - Budget Finalization
- AGM Planning (including food) - March 16/25
  - Parliamentarians
  - Nomination committee
  - Guardians

**12. ADJOURN - 9:00 PM**