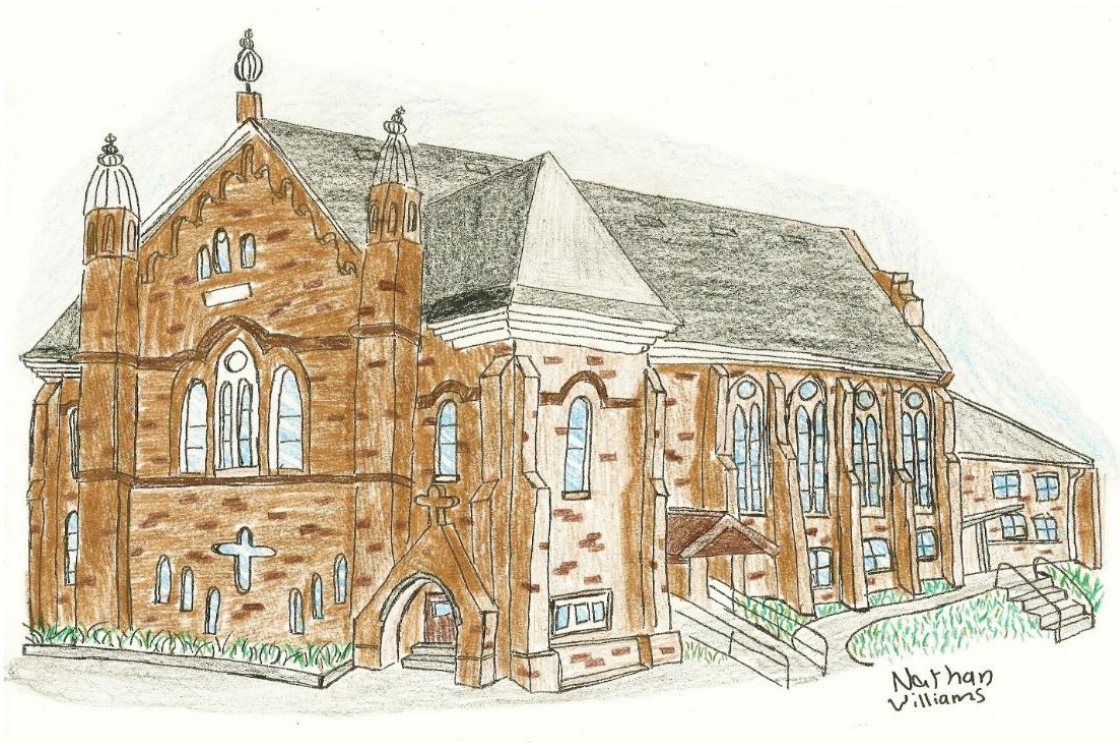


# Kincardine United Church



## 2022 Annual Report

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# KINCARDINE UNITED CHURCH BEHAVIOURAL COVENANT

## *Our Promises to God*

We are called to be the church at Kincardine United.

We gather in God's name and, in all our interactions, celebrate God's presence.

We promise to pray and work together, seeking to follow God's will with grace and humility, always mindful of God's wisdom and abundance.

## *Our Promises to the Church*

We are called to love and serve others. Our community of faith depends on our living in right relationship with one another.

We will respect the different perspectives, stories, talents and abilities each of us bring to our community, and will encourage one another to fulfill God's promise, which is in each of us.

We will be open to change.

We will strive to create a safe and inclusive environment where all are free to do God's work with joy and celebration.

When we hold positions of responsibility, we will seek to exercise authority wisely and well for the benefit of the whole community.

We will undertake to develop and maintain avenues of consultation and open decision-making. When a decision is made, we will honour that decision, and move forward.

## *Our Promises to One Another*

We believe in God, who works in us and others by the Spirit.

We will interact with love, compassion, respect, affirmation and courtesy. In all we say and do, we will be aware of our body language, tone of voice, the words we use and how they impact others.

We will listen to each other without judgment.

We acknowledge that at times disagreements, disputes or conflicts will arise. We will seek to follow God's example of forgiveness and reconciliation in resolving such conflicts.

We are committed to build up this body of Christ which is Kincardine United Church, remembering that God is with us. We are not alone. Thanks be to God.

## IN MEMORIAM - 2022

CHANDLER, Judith .....	January 12, 2022
SMITH, Christopher William "Smitty" .....	April 5, 2022
LAMONT, Gordon Earl .....	May 31, 2022
MOWRY, Stuart .....	June 3, 2022
SLADE, John Leask .....	June 13, 2022
SMALL, Michael "Mike" Thomas .....	June 24, 2022
BANNERMAN, Elizabeth "Betty" June .....	July 5, 2022
FARRELL, Joyce Elizabeth .....	July 10, 2022
CASSIDY, Donna .....	July 17, 2022
COLLINS, John "Gary" .....	August 2, 2022
GRAHAM, Joyce Eileen .....	August 12, 2022
YALDEN, David Stanley .....	August 20, 2022
EYRE, Ruth Louise .....	August 27, 2022
BOYD, Phyllis "Marion" .....	October 11, 2022
MILBURN, Reginald Leslie .....	October 16, 2022
JOHNSTONE, Elizabeth Ann "Betty" .....	October 25, 2022
BURNHAM, Shirley Isabelle .....	November 28, 2022
MCFARLAN, Kenneth Boyer .....	December 3, 2022
JOHNSTON, Robert "Bob" Ervin .....	December 4, 2022
MILNE, Doris .....	December 28, 2022

This list represents those with a connection to our church who have passed away during the year. It includes members and adherents of our Congregation, friends and others whose families have requested our services, and summarizing information as received by the church. Each person reminds us of the loss that many feel at the death of someone they love very much. We commend the families of these people to your support and prayers with confidence in God's power to lift us all to eternal life.

*"I am persuaded that neither life nor death....nor anything else in all creation will be able to separate us from the love of God in Christ Jesus our Lord."*

*Romans 8: sel*

# MEMBER STATISTICS 2022

	<u>2021</u>	<u>2022</u>
Resident Members	313	295
Non-resident Members	<u>183</u>	<u>160</u>
	496	455
Adherents (connected)	110	113
<b>Added to Membership by</b>		
Transfer	2	0
Profession of Faith	0	0
Action of the Council	<u>0</u>	<u>0</u>
	2	0
<b>Removed from Membership by</b>		
Action of the Council	246	20
Death	10	16
Transfer	0	0
By Request	<u>7</u>	<u>5</u>
	263	41
<b>Baptisms</b>	3	1
<b>Marriages</b>	11	2

# **KINCARDINE UNITED CHURCH** **COUNCIL MEMBERS 2022**

<b>PRESIDENT</b>	Rod Coates
<b>SECRETARY</b>	Angela Hazlewood
<b>MINISTER</b>	Gord Dunbar
<b>VOLUNTARY ASSOCIATE MINISTER &amp; SABBATICAL SUPPLY MINISTER</b>	Judy Zarubick
<b>TREASURER</b>	John Brash
<b>REGIONAL COUNCIL REP</b>	Marion Boyd
<b>REGIONAL COUNCIL REP</b>	Rod Coates
<b>REGIONAL COUNCIL REP</b>	Liz Dillman
<b>REGIONAL COUNCIL REP</b>	Emily Perry
<b>REP FROM ADMINISTRATION</b>	Donna Mowry
<b>REP FROM MEMBERSHIP &amp; MISSION</b>	Charles Ludlow
<b>REP FROM PROGRAMME</b>	Judy Zarubick
<b>REP FROM MINISTRY &amp; PERSONNEL</b>	Mary Phillips
<b>REP FROM TRUSTEES</b>	Jack Nancekivell

## **COMMITTEE MEMBERS 2022**

### **ADMINISTRATION**

Donna Mowry ... Chair  
Ralph Knowles  
Gregg McClelland  
Jack Nancekivell  
John Phillips  
John Brash (resource)  
Gord Dunbar (resource)  
Judy Zarubick (resource)

### **MEMBERSHIP & MISSION**

Liz Dillman  
LouAnne Dudman  
Charles Ludlow  
Bernd Portz  
Ursula Portz  
Krista Ritchie  
Melinda Smegal  
Gord Dunbar (resource)  
Judy Zarubick (resource)

### **MINISTRY & PERSONNEL**

Mary Phillips ... Chair  
Sheryl Elliott  
Rad Michielson  
David Mullinex  
Pam Plagos

