

Kincardine United Church



2020 Annual Report

TABLE OF CONTENTS

BEHAVIOURAL COVENANT	3
IN MEMORIAM - 2020	4
MEMBER STATISTICS 2020	5
COUNCIL MEMBERS 2020.....	6
COMMITTEE MEMBERS 2020	6
A MESSAGE FROM GORD	7
COUNCIL REPORT	9
STANDING COMMITTEE REPORTS.....	10
ADMINISTRATION COMMITTEE	10
MEMBERSHIP AND MISSION COMMITTEE	12
PROGRAMME COMMITTEE	14
MINISTRY AND PERSONNEL	15
MINISTRY TEAM REPORTS.....	16
KINCARDINE UNITED CHURCH WOMEN	16
KINCARDINE UNITED CHURCH CHOIR.....	16
INSTRUMENTAL ENSEMBLE.....	17
FINANCIAL REPORTS	18
KINCARDINE UNITED CHURCH WOMEN	18
KINCARDINE UNITED CHURCH CHOIR.....	19
REPORT FROM THE BOARD OF TRUSTEES.....	20
REVENUE STATEMENT TO DEC. 31, 2020 WITH COMPARATIVES TO DEC. 31, 2019	22
RECONCILIATION OF GENERAL FUND	25
BREAKDOWN OF 2020 EXPENSES	26
NARRATIVE BUDGET	27
CONGREGATIONAL MEETING.....	29

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 - 2020

NAME	DATE OF DEATH
KIRCHEL, Ronald "Ron" Norman.....	January 11, 2020
BRIDGE, Viola Mae.....	February 15, 2020
COLLINS, Mervyn Willis.....	February 16, 2020
JOHNSTON, Floyd Carl.....	May 21, 2020
HOLMES, Glen Emerson.....	May 3, 2020
MCDOWELL, Rev. Dr. Allan.....	June 7 th , 2020
EMMERTON, Eunice Marion.....	June 8, 2020
MORRIS, Ruth "Joanne".....	July 3 rd , 2020
FORREST, Robert Murray.....	July 6 th , 2020
ORR, Vera Ruby.....	August 12, 2020
MORROW, Sheila May.....	August 14, 2020
NANCEKIVELL, Karen Frances.....	August 23, 2020
ROBINSON, Wilma Jean.....	October 7, 2020
HARRISON, Maisie.....	November 3, 2020
ELLIOTT, Ronald Leroy.....	November 5, 2020
COOMBS, Dorothy.....	December 23, 2020
TAYLOR, Eleanor "Ellie" Louella Ann.....	December 29, 2020
THOMPSON, Virene "Vi" Elva.....	December 29, 2020

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 2020

	<u>2019</u>	<u>2020</u>
Resident Members	335	319
Non-resident Members	<u>438</u>	<u>438</u>
	773	757
 Adherents (connected)	 112	 69
Added to Membership by		
Transfer	1	0
Profession of Faith	3	0
Action of the Council	<u>0</u>	<u>0</u>
	4	0
Removed from Membership by		
Action of the Council	0	3
Death	16	14
Transfer	1	0
By Request	<u>0</u>	<u>0</u>
	17	17
 Baptisms	 3	 0
 Marriages	 0	 3

In November 2019, the Membership & Mission Committee sanctioned the creation and terms of reference of the Membership & Adherent Review Team (MART), whose deliverables are:

- Review inputs and changes to member & adherent data
- Make recommendations for membership changes (add & remove)
- Make changes to adherent status (add & remove)
- Ensure historic membership and current membership rolls align

MART met three times in 2020 and, in accordance with its terms of reference, began reviewing Kincardine United Church's member and adherent records. Applying the membership criteria outlined in the current membership policy and procedure, recommendations were made for removal of many adherents from the current membership roll. Implementation of MART recommendations for changes to membership records can be expected in 2021.

KINCARDINE UNITED CHURCH **COUNCIL MEMBERS 2020**

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

COMMITTEE MEMBERS 2020

ADMINISTRATION

Donna Mowry ... Chair
Ralph Knowles
Gregg McClelland
Julia Metzger
Jack Nancekivell
John Phillips
Gerry Stephens
Liz Dillman (resource - treasurer)
Gord Dunbar (resource)

MEMBERSHIP & MISSION

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

MINISTRY & PERSONNEL

Mary Phillips ... Chair
Sheryl Elliott
Marilyn Meldrum (until Dec 2020)
Rad Michielson
David Mullinex
Pam Plagos

PROGRAMME

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

TRUSTEES

Jack Nancekivell ... Chair
Art Danahy
Ron Elliott
Gregg McClelland
Stu Mowry
Joan Norris
Gord Dunbar (resource)

REGIONAL COUNCIL REPS

Marion Boyd
Rod Coates
Liz Dillman
Emily Perry

A MESSAGE FROM GORD

NOW WHAT?

This is an amazing congregation! While I have always found our shared ministry to be vibrant, lively, compassionate and loving, once the pandemic was declared and our building was closed, everyone pulled together even more. The property was maintained, cleaned and renovated behind the scenes. So very many people gave generously – above and beyond. Phone calls, texts, social media connections and e-mails wove one person to another in a wonderful tapestry of caring. We moved swiftly to live-streaming our worship while adding Fireside Chats for spiritual edification and contemplation – and for some humour. We met by Zoom in committees and for our delayed congregational meeting. In a multitude of ways, we demonstrated that Kincardine United Church is indeed a community of faith that cares. Wow!

This entire Annual Report testifies to our collective ministry even though we miss gathering in person with one another. However, the pandemic has not yet passed so we won't likely open our building until September of 2021. Where are we going? What is our call into our uncertain future and what can we anticipate? I invite you to consider these probable outcomes arising out of my pandemic sojourn pondering:

Many of us will no longer be “in the room.”

Our front door is no longer facing Princes Street because it is really online. It has been moving that way for some time. Physical attendance in our building has been declining for years – and not just because we are ageing. In fact, I am committing to making use of a blend of online and in person gatherings once the building is open again. For worship, there are many who will return, but many more have come to appreciate the flexibility of live streamed worship. For the committees and for the groups in our church, many participants have become used to Zoom – especially in bad weather or to avoid excess travel. We will move firmly in the direction of small gatherings online, to study groups and town hall gatherings by Zoom, to richer content featured on our YouTube Channel and to discovering people far beyond Kincardine who become part of our family of faith. After the pandemic no longer keeps our building closed, our church will still be around. However, much of our people will have left the building. Likely, the majority of us who are most engaged, will no longer be in the room.

We will grow by shifting our focus from gathering to connecting.

There is a danger – for me, especially – that once the building is open again our focus will be on content. Instead, the pandemic has taught us that connection with one another is essential to our identity as followers of the Way of Jesus. We are the Body of Christ. Like any body, we are systemically connected. We will need to explore how best to **engage** each other with the mission of our faith and through our vision for how to live that mission into the world. Engagement will be best facilitated through digital avenues while volunteer leaders will have to be trained. Our building will be important for such in person gatherings as well as for providing a generous resource for community groups, yet online initiatives for engagement will cost us less.

Our building will become a centre for excellence.

Remember the training of leaders to which I referred in the last section? We will gather people in person for training, planting seeds of camaraderie and of mutual identity among the full spectrum of our trained leaders. We will endeavour to “infect” our volunteer leaders with God’s mission and with our vision for following the Way of Jesus in this community of faith. We will work to collaborate with neighbouring congregations to harvest the best talent from the area for collective benefit. One example is the Stewardship Workshop we hosted here two years ago for seven communities of faith, thus sharing the cost of the consultant who led us while learning from different communities of faith. We will need to take the time and do the research to discern the most appropriate strategic plan for augmenting our excellence. Instead of using our online presence to persuade people to come into the building, we will use our building to reach people online. The church facility will become the place people assemble to be equipped to do ministry during the week.

