

**Prairie to Pine Executive Minutes
January 3, 2023 via Zoom**

Present	Pat Bird (Co-chair), Diane Dwarka (Past Co-chair), Jennifer Pakula (Treasurer)
Corresponding Members	Heather Lea (Community of Faith Support), Joey Dearborn (Nominating), George Meggison (YAAAY),
Regrets	Craig Miller, Erica Wiebe, Meghan Chorney, Julia Antonyshyn, Tammy Bleue
Staff Present	Shannon McCarthy (Executive Minister), Heather Dootoff (Finance Administrator), Judy Hare (Pastoral Relations Minister), Chantal Winslow (Executive Assistant), Julie Graham (Communications & Justice)
Call to Order	Pat Bird called the meeting to order at 6:00 pm and Joey Dearborn led us in our Land Acknowledgment.
Agenda	We reviewed the agenda as distributed.
Minutes	We reviewed the minutes from November and December.
030-2022/2023	It was agreed by consensus: That Prairie to Pine Regional Council Executive approve the November 1, 2022 minutes as corrected.
031-2022/2023	It was agreed by consensus: That Prairie to Pine Regional Council Executive approve the December 6, 2022 minutes as corrected.
BUSINESS ARISING	
Kildonan United Church	They have requested that the funds that will be allocated to the indigenous community remain local. Nothing new to report. Shannon and Heather will speak with Ray and Murray.
Rights Relations Structure	Should we be talking about creating a Rights Relations group?
CORRESPONDENCE	Letter from Michael Blair <ul style="list-style-type: none">• Greetings received on December 6.• They have reviewed the role of Executive Ministers and have bumped them from a category 11 to a category 12 on the pay scale.
FINANCE	Heather Dootoff reported on the preliminary draft financial sent out before the meeting.
032-2022/2023	It was agreed by consensus:

That Jennifer Pakula be named as a signing authority with on-line access on the Prairie to Pine Regional Council account at the Conexus Credit Union. Valerie Beckingham should be removed. Authorized signers would then be Jennifer Pakula, Shannon McCarthy, Heather Dootoff and Darrell Reine, any two to sign.

**CO-CHAIRS REPORT
Structure Document**

Pat reported.
Continuing to work on the structure document. Working towards getting materials out.

World Prayer Service

Pat will be attending the World Prayer Service at St. John's on January 22, 2023

NOMINATIONS

Nothing to report

**COMMITTEE ON
COMMUNITY OF FAITH
SUPPORT**

**Rossendale United
Church**

We received a proposal presented by Heather Lea.
Whereas Rossendale United Church have ceased to be an active community of faith, have archived their records, transferred memberships, and dispersed their assets as per Regional Council expectations, have made plans for completing final CRA and UCC statistical reports, and now request to be disbanded as a United Church Community of Faith, therefore, it is proposed that Prairie to Pine Regional Council disband Rossendale United Church Community of Faith effective December 31, 2022.

033-2022/2023

**It was agreed by consensus.
That Prairie to Pine Regional Council disband Rossendale United Church Community of Faith effective December 31, 2022.**

Self assessments have been sent to 34 communities of faith. Most have been received back and will be reviewed.

**Support during times of
transition**

We have received a request from Winnipeg communities regarding support for helping during times of transition. The handbooks are clear for the process when it comes to amalgamations and disbandment but they are asking for clearer guidance when it comes to transitions regarding their faith vision. The committee will meet and review.

**EQUITY & DIVERSITY
COMMITTEE**

Nothing to report

YAAY

January 15, 2023 is the next meeting.
There are two new adult advisers: Emma Seamone and Noah Suministrado

PROPERTY

Nothing to report

**INCORPORATED
MINISTRIES**

Nothing to report

**OTHER
Directory**

Very excited to see a new directory link. It has been sent internally but it is not yet public. They are working on creating a form to make it easier to submit feedback without it being overwhelming. The directory will be sent via email and it will be password protected.

EXECUTIVE MINISTER

Shannon reported

Julie will be going on sabbatical.