### **PROGRAMME**

Judy Zarubick ...Chair  
Sheila Bauer  
Shirley Bieman  
Charles Clarke  
Joan Gillespie  
Randy Norris  
Emily Perry  
Jim Zarubick  
David Hamilton (resource)  
Gord Dunbar (resource)  
Judy Zarubick (resource)

### **TRUSTEES**

Jack Nancekivell ... Chair  
Art Danahy  
Gregg McClelland  
Joan Norris  
Gord Dunbar  
Judy Zarubick

### **REGIONAL COUNCIL REPS**

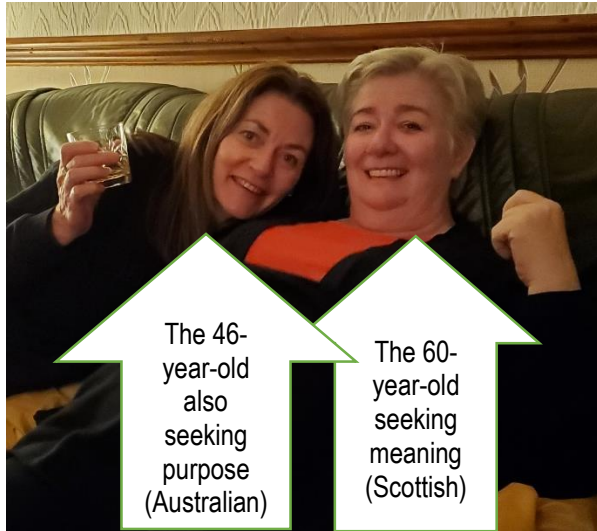
Marion Boyd  
Rod Coates  
Liz Dillman  
Emily Perry

# A MESSAGE FROM GORD

## WHY KINCARDINE UNITED CHURCH?

### *Finding Meaning and Purpose in Community.*

I had a revealing conversation with a 60-year-old retired woman on the second day of my trip to the Outer Hebrides in Scotland in September. Upon discovering that I



was a minister, she asked to chat as something was troubling her. After a 90-minute conversation that I believe drew out what she already felt on her heart but had difficulty articulating, the conclusion was that she was longing for meaning and purpose in her life. She had been a powerful executive for a European alcohol company – someone who established marketing initiatives throughout Europe and Asia – she felt empty.

Our conversation got me thinking. Over the time of my month in Scotland, I spoke with at least half of the people I travelled with on tour as well as with dozens of people from all over the world during my week living in community at the Iona Abbey. That totaled about 50 people from their early 30s to their 80s but weighed much more heavily from the 50s to 70s. They came from diverse elements of middle-class or upper middle-class status. Every single person had, or was, wrestling with a desire for meaning and purpose in their lives.

When I returned to Canada, I initiated conversations on social media with folks I knew in their 20s and 30s (about 25 people in total). These people were not just middle-class or upper middle-class but included working poor and lower-class while striving to improve their financial prospects. Those conversations elicited their identical yearning for meaning and for purpose in life. I also met with a colleague and former seminary classmate of mine for two days in Kingston in November. She is working on her PhD at Queens University which focuses on the changes in the church since the turn of the millennia. Her research is discovering the same individual and collective longing for meaning and purpose in life. In many ways people are seeking an answer to “Why am I here?”



Classmate and PhD candidate  
Rev. Kimberly Heath

Our current Mission Statement identifies our purpose: “Kincardine United Church strives to be a loving, hopeful and inclusive community of faith that nurtures Christian discipleship.” I believe that the search for meaning and purpose is totally congruent with this Mission Statement. Indeed, it is congruent with the Great Commissioning given to all Christians in Matthew 28:18-20a: “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything that I have commanded you.” It is also consistent with the last sentence in Matthew declares Jesus’ Great Commissioning: “And remember, I am with you always, to the end of the age.” Those words lead us to the existential framework of A New Creed – that we are not alone and that God is with us. After all, our work of nurturing new disciples never ends in our journeying with others – and within ourselves.

I would define discipleship as finding meaning and purpose by becoming ever more Christ-like each day. The Tag Line I suggest in bold italics at the top of this submission, therefore, follows our Great Commissioning, fits our Mission Statement and names what I perceive to be a continuing yearning for meaning and purpose in people’s lives. We achieve this in community. Through community, a diversity of ideas, of insights and of initiatives provide the soil within which disciples can become ever more deeply rooted



to grow in a healthy, inclusive and welcoming fashion. The Tag Line is easy to remember just as it is timely. It could become part of our branding and a focus for our mission over the coming years as Kincardine United Church. It is also something that works well in person and online.

This annual report is filled with stories, with lists of activities, with tasks accomplished and with financial reports for accountability. Most of all, it is about people loved, nurtured and celebrated. As you read through this report – or, if I’m being realistic – the parts that interest you, may you notice how all of us are living into finding meaning and purpose in this community of faith. Thanks be to God!

Love, Gord

(your round, goofy, short, white-haired and enthusiastic minister guy just returned from a most instructive and restorative sabbatical).



# A MESSAGE FROM JUDY ZARUBICK

I was privileged from September 9, 2022 to January 9, 2023 to be appointed as the part time Supply Minister in charge of Pastoral Care and Administration during Gord Dunbar's Sabbatical. Jackie Clements took over my responsibilities as the Programme Chair during my appointment, which I very much appreciated.

As suggested, during the sabbatical time the pulpit was covered by a number of Licensed Lay Worship Leaders and others so that the congregation was able to experience different voices from the pulpit. Emily Perry, Liz Dillman, Kevin Hart, Norm Eygenraam, Ridley Gilmore and Murray Scanlon were the Licensed Lay Worship Leaders.

Jacqui Hillerby spoke to us on grief and Amy Grant spoke on the Food Bank. Rev. John Lougheed, a retired ordained minister with connections to Kincardine United was able to lead the All Saints service in October and I led a number of services including two with Communion.

One Sharing Time in September taught us about Orange Shirt Day, reminding us how Orange Shirt Day began, what it means and what the different designs on the shirts from the Orange Shirt Society represent. The shirts and their descriptions now hang in the windows of the Sanctuary.

Our Sharing Time throughout October and November encompassed the Survivor Flag from the National Centre for Truth and Reconciliation. We learned what the different elements on the flag symbolized and what they meant to the Residential School Survivors, who were consulted on its design. Now that we have a greater understanding of the Survivor Flag we have hung two of them at the front of the sanctuary.

Unfortunately, the extreme weather over Christmas forced us to cancel the two scheduled Christmas Eve Services and the service on Christmas Day, but it was important to follow the police request to stay off the roads and to keep everyone safe.

I really enjoyed my time as the Supply Minister and I am looking forward, to see and hear what ideas Gord has brought back to us after his sabbatical time.

Many Blessings,  
*Judy Zarubick, Retired DLM*

# COUNCIL REPORT

Greetings and blessings from Kincardine United Church Council.

My 2021 report expressed reserved optimism for 2022 being a return to normal after the ups and downs of 2020/2021, but with COVID breathing down my neck I wore a mask a lot! 😊 In many ways my optimism was not unmerited; in others, we are still not back to normal.

Based on public health advice, the Council-appointed reopening team advised that the church remain closed at the beginning of 2022. We held our congregational annual meeting virtually (February 20<sup>th</sup>), then reopened for worship services later that month (February 27<sup>th</sup>) with appropriate public health restrictions in place. Some local groups who use our facility gradually returned during the ensuing months, each with COVID protocols. Eventually we dropped most COVID restrictions and on June 15<sup>th</sup> our guidance left masking to individual discretion.

Council met seven (7) times during 2022, each time via Zoom teleconferencing. Council members have found this arrangement works well for them; as well as using shared folders to store documents and information pertinent to meetings. And while always seeking to do better, many of the present meeting norms reflect best practice.

In governance matters, the updated Kincardine United Church Governance Manual received Western Ontario Waterways Regional Council approval in January. Other tweaks to policy & procedure were made during the year, notably changes to legacy gifts and investments. The gold standard is that what we do is both documented and aligned with best practices.

Council approved Gord Dunbar's 4-month sabbatical/vacation leave beginning September 5<sup>th</sup>, as well as the appointment of Judy Zarubick to provide parttime pastoral supply coverage during his absence. Judy's Programme role on Council was capably filled by Jackie Clements during her sabbatical pastoral supply coverage role.

