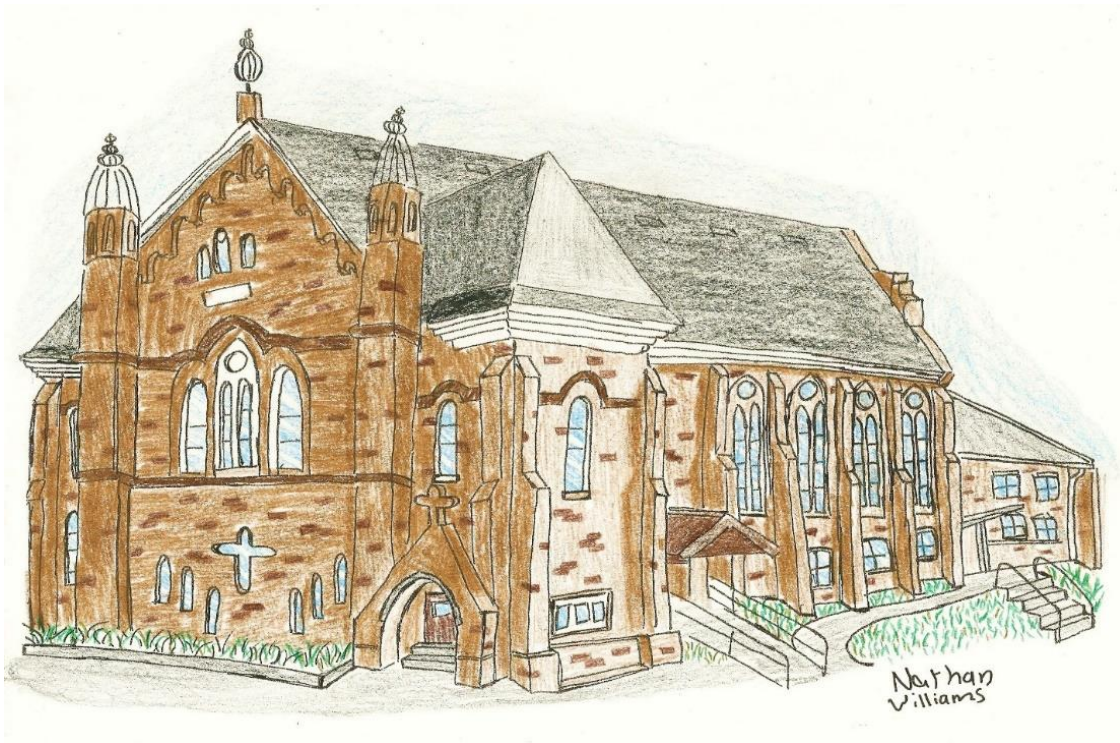


# Kincardine United Church



## 2023 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 - 2023

|   |                    |
|---|--------------------|
| INGARD, Ruth June .....                 | January 19, 2023   |
| BARKWELL, Helen Eileen .....            | January 20, 2023   |
| HICKS, Henry Robert "Bob" .....         | February 5, 2023   |
| TROKE, Jason Russell.....               | February 24, 2023  |
| GURBIN, Sam.....                        | March, 2023        |
| MITCHELL, John Robert Henry "Bob" ..... | March 26, 2023     |
| WALL, Helen "Betty" Beatrice .....      | April 7, 2023      |
| MILLARD, Norah Kathleen.....            | April 9, 2023      |
| ASKIN, Eleanor Lorraine .....           | April 28, 2023     |
| MCCLELLAND, Gregg Robert .....          | April 29, 2023     |
| DOUPE, Frederick "Fred" Alexander.....  | May 10, 2023       |
| BALL, Rita .....                        | May 17, 2023       |
| HARRIS, Douglas Michael .....           | June 7, 2023       |
| JOHNSTON, Elliott Morgan.....           | September 21, 2023 |
| YALDEN, Mark Trevor.....                | November 24, 2023  |
| HILLS, Venetta .....                    | December 25, 2023  |

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 2023

|                                       | <u>2022</u> | <u>2023</u> |
|---------------------------------------|-------------|-------------|
| Resident Members                      | 313         | 295         |
| Non-resident Members                  | <u>183</u>  | <u>160</u>  |
|                                       | 496         | 455         |
| <br>Adherents (connected)             | <br>110     | <br>113     |
| <br><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           |
| <br><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          |
| <br><b>Baptisms</b>                   | <br>3       | <br>1       |
| <br><b>Marriages</b>                  | <br>11      | <br>2       |

# **KINCARDINE UNITED CHURCH** **COUNCIL MEMBERS 2023**

|  |                         |
|--|-------------------------|
| <b>PRESIDENT</b>                         | <b>Rod Coates</b>       |
| <b>SECRETARY</b>                         | <b>Angela Hazlewood</b> |
| <b>MINISTER</b>                          | <b>Gord Dunbar</b>      |
| <b>VOLUNTARY ASSOCIATE MINISTER</b>      | <b>Judy Zarubick</b>    |
| <b>TREASURER</b>                         | <b>Liz Dillman</b>      |
| <b>REGIONAL COUNCIL REP</b>              | <b>Liz Dillman</b>      |
| <b>REGIONAL COUNCIL REP</b>              | <b>Vacancy (3)</b>      |
| <b>REP FROM ADMINISTRATION</b>           | <b>Donna Mowry</b>      |
| <b>REP FROM MEMBERSHIP &amp; MISSION</b> | <b>Charles Ludlow</b>   |
| <b>REP FROM PROGRAMME</b>                | <b>Judy Zarubick</b>    |
| <b>REP FROM MINISTRY &amp; PERSONNEL</b> | <b>Mary Phillips</b>    |
| <b>REP FROM TRUSTEES</b>                 | <b>Jack Nancekivell</b> |

## **COMMITTEE MEMBERS 2023**

### **ADMINISTRATION**

Donna Mowry ... Chair  
Ralph Knowles  
Gregg McClelland (to April 2023)  
Jack Nancekivell  
John Phillips (resource)  
Gord Dunbar (resource)  
Judy Zarubick (resource)

### **PROGRAMME**

Judy Zarubick ... Chair  
Jackie Clements (temp chair Jan/23)  
Sheila Bauer  
Liz Coates  
Joan Gillespie  
Randy Norris  
Emily Perry  
Jim Zarubick  
David Hamilton (resource)  
Gord Dunbar (resource)

### **MEMBERSHIP & MISSION**

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

### **TRUSTEES**

Jack Nancekivell ... Chair  
Art Danahy  
Gregg McClelland (to April 2023)  
Joan Norris  
Gord Dunbar

### **MINISTRY & PERSONNEL**

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

### **REGIONAL COUNCIL REPS**

Liz Dillman  
Vacancy (3)

# A MESSAGE FROM GORD

## LIVING INTO OUR VISION

So many things have changed over the past year, but one thing has remained. How do we faithfully live into our call as a community of faith in Kincardine? Any healthy and vibrant community of faith has a Mission, a Vision, uses a particular Model for doing church and creates Programmes to fulfil the Vision. I would suggest that the overall Mission of the Christian Church universal is “Nurturing Disciples.” After my three-month sabbatical research at the end of 2022, I became convinced that our Vision at Kincardine United Church should be “Finding Meaning and Purpose in Community.” The crux, then, is what Model of doing church would best help us find meaning and purpose in community?

I provided a 12-page Vision Document to the church Council in February last year, following it up with a Council Retreat in early April to more deeply explore the document. At the end of the retreat, the Council allowed me to explore a new Model of doing church with various groups within the congregation. I took it to all the standing committees and ministry teams of the church, as well as with one UCW unit during 2023. The feedback was generally, “Okay, it’s worth a try.” The new Model I suggested was the Small Group Model.

The Small Group Model is something I heavily researched during my sabbatical studies in 2014. The church Council at its December meeting approved living into our Vision through the Small Group Model. Small Groups have four central priorities:

- Check-in with one another at the beginning of each meeting.
- Pray for one another as a spiritual practice.
- Learn through study or tasks completed.
- Change the world for self-giving love through mission.

First, beginning each meeting with check-in fosters relationships among the people of the small group. These connections essentially provide pastoral care (something that no minister can ever come close to satisfying for any congregation). These relationships of caring are immediate and timely without professionalizing the very faith we are called to follow. Because the groups are small – from eight to twelve people – a safer environment is created while making it easier for people of **all** personality types to engage. After all, engagement in the life and ministry of our community of faith is one of the biggest challenges we have these days. These Small Groups are led by those who have been trained to ensure no one person dominates the conversation and that confidentiality is protected.

Second – immediately following the group check-in – each person prays for one other person. Prayers are simple, often based on what the person just shared in the check-in, spoken aloud and foster a spiritual practice that actively incorporates prayer. In general, we United Church folk are not so good at praying off the cuff. This practice,

then, transforms prayer from something we find intimidating to something that becomes familiar and comfortable. Indeed, it sews seeds of faith more deeply into our hearts and into our living.

Third, people in Small Groups spend the bulk of their time together learning. This learning can be studying one of the United Church of Canada mission partnerships overseas (as the UCW often does). It can be watching one of my sermons or a Fireside Chat on our YouTube channel and discussing. It could be reading one of my bi-weekly reflections and discussing. It could be Bible study, or any other study available. It can also be through accomplishing the work of what we used to call our standing committees and ministry teams. The tasks they did in our old committee model can just as easily be accomplished with a Small Group because these tasks are rooted in our Vision of Finding Meaning and Purpose in Community by keeping the “machinery” of church functioning smoothly.

Finally, we are called to change the world for self-giving love through Mission. We accomplish this by living our faith actively in the community. So many of us already do this Mission. Those who volunteer in service clubs, or on the Hospital Auxiliary, or on the Refugee Committee, or with the Masons, or the Eastern Star, or with the Curling Club, or.... I think you get the idea. We make the world a better place by making our community a better place, following the Way of Jesus.