As noted earlier, recategorization of some salaries have happened. An outside company has been hired to do this for many different areas. Changes may occur based on this.

**PASTORAL RELATIONS
MINISTER**

Report of the Pastoral Relations Minister to meeting of the Executive of Prairie to Pine Regional Council on January 03, 2023

December, 2022 was relatively busy with a **few significant complexities in a few pastoral relationships** which necessitated some conversations, email exchanges and ZOOM meetings.

Some of the matters have been resolved and others are still in process with involvement of some of the Committees/Commissions in various aspects of the situations.

Pastoral Relations Commission is still sorting out revisions to process and people involved in the **renewal of appointments for the calendar year 2023 for six Indigenous Ministers**. Holiday schedules for various key staff people have meant the matter is still being sorted.

Community of Faith treasurers and administrators received information on December 20, 2022 regarding the outcome from the review of **cost of living group assignments**. This information is important for communities of faith with called or appointed ministry personnel, or for those who are in the pastoral relations profile and/or search process. The revised cost of living group listing for all Communities of Faith/Pastoral Charges in all Regional Councils is available on the General Council website as well as an explanation of the measures used. The COL Map on the General Council website will continue to reflect the current COL Group up until June 30, 2023.

The list for Pastoral Charges/Communities of Faith in **Prairie to Pine Regional Council** was made available through a link in a special email sent out on December 20, 2022 to all people who regularly receive the Weekly News .

There are several important pieces of information to highlight for those receiving notice of a change in cost of living group:

- the assignment is effective on **July 1, 2023, not immediately;**

- if the change involves a decrease in the comprehensive salary for ministry personnel, there is a commitment on behalf of the church to maintain current salary (in other words, no one will receive a salary decrease because an employee cannot be unilaterally disadvantaged by the employer with a change in the terms of employment. This includes renewals of existing appointments.
- If the cost of living group assignment of a pastoral charge goes up, the new salary must reflect the new cost of living group minimum plus any other amounts above minimum stipulated in the call or appointment;
- Some explanation was provided in the correspondence to treasurers and administrators and will be shared with Ministry Personnel in the new year
- any questions regarding the process or the administration of the change through ADP may be directed to ministry@united-church.ca

Nationally , With the revised model there is no change to the assignment of 45% of communities of faith. 39% of communities of faith have stepped up one category. 16% have stepped down one category.

In Prairie to Pine Regional Council beyond July 1, 2023 :

* 20 Pastoral Charges will remain in the current Cost of Living Group assignments (14%)

* a total of 121 Pastoral Charges of our 141 Pastoral Charges included in the listing will experience an increase in Cost of Living Group assignment (86 %) 339 from COL 1 to 2 ; 30 from COL 2 to 3 and 52 from COL 3 to 4; (one pastoral charge is indicated as increases two categories so we will clarify this)

* and one Pastoral Charge will experience a decrease in Cost of Living Group assignment.

More communication on this matter will happen over the next few months.

There are several Communities of Faith/Pastoral Charges in P2P who are engaged in pastoral relations profile and search processes. We are continuing to do required trainings collectively through ZOOM. Training on January 07, 2023 will be for those requiring Search Committee training. An exciting new option coming soon will be to participate in a pilot project for a proposed matching process involving admissions applicants seeking their initial appointments within the United Church of Canada.

All the committees and commissions that I work with are scheduled to meet in January and most are in the process of planning some face to face events/activities for the coming months.

Respectfully submitted by Judy Hare, Pastoral Relations Minister

COMMUNICATIONS AND JUSTICE

Proposal re Winnipeg Free Press faith project:

On the recommendation of Teresa Moysey, and an informal group of PtoP members who are meeting to talk about communications needs for the Region:

-That Prairie to Pine renew its membership and pay the fee for 2023 (\$250 in 2022)

-That Teresa Moysey remain the Regional Council's representative for 2023.

This gives her time to move more fully into this role and attend more of the fairly infrequent meetings, and then assess whether this membership is a good fit for the Region and its needs. (This has not gone through Nominations as the meeting where membership was discussed was just before Christmas break, and there hasn't been a chance to communicate. If the Executive want to hold off on this I can communicate with Joey Dearborn).