During the year our church continued to provide outreach via live streaming – upgrading our internet service, new PTZ (pan-tilt-zoom) cameras, and new tech booth hardware & software. This also improved sound and video projection capability in the sanctuary. As usual, this was made possible through generous congregational funding of a Council-sanctioned project.

A major loss to our community of faith and Council was the untimely passing of Marion Boyd the evening of the September 11<sup>th</sup> Council meeting. Marion served several Council roles dating back to 2007, as well as several within the regional church; she is keenly missed. Other Council members continued to serve the Western Ontario Waterways Regional Council and/or national church - Rod Coates, Liz Dillman, Gord Dunbar, Emily Perry, & Judy Zarubick.

Our talented staff team keeps our community of faith functioning. John Brash, Gord Dunbar, David Hamilton, Sarah MacKenzie, Laura Metzger, Stu Metzger, and John Phillips are the upfront and behind-the-scenes people who enable Kincardine United Church's week-to-week operation. As do all the visible and invisible members of our community of faith who contribute gifts of time, talent, and treasure to enable us to fulfill our ministry & mission be who we are - Kincardine United Church.

*Submitted by Rod Coates, Council President*

# STANDING COMMITTEE REPORTS

## ADMINISTRATION COMMITTEE

Due to Covid restrictions and later for convenience, all meetings in 2022 were held by Zoom. The Committee would like to thank Judy Zarubick for making this possible. In September, we welcomed Judy Zarubick, Minister of Pastoral Care, to our meetings. She replaced Gord Dunbar while he was on Sabbatical.

- We agreed to continue our Evacuation Agreement with Trillium Court from Jan.1 – December 31, 2023. KUC contacts are Judy Zarubick and Liz Dillman (Booking Facilitators) and Ralph Knowles and Jack Nancekivell (Property Ministry Team members).
- The issue with the Invoice from EPCOR Gas Company was finally resolved.
- We completed the 2021 Annual Review Forms for the Donation Steward, Treasurer and Custodian and emailed them to the Ministry and Personnel Committee.
- Jack Nancekivell presented the Administration Report at the February Congregational meeting.
- The Celebration of Life Hymn Sing was held on May 29.
- Administration and Council approved the revised Policy and Procedure created by The Memorial Legacy Tree Committee.
- Council approved the proposal from the Trustees that all undesignated donations to the Memorial Legacy Tree be immediately transferred to the Trustees.
- At a special meeting held on December 30, the Committee accepted, with regret, John Brash's resignation as Treasurer of KUC as of December 31, 2022. The Committee sent a recommendation to Council that Liz Dillman be appointed Treasurer as of January 1, 2023.

### Financial Related Items

We began the year with \$14,303.77 in available funds and ended the year with **-\$6,033.41**. When necessary, we paid our bills using some of the money in the Capital Project Fund. In January we had 78 families/households on PAR and in December we had 77. Our Special Request Donations were higher than last year but our regular donations were lower. Other financial details may be found in the Financial Report in this Annual Report. We completed our 2023 Budget which was presented at the congregational Budget Meeting in December. We discussed preparing an Income Budget but no decision was made on this issue.

After consultation with Erik Mathiesen, Chief Financial Officer for the United Church of Canada, Administration and Council approved a one-signature signing authority on the bank account which states that the signing authority for the Kincardine United Church will require one signature from any one of the Treasurer, Donation Steward, Council President or Administration Chairperson. This allows bills to be paid by e-transfer, if possible. John Brash attended a webinar with Erik Mathiesen on the United Church Self Insurance policy, passed information to Gregg McClelland who will check it to make sure it meets our needs.

We approved an update to the Internet system at an extra cost of \$20/month. In March, Leanne Guppy and Pat Porter completed a Review of the 2020 and 2021 Financial Books. Due to Covid restrictions, they were unable to complete the Reviews until now. John and Mary created the Fundraising Project, "Around the World in 60 Minutes" with the help of travel pictures from members of the congregation. Kristie Ritchie and Ann Larocque organized a "Plant and Preserve Sale" and a "Frozen Soup Sale". All fundraisers were successful.

Ralph submitted the final report to the UCC Foundation regarding the remaining portion of our Faithful Footprints Grant and we then received the \$1000.

The stamp machine, leased from Pitney Bowes, was costing us more for stamps than buying them at the Post Office, so we voted to not renew the lease after the current contract ends.

Donna did the scheduling for counting the offering each Sunday. The counters will also act as greeters and run the elevator.

John Brash completed our Registered Charity Information Return and sent it to CRA. He also sent them the necessary information for our HST rebate.

Our Donation Steward, John Phillips, sent the following Year-End Reports to: John Brash (Donation Summary), Mary Phillips (Memorial Legacy Tree Report), Liz Dillman (Memorial Donations Report), Sarah MacKenzie (Broadview/Observer Report) and Judy Zarubick and Liz Dillman (Rental/Key information). He also completed our Benevity Fund recertification.

### **Property Related Items**

Stuart and Julia Metzger decided to live out of province for 6 months/year. We accepted his offer to share the custodial position with his daughter, Laura Metzger, beginning April 1 and separate contracts were prepared for Stuart and Laura. In January 2023, Laura had to resign as part-time Custodian at KUC. As a result, a new contract will have to be created for Stuart Metzger. The Committee will now begin the hiring process for a replacement for Laura. Furthermore:

- New equipment was purchased for the Audiovisual System and most of that cost was covered by donations.
- Programmable thermostats were installed in the Sanctuary and Fellowship Hall.
- Fisher Glass installed four new windows on the lower level south side. Several volunteers completed the interior finishing work on these windows.
- Savaria did their annual check on our elevator and completed various repairs which included replacing batteries and cables that were necessary in order for us to maintain our certification.
- Georgian Bay Fire completed the yearly check on our fire extinguishers. Some of these will need to be recharged or replaced next year.
- Several volunteers spread new mulch on the gardens at the front and the side of the church. Nancy and Jim Hamilton donated the mulch and Shirley Marie Harris organized the Work Bee.
- Thompson Eavestrough Company replaced the total downcomer on the northeast corner of the Learning Centre with a larger pipe to replace the existing split piece.
- The sink in the second floor south washroom was replaced.
- The Lynden Tree at the south side of the church, which had grown over the eavestrough, was trimmed free of charge by the Municipality because it was on their property.
- Jack Nancekivell was able to get new keys cut for various doors at the church.
- Thermostats in the Nursery were replaced.
- The lights at the front of the church and the spotlight were repaired. The Emergency EXIT lights were inspected.
- Stuart Metzger repaired the ceiling in David Hamilton's Office.
- Don Manary replaced burnt wiring and a relay on the Fellowship Hall wall heater.
- The members of the Administration Committee are Donna Mowry, Ralph Knowles, Jack Nancekivell, Gregg McClelland, John Brash, John Phillips and Gord Dunbar/Judy Zarubick.

*Submitted by Donna Mowry*

# MEMBERSHIP AND MISSION COMMITTEE

Members: Charles Ludlow, LouAnne Dudman, Melinda Smegal, Bernd Portz, Ursula Portz, Liz Dillman, Krista Ritchie, Gord Dunbar with Judy Zarubick serving in Gord's absence.

We meet the third Tuesday of each month omitting December, July and August. In August we touch base to complete the planning for Mission Sunday which is held in September each year.

Melinda Smegal spear-headed the church directory project that had been delayed by covid. This was a project that spanned many months. We appreciate all of Melinda's time and dedication to this project.

Due to not meeting in person for indoor eating, Shrove Tuesday was celebrated by M and M, purchasing 112 boxes of pancake mix and 112 small maple syrup for the food bank. It was delivered prior to February for weekly disbursement prior to the March 1 date of pancake Tuesday.

We have a subcommittee MART (Membership and Adherent Review Committee) which keep the rolls up to date, compiling information and forwarding it to us. Once agreed upon this information including any necessary changes to the roll is forwarded to council for approval.

Rev Dan West of Knox Presbyterian church took over the Ministerial Benevolent fund. The fund required our full allotment to be sent for the 2022 year.

Gord is directing a Card Writing Group and annually has three volunteers who take total of four months each. Anniversaries, births, graduations etc. are recognized. Gord is also working on a Pastoral Care Team to increase engagement following covid closures and picking up where telephone calling has left off.

In place of Sunrise service breakfast, home baked cookies were shared with congregants as they were exiting. Coffee resumed in the fall with disposable cups being used. It is put out before service upstairs and removed after service visiting. (all upstairs)

Our Picnic day in the park in June was a sad weather day. We did provide cake which was supplied by the committee and cut and served. It was quickly eaten and everyone had to head for cover!