We will fight about where we are going.

It is intimidating to consider something new, something we’ve never done before. It is far easier to keep doing things how we have always done them, especially when we do it very well. Generational differences will become clearer than ever before. For example, 71% of Boomers prefer in person worship but only 41% of Gen Z preferred it. Everyone other than Boomers prefer a combination of in person and digital gatherings. Indeed, attitudes about worship style, racial justice, sexuality, economics, theology and climate change vary widely from one generation to the next. Whenever change is considered, fights will naturally occur because of both



experiential and attitudinal differences of perception. What will need to be at the centre of all these fights is **not** ideology. Instead, it will need to be the living, loving Christ. I trust we will find such a focus life-giving and transformative.

I don’t write any of the above to scare anyone. Instead, I write this because I know our community of faith has the strength, the determination and the gifts to make such possibilities happen. I am excited and inspired by what we may yet become.

Blessings in hope and in confident anticipation,
Gord.

COUNCIL REPORT

In a year unlike any other, our community of faith found ways to remain united and connected, albeit changed in ways we could not possibly have envisaged when 2020 began. Reflecting on the year gives new meaning to the “20/20 hindsight” concept. While our interactions have been unique, most of us can say that despite being isolated from each other, we have remained connected in different ways. Being the church in pandemic times has created both problems and opportunities.

Council met nine (9) times during 2020, with only the first (March) meeting being held in person. Respecting provincial and local medical guidelines, for the remainder of the year Council meetings were held through Zoom teleconferencing. After some initial growing pains, this gradually evolved into a suitable framework for conducting the necessary business of Council – remote, yet connected.

When it became obvious in early March that this would not be a “business as usual” year, Council assigned a working group to make recommendations regarding church facility closing and re-opening. Given the vulnerable nature of our congregation, Council prioritized safety and health over accessibility and access to our facility remains restricted. For a short time, it seemed possible that we could open again by early fall, but deteriorating pandemic conditions meant that decision was postponed and so we remained closed for the rest of 2020. Not having an open facility meant that our personal relationships were limited, a situation which many found difficult.

Other accommodations were made in consideration of the COVID-19 pandemic. The scheduled April 19th annual congregational meeting was postponed and combined with a budget meeting on December 13th. Despite some constraints, and an unprecedented mode in which the congregation gathered to meet (via Zoom), the necessary business of the congregation was completed.

Although this may be reported elsewhere, special recognition goes to:

- David Walker in his new role as a retiree after 16 years of service as our custodian.
- Marion Boyd & other Council members for taking on some additional work while the Council President addressed some health issues.
- Judy & Jim Zarubick and the tech crew who had live stream worship services up and running within a few weeks of our closing, and who contribute countless hours of work behind the scenes (behind the video camera & sound board, actually) to support our outreach ministry.
- Council members Marion Boyd, Rod Coates, Liz Dillman, Gord Dunbar, Emily Perry, & Judy Zarubick, who serve the Western Ontario Waterways regional council and/or national church in other roles.

With respect to our governance structure, Council reviewed the Trustees role and their reporting relationship, with the Governance Handbook updated to reflect the results of that review. Additional work is planned for 2021 to ensure our community of faith’s governance structure reflects our current practices and aligns with the requirements of The Manual and the regional council.

Neither Council nor the congregation could function without our staff: Liz Dillman, Gord Dunbar, David Hamilton, Sarah MacKenzie, Stu Metzger, and John Phillips. These amazing folks collaborate in different working relationships, made especially challenging in a year of social distancing, allowing Kincardine United Church to fulfill its ministry and mission. Lastly but not leastly, thanks and gratitude are extended to the many members of our community of faith who serve on Committees and Ministry Teams and individually spend hours of willing effort to enable us to be the church at Kincardine United. Time, talent and treasure are what enable us to do God’s work.

We are not alone. Thanks be to God.

Submitted by Rod Coates, Council President

STANDING COMMITTEE REPORTS

ADMINISTRATION COMMITTEE

Well, 2020 was a very unusual year. Administration and Property managed to have one meeting in person (January) before our church was closed to the public in mid-March due to the Covid Restrictions and still remains closed. No meeting was held in February and March but thanks to Judy Zarubick we were able to continue to meet through ZOOM, beginning in April. **We can't thank Judy enough for all the time and energy she has spent in helping us to continue to meet and carry-out the work of the church through ZOOM.** Although the church has been closed, the Property members (in particular Ralph and Jack) have been hard at work repairing and replacing items. The Envelope Steward has been busy setting up and maintaining various methods of donating. The Treasurer has been kept busy paying bills; preparing Finance Reports, Grant and Subsidy Forms and picking up the mail and distributing it appropriately.

The Administration Committee completed the 2019 Annual Review Forms provided by the Ministry and Personnel Committee for the Envelope Steward, Treasurer and the Custodian.

Financial Related Items

All financial details are shown in the Financial Report in this Annual Report.

In March, the Trustees had to cash in some investments in the amount of \$16,330 which was transferred to the General Account (shown in the Financial Report).

The Treasurer, Liz Dillman, sat in on the UCC and ADP (payroll) webinars in regards to subsidies and church finances. She applied for the 10% Temporary Wage Subsidy and the 75% Emergency Wage Subsidy whenever they were applicable to us.

We applied for and received a Grant from the Municipality of Kincardine to assist with the cost of automating the opening of the two south entrance doors.

Liz completed a Grant application which was submitted to the Faithful Footprints Grant Program of the United Church of Canada. It included quotations obtained to replace the Learning Centre heat pumps and associated electric furnaces along with the replacement of the overhead light bulbs with LED units and the fans in the Sanctuary.

The Envelope Steward, John Phillips, worked with Terry Boyd to adapt our website to accommodate several new donation methods. These included On-Line donations, E-Transfers, PayPal, photo-cheques, My Tribute Fund, Benevity Fund, Canada Helps as well as PAR and mail-in cheques. These methods helped to maintain our Revenue even when the church wasn't open. We began the year with 83 households on PAR and ended with 82.

John sent out the 2019 Income Tax Receipts and also e-mailed 2020 mid-year donation statements. He prepared monthly reports for Administration and Council and updated the membership lists in Power Church. He updated the Envelope Steward Job Document and this was approved by the Committee. The Committee voted to increase the Envelope Steward's Honourarium beginning September 1.

A Task Group, chaired by Barry Schmidt, was established to determine ways to reduce costs and increase revenue. Several of their ideas were completed right away and the remainder were passed on to Council. Once they had completed their work, this group disbanded and a new Group, the Legacy Giving Ministry Team, was formed just to deal with Legacy Giving. In June, Dave Jaggar (from the United Church Foundation) hosted a ZOOM Planned Giving Workshop which was well attended.

Property Related Items

In the winter, we hired a young couple to do our snow removal. Bill MacTavish offered to cut the lawns in the spring and summer.

Two household-style stoves plus a new set of pots and pans were purchased for the kitchen by the United Church Women Groups. The old commercial stove was sold to the Boy Scouts in Wiarton. Property members had to restructure the walls and the wiring behind the old stove. The stoves were delivered in June.

In consequence of the Quilter group folding, their room off Fellowship Hall was primarily evacuated and changes were made to the adjacent closet to allow ready access to the Sanctuary pipe organ blower supply system. We would like to thank the Quilters for all the donations they have made to the church.

Three toilets, plus the water supply plumbing, were replaced in Learning Centre.

Gord purchased two top-of-the-line First Aid kits, which were installed outside the Choir Room in the Learning Centre and below the AED in Fellowship Hall.

Jack is working with the Municipal Fire Prevention Officer to develop a Fire Safety Plan. The Emergency Lights and Fire Extinguishers are monitored monthly by Andrew Brown.