Small Groups are *not* required to meet at the church. They can meet there because we have our building. However, if it is the small group’s preference, you can meet online, or in one another’s homes, or both in-person and online at the same time (hybrid), or in local businesses to support them as well as our small group i.e. beer and Bible at Grey Matters Brewing Company, or solving the worlds problems at Tim’s, or just providing a time to get out of the house at McDonald’s.

As we live into our Vision of finding meaning and purpose in community through Small Groups, we live the Way of Jesus. Jesus’ Way is welcoming the stranger as though they are Christ. When we are hospitable, we are showing the hospitality of God. God longs to include *all* people in the dream of redeeming all of Creation. When we are hospitable, we are also welcoming Christ. How? Because God is both the Benevolent Host as well as the Stranger in our midst. Let us explore that Way of living in our Small Groups this year. Let’s find out what God has in store.

Love, Gord.

A handwritten signature in blue ink that reads "Gord Seaman". The signature is written in a cursive style with a long, sweeping underline that extends to the left.



# COUNCIL REPORT

Greetings and blessings from Kincardine United Church Council.

2023 was the first year since 2019 that it seemed “back to normal” following the COVID-induced restrictions which began in early 2020 and officially ended mid-2022. That said, the current normal is now different with the much overused “new normal” phrase now *de rigueur*.

Council held its first 2023 meeting in February, at which time it approved a trial collaborative covenant agreement with Bervie-Kinloss United Church. This trial ran April 1 to December 31 and was made permanent at the October 10<sup>th</sup> Council meeting, taking effect in January 2024. Both the trial and the final collaborative agreement were blessed & approved by the Western Ontario Waterways Regional Council.

Council met nine (9) times during 2023. Meetings were held via Zoom teleconferencing except for the November meeting, which was the first face-to-face meeting since March 2020. While Council members find online meetings have conveniences & advantages, they also share the need to see each other in person. The current thinking is that future in-person meetings will be held at least twice annually. Council continues to hone its meeting norms and seek ways to improve as faithful servants of the community of faith we serve.

At the instigation of the Minister of Word, Sacrament & Pastoral Care, Council sanctioned and participated in a retreat and visioning seminar in June led by Gord Dunbar. This was part of a broader visioning initiative which will continue into the new year. Stay tuned.

In governance matters, Council approved updates to several policies & procedures, including membership records, facility usage, invoice payments & signing authority. Helpful & current documentation aligns polity, policy, procedure, process, and practice – and it’s always a good thing when what one says one will do is what one does.

Arising from a May 2023 Regional Council polity decision, Council designated Judy Zarubick a Voluntary Associate Minister (VAM), thereby recognizing her as an “ordered minister”. ☺ A loss to Council was the resignation of Emily Perry, who has served Kincardine United Church in many roles dating back to 1983, as well as several within the regional church. Western Ontario Waterways Regional Council and the national church retains the support and service of other Council members: Rod Coates, Liz Dillman, Gord Dunbar, & Judy Zarubick.

Council remains very grateful for, and appreciative of, our church support staff: Liz Dillman, Gord Dunbar, David Hamilton, Galyna Katkevych, Sarah MacKenzie, and John Phillips. The work these folk perform is essential to keeping us faithful to our ministry and mission at Kincardine United. No less important, but far less visible, are the many volunteers who serve on Committees and Ministry Teams and contribute hours of their time to enable us to be the church at Kincardine United. Thanks be to God for the abundance of time, talent and treasure we have to do God’s work in this place.

*Submitted by Rod Coates, Council President*

# **STANDING COMMITTEE REPORTS**

## **ADMINISTRATION COMMITTEE**

At our January meeting, we welcomed Gord Dunbar back from his Sabbatical and we also welcomed Liz Dillman, our new Treasurer.

- We renewed our Evacuation Agreement with Trillium Court for 2024. KUC contacts are Judy Zarubick, Liz Dillman, Ralph Knowles and Jack Nancekivell.
- We set up a reciprocal evacuation agreement with Steve Tiffin, Managing Funeral Director/Owner of Davey Linklater Funeral Home.
- We prepared and conducted the Celebration of Life Hymn Sing on May 28. Andrew Dunk, on the piano, played some of the hymns with David Hamilton, on the organ. Proceeds were \$2725.
- We completed the 2022 Annual Review Forms for the Donation Steward and Custodian and emailed them to the Ministry and Personnel Committee.
- Unfortunately, one of our long-standing Committee members, Gregg McClelland, resigned from the Committee as of the Annual General Meeting in February. The Committee thanked Gregg for all the work he has done and for his lengthy commitment to the Committee.
- Liz Dillman agreed to write the Thank You cards for Memorial Donations made to the church

### **Financial Related Items**

- We ended the year with a positive bank balance but only because of the money we have in the Capital Fund. When we begin our Capital projects, we will have a negative balance. All financial details are shown in the Financial Report prepared by Liz Dillman, Treasurer, which is printed in this Annual Report.
- We started the year with 77 on PAR and ended the year with 79.
- We purchased Microsoft 365 Premium for Non-Profits and cancelled Frieburgers and Drop Box and John Phillips upgraded our computers.
- We paid the Power Church Renewal fee for another year.
- In February, our Donation Steward, John Phillips sent out the Income Tax Receipts and in September, he sent out mid-year statements.
- We received a number of donations for the Memorial Legacy Tree.
- In May, we sent out a general appeal letter asking members if they would be willing to increase their donations because of the increase in our expenses.
- We completed the Benevity Fund Re-Certification.
- We prepared the 2024 Budget for the Administration Committee.
- Judy Zarubick sorted through old financial reports and donation envelopes, shredded those that were older than seven years and stored the remainder in plastic tubs.
- Pat Porter and Leanne Guppy reviewed the 2022 financial books and found them to be in order. They agreed to act as reviewers for 2023.

## Property Related Items

Stuart Metzger resigned as Custodian in April. A task team consisting of Pam Plagos and Ralph Knowles began the process of finding a new Custodian. The Administration Committee accepted their recommendation that we hire Galyna Katkevych as part time custodian as of April 24, 2023. She has also joined the Audio-Visual Team as a Volunteer.

Special thanks goes to Ralph Knowles, assisted by Jack Nancekivell, who have spent many, many hours at the church keeping everything in working order.

- Karn's Roofing replaced the missing shingles on the northwest corner of the sanctuary roof and will return in the spring to correct the caulking problem on the east wall of the Chapel.
- Georgian Bay Fire installed new fire extinguishers to replace those that were outdated.
- A new Emergency EXIT sign was installed in the foyer by the front door.
- Cliff's Plumbing upgraded the software in the thermostat in the Heat Pump System.
- We obtained quotes to replace the shingles on the north side of the sanctuary. These shingles must be replaced next year.
- In order to avoid power problems with the audiovisual system and the electrical items used at the back of the church, a dedicated power supply was installed from the distribution panel – Don Manary installed a new circuit and cables.
- Dan Schiestel recommended that we scrape the wood on the window frames on the south side of the sanctuary, then apply a quality primer and a finish coat of paint. Currently, we are trying to find someone to complete this job.
- We purchased a new Dyson V8 vacuum cleaner.
- Bill McTavish volunteered to cut the lawns during the spring and summer.
- The rug was removed from under and both sides of the Communion table.
- Choir Room ballast was replaced.
- The lights in Fellowship Hall were replaced with LED bulbs.
- Ralph Knowles and Jack Nancekivell spent a considerable amount of time updating the Directories for the Electrical Panel.
- We have a Capital Campaign underway with a goal of \$150,000. Our priorities for the campaign are (in order) a new roof on the north side, repairs to the sanctuary windows on the south side, painting the walls in the sanctuary and the removal of the carpet in the sanctuary. It was suggested that we create a thermometer to show the changes in the Total Amount in the Capital Campaign Fund.

Donna Mowry prepared the schedules for the Counting Ministry Team consisting of Angela and Don Hazlewood, Ralph and Mary Ann Knowles, Jack Nancekivell, Melinda Smegal, Sheila Elliott and Donna Mowry. They also acted as greeters and ran the elevator. The members of the Administration Committee are Donna Mowry, Ralph Knowles and Jack Nancekivell with John Phillips, Liz Dillman and Gord Dunbar as resource people. We hope that some of you might feel called to serve on the Administration Committee as we are always grateful for the skills and talents of those who volunteer.

*Submitted by Donna Mowry, Chair*

# MEMBERSHIP AND MISSION COMMITTEE

The members of M&M are responsible for mission, outreach, membership, pastoral care, the United Church Women, MART, youth, hospitality and congregational life & fellowship. Members are Liz Dillman, LouAnne Dudman, Katrena Johnston, Charles Ludlow, Bernd and Ursula Portz, Krista Ritchie, Melinda Smegal, and Staff Resource, Rev. Gord Dunbar. Meetings are the 3rd Tuesday of the month, except for July, August and December. We welcome new members to our committee and any “non-member” may attend.

## **JANUARY**

Photo Directory for 2022 - The final report was given. All seemed to be happy with the book. We received a composite display, of all directory participants, which has been mounted outside the worship space. Ukrainian Drop-In - at “The Bridge”, on Queen St, has been given bags of coffee from our committee. Krista is the contact. Coffee Time – is held before and after church at the back of the sanctuary, with a sign-up sheet for volunteers to make coffee. We need more volunteers. Good Food Box – M&M sponsors one box/month for the newcomer Syrian family. Membership Adherent Review Team (MART) – M&M decided that it would delegate authority to MART to make decisions about membership according to KUC policy, reporting back to M&M as necessary and seeking permission from KUC Council as policy requires. This eliminates all the duplicate communication between M&M and MART.