In the summer we felt hardship with the cost of living was meaning a lot more use of the foodbank, so we decided to take hot dogs and buns using the same average family visit number of 112. There were some hotdogs and buns donated to us leftover from the Ukrainian Fundraiser in the park (by Multicultural Association Perth Huron) so we added about 95 pounds of hot dogs and took 25 bags of buns weekly for august.

On Mission Sunday in 2022 we featured the Kincardine Foodbank. Nan Grant represented the foodbank and was an informative speaker. The speakers fee and extra collection was given to Nan and the Food Bank.

White Gift Sunday in November was again well supported. Judy Zarubick drove Liz Dillman and Melinda Smegal to Cape Croker and unloaded the many bags of gifts. They then visited with Joyce Johnson and 2 others. They enjoyed two kinds of soup made by Liz Dillman and they left for the return trip around 2 pm.

Food box sponsorship continued throughout the year providing two food boxes to the Syrian family.

Financial contributions were made to the following organizations:

Drop in at The Bridge  
Friends of Broadview  
Silver Lake amp  
Community Hamper Program  
Grey Bruce Spiritual Council  
Kincardine Benevolent Fund  
Kincardine Food Bank

We have forged a relationship with “Drop-in at the Bridge”, which supports Ukrainian Refugees living locally. The drop-in is scheduled biweekly and this is supported in kind with pounds of coffee. Krista Ritchie and Jackie Clements attend the drop in.

*Respectfully Submitted by Krista Ritchie*

# PROGRAMME COMMITTEE

2022 was a challenging and hopeful year for the Programme Committee. As the year progressed, Canada began to emerge from the Covid pandemic and people were once again permitted to congregate in person in our churches. At Kincardine United Church, some people have begun to do that, while others have preferred to remain at home and continue to enjoy worship services online. New equipment has been purchased to facilitate all of this but volunteers to operate it are difficult to find. A few very dedicated people contribute a great deal of time and effort to ensure that hybrid church is available to our congregation and community. There is a great need for extra volunteers to share this important work with them. David Hamilton and the choir have continued to consistently provide wonderful music throughout all the changes.

At this time, it is not possible to have a Sunday School. Only a few young children sometimes attend church with their parents, and a small group of volunteers provides care and activities for them when they attend. More volunteers are also needed for this work. The whole congregation enjoys the presence of the children when they are there. They bring joy and delight!

During the last four months of the year our Minister, Gordon Dunbar, was on Sabbatical and Judy Zarubick, chair of Programme Committee and Voluntary Assistant Minister, assumed many of the ministerial responsibilities during that time. Prior to doing so she ensured that worship leadership would be in place for times when she was not conducting services herself. The congregation enjoyed both visiting ministers and talented lay leaders from among our own members.

Committee members and others enjoyed gathering to decorate the Church Sanctuary for the Christmas season. There was eager anticipation for the first in-person Christmas services in three years. However, a great blizzard forced their cancellation. We shall have to wait another year!

It is obvious that challenges and change will continue to be part of the work for this committee and our whole Church. We move on with hope into another new year!

*Respectfully submitted*

*Jacqueline Clements, Temporary Chair*

# MINISTRY AND PERSONNEL

I can't say enough about how wonderful our staff are. We are so fortunate to have every one of them. They keep our church running smoothly and do it with a smile on their face!

We had a change to the custodial staff this year with the addition of Laura Metzger. She and Stu Metzger shared the custodian duties, which allowed Stu and Julia to enjoy their summer home out East. However, Laura has had a change of her other job and will no longer be available to share the duties. This is good for Laura, but not for us – we will miss her, and we wish her all the best in her new job. The search for a new custodian will begin in the New Year.

Another change in the coming year is to our Treasurer position. John Brash has provided his resignation, effective December 31, 2022. He has provided the church with wonderful financial advice for the duration of his employment with us – we wish him well, and we will miss his input. Fortunately, Liz Dillman was willing to step back into the position. A big thank you to Liz for making herself available.

The annual staff reviews from the past year were completed as always, to ensure any issues are identified and addressed. The reviews for the 2022 year are currently in progress.

The Ministry and Personnel (M&P) Committee is a confidential, consultative body that supports the pastoral relationship. It is accountable only to Council and does not have any decision-making authority. The M&P Committee monitors the relationship between the pastoral charge and the staff of its church (including ministry staff) and makes informed recommendations to Council concerning those relationships to help ensure their continued health and well-being.

*Submitted on behalf of the M&P Committee, 2022, by Mary Phillips, Chair.*



## **MINISTRY TEAM REPORTS**

### **KINCARDINE UNITED CHURCH WOMEN ANNUAL REPORT FOR 2022**

Kincardine United Church Women continued to meet, some in person & some virtually. We held our quarterly monthly Executive meetings in person to try to implement the future business of the United Church Women. Our UCW units met as much as possible for fellowship & support for each other. The Sunshine Unit has been meeting in person for most of the year. The Lighthouse Unit has continued to meet monthly by Zoom. We did get together in June for a potluck dinner & fellowship at Marion Boyd's home which was enjoyed by all! For our December meeting, we went caroling at a senior home & returned to the church for refreshments & fellowship.

Ideas were brought forward by our UCW members to raise funds. With a change in menu, we sold lunch at the front of the church at the Scottish Festival with a successful result. We also held sales after church selling plants, preserves & frozen soups.

UCW Western Ontario Waterways met with the 3 Regions. They have been meeting to renew friendships & keeping us updated on events. A 60<sup>th</sup> Anniversary Celebration was held in Sydney, Nova Scotia in July. If anyone is interested in getting these updates, please contact me.

On behalf of the Kincardine United Church Women, we bring you greetings and best wishes for a blessed year in 2023.

Submitted by Dianne Henkenhaf, Secretary  
UCW Executive

### **KINCARDINE UNITED CHURCH CHOIR**

Our Choir practices resumed in April and continued until June. It was good to meet and prepare musical selections for Sunday services. The choir also took part in the Pride Service, on June 24, 2022, at K.U.C.

In September, we welcomed Sheryl Elliott and Joan Norris to our choir. We are fortunate to have so many dedicated and talented persons who contribute to the musical portion of worship.

Without David Hamilton, Minister of Music, we could not achieve the level of performance that the congregation enjoys. Thank you, David for your musical knowledge, your direction and encouragement, and allowing us to have puns and fun!

Choir practices are held on Thursdays at 1:30 p.m. in the chancel and on Sundays at 9:45 a.m. in the Choir Room. New members are always welcome.

*Submitted by Elaine Holmes, Choir Secretary*

# INSTRUMENTAL ENSEMBLE

Kincardine United Church Instrumental Ensemble did not meet during 2022.

Shirley Bieman has accepted the position of Musical Director, beginning in May. Beginning in January, David Hamilton graciously volunteered to lead the group until Shirley is available.

*Don Eyre, retired Musical Director*

# **FINANCIAL REPORTS**

## **KINCARDINE UNITED CHURCH WOMEN**

**Financial Statement – December 31, 2022**

KINCARDINE UNITED CHURCH WOMEN FINANCIAL STATEMENT DECEMBER 31 <sup>ST</sup> , 2022	
Balance Forward at January 1 <sup>st</sup> , 2022	\$8.20
<b>Receipts</b>	
Sunshine Unit	1473.00
Lighthouse Unit	440.00
General Fund	190.00
Zambia Project – Sunshine	125.00
Zambia Project – Lighthouse	150.00
Plants and Preserves Sale	637.95
<b>Total</b>	<b>\$3015.95</b>
<b>Disbursements</b>	
UCW – Western Ontario Waterways Fees	<b>140.00</b>
St. Paul’s College	<b>100.00</b>
Fred Victor Centre	<b>275.00</b>
Massey Centre	<b>100.00</b>
UCW of Canada – Zambia Project	<b>275.00</b>
KUC – Missions and Services	<b>1913.00</b>
Bank Fees	<b>30.00</b>
<b>Total</b>	<b>\$2833.00</b>
Balance Forward	\$8.20
Total Receipts	\$3015.95
Total Disbursements	<b>-\$2833.00</b>
True Bank Balance December 31 <sup>st</sup> , 2022	\$191.15