We applied to have the natural gas pipe lines and meter installed and will decide later whether to switch to natural gas heating or remain with the heat pumps and electric furnaces in the Learning Centre. A Capital Project Fund was established to accept donations for the cost of the replacement of the heat pumps and electric furnaces for the Learning Centre. To date, our donations total \$18,583 as shown in the Financial Report.

Ralph, assisted by Jack, made many phone calls and visits to the church to arrange several property projects. The office door has been automated and is now operational. The south ramp door to the Sanctuary was replaced with a commercial aluminum structure with two sidelights and an all-glass door which has an automatic opener. The light bulbs and fans in the sanctuary will be replaced when this can be scheduled.

Our custodian of 16 years, Dave Walker, retired on August 31. A small (due to Covid restrictions) retirement gathering was held in Victoria Park and Dave was presented with several gifts. A Hiring Team was established and Administration approved their recommendation that Stuart Metzger be hired as our new custodian beginning on October Snow removal & extra hours were added to the custodian's job.

Insurance

Our Insurance rate increased by over 20%. Gregg met with the broker to try and get the cost reduced but was unsuccessful. We will continue to pay the premium monthly. The Insurance Company sent a check list to monitor various areas in the church while the church is closed. Dave Hamilton did the initial checks, then Dave Walker and now our new custodian, Stuart Metzger, is inspecting the church on a regular basis.

We worked hard to prepare our 2021 budget with a very realistic approach.

Administration Committee Members: Donna Mowry, Gregg McClelland, Jack Nancekivell, Ralph Knowles, John Phillips, Julia Metzger, Gerry Stephens. Liz Dillman and Gord Dunbar (Resource Persons). **Property Ministry Team Members:** Ralph Knowles, Jack Nancekivell, Gerry Stephens, Dotty McClelland, Bill MacTavish, Bev Jennings, Andrew Brown and Gord Dunbar (Resource Person).

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, youth, hospitality and congregational life & fellowship. This committee had less activities due to the COVID-19 pandemic this year. Members are: Liz Dillman, LouAnne Dudman, Charles Ludlow, Ursula and Bernd Portz, Krista Ritchie, Melinda Smegal. and Staff resource, Gord Dunbar. Meetings are the 2nd Tuesday of the month.

JANUARY – Progress is being made on our Affirming Committee.

Photo Directory is planned for June 16-20, 2020.

Membership and Adherent Review Team (MART), consisting of Jean Johnson, Rod Coates, Gerry McLeod, Julia Metzger. John Phillips and Rev. Gord Dunbar, was set up and will ensure accuracy and up-to-datedness of member records, having 504 “legit” addresses.

Loaves & Fishes Potluck Suppers continue to be the 2nd Monday of the month.

Soup/Stew/Chili Lunches will be the 4th Sunday of the month.

FEBRUARY – Pancake Supper, Feb 25th, was well attended.

Before church coffee and after church coffee/snacks continue.

Donations for the future arrival of the new Kincardine Refugee Family are coming in.

Rev. Gord is planning on setting up a Card Group to send cards to church family members who have a significant event.

MARCH – Began Sunday services on Zoom, March 29th.

No M&M Meeting due to pandemic restrictions.

APRIL – Easter Sunrise Breakfast was cancelled. Started M&M Committee meetings via Zoom. Calling Committee began with 35 people contacting 3-7 others, checking on how they are and their needs during Covid-19.

MAY – No new members or confirmands this year.

JUNE – Bernd planted 2-3 acres of sunflowers for Food Grains Bank Project.

Sun. 21st, “Covid From the Front Lines” videos from: Lydia Ritchie (cashier at No Frills), Kent Padfield (Superintendent of Paramedic Services), Bernd Portz (farmer providing our food), Dr. Gunaratne (a physician) and Cheryl Cottrill (co-chair for the Hospice Board). They answered the question, “What feeds you and gives you hope?”

Friday, June 25, Celebrating Diversity Service, a live streamed service in collaboration with Kincardine Pride.

The Church Picnic was cancelled.

Photo Directory photo shoot was postponed to June 2021.

SEPTEMBER – Mission Sunday, 20th, Tom Franklin spoke on the Chalmers Community Garden that supports the Huron County Food Bank. Donations totalled \$1200 plus a donated, used roto tiller.

Rev. Gord ordered masks and antiseptic gel to be used once in-church services restart. A committee is looking into health and safety needs before reopening KUC.

Lee Cox digitally put together photos of “What we’ve been doing during Covid 19” from KUC member submissions.

Unfortunately the sunflower crop failed this year.

Local retirement/nursing homes were given access and encouragement and began showing the Sunday services and Gord's Fireside Chats to their residents. These are accessed from our KUC You Tube channel.

OCTOBER – the DRAFT 2021 budget was prepared.

Minute For Mission will be reinstated into the Sunday services starting in January, although Gord began adding them in twice/month in late November.

NOVEMBER – White Gifts were collected at the church entrance for 2 weekends before White Gift Sunday, Nov. 22nd, enabling Ursula and Bernd Portz to pick up those gifts as well as at the Clifford-Alsfeldt charge, and to deliver all gifts to Cape Croker.

Joyce Johnson, the minister of Cape Croker United Church, was delighted to receive so many gifts to stock their annual Christmas Store for those with limited resources.

DECEMBER – The 10-member Visiting Team delivered 20 poinsettias to people connected to KUC who live in retirement/nursing homes. Plant delivery was expanded this year to other single, elderly people who were living in their own homes.

The annual Dec 6th vigil for Violence Against Women: A Time for Remembrance, Awareness and Action” was hosted by live-stream.

The Membership and Mission Committee made several donations this year to: The Friends of the Observer, Kincardine Ministerial Benevolent Fund, Camp Support, Canadian Food Grains Bank, Chalmers Community Garden, Daily Bread publication, Grey Bruce Chaplaincy Fund, Big Brother & Sisters, Assistance to a family in need, Donation to the Dory for coffee and Assistance for Young Families.

Events on hold: Interfaith Dialogue, Consent & Capacity Information Night, Blanket Exercise at KDSS, Reconciliation Events, the play re: Nawash, Round Table Meeting with Community Partners, and Women in Poverty.

PROGRAMME COMMITTEE

At the beginning of the year 2020 it was business as usual in the church. Sunday School Teachers, Nursery volunteers and House members were teaching, caring, preparing for communion, welcoming, making coffee and providing snacks. What a difference a few months make.

In mid-March our Church building was closed by Provincial Order and those on the Sunday School Ministry Team, the Nursery volunteers, the Sacrament Guild and the House Teams were no longer able to share their time and talents in the way they were used to. The pandemic and the rules we were asked to follow, meant that these areas of the church fellowship had to be postponed and we lamented their loss as well as the loss of regular in-person worship.

Our main focus became keeping people safe, so we remained closed for the rest of the year for in-person worship. But during this time of shutdown our Audio Visual Ministry expanded.

At the beginning of the year, the members of Audio Visual Ministry Team all took turns to provide Projection, Sound and Video to the Sanctuary, Nursery, Kitchen and Fellowship Hall so that no matter where you were in the building you were able, for the most part, to access the service. We had a small but dedicated team of Jim Zarubick, Sean Crawford-Thompson, Stu Mowry, Dave Leaning, Mary Phillips, John Phillips, Greg Hartwick and Judy Zarubick who provided this capability in the church and beyond through Rogers Cable TV. The pandemic changed all that.

The Programme Committee upgraded our One License, which allowed us to project the hymns on the screens, to one that allowed us to broadcast and upload to YouTube. The Committee also purchased a Zoom Pro Account so that we could arrange for online meetings and webinars. Having a Zoom Pro Account not only allowed us to broadcast on Sunday mornings, it allowed our Committees to meet, it allowed UCW meetings and for Fireside Chats as well.

