

Council Meeting #7
Mill Woods United Church
Tuesday, November 18, 2025
6:30 – 7:00 PM Gathering Time
7:00 PM Meeting begins in the Church Lounge

We are a spiritual community where you can explore your purpose and place

Working Together: Holy Manners

- Honesty, forthrightness, not holding back in our interactions
- Listening with respect and sensitivity, even if we disagree
- Respecting confidentiality
- Giving everyone a chance to contribute
- Remain open-minded
- Be open to debates and different perspectives
- Once a decision as a group is made, it is vital we all support that decision
- Remember we are speaking for people who appreciate diverse styles of ministry and have different faith perspectives
- Support the growth and development of leadership within our group
- We each bring our own perspective to Council and represent some portion of our church community
- Speaking loudly and clearly will be appreciated by those with hearing challenges

Present: John Mair (Chair), Carol Hickmann (Past Chair and Building Use), Rev. Dr. Dale Johnson (Minister), Lane Borstad (Member-at-Large), Carol Reid (Member-at-Large), Randy Round (Finance), Lindy Mair (Member-at-Large), Gary Boswell (Property), Elfrieda Penner (Worship and Recorder), Bill McGregor (Ministry & Personnel), Enid Oldham (Member-at-Large), Carla Janzen (Congregational Care)

Regrets: Terry Staley (Member-at-Large)

1. Prelude

- 1.1 Prayer: Reverend Dr. Dale Johnson
- 1.2 Welcome: What makes MWUC special?
 - We support each other with genuine hospitality and interest in each other
 - Pay attention and welcome newcomers
 - Shared values; non-judgemental; accept and embrace everyone; no cliques
 - Willing to embrace and support new ideas
 - Music: choir, handbells
 - Stands on social issues, pride parade, support LGBTQ+ community, education
 - Outreach programs
 - Not just lip-service: active involvement, willing to volunteer to help when asked or when see a need
 - Having Rev. Dr. Dale Johnson here has contributed greatly to making MWUC a special place.
- 1.3 This is Us –
 - Lindy Mair asked for ideas for December. (see 5.1 below)

2. Housekeeping and Follow-up

- 2.1 Changes to the agenda - none

Motion 25/26-34: That the minutes of the October 28, 2025 meeting be accepted as presented.

- **Moved:** Carol Reid
- **Seconded:** Bill McGregor
- **Carried**

3. New Business**3.1 The Search Begins**

- Motion to be presented for approval at the Annual Financial Meeting on November 23, 2025:
Motion: that the Congregation of Mill Woods United Church approves the Community of Faith Profile as presented to Northern Spirit Regional Council. The Profile includes the Living Faith Story, Minister's Job Description and our Financial Viability Report.
- Northern Spirit Regional Council were very impressed by our submitted documents and approved them.
- At the Annual Financial Meeting, the congregation will be asked to approve these documents, as part of the process required by the United Church of Canada. Then these documents will be posted on ChurchHub, where interested candidates can review them.
- Carol Hickmann encouraged Council to read these documents, which will be in What's The Buzz before the congregational meeting.

3.2 Annual Financial Meeting – November 23, 2025 at 12:00 pm

- Agenda: Randy presented the agenda for the AFM for Council's approval. **(Attached below)**
- This meeting will not be live-streamed.

3.3 Stewardship Campaign - Who, When, How, Why?

- Nancy Siever, Bill McGregor, Mark Schweitzer, Dale Johnson have been on the Stewardship Committee; John Mair will confirm with them that they will continue.
- A newcomer commented on the creative fundraising we do with lots of energy.

3.4 Volunteer Fair October 26, 2025 - Report to Council **(Attached below)**

- Thanks to Nancy Siever who organized this successful fair.
- This could become a bi-annual event, to keep the congregation in touch with the work done in the church by the many committees and other groups.
- In the attached report below, Nancy makes some recommendations for improvements for the next fair.

4. Committee Reports**Motion 25/26-35: That the following Reports be received for Information:**

- **Moved:** Carol Reid
- **Seconded:** Carol Hickmann
- **Carried**

- Finance – Randy Round (Attachments: Randy sent out in a separate email)
- Worship – Elfrieda Penner (Attachment: Worship)
- M&P – Bill McGregor (Attachment: M&P)
- Minister – Rev. Dr. Dale Johnson (Attachment: Minister's Report)

Finance:**(Attachments 2-4)**

- Randy Round presented the financial updates to October 31, 2025 and information to be presented at the Annual Financial Meeting on Nov.23, 2025.
- Randy also presented two proposed Three-Year Budgets for 2026-2028: the first shows a deficit in two years, the second shows what is needed to balance the budget.

Comments:

- The reserve fund needs to be protected for needs that may arise soon in our aging building.
- The unknown factor in budget planning in the next year is our ministerial situation.
- We need to remember that the current situation overall is that many people are losing their jobs and have less to give.