# KINCARDINE UNITED CHURCH CHOIR

## Financial Report for 2022

<b>Bank Account Balance as of December 31, 2021</b>		<b>\$</b>	<b>179.97</b>
 <b><u>REVENUE</u></b>			
Choir Social Donations for 2022	\$	75.00	
Collection for postponed train ride outing		<u>70.00</u>	
<b>Total 2022 Revenue</b>	<b>\$</b>	<b>145.00</b>	<b>\$ 145.00</b>
 <b>Sub-total</b>			
			<b>\$ 324.97</b>
 <b><u>EXPENSES</u></b>			
Gifts to Choir Director	\$	50.00	
Bank Fees		<u>4.50</u>	
<b>Total 2022 Expenses</b>	<b>\$</b>	<b>54.50</b>	<b>\$ - 54.50</b>
 <b>Bank Account Balance as of December 31, 2022</b>			
		<b>\$</b>	<b>270.47</b>
 <b>Total Choir Assets as of December 31, 2022</b>			
		<b>\$</b>	<b>270.47</b>

*Respectfully submitted*  
*Debora C. Michielson, Treasurer*  
*December 31, 2022*

# 2022 REPORT FROM THE BOARD OF TRUSTEES

## 2022 Report from the Board of Trustees for Kincardine United Church:

As defined in the Board of Trustees Handbook, “the Board of Trustees for a congregation holds all of the property of that congregation for the use and benefit of the congregation as part of the United Church”. The Board of Trustees is governed by the direction of Council.

The members of the 2022 Kincardine United Church Board of Trustees were as follows with their respective areas of assigned task:

Jack Nancekivell (Chairperson and Property)  
Joan Norris (Secretary and Governance Oversight)  
Gregg McClelland (Insurance Steward)  
Art Danahy (Investment Committee)  
Rev. Gord Dunbar (Minister automatically a Trustee)

**Source of Investment Funds:** Sale of Manse: \$115,000

MacDonald Estate Bequest: \$50,000

Legacy Funds provided for Investment: \$6,783.40

\* Wieck Estate Bequest: \$10,000

Note: \* The principal of this bequest can only be used to generate income.

The investment portfolio was valued at \$82,717 on December 31st. 2021. During the year of 2022, the total amount transferred to the Kincardine United Church general account was \$2,254.40 in interest and dividends from the investments.

The value of the investments on December 31<sup>st</sup>. 2022 is \$73,394. Although the market value of the investments has dropped, the dividends and interest have continued to be realized. Fortunately, the general fund was sufficient during 2022 to not require a sale of investment assets at the reduced evaluation and thereby incur a loss.

The values contained in the Insurance Policy are as follows: Building- \$4,749,417.00

Contents- \$175,000.00, Organ- \$350,000.00 and Stained Glass \$151,205.00.

The only building improvement that would increase the Church building value was the replacement of the south Fellowship Hall windows.

Other property improvements this past year will be listed under the Administration Committee report.

*This report is respectfully submitted by Jack Nancekivell*

# KINCARDINE UNITED CHURCH

## BALANCE SHEET - CONSOLIDATED DECEMBER 2022

	Current Year
<b>ASSETS</b>	
<b>BANK ACCOUNTS</b>	
<b>CHECKING ACCOUNTS</b>	
BMO Chequing Account	\$23,890.48
<b>INVESTMENTS</b>	
BMO Investments	73,394.00
<b>FIXED ASSETS</b>	
<b>BUILDINGS</b>	
Building	4,520,908.00
Land	350,000.00
Subtotal Buildings	4,870,908.00
Subtotal Fixed Assets	4,870,908.00
<b>TOTAL ASSETS</b>	<b>\$4,968,192.48</b>
<b>LIABILITIES</b>	
<b>CURRENT LIABILITIES</b>	
<b>PASS THRU CONTRIBUTIONS</b>	
Key Deposit	\$450.00
<b>OTHER CURRENT LIABILITIES</b>	
Capital Projects	25,317.14
AV Upgrade	342.23
MISSION & SERVICE - UCW	221.00
Subtotal Other Current Liabilities	25,880.37
Subtotal Current Liabilities	26,330.37
<b>TOTAL LIABILITIES</b>	<b>26,330.37</b>
<b>NET ASSETS</b>	
<b>UNRESTRICTED</b>	
Unrestricted Net Assets	\$4,941,862.11
<b>TOTAL EQUITY</b>	<b>4,941,862.11</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$4,968,192.48</b>

# INCOME AND EXPENSE STATEMENT

## JANUARY 2022 – DECEMBER 2022

	2022 Budget	Current Period	Prior Year	2023 Budget
<b>INCOME</b>				
<b>CONTRIBUTION INCOME</b>				
Interest Revenue		\$ 4,529.00	\$ 4,407.47	
General / Offering		\$ 185,325.72	\$ 219,816.22	
Memorial		\$ 5,737.74	\$ 1,100.00	
Investments Cashed		\$ -	\$ 20,000.00	
Miscellaneous Income		\$ 17,708.40	\$ 6,022.31	
HST Refund NR		\$ 15,915.87	\$ 2,519.14	
 Subtotal Contribution Income		 \$ 229,216.73	 \$ 253,865.14	
 <b>TOTAL INCOME</b>		 \$ 229,216.73	 \$ 253,865.14	
 <b>EXPENSES</b>				
<b>MINISTRY AND PERSONNEL</b>				
PERSONNEL	\$ 173,970.00	\$ 173,725.77	\$ 159,247.27	\$ 174,000.00
 Subtotal Ministry And Personnel	 \$ 173,970.00	 \$ 173,725.77	 \$ 159,247.27	 \$ 174,000.00
 <b>PROGRAMME COMMITTEE</b>				
Worship Supplies	\$ 500.00	\$ 393.14	\$ 1,094.52	\$ 500.00
Guest Musician Expenses	\$ 1,500.00	\$ 800.00	\$ 150.00	\$ 2,000.00
Music Supplies	\$ 300.00	\$ -	\$ 300.00	\$ 200.00
Nursery Supplies	\$ 100.00	\$ -	\$ -	\$ 100.00
Piano/Organ Maintenance	\$ 1,500.00	\$ 1,226.23	\$ 4,080.00	\$ 1,300.00
Band Supplies	\$ 100.00	\$ -	\$ -	\$ 100.00
Pulpit Supply	\$ 5,000.00	\$ 4,182.00	\$ 1,610.06	\$ 2,200.00
Organist Supply	\$ 750.00	\$ 150.00	\$ 600.00	\$ 750.00
Church School supplies	\$ 500.00	\$ -	\$ -	\$ 200.00
Library	\$ 100.00	\$ -	\$ -	\$ 100.00
Awards & Recognition	\$ 200.00	\$ 132.00	\$ -	\$ 200.00
Licensing	\$ 1,200.00	\$ 763.89	\$ 752.33	\$ 1,000.00
AV Supplies	\$ 450.00	\$ -	\$ 408.37	\$ 450.00
 Subtotal Programme	 \$12,200.00	 \$7,647.26	 \$8,995.28	 \$9,100.00

## MEMBERSHIP AND MISSION

Fellowship Enhancement	\$ 800.00	\$ 260.31	\$ -	\$ 800.00
Broadview Subscriptions	\$ -	\$ -	\$ 309.74	\$ -
Name Tags	\$ 150.00	\$ -	\$ -	\$ 300.00
Pancake Supper Expenses	\$ -	\$ 816.48	\$ -	\$ 350.00
Pancake Supper Revenue	\$ -	-\$ 816.48	\$ -	
Kincardine Benevolent Fund	\$ 750.00	\$ 350.00	\$ 375.00	\$ 400.00
Chaplaincy Fund	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00
Friends of Broadview	\$ 125.00	\$ 125.00	\$ 100.00	\$ 125.00
Assistance Fund	\$ 3,000.00	\$ 500.00	\$ -	\$ 3,000.00
Mission Sunday Expenses	\$ 350.00	\$ 350.00	\$ 350.00	\$ 350.00
Community Service Donation	\$ 500.00	\$ -	\$ 700.00	\$ 500.00
M&M Miscellaneous	\$ 100.00	\$ -	\$ 170.00	\$ 100.00
Poinsettias	\$ 250.00	\$ -	\$ 206.60	\$ 250.00
Outreach	\$ 2,500.00	\$ 1,647.27	\$ -	\$ 2,500.00
Truth & Reconciliation	\$ 500.00	\$ 353.04	\$ 2,440.00	\$ 500.00
Subtotal Membership & Mission	\$ 9,775.00	\$ 4,335.62	\$ 5,401.34	\$ 9,925.00