Stewardship – Due to Gord’s direction, we decided to present a Mission and Service Story, the 2nd Sunday of every month. M&M members will assist.

Name Tags – We are all encouraged to wear them. Sign-up sheet at the back of sanctuary if replacement tag is required.

## **FEBRUARY –**

Pancake Supper – did not happen because people are still hesitant to be together in a group.

Card Group - Gord’s group of 3 people sends cards to church family members who have a significant life event. This is working well.

“Now Playing” – M&M has given money for small groups of children to attend this play center in Kincardine. Goodbye and Welcome – to Ursula whose committee membership has ended and to Bernd, who has withdrawn his M&M Committee membership. We will miss them! We welcomed Katrena Johnston to our committee.

## **MARCH**

Non-Zoom – this was our first in-person meeting... hurray. Affirming Committee - has essentially completed its role of education and advocacy. M&M suggested ordering a Progress Flag to display in the sanctuary plus “Rainbow Stickers” to display on exterior doors. Indigenous Awareness Committee – completed Survivor Flag education. M&M will revisit this initiative again to develop continuing initiatives.

MART – reported there is a third category, “Connected Friend”, added to the Membership List policy, in addition to “Member” and “Adherent”.

## **APRIL**

Easter Sunday Breakfast – We had this potluck Sun. April 9th, at 8:45 a.m., between the 8:00 a.m. sunrise service and the regular 11:00 service.

Questionnaire (2022) Results – “What We Can Do to Make KUC More Welcoming” ....

Discussed ideas to add to the things we are already doing. Gord suggested we use the “Vision For KUC”, using small groups to foster comfort and connect to people. These smaller groups would also foster better pastoral care. Personal invitation to others is encouraged.

## **MAY**

Small Groups – We discussed what theme small groups could be. Perhaps a book study (sharing opinions on books/authors) or ask Joyce Johnston if she would lead a reconciliation book study or movie events, perhaps getting suggested titles from Joseph Addley. In nice weather, there could be “Deck visits” or “Kitchen table visits”, getting together just to chat.

## **JUNE**

Anniversary Sunday, June 11th – Krista ordered cupcakes from Sarah Dunstun.

Church Picnic, June 18th – potluck, Victoria Park, tables set up; unfortunately, the weather did not cooperate.

Pride - Friday, June 23rd, Celebrating Diversity Service, a service in collaboration with Kincardine Pride.

## **SEPTEMBER**

Mission Sunday, Sept. 17th – Wes Larsen, from “The Bridge”, spoke about the work/help they provide in Kincardine. Liz prepared the service.

Loaves and Fishes Potluck – The first one since Covid was Sept 25th at 11:30 a.m. and was well attended. Liz was the overseer of this event.

## **OCTOBER**

Fall Learning Sessions – For 4 October Sundays, 12:15 start, for an hour. Speakers present information about: Pre-Planning for Death, Consent and Capacity, MAiD and Grief Support and Recovery. M&M supplied snacks and coffee. This was very well attended. Speakers were thanked and given a gift.

Budget – the DRAFT 2024 budget was prepared.

Rolling Calendar – Krista updated the calendar of M&M responsibilities and activities. This keeps us focused on what must be completed each month.

## **NOVEMBER**

White Gift Sunday, Nov. 19 - White Gifts were collected for 2 weeks, enabling Gord and Liz to deliver all gifts to Cape Croker. Joyce Johnson’s assistant, Sandi, was delighted to receive so many gifts to stock their annual Christmas Store for those with limited resources.

Meeting Dates – Our meeting dates are available to all, encouraging anyone to attend our meetings at any time.

New Church Sign – Gord presented a change to make the sign more welcoming for diversity.

## **DECEMBER**

Poinsettias - Five volunteers delivered 25 poinsettias to people connected to KUC who live in retirement/nursing homes, who live alone and are unable to attend church regularly and those members who have lost a spouse this year.

Advent Potluck, Dec 19th – 5:30 pm, bring a dish to pass, sing Christmas Carols, Gord did a unique version of “12 Days of Christmas”.

Vigil - The annual Vigil for Violence Against Women: A Time for Remembrance, Awareness and Action” was hosted in person.

Ice Cream Sundae Sundays – will begin again in 2024

Winter Coats – Knox Church had winter gear drive and we were asked to take a few coats to store in case of need. These are stored in the choir closet.

The Membership and Mission Committee made several donations this year to: The Friends of the Observer, Broadview Magazine, Kincardine Ministerial Benevolent Fund, Good Food Box, Silver Lake Camp Support, Camp fees for a youth in KUC, Daily Bread publication, Grey Bruce Chaplaincy Fund, “Now Playing” and Assistance to a family and an individual person in need.

Events on hold: Interfaith Dialogue, Blanket Exercise at KDSS, Reconciliation Events, the play re: Nawash, Round Table Meeting with Community Partners, Women in Poverty

*Submitted for KUC M&M Committee by Melinda Smegal*

# PROGRAMME COMMITTEE

The Programme Committee is made up of the following people: Judy Zarubick (Chair), Jim Zarubick, Joan Gillespie, Sheila Bauer, Randy Norris, Emily Perry, Liz Coates and Jackie Clements. The committee is resourced by Gord Dunbar and David Hamilton.

Jackie Clements took the position of temporary Chair for the first few weeks of January while Judy Zarubick was covering the last few weeks of Gord Dunbar's sabbatical. Thank you Jackie Clements for stepping into the position.

The committee met five times in 2023.

In February, it was with regret that we accepted Shirley Bieman's resignation from the Programme Committee. Pulpit Supply was arranged for the dates that Gord Dunbar was on vacation and study leave.

In April, arrangements were made for Easter and Mother's Day. Communion distribution was decided to be hybrid: coming forward for intincture or remaining in the pew with the individual cups, letting each person choose which method they preferred.

In June, arrangements were made for Father's Day and the summer months. The rug at the front of the sanctuary was discussed and due to safety reasons it was decided to remove that section of rug.

In September, the Remit was discussed, and two worship services were arranged to inform the congregation about the remit. It was decided that The United Church Crest on the back balcony wall needed to be removed as it was out of date. David Hamilton informed us of his possible knee replacement surgery later in the year.

In November, a new policy for guest musicians was agreed to and the budget for 2024 was created. David Hamilton's knee surgery was scheduled for December 19, 2023 and Lynn Broughton was to cover his medical leave.

We were fortunate to have some volunteers join the AV team, Katrena Johnson when not playing in a band, Rod Coates, when not in the choir, have both agreed to help when they can. John and Mary Phillips and Judy and Jim Zarubick with Galyna Katkevych have covered most Sundays.

We have not been able to connect the TV in Fellowship Hall with the service upstairs as of yet but the ones in the kitchen and nursery are connected.

Due to a lack of volunteers, we are not offering nursery coverage or Sunday School classes at the present time.

*Judy Zarubick, Chair*

# MINISTRY AND PERSONNEL

We are so blessed to have such a wonderful group of people who work at our church. They keep our church running smoothly and do it with a smile on their face!

I want to extend a big welcome to Galyna Katkevych – our new custodian. We started the year with a vacant position, and we were very fortunate to be able to hire Galyna. She has been working very hard to keep our church clean.

One of the focuses of the past few years has been to ensure that all our staff are making a Living Wage. A living wage reflects an income that a worker must bring home in order to meet their basic living needs within their community and participate more fully in life, work and community. We are proud that our church supports our staff in such a way.

The annual staff reviews from the past year were completed as always, to ensure any issues are identified and addressed. The reviews for the 2023 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, 2023, by Mary Phillips, Chair.*

# **MINISTRY TEAM REPORTS**

## **KINCARDINE UNITED CHURCH WOMEN**

Kincardine United Church Women have seen some changes during 2023. Our UCW Executive has dissolved and the accounting for both the Sunshine & Lighthouse Units has been taken over by the General Church Treasurer, Liz Dillman. Both Units continue to meet on a monthly basis.

We will keep in contact with the National UCW supporting their projects. We will also support our local community at Christmas & throughout the year.

On behalf of the Kincardine United Church Women, we bring you greetings and best wishes for a blessed year in 2024.

*Submitted by Dianne Henkenhaf, Secretary UCW Executive*

## **KINCARDINE UNITED CHURCH CHOIR**

The choir, under the direction of David Hamilton, practice weekly on Thursdays at 1:30 p.m. and Sunday mornings, to prepare for the anthems, and other music, related to the theme of each Sunday Service. We sang for the Pride Service in June. While the choir takes a break during the summer months, some members provide solos and duets during that time. Christmas is a special time to sing those favourite hymns and melodies. Carols before church are always enjoyed by everyone. Christmas Candlelight Service was very special this year, as there had not been one since 2019.

Lynn Broughton was our accompanist for the Christmas Services, and we thank her for her expertise on the organ and piano. She will continue until David has recuperated from recent knee surgery.

Our current choir members are:

Soprano: Dianne Henkenhaf, Julia Metzger, Sheryl Elliott, Pam Plagos, Elaine Holmes.

Alto: Debbie Michielson, Esther Marshall, Bridgette Rauket, Shirley Steele, Dotty McClelland, Joan Norris.

Tenor: Rod Coates, Randy Norris, Gord Dunbar.

Bass: Rad Michielson, Michael Walke, Charles Ludlow.

We welcome anyone who loves to sing, to join our fun group.

Submitted by: Elaine Holmes



# INSTRUMENTAL ENSEMBLE

In January 2023 it was learned that Don Eyre, founder and longtime conductor of KUCIE was going to retire. After leading the group for 35 years it was time to pass on the baton, 'so to speak'. Following in Don's footsteps is a daunting task. At the beginning of the year, David Hamilton conducted rehearsals for the group until mid May because I was committed elsewhere every Tuesday night until that time.