In order to follow Public Health Protocols, the Audio Visual Ministry Team only allowed members in the same bubble to be at the Audio Visual table at the same time. Two couples on our Audio Visual Ministry Team (John and Mary Phillips and Jim and Judy Zarubick) became familiar with this new technology, in order that we could gather safely as an online community of faith. We will continue to offer an online presence as we move into 2021.

In 2020 the Programme Committee met in person in February and online April, May, June, September, and October. The Committee was served by Judy Zarubick, Jim Zarubick, Joan Gillespie, Sheila Bauer, Emily Perry, Randy Norris, Charles Clarke, Teresa Perfrement and resourced by Rev. Gord Dunbar and David Hamilton.

Submitted by Judy Zarubick, Chairperson

MINISTRY AND PERSONNEL

2020 was a very different type of year for our staff, congregation, and society in general!!! Our staff worked hard at the beginning of the pandemic and changed many of their tasks/routines to ensure the church continued to run smoothly, and that the other staff members were safe. The M&P Committee and I all feel very blessed to have such competent and efficient staff.

Of course, we had the retirement of our custodian, David Walker, in August of 2020. We will miss his kind smile and quiet manners. In September we welcomed Stu Metzger to the staff, and look forward to working with him to ensure he has all the resources he requires to perform the custodial work within the church.

The annual staff reviews from the past year were completed either as a Zoom meeting or over the phone. The reviews for the 2020 year are currently in progress.

The M&P committee now has five members due to the retirement of Marilyn Meldrum. We will miss Marilyn's questioning attitude and insightfulness.

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, 2020, by Mary Phillips, chair.

MINISTRY TEAM REPORTS

KINCARDINE UNITED CHURCH WOMEN ANNUAL REPORT FOR 2020

2020 has been a real challenge & change for all of us in our Church & communities. We are all looking for new ways to come together virtually in this time of Covid 19. Our Kincardine United Church Women meet as much as possible for fellowship & support for each other in our virtual gatherings.

UCW Western Ontario Waterways met virtually with the 3 Regions. Regional & local gatherings had to be canceled so they took on a new venture, having meetings by Zoom to renew friendships after the formal program. The National UCW Project "Women for Change, Zambia" is ongoing. A 60th Anniversary Celebration in Sydney, Nova Scotia is planned for July 11-15, 2022.

On behalf of the Kincardine United Church Women, we bring you greetings and best wishes for a blessed year in 2021.

*Submitted by Dianne Henkenhaf, Secretary
UCW Executive*

KINCARDINE UNITED CHURCH CHOIR

Choir singing had to be abandoned mid-March. We have all missed our weekly rehearsals and Sunday Anthems, and the jokes as well. We have met over Zoom several times to keep up with each other's activities and news.

Several choir members have assisted with singing hymns for the Sunday Zoom services. We are blessed to have David Hamilton, Minister of Music, who has continued to provide his quality musical offerings each Sunday and coordinate those who lend their voices. Recordings of previous choir anthems are used in the services.

When we resume singing, we will feel the loss of several of our choir family this year. Ann Windsor has moved to London and Dotty McClelland retired. We mourn the deaths of Karen Nancekivell and Glen Holmes.

The choir contributed funds towards the Capital Funds Project for the replacement of the church heating and cooling systems. Some of this money, from the estate of the late Lexie Bell, had been unused for several years, and the choir deemed it appropriate to contribute toward this project.

We cautiously look forward to singing in the coming year.

Submitted by Elaine Holmes, Choir Secretary

INSTRUMENTAL ENSEMBLE

As a result of the COVID-19 pandemic, 2020 was a very different year. Instead of the usual 5 or 6 annual appearances, the Kincardine United Church Instrumental Ensemble (KUCIE) played only once, on February 23.

The ensemble continued with a membership of 11.

Our final rehearsal was March 10.

This ended, temporarily, a tradition that began in March 1988.

We look forward to when things return to some semblance of normal, and we can begin once more being part of the worship experience at Kincardine United Church

Don Eyre, Musical Director

FINANCIAL REPORTS

KINCARDINE UNITED CHURCH WOMEN

Financial Statement – December 31, 2020

Balance Forward at January 1, 2020		\$ 2014.22
Receipts		
Unit Offerings – Mission and Service	2662.30	
Coffee and Muffin	576.40	
Mandates	73.25	
Fees	28.00	
Total Receipts	\$ 3339.95	\$ 3339.95
		\$ 5354.17
Disbursements		
Mandates	175.68	
Western Ontario Waterways Region Dues	189.00	
Pots and pans for kitchen	338.99	
Christmas Honorarium	150.00	
Bank Fees	30.00	
Total	\$ 883.67	
Mission and Services Disbursements		
KUC Mission and Service	2662.30	
St Pauls' College	100.00	
Silver Lake Camp	200.00	
Fred Victor Centre	275.00	
Massey Centre	100.00	
United Way Bruce Grey – Utility Assistance Program	400.00	
Kincardine Food Bank – Good Food Box	300.00	
Total	\$ 4037.30	
Total Disbursements	\$ 4920.97	\$ 4920.97
True Bank Balance December 31, 2020		\$ 433.20

KINCARDINE UNITED CHURCH CHOIR

Financial Report for 2020

Bank Account Balance as of December 31, 2019 **\$ 1,301.85**

REVENUE

Choir Social Donations for 2020	\$	78.00	
Bank Interest for 2020		<u>.12</u>	
	\$	78.12	
Total 2020 Revenue	\$	78.12	<u>\$ 78.12</u>

Sub-total **\$ 1,379.97**
EXPENSES

Gifts to Choir Director			
Memorial donations – Glen Holmes, Karen Nancekivell (\$50 each)	\$	100.00	
Donation to KUC capital heat/AC project		<u>1,000.00</u>	
	\$	1,200.00	
Total 2020 Expenses	\$	-1200.00	<u>\$ -1,200.00</u>

Bank Account Balance as of December 31, 2020 **\$ 179.97**

Total Choir Assets as of December 31, 2020 **\$ 179.97**

Respectfully submitted
Debora C. Michielson, Treasurer
December 31, 2020

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.

The members of the 2020 Kincardine United Church Board of Trustees were:

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

As noted above the Trustees of Kincardine United Church have each been assigned to specific tasks. This measure allows each Trustee to focus on their area best suited to their respective talents.

Unfortunately, this past year we lost Ron Elliott who passed away on November 5th. Ron was a valued Trustee who always brought good ideas and insight into the business of the Board. He was particularly skilled in dealing with the investment portfolio having been involved in personal investing for many years. We will miss Ron at our meetings as an enlightened friend who carried his commitment to the welfare of Kincardine United Church as a priority in his life.

Source of Investment Funds: Sale of Manse \$115,000
* MacDonald Estate Bequest \$50,000
* Wieck Estate Bequest \$10,000

Note: * The principal of these bequests can only be used to generate income.
The investment portfolio was valued at \$112,721 on December 31st. 2019. During the year of 2020, the total amount transferred to the Kincardine United Church general account was \$21,633.62 which consisted of \$5,303.62 in interest from the investments and \$16,330 from the sale of assets. The value of the investments on December 31st. 2020 is \$93,469.

The insurance Policy was a challenge to Gregg McClelland this past year to obtain clarification with respect to the increase in the annual premium. Of a particular concern is the Insurer’s declared value of the building and whether a lower valuation would result in a substantial reduction of the yearly premium. At present, this reduced evaluation will not result in a reasonable savings, given the increased risk involved should a claim be necessary.

The values contained in the Insurance Policy are as follows: Building- \$4,476,781.00
Contents- \$175,000.00, Organ- \$350,000.00 and Stained Glass \$151,205.00.
During the past few months, Joan Norris, assisted by Art Danahy, has prepared a revised “Role of the Trustees” as it is contained in the Kincardine United Church Organizational Handbook.