Joey Dearborn is going to run her name past the nominations committee and we can review this proposal at our next meeting.

Heather Dootoff and Julie will confirm if the fee has changed.

For information:

1) Letter to Winnipeg Police Chief and city and provincial authorities: Thank you to Erica, Pat, and Shannon for the letter the Region sent regarding the urgent need to commit to searching the Prairie Green landfill for the bodies of Morgan Harris and Mercedes Myran, along with Mashkode Bizhiki'ikwe, whose whereabouts are unknown.

[The letter is here](#). Elements of it are now out of date as expected, but the underlying need remains.

On December 21, I received a call from Winnipeg Mayor Scott Gillingham, who wanted to update the United Church on his efforts and commitments, and the joint provincial and city committee that was working closely with elected Indigenous leadership. I took the chance to ask him how grassroots community members living most closely with continued violence were being included and heard. I think it's important that communities of faith continue to make their voices heard here, because clearly some in power are feeling some pressure. I hope we can show up whenever we can to remind elected leaders of commitments we all share in under the TRC and MMIWG2S Inquiry and its calls for action.

2) Possible Regional Lenten series on climate justice and Royal Bank's role in financing oil and gas is under consideration, with leadership from Lynda Trono, Karen Tjaden, and Caryn Douglas. I look forward to a planning meeting with them this Friday.

3) "Freedom Convoy" in Winnipeg Feb 17 2023: Concerns received from Bill Millar re safety of BIPOC people in the area of the Legislature, including at Broadway Disciples,

if this gathering goes ahead. A conversation about Bill's concern will likely happen (Bill included a number of people in his letter sent over the holidays.)

We need to assume some kind of "Convoy" gathering will go ahead, but dissent and division among organizing groups will mean that the situation will keep changing. Media reports about the event being cancelled should not be seen as accurate at this point. It's also possible Convoy solidarity actions will take place in other NW Ontario and MB communities. Since many original key organizers are barred from Ottawa by bail conditions, it's thought that anniversary events will cover a number of communities.

A reminder that the national church released a 2022 statement of concern about the Freedom Convoy and racism:

<https://united-church.ca/news/opposing-symbols-hate-protests>

As did Indigenous Minister Tony Snow in Chinook Winds:

<https://chinookwindsregion.ca/2022/02/10/statement-on-the-trucker-convoy-by-indigenous-minister-tony-snow/>

Also, **anti LGBTQIA and anti drag protests affiliated with Convoy supporters and their social media groups** continue across the country. Some of these have targeted schools and libraries, and some been vicious, particularly in Vancouver and Ontario (including one involving Trinity UC in Gravenhurst). February 15 United in Learning, Affirm United, and Affirming Connections will co-host an education, awareness, and engagement workshop about the anti drag / pro Convoy movement and how United Church communities can respond. I am involved in some of the planning.

4) **Land acknowledgement:** The Manitoba Métis Federation contacted the office in November, asking to discuss our land acknowledgement text. I suspect part of it is now somewhat out of date given some settlements that have happened, but they weren't clear on details. We always knew that the text would need to change over time, and that we need to see this as a living document. The original task group generously agreed to meet with them, including/ as a priority Dr Stewart Hill. I've followed up with the MMF contacts several times without a reply.

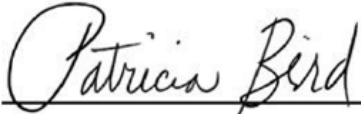
5) **Communications updates:** thanks to Cherry, we are almost ready to launch the Regional Council directory! YES! Lots of thinking through about security, giving access, and resolving data discrepancies has been happening behind the scenes. Many thanks to Cherry and Judy for their work. We know ,any have waited a long time for this, and hope it will be a good resource for relationships and re-connecting.

6) **Sabbatical:** I will be on sabbatical 1 February-30 April, then on return heading straight into the three in person Regional Council meetings. I hope to stay on in Winnipeg after Prairie to Pine's AGM, so I can finally, three and a half years after starting this position, meet some great people face to face!