After not playing for 4 years because of COVID, it was good to hear them playing again during five of the church services. These included the service in the park in June and Christmas Eve while at Easter, the Brass section played as has become the tradition.

It has been a distinct pleasure working with these talented and committed musicians.

*Respectfully submitted*  
*Shirley Steele*

# FINANCIAL REPORTS

## KINCARDINE UNITED CHURCH CHOIR Financial Report for 2023

|  |                  |                  |
|--|------------------|------------------|
| <b>Bank Account Balance as of December 31, 2022</b>  |                  | <b>\$ 270.47</b> |
| <b>REVENUE</b>   |                  |                  |
| Choir Social Donations for 2023  | <u>\$ 294.00</u> |                  |
| Total Revenue 2023   | \$ 294.00        | <u>\$ 294.00</u> |
| Sub-total  |                  | \$ 564.47        |
| <b>EXPENSES</b>  |                  |                  |
| Bank Fees  | \$ 11.25         |                  |
| Gift to Choir Director   | 50.00            |                  |
| Money collected in 2022 for their train outing (postponed) and given to David Hamilton for 2023 choir train outing | <u>70.00</u>     |                  |
| Total Expenses 2023  | \$ 131.25        | <u>\$ 131.25</u> |
| <b>Bank Account Balance as of December 31, 2023</b>  |                  | <b>\$ 433.22</b> |

*Respectfully submitted January 10, 2024  
Debbie Michielson  
KUC Choir Treasurer*

# 2023 REPORT FROM THE BOARD OF TRUSTEES

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.

Unfortunately, on April 29<sup>th</sup>. 2023 we lost a dedicated Trustee, Gregg McClelland. Gregg faithfully oversaw and negotiated the Kincardine United Church Property Insurance Policy. Under his guidance we kept the annual premium to a very reasonable value compared with other local Churches.

Gregg’s participation as a Trustee at the quarterly meetings, as well as his ongoing governance of his Trustee responsibility, has been missed.

At the congregational meetings held on December 10<sup>th</sup>. 2023, the Congregation accepted the resignation of Art Danahy as a Trustee effective December 31<sup>st</sup>. 2033 as requested.

Over the past several years, Art has been the principal Trustee overseeing the Investment Portfolio. Kincardine United Church was fortunate to have the benefit of his investment wisdom to preserve the investment capital and earn a regular dividend/interest income.

We thank Art for his faithful service in the role as a Kincardine United Church Trustee.

Thankfully, at the congregational meeting held on December 23<sup>rd</sup>. 2023, the congregation elected John Brash to the position of Trustee. John has an extensive background in banking so that he will oversee the investment portfolio. We welcome John to our quarterly meetings and know that he will serve as a valued asset to the Kincardine United Church.

The members of the 2023 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 Oversight)

John Brash (newly elected to oversee the investment portfolio)

Rev. Gord Dunbar (Minister automatically a Trustee)

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

MacDonald Estate Bequest: \$50,000

Memorial Donations during 2022: \$6783.40

Memorial Donations during 2023: \$26, 510

\* Wieck Estate Bequest: \$10,000

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

The investment portfolio was valued at \$73,394 on December 31st. 2022. The value of the investments on December 31<sup>st</sup>. 2023 is \$105,953.

The market value of the investments has not fully recovered from pre Covid.

Nevertheless, the dividends and interest have continued to be realized. Fortunately, the general fund was sufficient during 2023 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- \$5,224,359

Contents- \$183,750, Organ- \$367,500 and Stained Glass \$166,326.

There were no major improvements to the property during 2023.

Regular maintenance items during this past year will be listed under the Administration Committee report.

*This report is respectfully submitted by Jack Nancekivell*

# INCOME AND EXPENSE STATEMENT

## JANUARY 2023 – DECEMBER 2023

|                                | 2023 Budget        | 2023 Actual          | 2022 Actual          |                    |
|--------------------------------|--------------------|----------------------|----------------------|--------------------|
| <b>INCOME</b>                  |                    |                      |                      |                    |
| Interest Revenue               |                    |                      | \$ 4,529.00          |                    |
| General / Offering             |                    | \$ 199,243.97        | \$ 185,325.72        |                    |
| Memorial                       |                    | \$ 3,013.90          | \$ 5,737.74          |                    |
| Welsh Choir Concert            |                    | -\$ 318.57           |                      |                    |
| Rental Income                  |                    | \$ 7,037.00          | \$ 3,150.00          |                    |
| Miscellaneous Income           |                    |                      | \$ 7,000.00          |                    |
| Wage Replacement - Bervie      |                    | \$ 2,652.54          |                      |                    |
| HST Refund NR                  |                    | \$ 4,457.19          | \$ 15,915.87         |                    |
| Observer Subscriptions         |                    |                      | \$ 250.00            |                    |
| Wedding Fees                   |                    | \$ 450.00            | \$ 50.00             |                    |
| Hymn Sing                      |                    | \$ 2,725.00          | \$ 2,475.00          |                    |
| Memorial Tree                  |                    | \$ 3,010.63          | \$ 4,783.40          |                    |
| <b>TOTAL INCOME</b>            |                    | <b>\$ 222,271.66</b> | <b>\$ 229,216.73</b> |                    |
| <b>EXPENSES</b>                |                    |                      |                      |                    |
| <b>MINISTRY AND PERSONNEL</b>  | \$ 174,000.00      | \$ 169,939.12        | \$ 173,725.77        | \$ 171,500.00      |
| <b>PROGRAMME COMMITTEE</b>     | 2023 Budget        | 2023 Actual          | 2022 Actual          | 2024 BUDGET        |
| Worship Supplies               | \$ 500.00          | \$ 684.62            | \$ 393.14            | \$ 500.00          |
| Guest Musicians                | \$ 2,000.00        | \$ 1,150.00          | \$ 800.00            | \$ 2,000.00        |
| Music Supplies                 | \$ 200.00          | \$ 192.90            |                      | \$ 200.00          |
| Nursery Supplies               | \$ 100.00          |                      |                      |                    |
| Piano/Organ Maintenance        | \$ 1,300.00        | \$ 1,740.00          | \$ 1,226.23          | \$ 1,300.00        |
| Band Supplies                  | \$ 100.00          |                      |                      | \$ 100.00          |
| Pulpit Supply                  | \$ 2,200.00        | \$ 1,914.76          | \$ 4,182.00          | \$ 2,500.00        |
| Organist Supply                | \$ 750.00          | \$ 1,096.75          | \$ 150.00            | \$ 1,350.00        |
| Church School Supplies         | \$ 200.00          |                      |                      |                    |
| Library                        | \$ 100.00          |                      |                      |                    |
| Awards Recognition             | \$ 200.00          |                      | \$ 132.00            |                    |
| Licensing                      | \$ 1,000.00        | \$ 719.32            | \$ 763.89            | \$ 1,200.00        |
| A V Supplies/Video Maintenance | \$ 450.00          | \$ 678.90            |                      | \$ 400.00          |
| <b>Total</b>                   | <b>\$ 9,100.00</b> | <b>\$ 8,177.25</b>   | <b>\$ 7,647.26</b>   | <b>\$ 9,550.00</b> |