These revisions were included in proposals presented by Marion Boyd at the December 1st. Council meeting which were approved by Council. These proposed changes will be reflected in the renamed KUC Governance Handbook.

Property improvements this year will be listed under the Administration Committee report.

The items that will improve the asset value of the building are the replacement of the south door at the ramp to the Sanctuary. Both of the doors on the south side of the church have been automated for easier access at the Sanctuary and the Learning Centre.

The electrical services were changed and updated to accommodate new stoves in the kitchen.

Presently quotations have been invited and reviewed to replace the Heat Pumps and electric furnaces for the Learning Centre along with the replacement of the light bulbs with LED units and replacement of the fans in the Sanctuary. An application was made and approved from the United Church of Canada for grant funds that will cover approximately two thirds of the cost of these projects.

This report is respectfully submitted by Jack Nancekivell.

KINCARDINE UNITED CHURCH

REVENUE STATEMENT TO DEC. 31, 2020 WITH COMPARATIVES TO DEC. 31, 2019

<u>REVENUE FOR 2020</u>	2020 ACTUAL	2019 ACTUAL
General Fund	\$183,304	\$190,959
Envelope Project		\$5,680
Celebration of Life Service		\$2,555
Memorials	\$8,147	\$2,175
Donations for Building Use	\$706	\$2,929
Investment Interest	\$5,303	\$6,510
3rd Party Insurance	\$223	
Boston Pizza		\$575
Gord's Haircut	\$6,301	
Donations to National Assessment		\$50
HST Refund	\$4,657	\$5,579
Bequests from Estates		\$4,171
Misc	\$100	\$130
	\$208,741	\$221,313

INVESTMENTS CASHED	\$16,330
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<u>OTHER REVENUES DISTRIBUTED IN 2020</u>	RECEIVED	PAID OUT	BALANCE
Refugee Family	\$7,580	\$7,580	\$0
Kincardine Food Bank	\$790	\$790	\$0
RBC Ministries/Daily Bread	\$20	\$20	\$0
Chalmers Community Garden	\$670	\$670	\$0
Cape Croker	\$100	\$100	\$0
Big Brothers, Big Sisters	\$40	\$40	\$0
	\$9,200	\$9,200	\$0

<u>CAPITAL PROJECTS</u>	
Heat Pumps	\$18,583
	\$18,583

<u>HOPE /BLOOMING FAITH MENU</u>	BUDGET	BALANCE DEC 31, 2019	DONATIONS/ PAID OUT 2020	2020 BALANCE
Side Ramp Entrance - Auto Open	\$15,000	\$17,108	\$3,020	
Office Entrance Door - Auto Open	\$5,000	\$0		\$0
Side & Office Doors - Auto Open			-\$11,284	\$8,844
Replacement of Front Doors	\$5,000	\$0		\$0
Electronic Sign	\$15,000	\$5,550		\$5,550
Kitchen Stoves - Funds received in 2020	\$5,000	\$2,520	\$917	\$3,437
Kitchen Stoves - funds paid out in 2020			-\$3,428	\$9
Nursery Windows		\$750		
Funds previously allocated to nursery windows			\$1,169	\$1,919
Memorial Wall			\$1,000	\$1,000
Toy or Book - Refugee Family		\$75	-\$75	\$0
TOTAL	\$45,000	\$26,003	-\$8,681	\$20,759

<u>STAFF COMPENSATION & BENEFITS</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2019 ACTUAL</u>	<u>2021 BUDGET</u>
	\$158,422	\$153,017	\$174,637	\$162,657

<u>PROGRAMME COMMITTEE</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2019 ACTUAL</u>	<u>2021 BUDGET</u>
Worship Supplies	\$500	\$897	\$821	\$500
Donations to Worship			-\$135	
Music Supplies	\$300	\$77	\$495	300
Guest Musician Expenses	\$1,500	\$450	\$1,350	\$1,500
Nursery Supplies	\$100			100
Piano/Organ Maintenance	\$1,500	\$1,020	\$980	\$1,500
Band Supplies	\$100			100
Pulpit Supply	\$2,000	\$1,590	\$1,019	\$2,200
Organist Supply	\$750	\$450	\$750	\$750
Church School supplies	\$500	\$200	\$547	\$500
Library	\$100			\$100
Awards, Recognition & Carnations	\$200		\$154	\$200
Licensing	\$300	\$873	\$500	\$1,200
AV Supplies	\$450	\$171	\$680	\$450
DVDs and Batteries	\$100		\$120	\$0
Monitor Upgrades			\$2,448	\$0
Software for Projection	\$500			\$0
	\$8,900	\$5,728	\$9,729	\$9,400

<u>MEMBERSHIP AND MISSION</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2019 ACTUAL</u>	<u>2021 BUDGET</u>
Social Supplies/Fellowship Enhancements	\$800	\$141	\$745	\$800
Broadview Subscriptions		-\$525	-\$625	
payments for Broadview Subscriptions		\$550	\$650	
Name Tags	\$200	-\$15	-\$40	\$100
Pancake Supper Expenses	\$350	\$212	\$278	\$350
Pancake Supper Revenue		-\$544	-\$638	
Ministerial Benevolent	\$750		\$750	750
Chaplaincy Fund	\$750	\$750	\$750	750
Friends of Broadview	\$100	\$100	\$100	\$100
Assistance Fund	\$3,000	\$1,000	\$2,900	3000
Mission Sundays	\$350	\$350	\$304	\$350
Community Service	\$500	\$500	\$500	500
M&M Misc	\$100	\$51	\$50	\$100
Poinsettias	\$200	\$206	\$80	100
Affirming Workshop	\$1,000		\$105	\$1,000
Outreach	\$2,500	\$2,301	\$2,002	\$2,500
	\$10,600	\$5,077	\$7,911	\$10,400

<u>ADMINISTRATION</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2019 ACTUAL</u>	<u>2021 BUDGET</u>
Offering Envelopes	\$100	\$113	\$81	\$75
ADP Payroll Charges	\$375	\$341	\$319	\$375
PAR Costs & On-Line Charges	\$450	\$574	\$460	\$600
Bank Charges	\$450	\$344	\$503	\$600
Loan Interest			\$357	\$0
Church Maintenance	\$5,000	\$7,317	\$5,501	\$8,000
Municipal Water Charges	\$1,000	\$1,031	\$948	\$1,200
Insurance Church	\$7,000	\$7,258	\$7,022	\$9,157
3rd Party Insurance Charges			\$384	
Hydro	\$22,000	\$20,774	\$20,093	\$22,000
Elevator Maintenance	\$1,200	\$1,181	\$1,974	\$1,200
National Assessment	\$8,500	\$7,439	\$8,203	\$7,425
Postage, Paper & Copier	\$5,500	\$4,610	\$6,571	\$5,500
Office Computer & Backup System	\$1,000	\$1,000		\$0
Advertising	\$100		\$48	\$100
Miscellaneous	\$200	\$31	\$477	\$100
Training/Conferences	\$600		\$600	\$600
Telephone and Internet	\$2,100	\$1,666	\$2,097	\$2,000
	\$55,575	\$53,679	\$55,638	\$58,932
HST PAID OUT IN 2020		\$7,686	\$6,718	
	\$233,497	\$225,187	\$254,633	\$241,389

KINCARDINE UNITED FINANCIAL POSITION
AS AT DECEMBER 31, 2020

REVENUE TO DECEMBER 31, 2020	\$208,741	\$221,313
INVESTMENTS CASHED	\$16,330	
EXPENSES TO DECEMBER 31, 2020	-\$225,187	-\$254,633
SURPLUS	-\$116	-\$33,320