- Other** Annual Meeting Planning
- Will meet on January 5, 2023

Adjournment The meeting was adjourned.

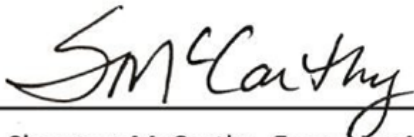
Next meeting is February 7, 2023



Patricia Bird, Co-Chair



Erica Wiebe, Co-Chair



Shannon McCarthy, Executive Minister

PRAIRIE TO PINE REGIONAL COUNCIL
Financial Report Dec 29, 2022

	Actual 2021 31-Dec	2022 Budget	Actual 2022 31-Dec	Projected 2022 to Dec 31	
GOVERNANCE					
Grants:					
Governance and shared services (from assessments)	325,000	325,000	325,000	325,000	
GC Ex Minister and Asst Salary Grant	76,375	67,000	101,475	101,475	
Total grants	401,375	392,000	426,475	426,475	
Other income Governance	58,797	15,000	18,120	38,195	archive/7-11
TOTAL GOVERNANCE INCOME	460,172	407,000	444,595	464,670	
Expenses: Governance					
Office Expenses					
Office rent/maintenance	43,158	25,000	30,000	30,000	Budget set before rent figure available
Caretaker	12,783	-	-	-	
Office costs (insurance, supplies, phone, wifi etc.)	12,816	8,000	5,590	5,700	
Shared services General Council	9,120	10,000	9,742	9,742	
Website	1,046	1,050	1,054	1,054	
Archive Costs	6,770	9,000	9,630	9,630	
Audit	10,893	12,000	13,808	13,808	
	96,586	65,050	69,824	69,934	
Shared staff costs					
Shared EM, Asst and Finance Staff	90,462	92,000	94,580	94,580	
Shared staff office (office space, other office costs)	11,485	3,500	877	877	
Shared staff travel	1,210	7,000	2,260	2,260	
	103,157	102,500	97,717	97,717	
Staffing					
Regional staff - Governance	161,987	167,000	205,630	205,630	
Staffing related costs	2,448	12,000	7,552	8,000	
	164,435	179,000	213,182	213,630	
Governance: committee and structure					
Regional gathering	6,990	10,000	5,293	5,293	
All other Governance costs	5,028	37,300	2,432	2,432	
	12,018	47,300	7,725	7,725	
TOTAL GOVERNANCE COSTS	376,195	393,850	388,448	389,006	
Amortization (not recorded monthly)	18,854	-	-	812	
NET INCOME (LOSS) GOVERNANCE	65,123	13,150	56,147	74,852	
MISSION AND MINISTRY					
Grants					
Other income Mission and Ministry (mostly grants/donation)	240,000	239,000	240,000	240,000	
	54,680	8,000	520,196	465,196	mostly Central UC
TOTAL MISSION AND MINISTRY INCOME	294,680	247,000	760,196	705,196	
Expenses Mission and Ministry					
Salaries and benefits	133,972	136,000	143,875	143,875	
Mission support grants/grant to Qualified Donees	126,000	126,000	358,981	359,500	includes Central UC gifts
Clusters and events	4,234	20,000	10,217	10,217	
Mission and Ministry committee costs	3,348	6,000	1,747	1,747	
TOTAL MISSION AND MINISTRY COSTS	267,554	288,000	514,820	515,339	
NET INCOME (LOSS) MISSION AND MINISTRY	27,126	(41,000)	245,376	189,857	
RESTRICTED FUNDS					
Restricted Fund Income	31,174	-	122,917	178,117	holding 55K Kildonan Indigenous funds
Restricted Fund Expenses, Bursaries	11,587	-	2,500	22,575	
NET INCOME RESTRICTED FUNDS	19,587	-	120,417	155,542	
NET INCOME (LOSS) ALL FUNDS	111,836	(27,850)	421,940	420,251	
Grant to CDI	400,000				
	(288,164)				

* Archivist is has been working increased hours due to grants received