| <b>MEMBERSHIP &amp; MISSION</b> | 2023 BUDGET          | 2023 ACTUAL          | 2022 ACTUAL          | 2024 BUDGET        |
|---------------------------------|----------------------|----------------------|----------------------|--------------------|
| Fellowship Enhancement          | \$ 800.00            | \$ 1,125.98          | \$ 419.63            | \$ 750.00          |
| Grief Resources                 |                      |                      |                      | \$ 250.00          |
| Broadview Subscriptions         |                      | \$ 30.00             | -\$ 89.00            | \$ 80.00           |
| Name Tags                       | \$ 300.00            | -\$ 37.87            |                      | \$ 100.00          |
| Pancake Supper Expenses         | \$ 350.00            |                      | \$ 816.48            | \$ 350.00          |
| Pancake Supper Revenue          |                      |                      | -\$ 816.48           |                    |
| Kincardine Benevolent Fun       | \$ 400.00            | \$ 375.00            | \$ 750.00            | \$ 400.00          |
| Chaplaincy Fund                 | \$ 750.00            | \$ 750.00            | \$ 750.00            | \$ 750.00          |
| Friends of Broadview            | \$ 125.00            | \$ 125.00            | \$ 125.00            | \$ 125.00          |
| Assistance Fund                 | \$ 3,000.00          | \$ 6,153.12          | \$ 500.00            | \$ 3,500.00        |
| Donations to Assistance Fund    |                      | -\$ 3,000.00         |                      |                    |
| Mission Sunday Expenses         | \$ 350.00            | \$ 350.00            | \$ 350.00            | \$ 350.00          |
| Community Service Donatio       | \$ 500.00            | \$ 500.00            |                      | \$ 500.00          |
| M & M Miscellaneous             | \$ 100.00            |                      |                      | \$ 100.00          |
| Poinsettias                     | \$ 250.00            | \$ 326.43            | \$ -                 | \$ 300.00          |
| Outreach                        | \$ 2,500.00          | \$ 514.41            | \$ 1,647.24          | \$ 2,000.00        |
| Truth & Reconciliation          | \$ 500.00            | \$ 39.83             | \$ 353.04            | \$ 500.00          |
| <b>Total</b>                    | <b>\$ 9,925.00</b>   | <b>\$ 7,251.90</b>   | <b>\$ 4,805.91</b>   | <b>\$10,055.00</b> |
| <b>ADMINISTRATION/COUNCIL</b>   | 2023 Budget          | 2023 Actual          | 2022 Actual          | 2024 BUDGET        |
| ADP Payroll Charges             | \$ 425.00            | \$ 379.13            | \$ -                 | \$ 400.00          |
| Bank Charges                    | \$ 400.00            | \$ 406.93            | \$ 316.95            | \$ 350.00          |
| Church Maintenance              | \$ 2,000.00          | \$ 3,633.41          | \$ 1,623.57          | \$ 3,000.00        |
| Municipal Water Charges         | \$ 1,200.00          | \$ 998.30            | \$ 830.53            | \$ 1,100.00        |
| Insurance                       | \$ 11,000.00         | \$ 10,423.69         | \$ 7,644.62          | \$ 11,715.00       |
| Online Service Charges          | \$ 1,550.00          | \$ 497.30            | \$ 2,072.64          | \$ 750.00          |
| Westario                        | \$ 22,000.00         | \$ 15,102.11         | \$ 16,765.61         | \$ 24,000.00       |
| Elevator Maintenance            | \$ 1,400.00          | \$ 1,511.00          | \$ 2,557.13          | \$ 1,600.00        |
| National Assessment             | \$ 8,625.00          | \$ 8,575.00          | \$ 7,907.43          | \$ 9,000.00        |
| Office Expenses                 | \$ 3,425.00          | \$ 3,808.97          | \$ 3,456.58          | \$ 3,000.00        |
| Advertising                     | \$ 100.00            | \$ 58.41             | \$ 53.10             | \$ 100.00          |
| Council Miscellaneous           | \$ 100.00            | \$ 42.00             |                      | \$ 100.00          |
| Training/Conferences            | \$ 200.00            |                      |                      | \$ 200.00          |
| Telephone & Internet            | \$ 2,400.00          | \$ 1,919.74          | \$ 1,923.30          | \$ 2,556.00        |
| Affirming Committee             | \$ 500.00            |                      | \$ 69.99             | \$ -               |
| Minister's Computer             |                      |                      | \$ 50.89             | \$ -               |
| <b>Total</b>                    | <b>\$ 55,325.00</b>  | <b>\$ 47,355.99</b>  | <b>\$ 45,272.34</b>  | <b>\$57,871.00</b> |
| <b>HST Paid Out</b>             |                      | \$ 4,774.82          | \$ 8,657.54          |                    |
| <b>Extraordinary Income/Exp</b> |                      |                      |                      |                    |
| Investment Increase/Decrease    |                      |                      | \$ 15,514.40         |                    |
| <b>TOTAL EXPENSES</b>           | \$ 248,350.00        | \$ 237,499.08        | \$ 240,108.82        | \$248,976.00       |
| <b>EXCESS INCOME/EXPENSES</b>   | <b>-\$248,350.00</b> | <b>-\$ 15,227.42</b> | <b>-\$ 26,406.48</b> |                    |

# NET FUNDS AVAILABLE

| <u>CAPITAL PROJECTS</u>        | Budget      | Acct. Bal.<br>Dec 31/22 | Donations           | Expensed    | Balance             |
|--------------------------------|-------------|-------------------------|---------------------|-------------|---------------------|
| Donations for Capital Projects |             | \$ 25,317.00            | \$ 30,256.14        |             | \$ 55,573.14        |
| AV Upgrade                     |             | \$ 342.23               |                     |             | \$ 342.23           |
| <b>Totals</b>                  | <b>\$ -</b> | <b>\$ 25,659.23</b>     | <b>\$ 30,256.14</b> | <b>\$ -</b> | <b>\$ 55,915.37</b> |

| <u>OTHER DISTRIBUTIONS</u> | Budget      | Acct. Bal.<br>Dec 31/22 | Donations           | Expensed             | BALANCE          |
|----------------------------|-------------|-------------------------|---------------------|----------------------|------------------|
| Mission and Service        |             | \$ -                    | \$ 29,743.00        | -\$ 29,743.00        | \$ -             |
| Community Programs         |             |                         | \$ 50.00            |                      | \$ 50.00         |
| Key Deposit                |             | \$ 450.00               | \$ 120.00           |                      | \$ 570.00        |
|                            | <b>\$ -</b> | <b>\$ 450.00</b>        | <b>\$ 29,913.00</b> | <b>-\$ 29,743.00</b> | <b>\$ 620.00</b> |

## RECONCILED BANK BALANCE

|  |                     |
|--|---------------------|
| Bank balance as at December 31, 2023               | \$ 50,804.15        |
| Less Outstanding Cheques                           | -\$ 13,083.95       |
| Less Community Programs                            | -\$ 50.00           |
| Less Key Deposits                                  | -\$ 570.00          |
| <b>RECONCILED BANK BALANCE - DECEMBER 31, 2023</b> | <b>\$ 37,100.20</b> |

## GENERAL FUND BANK ACCOUNT RECONCILIATION

|   |                      |
|---|----------------------|
| Capital Projects  | \$ 55,573.14         |
| AV Upgrade  | \$ 342.23            |
| <b>Total Allocated Funds</b>                                    | <b>\$ 55,915.37</b>  |
| <b>Net Funds Available (bank balance minus allocated funds)</b> | <b>-\$ 18,815.17</b> |

# 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 for the Church, for the year 2023.

Church Accounts:  
- General Fund (including Mission and Service and Special Projects Fund)

|                            |   |
|----------------------------|---|
| <u>Jan 19/24</u><br>Date   | <u></u><br>Leanne Guppy |
| <u>Jan 19/2024</u><br>Date | <u></u><br>Pat Porter  |



# **CONGREGATIONAL MEETINGS**

## **KINCARDINE UNITED CHURCH** **ANNUAL CONGREGATIONAL MEETING** **SUNDAY, FEBRUARY 19th, 2023**

The congregation of Kincardine United Church was called to meet in-person and via the Zoom platform on Sunday, February 19<sup>th</sup>, 2023, immediately following the morning worship service for the Annual Congregational Meeting, (11: 45 a.m.) to review the 2022 Annual Report, adopt the 2022 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. An e-mail went out with the agenda and other supporting documents two days prior to the meeting. 43 people were in attendance and 4 people on-line. 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>, 2023, 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 (as well as the participants viewing from home).

**4. Enabling Motions (Rod Coates)**

**Moved by:** Rad Michielson

**Seconded by:** John Brash

- a) That all adherents have full participation and voting privileges.
- b) That Rod Coates chair the 2023 Annual meeting.
- c) That Angela Hazlewood act as recording secretary for the 2023 Annual Meeting.
- d) That the meeting Agenda be accepted as distributed.
- e) That the Congregational Meeting minutes of February 20<sup>th</sup>, 2022 and December 11<sup>th</sup>, 2022 be approved as printed (in the 2022 Annual Report).
- f) That the Zoom meeting be recorded for use by the recording secretary.

Rod Coates called the vote and declared the 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 2022 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 2022 Annual Report and led participants in prayer.

**7. 2022 Financial Report** (Jack Nancekivell)

Rod Coates asked if anyone had any questions or comments.

Rod Coates introduced Jack Nancekivell as he was asked to present the 2022 Financial Report in Donna Mowry's absence as the chair of the Administration Committee would usually present this section.

Jack Nancekivell stated that the 2022 Financial Report shows a total of \$229000.00 as the income and the year before it was \$253000.00. Jack Nancekivell continued by bringing attention to the fact that on page 24, in 2022 there were expenses of \$25300.00, but the budget for 2023 is only \$24800.00. On page 25, Jack Nancekivell noted that the reconciled bank balance is \$20296.00 and if we noticed the \$25659.00 that is allocated for capital projects, there will be a deficit of \$6033.00. Jack Nancekivell added that it will be very important to observe the donations over the year to ensure that the church can stay afloat financially.

Jack Nancekivell asked if there were any questions and he continued with making some acknowledgements to those who do not receive recognition in the 2022 Annual Report, but deserve to be celebrated for their hard work and dedication to Kincardine United Church. Jack Nancekivell thanked John Brash for the terrific job he did as treasurer providing a complete picture of the financial situation. Next Jack Nancekivell acknowledged Gregg McClelland for all his work for so many years on the Administration committee and that he will be greatly missed. Thirdly Jack Nancekivell mentioned Bill MacTavish as he has cut the grass every summer and trimmed weeds around the church which is greatly appreciated. Jack Nancekivell went on to acknowledge Andrew Brown who comes to do monthly inspections of the fire extinguishers and commented on Andrew's height as he is able to reach all the exit signs. The next person that Jack Nancekivell mentioned was Howard Brown who was responsible for the interior finishes to the new windows in the former quilter's room and the nursery. Jack Nancekivell went on to acknowledge Gerry Stephens who is the church's "electrical expert" and is called upon to help when needed. Jack Nancekivell also named Judy Zarubick and Liz Dillman for all their work with the rentals. Lastly Jack Nancekivell stated that Ralph Knowles has done so much around the church

coming in two to three times a week looking after a variety of items. Jack Nancekivell, on behalf of the Administration committee, praised all these people for their work and acknowledged that all this goes on behind the scenes.

A question did arise at this time regarding the budget of \$24800.00 and if the income is the same as last year, \$229000.00, it is a loss of \$19000.00. Ron Harris stated that projected expenses should never be more than the protected income and this have never been done in the past. Ron Harris said that there has been discussion in the past about preparing an income budget and asked what the status is as a decision had not been made in the past.

Jack Nancekivell replied that in his 45 years at Kincardine United Church as a member of finance, an income budget had never been made. Jack Nancekivell continued by stating that it involves the Stewardship program and each one of us needs to make a pledge to see how much we are prepared to give to match what is needed. Jack Nancekivell added that it will be very important to be attentive to our givings over the year as they have been lower and agreed that a serious conversation will be needed around this topic.

**Moved by:** Jack Nancekivell

**Seconded by:** Ralph Knowles

That the 2022 Financial Report be approved as presented.