	<u>2020 TARGET</u>	<u>ACTUAL</u>
M&S CONTRIBUTIONS		
CONGREGATION	\$30,000	\$30,355
(DOES NOT INCLUDE UCW CONTRIBUTIONS TO M&S)		

GENERAL FUND BANK ACCOUNT
RECONCILIATION

BANK STATEMENT AS AT DECEMBER 31, 2020	\$43,374.66
LESS OUTSTANDING CHEQUES	-\$19,749.48
PLUS OUTSTANDING DEPOSITS	\$6,025.00
LESS M&S FUNDS	\$0.00
LESS OTHER FUNDS TO BE DISTRIBUTED	\$0.00
LESS FUNDS ALLOCATED FOR HOPE/BLOOMING FAITH PROJECTS	-\$20,759.00
LESS FUNDS ALLOCATED TO CAPITAL PROJECTS	-\$18,583.00
AVAILABLE FUNDS FOR GENERAL FUND USE AS AT DECEMBER 31, 2020	<u><u>-\$9,691.82</u></u>

RECONCILIATION OF GENERAL FUND
AS AT DECEMBER 31, 2020

RECONCILED BANK BALANCE - DECEMBER 31, 2020

BANK BALANCE AT DECEMBER 31, 2020	\$ 43,374.66
LESS OUTSTANDING CHEQUES	-\$ 19,749.48
PLUS OUTSTANDING DEPOSITS	<u>\$ 6,052.70</u>
RECONCILED BANK BALANCE AT DECEMBER 31, 2020	<u><u>\$ 29,650.18</u></u>

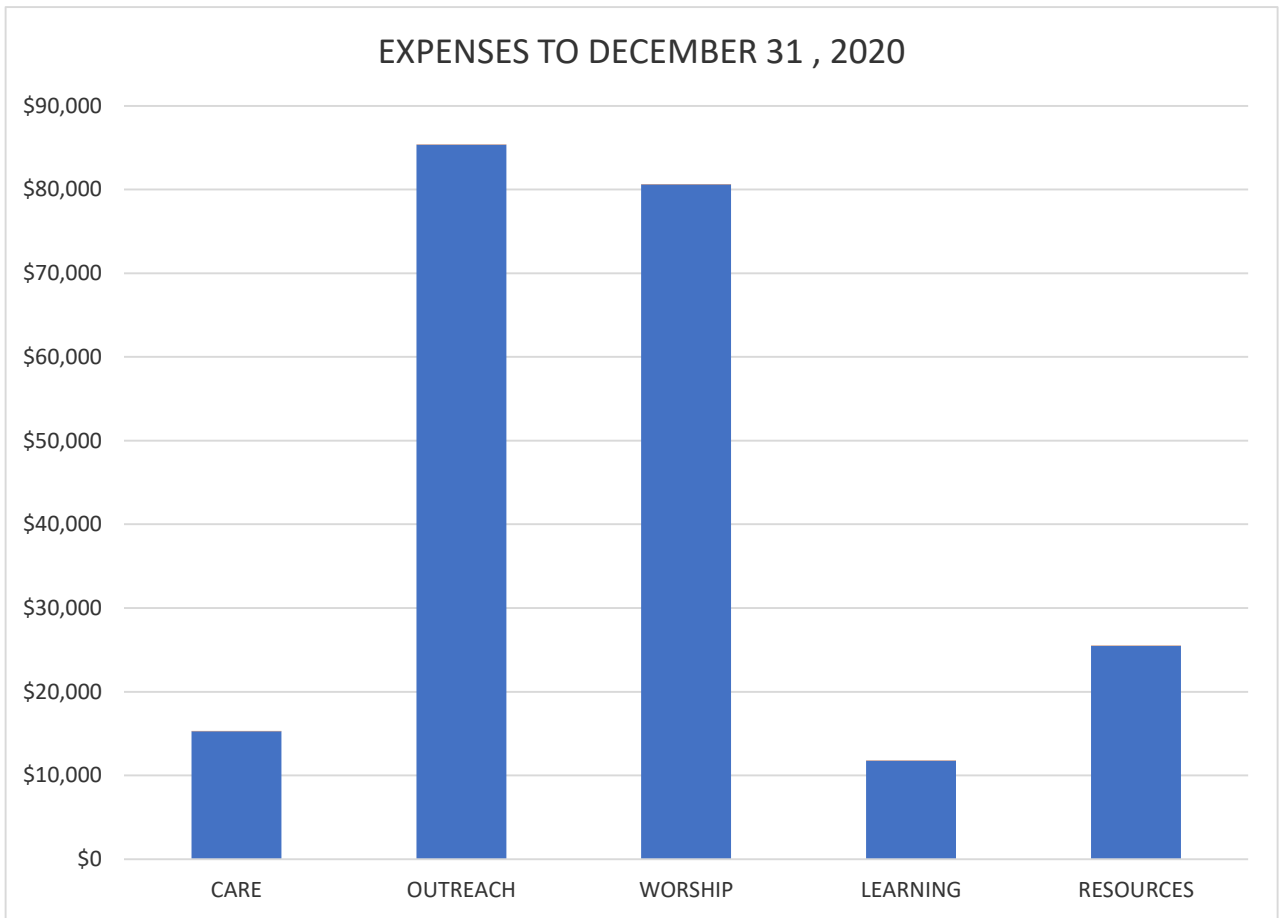
REVIEW OF 2020 FINANCIAL RECORDS

Due to the government restrictions for Covid 19 it was not possible to complete a review of the 2020 financial records prior to the preparation of the 2020 Annual Report. A review requires a minimum of two unrelated people to meet and review the records and in person.

The review of the financial records will be completed as soon as government regulations allow it.

The results of the review will be put in the weekly announcements once it has been completed.

BREAKDOWN OF 2020 EXPENSES



NARRATIVE BUDGET

FINANCIAL PARTNERSHIP WITH GOD IN MINISTRY AS OF DECEMBER 31, 2020

How your giving supports the life and the work of Kincardine United Church

CARE MINISTRY

Kincardine United Church's Care Ministry is how we share God's compassion with people in our Church through our prayers and deeds. Some of the ways we care for one another are:

During the Covid 19 Outbreak in 2020 the Church was closed from March to year end. Much of our care ministry was put on hold but we continued to care for our members through:

On-line services during the pandemic
Home and hospital visits (using safety protocols)
Phone Committee who regularly called members to make sure they were doing ok

Prayers for those in need
UCW (zoom meetings)

Unfortunately the following had to be put on hold until we can safely meet again:
Friendly Sunday morning conversations
Nursery care during Sunday Worship
Lunches after Church
Name Tags
Re-organizing pew layout to accommodate wheelchairs, walkers and strollers

Social Potlucks
Coffee before and after Worship
Sundae Sunday
Small Group Ministries

\$7 out of every \$100 you give is dedicated to KUC Care Ministry

OUTREACH MINISTRY

Kincardine United Church's Outreach Ministry is how we encourage each other to look beyond our congregation to embrace the needs of others. Here are some ways we reach out together:

Our Outreach Ministry was not really affected by the Covid 19 outbreak and we were able to continue to provide the following support within the community:

Food Bank Support
Grey Bruce Chaplaincy Fund
Support for Cape Croker
Purchase of Free-Trade, Organic Coffee
Chalmers Community Garden

UCC Mission & Service Fund
Support of local Women's House
Pride Service
Coffee Cards to Dory
Family in Distress

Delivery of Poinsettias and Cards for Members living alone
Account at Now Playing for Families in Community, allowing them a place to take children to play

The many volunteer organizations our members belong to.
Books for Grieving Families and colouring books for their children
Arranging for Fire Side Chats and Services to be available at local retirement and nursing homes

Community use of our building for groups such as AA, Brighter Futures, three bands, various local non-profit groups, Yoga groups, Grief Recovery Groups, had to be suspended for the year along with the Dory Lunch.