Worship:

- Dale is away on these Sundays, when leaders will be needed:
 - January 11, 2026 – John and Lindy Mair will lead
 - January 18, 2026 - Anita Piebiak will lead
 - February 8, 2026 – AJ Janewski will lead
 - April 12, 2026 –
- Welcome & Announcements:
 - Nov.23 John or Lindy Mair
 - Nov.30 Terry Staley
 - Dec.7 Lane Borstad
 - Dec.14 Carol Hickmann
 - Dec.21 Carla Janzen
 - Dec.24 Christmas Eve at 7:00 pm –
 - Dec.28 John or Lindy Mair
 - Jan.4 –
- Decoration of the sanctuary will happen on Monday, November 24. Thanks to Carol Hickmann for purchasing a new Christmas tree.
- Worship Committee will meet again next week on November 25.

Ministry & Personnel:

Motion 25/26-36: that Council approves a 2.6% pay increase for our staff and contractors effective January 1, 2026. Included are our minister Dale Johnston, church administrator Lilliana Angel, custodian Bruce McCarron, music director Bryan LeGrow and children's program coordinator Mukta Nistandra.

- **Moved:** Bill McGregor
- **Seconded:** Randy Round
- **Carried**

- Performance evaluations will be conducted with all staff over the next few weeks.
- Bruce McCarron returned to work on November 3, 2025 and AJ Janewski is continuing to assist Bruce, as he gets back up to full strength.

Minister:

- On November 9, 2025 a Newcomers' lunch was held with 12 new people and 5 hosts attending. Thanks to the Congregational Care Committee for putting on this successful event.
- We will be observing our 19th anniversary of becoming an Affirming Congregation on Nov. 23rd by acknowledging those who were original members of the Affirm Committee. We will also read the Affirming Statement that was read during the initial celebration of November 26, 2006. FYI – Dale Irving was the officiating minister.
- We will also have two Advent/Christmas pieces of music played by the Bells of Mill Woods United Church on Nov. 23rd.

- Our Nativity Scene: Last April I was contacted by Jacquie Gregson, the daughter of Henry Johns. In the 80's her father had built a large, wooden nativity scene that was painted by artist Esson Gale, a United Church member from Grande Cache. I believe Henry Johns eventually moved to Edmonton and attended MWUC. He is now elderly and living in a care facility. His daughter was looking for a new home for his creation, and after checking it out, we moved it from their garage to our storage shed in April. Gary Boswell and Neil Alstad did a practice run of setting it up this fall in our parking lot. It has now been set up adjacent to our front lawn sign. It comes with its own flood lights. I will send a picture and thank you note to Jacquie.

5. Other Reports

5.1 This Is Us:

November 23 – John Mair on Council; AJ Janewski on Affirm anniversary
 30 – John Mair on thanks re Christmas Market

December 7 –

14 –

21 –

28 –

- Sometime in December on the Mitten Tree
- In January on Fundraising

5.2 Next Council Meeting: Tuesday, January 27, 2026

- Council members, please be aware that if an emergent issue arises before January 27, we will likely address the matter via email.
- Enid volunteered to bring a snack.

6. Adjournment at 8:15 pm

Motion 25/26-37: That the meeting be adjourned.

Moved: Carol Reid

Thanks to Carla for bringing snacks this evening!

John Mair (Chair)

Elfrieda Penner (Recorder)

Attachments are filed with a paper copy of these minutes in the church office:

1. Minutes of the October 28, 2025 Council meeting (already in binder)
2. Financial update to October 31, 2025
3. 3-year plan
4. 3-year plan with balanced budget

Annual Financial Meeting Agenda

November 23, 2025

- Welcome – Tim Janewski
- Opening prayer – Dale Johnson
- Motion to approve the agenda
- Motion to extend voting privileges
- Minister Search Update and Motion – John Mair
- 2025 Financial Update – Randy Round
- 2026 Budget – Randy Round
- Closing comments – John Mair
- Thank you and adjournment

Mill Woods United Church – Volunteer Fair October 26, 2025

Report to Council

My sincere thanks to council for your support in the Volunteer Fair. It was well attended with great “buy in” from 20 different programs, committees, teams and ministries. Tables were very thoughtfully put together and based on feedback I received, people enjoyed the event.

Recommendations:

- (1) My apologies to our people who worship with us online – I missed preparing any way for them to participate in the visiting table portion of the worship. I should have either investigated a way for a camera to go around the tables for them to see what they looked like or prepare a slide show for them to at least see the list of the different tables. I would recommend if there is a future event, to be sure to find a way to include our online guests in the whole worship experience.
- (2) Same consideration for some people in attendance with mobility issues who did not want to circulate around to tables. I suggest that we have something on the screens listing the tables and a little description so that people sitting can watch and read about the different programs/ministries/committees. Or alternately, could have an insert prepared with list of tables and brief description to be included in the bulletin which would allow people to have something to take home.
- (3) To add more fun to the event, we could create a passport or bingo sheet with all the tables and the people at the table could circle their table with a pencil crayon. There could be a draw of people's sheets that they hand in for a small prize.

Conclusion:

I recommend that we hold a volunteer fair or similar event once a year to highlight and celebrate the volunteer time, talent and gifts generously donated to MWUC. Not only was it a way to bring awareness, but a way for people to see where they might fit in to volunteer in future.

Shalom,
Nancy Siever