Rod Coates called the vote and declared the motion carried.

**CARRIED**

**8. 2022 Written Annual Reports (Rod Coates)**

Rod Coates asked if there were any questions.

Rod Coates shared that he and Gord Dunbar went through the report and highlighted some of the corrections. Rod Coates stated that he would give a list to anyone who wanted to see the specific corrections.

Rod Coates asked again if there were questions.

**Moved by:** Dotty McClelland

**Seconded by:** LouAnne Dudman

That Rod Coates and Gord Dunbar be empowered to correct the 2022 Annual Report to reflect errors already identified and that Kincardine United Church approve the 2022 Annual Report in principle with the understanding that such corrections will be completed.

Rod Coates called the vote and declared the motion carried.

**CARRIED**

Rod Coates thanked everyone who had contributed to the 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 that year. Unless they resign, elected positions remain in role until the congregational meeting where they either retire or are re-appointed.

It has been our practice for the minister or someone not standing for election to conduct the Nominations portion of the meeting”.

Gord Dunbar started by acknowledging the people who do so much work on making this meeting happen. Gord Dunbar mentioned Rod Coates, the tech crew, Jim and Judy Zarubick as well as Mary and John Phillips, and Sarah Mackenzie (PowerPoint Slides). Gord Dunbar thanked everyone involved.

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

LouAnne Dudman, Sheryl Elliott, Charles Ludlow, Rad Michielson, David Mullenix, Mary Phillips, Ursula Portz, Krista Ritchie, Jim Zarubick

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

Shirley Bieman, Gregg McClelland, Ursula Portz

Gord Dunbar gave the people listed above deep and abiding thanks and acknowledged that many of them have provided service for several years.

**These yearly appointments have expired:**

Regional Council Reps – Liz Dillman, Emily Perry (Total of 4 allowed)

Reviewers - Leanne Guppy, Bev McLelland, Pat Porter

Council President – Rod Coates

Council Secretary – Angela Hazlewood

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

**Administration**

Resource Persons: Liz Dillman, Gord Dunbar, John Phillips

| Members:         | Term Ends at<br>Annual Mtg In | Electoral Status |
|------------------|-------------------------------|------------------|
| Ralph Knowles    | 2025                          | Continuing       |
| Donna Mowry      | 2024                          | Continuing       |
| Jack Nancekivell | 2025                          | Continuing       |
| Vacancy (4)      |                               |                  |

Gord Dunbar invited anyone who would like to support the financial, stewardship, and property ministries of Kincardine United Church to

consider this calling. As with all the committees below that have vacancies, Gord Dunbar extended this invitation.

**Membership and Mission: (Pastoral Care and Community Outreach)**

Resource Person: Gord Dunbar

| Members:         | Term Ends at<br>Annual Mtg In | Electoral Status           |
|------------------|-------------------------------|----------------------------|
| Liz Dillman      | 2025                          | Continuing                 |
| LouAnne Dudman   | 2023                          | <u>Seeking re-election</u> |
| Charles Ludlow   | 2023                          | <u>Seeking re-election</u> |
| Bernd Portz      | 2025                          | Continuing                 |
| Krista Ritchie   | 2023                          | <u>Seeking re-election</u> |
| Melinda Smegal   | 2024                          | Continuing                 |
| Katrena Johnston | 2026                          | Seeking election           |

**Programme: (Worship and Christian Development)**

Resource Persons: Gord Dunbar, David Hamilton

| Members:        | Term Ends at<br>Annual Mtg In | Electoral Status           |
|-----------------|-------------------------------|----------------------------|
| Sheila Bauer    | 2024                          | Continuing                 |
| Jackie Clements | 2026                          | <u>Seeking election</u>    |
| Liz Coates      | 2025                          | Continuing                 |
| Joan Gillespie  | 2024                          | Continuing                 |
| Randy Norris    | 2025                          | Continuing                 |
| Emily Perry     | 2025                          | Continuing                 |
| Jim Zarubick    | 2023                          | <u>Seeking re-election</u> |
| Judy Zarubick   | 2025                          | Continuing                 |

Gord Dunbar acknowledged that the Ministry and Personnel (M & P) committee has really become the Human Resources committee and work very hard to fulfil the challenging responsibilities. Gord Dunbar touted this committee as one of the very best in regard to his past ministry and volunteer experiences.

**Ministry and Personnel:**

| Members:       | Term Ends at<br>Annual Mtg In | Electoral Status           |
|----------------|-------------------------------|----------------------------|
| Sheryl Elliott | 2023                          | <u>Seeking re-election</u> |
| Rad Michielson | 2023                          | <u>Seeking re-election</u> |
| David Mullenix | 2023                          | <u>Seeking re-election</u> |
| Mary Phillips  | 2023                          | <u>Seeking re-election</u> |
| Pam Plagos     | 2025                          | Continuing                 |

**Trustees:**

Gord Dunbar, ex officio

| Members:         | Term Ends at<br>Annual Mtg In | Electoral Status |
|------------------|-------------------------------|------------------|
| Art Danahy       | 2025                          | Continuing       |
| Gregg McClelland | 2024                          | Continuing       |
| Jack Nancekivell | 2024                          | Continuing       |
| Joan Norris      | 2024                          | Continuing       |

Gord Dunbar stated that Jack Nancekivell as the chairperson of the Trustees decided to provide specific responsibilities to each Trustee based on their level of expertise. Art Danahy-investments, Gregg McClelland-insurance, Jack Nancekivell-business acumen, Joan Norris-governance.

**e) Members putting their names forward for yearly appointments:**

- Regional Council Reps: Liz Dillman, Emily Perry. Seeking re-election
- Reviewers: Leanne Guppy, Pat Porter Seeking re-election
- Council President – Rod Coates Seeking re-election
- Council Secretary – Angela Hazlewood Seeking re-election

**f) Nominations from the Floor**

Nominations may be made for any Committee position from the floor. Gord Dunbar requested that if a nomination is made to ensure permission is sought from that person prior to making the nomination. Nominations will be requested three times and Gord Dunbar requested nominations three times. Katrena Johnston nominated herself for the Membership and Mission (M & M) Committee. Gord Dunbar thanked Katrena Johnston.

**g) Motion to Close Nominations from the Floor**

Please see below.

**h) Election of nominees presented in the report and from the floor**

- Moved:** Rad Michielson
- Seconded:** Mary Ann Knowles

That nominations from the floor be closed and that the nominations presented in the report and from the floor be elected.

Rod Coates called the vote and declared the motion carried. **CARRIED**

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

**Moved by:** Pam Plagos

**Seconded by:** Elaine Holmes

Rod Coates called the vote and declared the motion carried.

**CARRIED**

### **Other Business**

i. **Bervie Kinloss United Church Proposal**

Rod Coates thanked people who have taken responsibility for parts of this meeting and he appreciates it so that he does not have to speak the whole time. Rod Coates directed attendees to copies of the proposal at the back of the sanctuary if they had not viewed it yet. Rod Coates stated that Kincardine United Church Council/Chairperson were approached during the fall of 2022 to have discussions with Bervie Kinloss United Church for a possible collaborative arrangement. Council appointed Liz Dillman, Emily Perry, and Judy Zarubick as representatives to meet with representatives of Bervie Kinloss United Church to begin discussions. Rod Coates turned the meeting over to Judy Zarubick. Judy Zarubick went through the draft trial period collaborative agreement from April 1<sup>st</sup>-December 31<sup>st</sup> and summarized the agreement.

Emily Perry shared why we would as a Community of Faith agree to this collaborative agreement.

Emily Perry shared two Scripture readings from Corinthians and Ephesians expressing how these passages help Kincardine United Church's growth and wisdom working with Bervie Kinloss United Church to support the Ministry of Christ. "We are all in this together", Emily exclaimed. Emily Perry gave some background information as to how Bervie Kinloss United Church had carefully and thoughtfully come to the decision to make changes. Ripley-Bervie Kinloss Pastoral Charge would need to be dissolved after discussions with the Western Ontario Waterways Regional Council. After two lengthy meetings with Bervie Kinloss United Church, a draft collaborative agreement was created. Emily Perry continued by stating that since 1925 the United Church of Canada have encouraged the idea that all are welcome to worship expressing our faith, caring, and supporting each other always in collaborative ministry. Kincardine United Church has so much to learn from Bervie Kinloss United Church sharing differing insights. We can support one another to grow, love, develop as sisters and brothers, and continue the ways of Jesus as he would have intended. Emily Perry made it clear that this agreement is not to join the churches, but to share our resources and to provide a service for all. Gord Dunbar is excited about the possibilities of this arrangement.

Judy Zarubick asked if Liz Dillman had any information to add and she did not. Judy Zarubick then asked if there were any questions.

Mary Phillips wanted to clarify that the M & P committee would only have to deal with issues with Bervie Kinloss United Church in regard to Gord Dunbar's performance, not any other Bervie Kinloss issues. Judy Zarubick confirmed that this was the case.

**Moved by:** Liz Dillman

**Seconded by:** Sue Maus

That Kincardine United Church for a trial basis (April 1<sup>st</sup> to December 31<sup>st</sup>, 2023) approve in principle the draft collaborative agreement approved at Bervie Kinloss United Church's, February 2<sup>nd</sup>, 2023, Annual Meeting.

Rod Coates asked if there was any further discussion, comments, or questions.

Dotty McClelland stated that she was so happy and was feeling "warm and fuzzy" about this new collaboration and looks forward to the learning and growing from each Community of Faith. Dotty McClelland praised the people involved stating that everyone had done a tremendous job.

Rod Coates thanked Dotty McClelland. Rod Coates stated that he tries to remain impartial and reminded everyone that this is not a permanent agreement and there are checkpoints along the way to make changes and improvements for both Kincardine United Church and Bervie Kinloss United Church. Rod Coates continued by saying the opportunity allows us to experience and live into it.