\$39 out of every \$100 you give is dedicated to KUC Outreach Ministry

LEARNING MINISTRY

Kincardine United Church's Learning Ministry is how we nurture each other's spiritual growth and faith in God. Here are some ways we grow together:

Sunday School
Book and Bible studies
UCW (by zoom)
Craft Group
Questers

All of the above activities were put on hold in 2020 due to Covid pandemic, except the UCW groups, which were able to meet by Zoom.

\$6 out of every \$100 you give is dedicated to KUC Learning Ministry

WORSHIP MINISTRY

Kincardine United Church's Worship Ministry is how we celebrate God's love together with others who share our faith. Here are some ways we worship together:

Our Worship Ministry continued during the months of the Covid 19 Pandemic. Only everything after Ash Wednesday was done on-line. On average approximately 45 households tuned in live to services each Sunday and more watched on Rogers Cable.

Sunday morning worship
Baptisms
Devotions at meetings
Services at Trillium Court
Special Music during services
Ash Wednesday Service
Youth Services
Joint Good Friday Service with Knox Presbyterian Church
Funeral services
Holy Communion
Special Seasonal worship
Wedding Ceremonies
Healing Services
Sunday School
Holy Week Services

\$38 out of every \$100 you give is dedicated to KUC Worship Ministry

RESOURCE MINISTRY

Kincardine United Church's Resource Ministry is how we strive to use our Church, our money and our people for good. Here are some ways we serve together:

The Resource Ministry was able to continue its work throughout Covid 19 pandemic with the property committee members working (using safety protocols) with contractors on building maintenance and other work being done by Zoom calls.

Purchase of new stoves for the kitchen
Building improvements & maintenance
Program & activity administration
Volunteers who work with Western Ontario Waterways Regional Clusters and Networks
Volunteers who work Western Ontario Waterways Commissions
Financial and property oversight
Photocopier, Postage Meter, Office Computers, Office Supplies, Office Furniture
Encouraging and training volunteers and staff
Completion and submission of Faithful Footprints Grant for energy efficient lightbulbs, fans and new heat pumps for the addition.
Replacement of toilets
Painting of front entrance and upper hall
Organizing & encouraging ministry teams
National Assessment
Computer software and protection
Library Resources

\$10 out of every \$100 you give is dedicated to KUC Resource Ministry

CONGREGATIONAL MEETING

KINCARDINE UNITED CHURCH **ANNUAL CONGREGATIONAL MEETING** **SUNDAY, DECEMBER 13th, 2020**

The congregation of Kincardine United Church was called to meet via the Zoom platform on Sunday, December 13th, 2020 at 11:40 a.m., following the morning worship service for the Annual Congregational Meeting, to review the 2019 Annual Report, to approve the 2021 budget, as well as, elect nominated positions. Approximately 57 persons were in attendance.

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 agenda.

2. Opening Prayer (Gord Dunbar)

Gord Dunbar led the participants in prayer.

3. Behavioural Covenant (All)

All present read in unison the Covenant as presented on the screen.

4. Enabling Motions (Liz Dillman)

Moved by: Liz Dillman

Seconded by: Barry Schmidt

- a) That all adherents have full participation and voting privileges.
- b) That Rod Coates chair the 2020 Annual meeting.
- c) That Angela Hazlewood act as recording secretary for the 2020 Annual Meeting.
- d) That the meeting Agenda be accepted as distributed.
- e) That the Congregational Meeting minutes of April 7th, 2019 and December 8th, 2019 be approved as printed (in the 2019 Annual Report).

Rod Coates declared this motion carried.

CARRIED

5. Business Arising from the Minutes (Rod Coates)

Financial Viability

Having reviewed the minutes of the two congregational meetings of 2019, Rod Coates wanted to note comments made at both meetings regarding Kincardine United Church's financial viability. The December 8th, 2019 congregational meeting created a financial task group led by Barry Schmidt. That team met during the spring and summer and presented its recommendations at the September Council meeting, with several of its recommendations implemented and others

ongoing. Rod Coates thanked the financial task group for all they have done to reach concrete goals and their ongoing work to complete their recommendations.

6. In Memoriam (Gord Dunbar)

Gord Dunbar read all of the names as printed in the 2019 Annual Report and led participants in prayer.

7. 2019 Financial Report (Donna Mowry)

Donna Mowry shared that the total revenue for Kincardine United Church was \$221, 313.00 in 2019. Donna Mowry went on to say that all committees came in under their budgets and in spite of deficits, wonderful improvements had been made to the church like the television screens that are being used during the live-streamed services. Donna Mowry said that Leanne Guppy, Bev McLelland, and Pat Porter had reviewed the 2019 Financial Report. Rod Coates asked if anyone had any questions/comments.

Moved by: Donna Mowry

Seconded by: Rad Michielson

That the 2019 Financial Report be accepted as printed.

Rod Coates declared this motion carried.

CARRIED

8. 2019 Written Annual Reports

Moved by: Liz Dillman

Seconded by: Barry Schmidt

That the rest of the written reports be received/adopted as presented.

Rod Coates declared this motion carried.

CARRIED

9. 2020 Financial Report & 2021 Budget (Donna Mowry)

Donna Mowry shared that because 2020 had not been a “normal” year and said in the future that 2020 would be a one-word catch phrase like “Today has been a total 2020”. Donna Mowry asked a chair person from each committee to speak about their budget.

i. **Programme Committee** (Judy Zarubick)

Judy Zarubick shared that this committee was under budget in some areas this year, however, the worship supplies would be over budget which covers worship equipment, pulpit and organist supply. Barry Schmidt asked about decreasing the church school supplies. However, Judy Zarubick answered by saying that the budget already reflects the purchase of the curriculum for only half of the year since the teachers used previously purchased curriculum for the other half of the year. There have been some Zoom programs offered and the idea that committees were asked to set budgets as if 2021 would be a “normal” year. Liz Dillman clarified that when the budgets were set in September and October 2020, it was felt that the church may have been able to re-open in January of 2021 so as a result all committees were asked

to budget as if 2021 would be a “normal” year. Judy Zarubick went on to say that the licensing is a large part of the budget that covers Zoom costs to allow live-streaming, ability to project words on the screen, and if videos/movies are shown at the church when it re-opens. As the church is considered a charity, there are discounts for this item. The total for their budget is \$9400.00.

ii. **Membership and Mission Committee** (LouAnne Dudman)

LouAnne Dudman shared that the Mission and Service target for this committee will remain at \$30000.00 which is the same as the previous year. LouAnne went line by line to present each part of the budget which in total will be \$10400.00.

iii. **Administration** (Donna Mowry)

Donna Mowry said that even though the church has been closed since March of 2020, there are still regular expenses mainly for the office and for the property. Many expenses have to be paid regardless if the church is open or not such as insurance, hydro, and other on-going expenses. Donna Mowry mentioned Ralph Knowles and all he has done to look after the maintenance issues. Donna Mowry spoke about John Phillips who looks after all of the on-line changes for donations. As of November 30th, this committee had used less than what was budgeted. 2021 of course will be the same expenses. Although, Gregg McClelland had tried to get the insurance decreased, it has increased by \$2000.00. The budget has had to be increased. The Administration budget will be \$58932.00.

iv. **Ministry and Personnel** (Mary Phillips)

Before Mary Phillips began, Gord Dunbar and David Hamilton excused themselves from the Ministry and Personnel budget presentation.

Mary Phillips commented that 2020 has been a very unusual year. Mary Phillips stated that there had been an increase in Stu Metzger’s job responsibilities as he would be taking care of snow removal as well. Mary Phillips continued by thanking David Walker and stated that the committee is thankful for all of the wonderful staff. Mary Phillips mentioned that there is a 2.2% increase in salaries which is a recommendation from the United Church of Canada. Mary Phillips stated that the budget is \$162657.00 for 2021 for staff compensation and benefits.