## ADMINISTRATION/COUNCIL

ADP Payroll Charges	\$ 375.00	\$ -	\$ 342.12	\$ 425.00
Bank Charges	\$ 400.00	\$ 316.95	\$ 299.45	\$ 400.00
Church Maintenance	\$ 6,000.00	\$ 1,623.57	\$ 4,788.47	\$ 2,000.00
Municipal Water Charges	\$ 1,200.00	\$ 830.53	\$ 849.22	\$ 1,200.00
Insurance	\$ 10,000.00	\$ 7,644.62	\$ 10,569.12	\$ 11,000.00
On-Line Service Charges	\$ 600.00	\$ 2,072.64	\$ 607.69	\$ 1,550.00
Westario	\$ 20,000.00	\$ 16,765.61	\$ 14,671.47	\$ 22,000.00
Elevator Maintenance	\$ 1,200.00	\$ 2,557.13	\$ 1,316.74	\$ 1,400.00
National Assessment	\$ 7,500.00	\$ 7,907.43	\$ 7,369.10	\$ 8,625.00
Postage, Paper & Copier	\$ 5,500.00	\$ 3,456.58	\$ 4,350.15	\$ 3,425.00
Advertising	\$ 100.00	\$ 53.10	\$ 50.36	\$ 100.00
Council Miscellaneous	\$ 100.00	\$ -	\$ -	\$ 100.00
Training/Coinferences	\$ 600.00	\$ -	\$ 202.50	\$ 200.00
Telephone and Internet	\$ 2,000.00	\$ 1,923.30	\$ 1,661.35	\$ 2,400.00
Minister's Computer	\$ -	\$ 69.99	\$ -	\$ 500.00
Affirming Committee	\$ 1,000.00	\$ 50.89	\$ -	\$ -
Subtotal Administration/Council	\$ 56,575.00	\$ 45,272.34	\$ 47,077.74	\$ 55,325.00

## HST PAID

HST Paid		\$ 8,657.54	\$ 11,652.50	
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TOTAL EXPENSES	\$ 252,520.00	\$ 230,980.99	\$ 220,721.63	\$ 248,350.00
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## EXCESS INCOME/EXPENSES

		<b>-\$1,764</b>	<b>\$33,144</b>	
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# NET FUNDS AVAILABLE

<u>Capital Projects</u>	Budget	Acct. Bal Dec 31/21	Donations	Expensed	Balance
Donations for Capital Projects		\$34,593.45	\$ 5,860.43	\$15,136.74	\$25,317.14
A/V Upgrade & 2 Cameras	\$ 9,000.00		\$14,714.57	\$14,372.34	\$ 342.23
<b>Totals</b>	<u>\$ 9,000.00</u>	<u>\$34,593.45</u>	<u>\$20,575.00</u>	<u>\$29,509.08</u>	<u>\$25,659.37</u>

<u>Other Pass Through Accounts</u>	Budget	Acct. Bal Dec 31/21	Donations	Expensed	Balance
UCC - Mission & Service			\$31,220.00	\$30,999.00	\$ 221.00
UCC - Mission & Service - UCW			\$ 1,742.00	\$ 1,742.00	\$ -
UCC - Ukraine Relief			\$ 8,310.00	\$ 8,310.00	\$ -
Community Programs			\$ 8,661.00	\$ 8,661.00	\$ -
Memorial Wall			\$11,783.40	\$11,783.40	\$ -
Food Bank			\$ 2,130.00	\$ 2,130.00	\$ -
UCW - General			\$ 10.00	\$ 10.00	\$ -
UCW - Lighthouse			\$ 1,150.00	\$ 1,150.00	\$ -
Cape Croker			\$ 20.00	\$ 20.00	\$ -
Key Deposit			\$ 450.00		\$ 450.00
	<u>\$ -</u>	<u>\$ -</u>	<u>\$65,476.40</u>	<u>\$64,805.40</u>	<u>\$ 671.00</u>

**Reconciled Bank Balance**

Bank Balance as at December 31, 2022	\$23,890.48
Less: Outstanding Cheques	<u>\$ 3,593.52</u>

**Reconciled Bank Balance** \$20,296.96

**Net Funds Available**

Reconciled Bank Balance	\$20,296.96
Alloted Funds:	
Capital Projects	\$25,659.37
Other Pass Through Accounts	<u>\$ 671.00</u>
Total Alloted Funds	<u>\$26,330.37</u>

**Net Funds Available** **-\$ 6,033.41**

# REVIEWER'S REPORT

TO: THE COUNCIL, MEMBERS AND ADHERENTS  
OF KINCARDINE UNITED CHURCH

The Finance Committee absolves the reviewers from a full individual donation review. As a result, we have examined the following church books - without direct verification to members or suppliers - and found that they appear to correctly reflect the financial transactions of the Church for the year 2022.

Church Accounts:

- General Fund (including Mission & Service Fund and Special Projects Fund)

Jan 23/23  
Date

  
Leanne Guppy

Jan 23/23  
Date

  
Pat Porter

# **CONGREGATIONAL MEETINGS**

## **KINCARDINE UNITED CHURCH** **ANNUAL CONGREGATIONAL MEETING** **SUNDAY, FEBRUARY 20th, 2022**

The congregation of Kincardine United Church was called to meet via the Zoom platform on Sunday, February 20<sup>th</sup>, 2022, immediately following the morning worship service for the Annual Congregational Meeting, (11: 50 a.m.) to review the 2021 Annual Report, adopt the 2021 financial report, and to elect nominated positions. Notice of this meeting was given three weeks prior to the meeting in the announcements and then one week prior in the announcements during the live-streamed services. An e-mail went out with the agenda and other supporting documents three days prior to the meeting. 38 households were in attendance. Rod Coates reviewed Zoom meeting basics, made note of voting options, and summarized the e-mail that was sent out to the congregation on February 17<sup>th</sup>, 2022, regarding this meeting.

### **1. Call to Order and Constitution of the Meeting (Rod Coates)**

Having been given due notice of this congregational meeting, Rod Coates declared the meeting duly constituted for the stated purpose of conducting the business set before it and as outlined in the posted agenda.

### **2. Opening Prayer (Gord Dunbar)**

Gord Dunbar led the participants in prayer.

### **3. Behavioural Covenant (Rod Coates)**

Rod Coates led the reading of Kincardine United Church's Behavioural Covenant and invited the participants to follow along.

### **4. Enabling Motions (Liz Dillman)**

**Moved by:** Liz Dillman

**Seconded by:** Julia Metzger

- a) That all adherents have full participation and voting privileges.
- b) That Rod Coates chair the 2022 Annual meeting.
- c) That Angela Hazlewood act as recording secretary for the 2022 Annual Meeting.
- d) That the meeting Agenda be accepted as amended.
- e) That the Congregational Meeting minutes of February 28<sup>th</sup>, 2021 and December 12<sup>th</sup>, 2021 be approved as printed (in the 2021 Annual Report)

Rod Coates asked if there were any objections to the above enabling motions. Hearing none, Rod Coates declared this motion carried. **CARRIED**

## **5. Business Arising from the Minutes (Rod Coates)**

Rod Coates stated that he reviewed the minutes from the previous Congregational meetings in 2021 and there was no additional business arising that was not already on the meeting agenda.

## **6. In Memoriam (Gord Dunbar)**

Gord Dunbar read all of the names as printed in the 2021 Annual Report and led participants in prayer.

## **7. 2021 Financial Report (Jack Nancekivell)**

Jack Nancekivell went over the 2021 financial report page by page and asked if participants had any questions. He stated that the income line gives him great pride as he feels it is the largest amount ever during the 45 years he has been a member of this community of faith! The income line totalled: \$253,865.14. Jack Nancekivell highlighted the maintenance that was carried out in 2021 which included the replacement of light bulbs, cleaning of the fans, new electrical for the thermostats, and painting.

Rod Coates asked if anyone had any questions or comments.

**Moved by:** Jack Nancekivell

**Seconded by:** Gregg McClelland

That the 2021 Financial Report be accepted as printed.

Rod Coates asked if there were any objections to the above motion.