Rod Coates asked if there were any other questions or comments.

Ron Harris asked about the fact that the time of Kincardine United Church's (KUC) service could possibly change to 11:00 a.m. and he really likes the 10:30 a.m. start time. Liz Dillman stated that changing KUC's start time to 11:00 a.m. is only one option and Bervie Kinloss United Church is open to a 9:00 a.m. start time so that Gord Dunbar has time to get to KUC afterwards for the second service. Liz Dillman shared that if members have somewhere to be after the service, attending Bervie Kinloss' earlier service could be an option as the service will be almost identical to the one at KUC. Judy Zarubick commented that Gord Dunbar would prefer the 9:30 a.m. service start time as he has an opportunity to talk to members before the service and then he can do this at KUC after their service. More discussion will happen before a decision is made. Judy Zarubick reminded everyone that this change of time is not in the proposal. Gord Dunbar stated that there are several possibilities and



solutions and they can all be discussed at another time.

Sue Maus commented that the majority of the congregation at KUC is older and like routine and because Bervie Kinloss is a rural area, farm chores may have to be done so changing the time of the service may not be feasible for them.

Please see Attachment #1 for the proposal in its entirety.

Rod Coates returned to the motion and repeated the motion (as above) Rod Coates called the vote and declared the motion carried. **CARRIED**  
1 opposed.

Rod Coates asked if Judy Zarubick was going to speak again. Judy Zarubick wondered if we should have the discussion now about changing the service time and mentioned the fact that if we leave the service times the same, then volunteers will be needed to support with some of the service.

Rod Coates clarified that the options are to change the service time now or leave it and come back to the congregation to approve a time change with the understanding if KUC does not change the service time, that volunteers will be needed to support the service before Gord Dunbar arrives from Bervie Kinloss.

Liz Dillman spoke up and said that Bervie Kinloss United Church does not want to see the scenario where the service times remain the same.

Judy Zarubick asked if we will have another congregational meeting or will Council be empowered to make a decision as long as the congregation has been surveyed and engaged in the discussion.

Dotty McClelland wanted to ensure that the congregation is consulted.

Krista Ritchie asked if we could defer the conversation to discuss different scenarios. Liz Dillman suggested that Gord Dunbar could shorten the services which caused an uproar of laughter.

Rod Coates stated that we do not need to be make the decision of changing the service time today.

**Moved by:** Krista Ritchie  
**Seconded by:** Jackie Clements

That on March 19<sup>th</sup>, 2023 following the worship service that another congregational meeting be held to have a brief discussion and vote about the time of the church service once the agreement with Bervie Kinloss United Church goes into effect.

Rod Coates called the vote and declared the motion carried. **CARRIED**

Rod Coates thanked everyone for this discussion and especially for the work of Liz Dillman, Emily Perry, and Judy Zarubick for this initiative.

ii. **2023 Budget Meeting Date – December 10<sup>th</sup>, 2023** (Rod Coates)

**Moved by:** Don Eyre  
**Seconded by:** John Brash

That the 2024 Congregational Budget meeting be held on December 10<sup>th</sup>, 2023.

Rod Coates asked if there was any discussion.

Rod Coates called the vote and declared the motion carried. **CARRIED**

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

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

Judy Zarubick asked for another motion.

**Moved by:** Rad Michielson  
**Seconded by:** Pam Plagos

That Kincardine United Church empower Liz Dillman, Emily Perry, and Judy Zarubick to carry on the process of the collaborative agreement with Bervie Kinloss United Church's representatives until the agreement is finalized with the Regional Council.

Rod Coates called the vote and declared the motion carried. **CARRIED**

## **Adjournment and Prayers**

Rod Coates declared this meeting closed after completing all of the business before it at approximately 1:00 p.m. Rod Coates thanked everyone for their participation in-person and on-line.

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

## **Attachment #1**

### **Draft Collaborative Agreement of Services between Bervie Kinloss United Church (BK) and Kincardine United Church**

A Collaborative agreement on a trial basis from April 1 to December 31, 2023 for Kincardine United Church to provide pastoral services to Bervie Kinloss United Church.

Rev. Gord Dunbar to provide 2 hours a week to include in person Sunday Worship services at Bervie Kinloss United Church including Communion, Baptisms, Emergency Pastoral Care and Supervising Minister to Bervie United Church for quarterly Board Meetings or as needed and the Annual Congregational Meeting. Christmas Eve is on a Sunday in 2023 so discussion would be needed as to services – place and times – with both Churches. Decisions made concerning cancellations due to weather, road conditions or unforeseen circumstances in consultation with Rev. Dunbar and Chair of Bervie Kinloss Board.

Rev. Dunbar would be available 2 hours to Bervie Kinloss United Church per week and 38 hours to Kincardine United Church per week.

The hourly rate of compensation would be at the 2023 rate including benefits shared with the Kincardine United Church. This would be 2 hours a week throughout the entire length of the trial period.

Rev. Dunbar currently is entitled to 6 weeks of vacation and 3 weeks study leave. For those 9 Sundays or unforeseen circumstances Rev. Dunbar is unavailable, Kincardine United Church Council would arrange for pulpit supply for BK which would be shared 50/50. Plus current United Church of Canada (UCC) rate per km for travel to Bervie.

Transfer of compensation in compliance with the approved agreement will be made monthly by cheque from Bervie Kinloss United Church Treasurer to Kincardine. Invoicing of services will be provided to Bervie Kinloss United Church. Finances of the two Churches will remain independent.

Bervie Kinloss United Church will appoint one Ministry & Personnel (M&P) representative to communicate and be included in the Kincardine M & P Committee for discussions on Bervie only issues. Bervie Kinloss United Church will maintain an M & P Committee for employees or other contract employees providing services dedicated to Bervie Kinloss Pastoral Charge only.

In Rev. Dunbar's absence, a contact for Emergency Pastoral Care will be provided to Bervie Kinloss United Church. Kincardine M & P Committee would advise the Bervie Kinloss M & P representative of vacations, study leave and pulpit supply arrangements.

Time of Service proposed is 9:30 a.m. in Bervie. Kincardine Council will be canvassed if an 11:00 a.m. service is possible. If 9:30 a.m. service is accommodated in Bervie and time is available, Rev. Dunbar would like to visit with the congregation prior to the service in Kincardine United Church Council, February 7th, 2023 Page 5 Bervie. Worship Services in Bervie would be conducted in the traditional format or as Rev. Dunbar deems. Congregations are welcomed at either Church for Worship.

Zoom is available to anyone for Kincardine Worship and those services are also recorded on YouTube available and is broadcast the following week on the Community station of Rogers Cable.

Rev. Dunbar or designate will coordinate with the Bervie Kinloss Pastoral Charge Pianist/organist to prepare music for services.

For review purposes, the representatives of this Committee from both Kincardine and Bervie Kinloss United Church will meet in 5 to 6 months into the contract of 2023. Kincardine Council and Bervie Kinloss Pastoral Charge Board may consider agreed upon amendments at any time during the course of the agreement.

Office hours will not be provided in Bervie Kinloss United Church. Bervie Kinloss United Church phone voice mail will reflect contact information for Emergency Pastoral Care and basic information. Email contact as well would be appreciated.

Bervie Kinloss Pastoral Charge representative(s) will be appointed to receive weekly bulletin by email (digital) from Kincardine Secretary and be responsible for photocopying the bulletin for Bervie worship.

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Signature of Chair

Signature of Secretary

# **KINCARDINE UNITED CHURCH** **SPECIAL CONGREGATIONAL MEETING** **SUNDAY, MARCH 19th, 2023**

The congregation of Kincardine United Church was called to meet in-person and via the Zoom platform on Sunday, March 19th, 2023, immediately following the morning worship service for a special Congregational Meeting at approximately 11:40 a.m. as a follow-up to the February 19th, 2023 Annual Congregational Meeting to discuss the possibility of changing the service worship time. Notice of this meeting was given three weeks prior to the meeting in the announcements and then one week prior in the announcements. An e-mail went out with the agenda and other supporting documents two days prior to the meeting. 32 people were in attendance and 13 people on-line. Rod Coates thanked everyone for staying for the meeting.

## **10. 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.

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

Gord Dunbar led the participants in prayer.

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

Rod Coates led the reading of Kincardine United Church's Behavioural Covenant and invited the participants to follow along (as well as the participants viewing on-line).

## **13. Enabling Motions** (Rod Coates)

**Moved by:** Liz Dillman

**Seconded by:** Marion Brown

- g) That all adherents have full participation and voting privileges.
- h) That Rod Coates chair the 2023 Special Congregational Meeting
- i) That Angela Hazlewood act as recording secretary for the 2023 Special Congregational Meeting.
- j) That the meeting Agenda be accepted as distributed.
- k) That the Zoom meeting be recorded for use by the recording secretary.

During this time, Sue Maus asked about Gord Dunbar's feelings about the extra 2 hours of time for the additional worship as weddings and funerals could increase the time and wanted

to know about pros and cons of the agreement with Bervie Kinloss United Church. Rod Coates stated the intention of this meeting was to discuss the worship time and hoped that Sue Maus' concerns would be addressed later on in the meeting.

Rod Coates called the vote and declared the motion carried.