Hearing none, Rod Coates declared this motion carried. **CARRIED**

## **8. 2021 Written Annual Reports (Rod Coates)**

Rod Coates asked if there were any questions or comments regarding the written Annual Reports excluding the financial reports. During this time Jack Nancekivell wanted to remind everyone about the Legacy Giving Ministry Team and how successful the team had been referring to the Legacy Tree which is displayed on the back wall of the sanctuary. Jack Nancekivell acknowledged everyone who had participated in the Legacy Giving Ministry Team: Mary Phillips, Marion Boyd, Gregg McClelland, Linda Battler, Rad Michielson, and Gord Dunbar. Jack Nancekivell went on to acknowledge Liz Dillman who had been the Treasurer for 14 years had retired and that John Brash had become the new Treasurer (and John and Nancy Brash had become members of Kincardine United Church).

**Moved by:** Jackie Clements

**Seconded by:** John Phillips

That the balance of the written reports be adopted as amended.

Rod Coates asked if there were any objections to the above motion.

Hearing none, Rod Coates declared this motion carried. **CARRIED**

Rod Coates thanked all of the people who had written an annual report.

## **9. Nominations (Presentation & Elections – Gord Dunbar)**

Rod Coates let everyone know that he would be asking Gord Dunbar to step participants through the nomination's process.

Rod Coates provided a quick reminder: "Terms of office for committee members and appointments are stated as ending in a calendar year, with the understanding that the term expires with the

annual meeting in the year stated. Unless they resign, elected positions remain in the role until the congregational meeting where they either retire or are re-appointed”.

**a) These Committee members’ terms have expired:**

Art Danahy, Liz Dillman, Ralph Knowles, Gregg McClelland, Jack Nancekivell, Randy Norris, Emily Perry, John Phillips, Pam Plagos, Bernd Portz, Judy Zarubick

**b) These Committee members have decided to retire:**

Charles Clarke, Julia Metzger

**c) These yearly appointments have expired:**

Regional Council Reps – Marion Boyd, Rod Coates, Liz Dillman, Emily Perry

Reviewers - Leanne Guppy, Bev McLelland, Pat Porter

Council President – Rod Coates

Council Secretary – Angela Hazlewood

**d) These adherents and members are continuing or have agreed to stand for election to the following Committees:**

**Administration:**

Resource Persons: John Brash, Gord Dunbar, John Phillips

Members:	Term Ends at Annual Mtg In	Electoral Status
Ralph Knowles	2025	Seeking re-election
Gregg McClelland	2025	Seeking re-election
Donna Mowry	2024	Continuing
Jack Nancekivell	2025	Seeking re-election
John Phillips	2025	Seeking re-election
Vacancy		

**Membership and Mission:** Resource Person: Gord Dunbar

Members:	Term Ends at Annual Mtg In	Electoral Status
Liz Dillman	2025	Seeking re-election
LouAnne Dudman	2023	Continuing
Bernd Portz	2025	Seeking re-election
Ursula Portz	2023	Continuing
Krista Ritchie	2023	Continuing
Melinda Smegal	2024	Continuing
Vacancy		

**Programme:** Resource Persons: Gord Dunbar, David Hamilton

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheila Bauer	2024	Continuing
Liz Coates	2025	Seeking election
Joan Gillespie	2024	Continuing
Randy Norris	2025	Seeking re-election
Emily Perry	2025	Seeking re-election
Jim Zarubick	2023	Continuing
Judy Zarubick	2025	Seeking re-election

**Trustees:**

Gord Dunbar, ex officio

Members:	Term Ends at Annual Mtg In	Electoral Status
Art Danahy	2025	Seeking re-election
Gregg McClelland	2024	Continuing
Jack Nancekivell	2024	Continuing
Joan Norris	2024	Continuing
Vacancy		

At this time, Gord Dunbar stated that each trustee has been given specific responsibilities to focus on as designed by Jack Nancekivell as the chair- person: Art Danahy-investments, Gregg McClelland-affordable and appropriate insurance, and Joan Norris-governance. Gord Dunbar praised the work of the Trustees.

Gord Dunbar reiterated the fact that there are vacancies on 3 committees.

Gord Dunbar also mentioned that there is a vacancy on the Regional Council. Gord Dunbar continued by stating that 4 lay representatives can be sent on behalf of Kincardine United Church. Rod Coates will be stepping down as a regional council representative. Gord Dunbar acknowledged all of the hard work of Rod Coates on Regional Council as a representative and as secretary of the executive of Western Ontario Waterways Regional Council.

**e) Nominations from the “Digital” Floor (Rod Coates)**

Rod Coates added that even if there is a not a vacancy on a committee such as the Programme committee, new members are always welcome. Nominations for someone have to be for people who are in attendance at this meeting or have given permission prior to be nominated. Participants can nominate themselves.

Rod Coates stated that nominations may be made for any Committee position from the floor and that nominations will be requested 3 times.

Rod Coates asked if there was any nominations from the floor, he waited and then asked a second time, he waited, and then asked a third time.

Gord Dunbar stated that John Brash's name may need to be removed from the Administration committee's membership. After some discussion, it was decided to remove John Brash's name from the Administration committee as a voting member, but to leave him as a resource person. John Phillips inquired if his name would need to come off the Administration committee as a member, also. It was decided that John Phillips' name would stay on as a committee member for the time being. Rod Coates offered to seek clarification after the meeting as to whether John Brash and John Phillips can be voting members of the Administration committee.

**f) Motion to Close Nominations from the Floor (Rod Coates)**

**Moved by:** Julia Metzger

**Seconded by:** Jack Nancekivell

That the nominations from the floor be closed.

Rod Coates asked if there were any objections to the above motion and asked if there were any questions. Hearing none, Rod Coates declared this motion carried. **CARRIED**

**g) Election of nominees presented in the report and from the "Digital "Floor (Rod Coates)**

Since there were no nominations from the floor, the congregation moved to the election of the slate of volunteers for election and re-election.

**Moved by:** John Brash

**Seconded by:** Mary Phillips

That the list of committee nominations be approved as presented with one amendment (removing John Brash's name as a voting member of the Administration committee).

Rod Coates asked if there were any objections to the above motion, questions, or comments. Hearing none, Rod Coates declared this motion carried.

**CARRIED**

**h) Members putting their names forward for yearly appointments (Gord Dunbar)**

Regional Council Reps: Marion Boyd, Liz Dillman, Emily Perry. Seeking re-election

Reviewers: Leanne Guppy, Bev McLelland, Pat Porter Seeking re-election

Council President – Rod Coates Seeking re-election

Council Secretary – Angela Hazlewood Seeking re-election

**Moved by:** Julia Metzger **Seconded by:** John Brash

That the yearly appointments be approved with one correction.

Gord Dunbar asked if there were any questions or objections to the above motion. Hearing one about the correction of a mis-spelled name, Gord Dunbar declared this motion carried with the correction.

**CARRIED**

**i) Motion to empower Council to fill any vacancies on Council or Committees that arise between congregational meetings. (Gord Dunbar)**

**Moved by:** Gregg McClelland

**Seconded by:** Julia Metzger

That Council be empowered to fill any vacancies on Council or Committees that arise between congregational meetings.

Rod Coates asked if there were any objections to the above

motion. Hearing none, Rod Coates declared this motion carried. **CARRIED**

Rod Coates thanked all of the people who have worked tirelessly on behalf Kincardine United Church both elected and working behind the scenes for their support in the life and work of this congregation.

## **10. Other Business**

**a) 2023 Budget Meeting Date – December 11<sup>th</sup>, 2022 (TBD)** (Rod Coates)

**Moved by:** Jack Nancekivell **Seconded by:** Mary Phillips

That the 2023 Budget meeting be held on December 11<sup>th</sup>, 2022. Rod Coates asked if there was any discussion or anyone who objected to this motion.

Rod Coates declared this motion carried. **CARRIED**

**b) Kincardine United Church (KUC) Governance Handbook Updated** (Rod Coates)

Rod Coates shared that the updated KUC Governance Handbook which was approved at the congregational meeting of December 12<sup>th</sup>, 2021 was subsequently approved by the Covenant Commission, Western Ontario Waterways, on January 13<sup>th</sup>, 2022 so is now KUC's official document.

**c) Update on Custodial Staff Changes** (Mary Phillips)

Mary Phillips shared that since Stu and Julia Metzger will have limited time in Kincardine, Stu Metzger's daughter, Laura, will be taking on her dad's responsibilities when he is away. There will be two custodians on staff as a result. This change will occur on April 1<sup>st</sup>, 2022 and will be announced during a future church service. Rod Coates asked if anyone had any questions.

**d) Gord Dunbar Sabbatical** (Rod Coates)

Rod Coates reminded participants that Gord Dunbar's sabbatical was noted at the Dec 12<sup>th</sup>, 2021 budget meeting. Rod Coates went on to say that

Gord Dunbar has requested the sabbatical and Council has agreed, in accordance with United Church policy. The dates are September 5<sup>th</sup> to December 6<sup>th</sup>, 2022 and will be followed by one month of holidays which will end up being until January 9<sup>th</sup>, 2023. Rod Coates added that pulpit supply and coverage are budgeted.

Gord Dunbar shared that there will be a series of communications about what he will be doing during his sabbatical from now until September. Gord Dunbar shared the purpose of a sabbatical in which he will be doing all three: 1. To disconnect from the rhythms of congregational life as a way of sabbatical,

meaning to take Sabbath; 2. To reconnect and deepen one's own spiritual journey of faith through the "Center for Action and Contemplation" in New Mexico, U.S.A. and to go to Scotland to the Iona Community as a spiritual retreat; and 3. To do some study and education to enrich the ministry of Kincardine United Church. Gord Dunbar has purchased books about becoming a more digitally-hybrid community of faith. Gord Dunbar will have feedback about what he has learned during his time away.



**e) Business from the Floor** (Rod Coates)

Rod Coates asked if there was any other business to be discussed.

**Adjournment and Prayers**

Rod Coates thanked everyone for joining the meeting as this is a “constrained environment”, but stated that we are getting better with Zoom. Rod Coates exclaimed, “thank you, thank you, thank you” and also acknowledged Judy Zarubick and her tech crew for all of their diligent work to make this meeting happen!

Rod Coates declared this meeting closed at approximately 1:05 p.m. and Gord Dunbar led the participants in a prayer to end the meeting.

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Signature of Chair

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Signature of Secretary

# **KINCARDINE UNITED CHURCH** **ANNUAL CONGREGATIONAL MEETING** **SUNDAY, DECEMBER 11th, 2022**

The congregation of Kincardine United Church was called to meet in the sanctuary on Sunday, December 11th, 2022 following the morning worship service, to approve the 2023 budget. Approximately 35 people were gathered in-person. (Live-streaming was unavailable due to technical difficulties). Rod Coates thanked everyone for being there, as well as Mary and John Phillips for their contributions to making this meeting happen.

## **1. Call to Order and Constitution of the Meeting**

Rod Coates called the meeting to order at 11:49 a.m., stating that notice of the meeting had been duly given for the stated purpose of conducting the business set before it and as outlined in the agenda.

## **2. Opening Prayer**

In Judy Zarubick's absence, Rod Coates opened the meeting with a prayer.

## **3. Behavioural Covenant**

All present read the Covenant as presented on the screen.

## **4. Enabling Motions**

Rod Coates presented the enabling motions.

**Moved by:** Julia Metzger

**Seconded by:** Sheila Elliot

- a) That all adherents be made Corresponding Members with privileges to vote.
- b) That Rod Coates chair the 2023 budget meeting.
- c) That Angela Hazlewood act as recording secretary for the 2023 budget meeting
- d) That the meeting Agenda be accepted as printed.

## **CARRIED**

Rod Coates declared the above motions approved.

## **5. 2022 Financial Report and Budget for 2023**

Donna Mowry provided an overview of the 2022 Financial Report. Donna Mowry thanked the congregation for its generosity this past year and stated that each committee spent less than their projected budget. However, Donna Mowry went on to say that the \$25000.00 allocated for capital projects formed a reserve for operating expenses but if anything major had happened and those funds were needed, there could have been a \$5,000 deficit. Donna Mowry went on to say that for the 2023 budget, 70% is allocated for salaries so as a result there is not a way to reduce the budget significantly. Donna Mowry continued by stating that the 2023 budget is \$248000.00. General donations are given from time to time, as well as donations for use of space, and memorial donations. Donna Mowry added that Kincardine United Church receives Harmonized Sales Tax (HST) back. Also, Donna Mowry stated that the interest from investments will be rolled over to be invested again, but at any time the church can obtain access to this money if needed. Donna Mowry

said that it would be prudent to offer some fundraising events. As Donna Mowry stated earlier, it is fortunate that the committees do not usually spend their budgets, but they are providing best estimates and in some instances, the committees may not know how much money will be needed. The Administration committee covers the heat costs and it really depends on how cold the winter will be and how much the heat costs will end up being. Donna Mowry commented that Kincardine United Church seems to be better off than most churches.

**Programme** – Jackie Clements stated that much of the budget this year was for pulpit supply due to Gord Dunbar’s Sabbatical, but there will be savings in 2023 as this will not need to be paid out at the same amount. Jackie Clements continued by saying that the church school supplies are remaining in the budget as they would like to get back to offering Sunday School once again. As well, the organist supply budget needs to remain as the Minister of Music does take some time off. Lastly, Jackie Clements commented on the instruments that need to be maintained such as the organ and the piano. Rod Coates asked if anyone had any questions and John Phillips asked about the guest musician budget line. Jackie Clements answered by stating that a policy defining the amount to pay individuals and groups was created so that there is consistency throughout the year.

**Ministry and Personnel (M & P)** –Mary Phillips stated that the expenses were higher because of Gord Dunbar’s Sabbatical and most of the expenses are fixed. The minister, custodian, and office co-ordinator would be receiving an increase of 3.4% as recommended by the United Church of Canada. The Minister of Music will receive an increase of 6.9% as that is what is mandated by the Royal Canadian College of Organists (RCCO). Rod Coates asked if there were any questions.

**Membership and Mission (M & M)** –Krista Ritchie discussed the Kincardine Benevolence Fund and that Kincardine United Church provides the amount in two portions. The first amount is provided and the holder of this fund (Knox Presbyterian Church) tells Kincardine United Church if the second portion is needed or not. Krista Ritchie went on to say that the “Name Tag” budget line was added again as name tags may have been lost during the pandemic and/or new members may require them. It was decided that the Mission and Service target would remain at \$30000.00 since Kincardine United Church usually exceeds this amount. Rod Coates asked if there were any questions.

**Administration**–Donna Mowry stated that this committee is in charge of the basic maintenance such as heat, lights, and elevator as well as insurance and water. Also, Donna Mowry shared that this is a budget directly from Council that includes the Affirming committee.

**Moved by:** Donna Mowry **Seconded by:** Krista Ritchie

That Kincardine United Church approve the adoption of the 2023 budget.

**CARRIED**

Rod Coates declared the above motion approved.

## **6. 2023 Mission and Service (M & S) Target**

Krista Ritchie, as shared in the Membership and Mission budget recommendation, that the 2023 Mission & Service target would be \$30000.00. Rod Coates asked if there were any questions and John Phillips asked how much over was raised last year. No one could remember, but it was \$3889.00 over the target (from the 2021 Financial Report). Gregg McClelland asked why this targeted amount could not be decreased since the church needs its general fund topped up. Gregg McClelland stated that he felt this was a budgeted amount not a targeted amount. Jack Nancekivell

added that giving to Mission and Service is a choice that each of us makes. Donna Mowry clarified that this is purely a target and if the church does not raise the amount identified, Kincardine United Church will not need to make up the difference. Rod Coates shared that the National Church had reallocated funds from M & S to their general fund and realized this was not fundamentally right. As a result, General Council approved a remit about 4 years ago to ensure that M&S funds are used only for their intended purposes.

**Moved by:** Krista Ritchie **Seconded by:** Shirley Marie Harris

That Kincardine United Church approve the target of \$30000.00 for the Mission and Service target.

**CARRIED**

Rod Coates declared the above motion approved. (1 abstention noted, Gregg McClelland)

### **7. 2023 Annual Meeting Date**

**Moved by:** Elaine Holmes

**Seconded by:** Marion Brown

That the 2023 Annual Congregational meeting be held on February 19th, 2023.

**CARRIED**

Rod Coates asked if there were any questions.

### **8. Other Business**

Rod Coates asked if there was any other business. There was none.

### **9. Adjournment and Prayers**

Rod Coates thanked everyone in-person, as well as Mary and John Phillips (tech crew), and all the committee representatives who presented their budget information. There being no further business, Rod Coates declared the meeting closed at 12:23 p.m. Rod Coates closed the meeting with prayer.

**Next Meeting: February 19th, 2023**

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Signature of Chair

Signature of Secretary