**CARRIED**

#### **14. Business Arising from the February 19<sup>th</sup>, 2023 Annual Congregational Meeting**

##### **Bervie Kinloss United Church Proposal Collaborative Agreement-Worship Start Time**

Rod Coates reminded the congregation that Judy Zarubick, Emily Perry, and Liz Dillman were the three representatives who spoke on Kincardine United Church's behalf for the collaborative agreement with Bervie Kinloss United Church. Judy Zarubick stated that the Western Ontario Waterways (WOW) Regional Council had approved the Collaborative Agreement between April 1<sup>st</sup> and December 31<sup>st</sup>, 2023 and this would include 2 hours a week of ministry for Gord Dunbar (preaching at Bervie Kinloss United Church which was agreed upon at the Annual Congregational meeting on February 19<sup>th</sup>, 2023). If this agreement is successful, it will continue and may also have some adjustments made along the way as deemed necessary. Judy Zarubick mentioned Jennifer McCallum who is the Minister of Music for St. Andrews United Church in Ripley as well as Bervie Kinloss United Church and has agreed to stay on. Judy Zarubick discussed the pros and cons of the options for changing worship times. The options were as follows:

1. Kincardine United Church and Bervie Kinloss United Church worship times to remain as they are: 10:30 and 9:30 a.m. respectively. Gord Dunbar would arrive at 9:00 a.m. to build relationships with the members of Bervie Kinloss and leave after the meditation. Gord Dunbar would arrive at Sharing Time for Kincardine United Church's service. This means that each church can gather at their usual time, however, volunteers will be needed at each church to fill in the gaps at each service. Gord Dunbar would build relationships with Kincardine's congregation after the service.
2. Bervie Kinloss United Church would change their worship time to 9:00 a.m. if agreed upon by their congregation and Kincardine United Church's service would remain at 10:30 a.m. Gord Dunbar would need to be at Bervie Kinloss for 8:30 a.m. to build connections with the congregation. The congregation of Bervie Kinloss would need to have their farm chores completed earlier. The Minister of Music, Jennifer McCallum, would have an hour in between services at St. Andrew's United Church and Bervie Kinloss United Church.
3. Kincardine United Church would change worship time to 11:00 a.m. and Bervie Kinloss United Church to remain at 9:30 a.m. Judy Zarubick reminded the congregation that Kincardine United Church had 11:00 a.m. as their worship start time many years ago. If this third option is chosen, Gord Dunbar is able to preach at both services and provide the same service. Members of each congregation can choose if they want to worship at 9:30 or 11:00 a.m. The only difference will be the Minister of Music and there is no choir at Bervie Kinloss.

**Moved by:** Judy Zarubick

**Seconded by:** Dotty McClelland

That Kincardine United Church's worship time be changed to 11:00 a.m. beginning on April 1<sup>st</sup>, 2023.

Rod Coates called the vote and declared the motion carried.

**CARRIED**

1 opposed

Dotty McClelland commented that this is a great opportunity for both churches to grow and learn together. Rod Coates reminded the congregation that representatives from each church have been empowered to monitor this arrangement and make changes as deemed necessary. Rod Coates continued and stated the Regional Council approved the collaborative agreement, however, asked for an "escape clause" to be added to allow either party to end the agreement with 6 weeks' notice.

Mary Ann Knowles wondered if there had been a discussion about Bervie Kinloss' congregation joining Kincardine. Judy Zarubick answered and said that Bervie Kinloss had no intention of dissolving their congregation. Judy Zarubick continued by stating that this collaborative agreement allows both churches to be open and to continue to worship with hopes of sustaining both congregations for many years to come.

Gord Dunbar wanted to address Sue Maus' concerns about his work load. Gord Dunbar thanked Sue Maus for her concerns and stated that he is very excited about this "cross fertilization" to strength both Community of Faiths to learn from both. Rod Coates shared that he feels this collaboration is for growth and experimentation and this is an opportunity for both churches to stay open as there are a lot of churches that have had to close.

### **Adjournment and Prayers**

Rod Coates declared this meeting closed after completing all of the business before it at approximately 12:02 p.m. Rod Coates thanked everyone for their participation in-person and on-line.

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** **BUDGET CONGREGATIONAL MEETING** **SUNDAY, DECEMBER 19th, 2023**

The congregation of Kincardine United Church was called to meet in the sanctuary on Sunday, December 10<sup>th</sup>, 2023 following the morning worship service, to approve the 2024 budget. Approximately thirty-one people were gathered in-person and nine households participated on-line.

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

Gord Dunbar called the meeting to order at 12:24 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. Gord Dunbar thanked everyone for attending.

## **16. Opening Prayer**

Gord Dunbar led the congregation in prayer.

## **17. Behavioural Covenant**

All present read the Covenant as presented on the screen.

## **18. Enabling Motions**

Gord Dunbar presented the enabling motions.

**Moved by:** Liz Dillman

**Seconded by:** Rad Michielson

- l) That all adherents be made Corresponding Members with privileges to vote.
- m) That Gord Dunbar chair the 2024 budget meeting.
- n) That Angela Hazlewood act as recording secretary for the 2024 budget meeting.
- o) That the meeting Agenda be accepted as printed.

**CARRIED**

Gord Dunbar declared the above motions approved.

## **19. 2023 Financial Report and Budget for 2024**

Donna Mowry gave an overview of the budget. Donna Mowry stated that the financial givings remained constant throughout the year, however, the expenses have exceeded what was received. Donna Mowry went on to say that all committees remained under their budget except for Administration and that is because there were unexpected repairs that had to be looked after. Donna Mowry asked if there were any questions.



Barry Schmidt asked about Westario Power and if that budget line could be decreased. However, Liz Dillman reminded the congregation that the actuals are only until the end of October and more funds may be needed for this item.

A representative from each committee spoke about their respective budgets.

**Ministry and Personnel (M & P)** –During this time, Gord Dunbar left the meeting and came back after this section. Rad Michielson stated that in order to determine wage increases, three different sources are used such as the United Church of Canada, the Royal Canadian College of Organists, and the living wage standards. However, the living wage standards get published late in the year and a budget decision has to be made prior to getting this information. Rad Michielson stated that the staff will be adequately compensated to ensure they are at a living wage.

**Programme** –Judy Zarubick shared that the United Church of Canada has increased the remuneration required for Pulpit Ministry Supply to \$247.00 but the travel expense has remained at 0.55/km. Judy Zarubick went on to state that the budget line for the library, nursery, and Sunday School had been removed, however, there are still enough supplies available if needed. Judy Zarubick continued by adding that the Awards/Recognition line had been removed in the budget and the Audio Visual budget had been decreased. Judy Zarubick added that the licensing for use of videos/films had increased. Judy Zarubick asked if there were any questions.

**Membership and Mission (M & M)** –Liz Dillman stated that this section of the budget has increased by \$130.00 from 2023. Jack Nancekivell commented that when this Community of Faith asks for financial support, several people come forward.

**Administration** –Donna Mowry reiterated that this committee cannot decrease their budget as so many items increase in cost such as insurance, the National Assessment, water, and electricity. This committee’s budget is the “bricks and mortar” as well as support to the office budget, Donna Mowry shared. Also, this section of the budget contributes to repairs that need to be made and/or for other unforeseen items, Donna Mowry added.

At this time, Jack Nancekivell stated that the Administration committee (as well as the other committees) need additional people. Ralph Knowles, Jack Nancekivell, and Donna Mowry are the only members at this time along with Gord Dunbar as a staff member. Jack Nancekivell praised the members of the Administration committee for their on-going diligence.

Donna Mowry asked if there were any questions at this time.

Barry Schmidt asked about the trustee funds and Jack Nancekivell stated that there was \$73000.00 and \$26000.00 had been transferred into the investments. Jack Nancekivell continued by saying that there is a deficit and funds are needed for cash flow. Liz Dillman as the treasurer is hoping that more funds will not have to be moved from the investment

account to the general funds to cover expenses to the end of the year. Donna Mowry stated that more work will be done in 2024 in regard to the finances of Kincardine United Church.

**Moved by:** Donna Mowry

**Seconded by:** Liz Dillman

That Kincardine United Church approve the adoption of the 2024 budget.

**CARRIED**

Gord Dunbar declared the above motion approved.

**20. 2024 Mission and Service (M & S) Target**

**Moved by:** Liz Dillman

**Seconded by:** Jack Nancekivell

That Kincardine United Church approve the target of \$31,000 for the Mission and Service target for 2024.

1 vote on-line was “no”

**CARRIED**

Gord Dunbar declared the above motion approved.

**21. Trustee Resignation and Motion to Appoint a New Trustee**

**Moved by:** Rad Michielson

**Seconded by:** Jack Nancekivell

That the congregation receives the resignation of Art Danahy, effective December 31<sup>st</sup>, 2023, with regret and thanks for his service as a Trustee of Kincardine United Church.

At this time, Jack Nancekivell stated that Art Danahy did an excellent job as a trustee and greatly appreciated all his work for Kincardine United Church.

**Moved by:** Jack Nancekivell

**Seconded by:** Julia Metzger

That the congregation appoints John Brash to be a Trustee of Kincardine United Church, effective January 1<sup>st</sup>, 2024.

**22. 2024 Annual Meeting Date**

**Moved by:** Sheila Elliott

**Seconded by:** Elaine Holmes

That the 2024 Annual Congregational meeting be held on February 18<sup>th</sup>, 2024 (with a snow date of February 25<sup>th</sup>, 2024).

**CARRIED**

Gord Dunbar declared the above motion approved.

### **23. Other Business**

Gord Dunbar asked if there was any other business.

At this time, Jack Nancekivell mentioned the passing of Gregg McClelland who was a valuable asset as a trustee especially with the insurance program finding reasonable rates. Jack Nancekivell went on to say that Gregg McClelland did an amazing job and he is deeply missed.

### **24. Adjournment and Prayers**

Gord Dunbar thanked everyone in-person and on-line for their participation. Rad Michielson made a motion to end the meeting at 1:04 p.m. with no other business to discuss. Gord Dunbar led the congregation in prayer to end the meeting.

**Next Meeting: February 18<sup>th</sup>, 2024 (February 25<sup>th</sup>, 2024-snow date)**