Barry Schmidt asked about the balance of the trust funds and Jack Nancekivell answered by saying that there is approximately \$95000.00 and reminded everyone that \$20000.00 had been transferred to the general funds. Barry Schmidt stated that these funds do allow a backup fund to be used if needed.

Moved by: Donna Mowry

Seconded by: Krista Ritchie

That the 2021 budget be approved as printed.

Rod Coates declared this motion carried.

CARRIED

Rod Coates thanked Donna Mowry and everyone involved with presenting the budgets and all of the work done to view all of the information.

10. Nominations (Presentation & Elections – Gord Dunbar)

Rod Coates let everyone know that he would be asking Gord Dunbar to step participants through the nominations process. Rod Coates stated that it is simpler to have someone not being nominated to go through this process rather than a nominee and stated that Gord Dunbar is willing to do this.

Rod Coates continued by giving a reminder regarding terms of office since this frequently causes confusion. Terms of office for committee members and appointments are stated as ending in a calendar year, with the understanding that the term expired with the annual meeting in the year following. So if one's term expired in 2019, one would still be in the role until the following congregational meeting – recently, that would have been April of the following year. This year is unusual in many ways as our annual meeting is today, December 13th, 2020.

a) These Committee members' terms have expired:

Charles Ludlow, Ursula Portz, Krista Ritchie, Jim Zarubick, Rad Michielson

b) These Committee members have decided to retire:

Marilyn Meldrum, Ron Smith, Gerry Stephens

Gord Dunbar thanked all of the people who have decided to retire and acknowledged their wonderful, committed service over a great deal of time.

c) These yearly appointments have expired:

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

Gord Dunbar mentioned that 2 years ago that the Presbyteries and Conferences ceased to exist. These people had all agreed to be appointed again and he thanked everyone. Gord Dunbar continued by asking each representative what their respective roles are in the Regional Council. Gord Dunbar stated that he is in awe of the work of Rod Coates and how Rod Coates serves the region so well.

Marion Boyd stated that she is on the Human Resources Commission and is dealing with pastoral relations. Emily Perry shared that she is part of Human Resources Commission Resource Pool and she would let us know in the spring what she has been involved with. Liz Dillman continued by saying that she is part of the Southwestern Ontario Candidacy Board to interview students and help train Lay Supervision Teams.

Judy Zarubick is part of the Board of Vocation and the National Office of Vocation. Judy Zarubick oversees the work of Liz Dillman and Gord Dunbar in this capacity.

Gord Dunbar went on to name the reviewers, Council President, and the Council secretary whose yearly appointments have retired:

Reviewers - Leanne Guppy, Bev McLelland, Pat Porter

Council President – Rod Coates

Council Secretary – Angela Hazlewood

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

Administration:

Resource Persons: Liz Dillman, Gord Dunbar, John Phillips

Gord Dunbar mentioned the great work of Liz Dillman as the Treasurer and of John Phillips as the Envelope Steward.

Members:	Term Ends at Annual Mtg In	Electoral Status
Ralph Knowles	2022	Continuing
Gregg McClelland	2022	Continuing
Julia Metzger	2022	Continuing
Donna Mowry	2021	Continuing
Jack Nancekivell	2022	Continuing
John Phillips	2022	<u>Continuing</u>
Vacancy		

Gord Dunbar announced the vacancy for this committee and stated that there would be an opportunity to have nominations from the floor.

Membership and Mission:

Resource Person: Gord Dunbar

Members:	Term Ends at Annual Mtg In	Electoral Status
Liz Dillman	2022	Continuing
LouAnne Dudman	2020	<u>Seeking election</u>
Charles Ludlow	2020	<u>Seeking re-election</u>
Bernd Portz	2022	Continuing
Ursula Portz	2020	<u>Seeking re-election</u>
Krista Ritchie	2020	<u>Seeking re-election</u>
Melinda Smegal	2021	Continuing

LouAnne Dudman is seeking election as she has been appointed by Council.

Programme:

Resource Persons: Gord Dunbar, David Hamilton

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheila Bauer	2021	Continuing
Charles Clarke	2022	Continuing
Joan Gillespie	2021	Continuing
Randy Norris	2022	Continuing
Teresa Perfremment	2021	Continuing
Emily Perry	2022	Continuing
Jim Zarubick	2020	<u>Seeking re-election</u>
Judy Zarubick	2022	Continuing

Ministry and Personnel:

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheryl Elliott	2020	<u>Seeking election</u>
Rad Michielson	2020	<u>Seeking re-election</u>
David Mullenix	2023	Continuing
Mary Phillips	2023	Continuing
Pam Plagos	2022	Continuing

Sheryl Elliott is seeking election as she has been appointed by Council.

Trustees:

Gord Dunbar, ex officio

Members:	Term Ends at Annual Mtg In	Electoral Status
Art Danahy	2022	Continuing
Ron Elliott	2024	Deceased
Gregg McClelland	2024	Continuing
Stu Mowry	2023	Continuing
Jack Nancekivell	2021	Continuing
Joan Norris	2024	Continuing

Gord Dunbar recognized all of the contributions of Ron Elliott over the many years and stated that we grieve his death and appreciate all that he has given to the trustee role.

e) Nominations from the Floor

Nominations may be made for any Committee position from the floor.

Nominations will be requested three times.

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

f) Motion to Close Nominations from the Floor

Moved by: Barry Schmidt

Seconded by: Julia Metzger

That the nominations from the floor be closed.

Rod Coates declared this motion carried.

CARRIED

g) Election of nominees presented from the floor

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

h) Members putting their names forward for yearly appointments:

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

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

Council President – Rod Coates Seeking re-election

Council Secretary – Angela Hazlewood Seeking re-election

Moved by: Donna Mowry

Seconded by: Julia Metzger

That the yearly appointments be approved.

Rod Coates declared this motion carried.

CARRIED

Gord Dunbar mentioned the Administration Committee vacancy and reminded participants that Council will be able to appoint volunteers between congregational meetings should the following motion be carried.

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

Moved by: Jack Nancekivell

Seconded by: Julia Metzger

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

Rod Coates declared this motion carried.

CARRIED

Rod Coates thanked all of the volunteers – both elected and working behind the scenes - for their support of the life and work of this congregation.

12. Other Business

a) Report from the Western Ontario Waterways Regional Council (WOW) (Rod Coates)

Rod Coates shared that Kincardine United Church is part of the Western Ontario Waterways Regional Council, which is comprised of four former presbyteries, parts of three former conferences, and contains approximately 138 Communities of Faiths and the fact that Presbyteries and Conferences ceased to exist as of December 31st, 2018.

Connecting

Rod Coates went on to say that: WOW's values are Connecting, Supporting, Transforming.

Rod Coates said that Kincardine United Church remains "well connected" with our regional council since it has 4 elected lay representatives and 2 ministry personnel from this congregation who are part of the regional council.

Rod Coates also said that WOW held two regional council meetings in 2019: the first at the Unifor Centre in Saugeen Shores for three days in in May - held jointly with the other two regional councils in south western Ontario - followed by a second one-day regional meeting in November at Fergus.

Rod Coates continued by saying that WOW issues regular newsletters and website information on events, initiatives, and the ways in which we all remain connected.

Supporting

Rod Coates stated that Kincardine United Church's relationship with the regional council is such that we make decisions – when/if required - in partnership with the regional council and it is talking with Communities of Faith, not talking about Communities of Faith.

The regional council also arranges outreach, training, and support events, and initiatives for communities of faith. It provides ongoing advice and opportunities to respond in faith, and support one another, during a pandemic. It also provides pastoral relations and congregational support toolkits on the WOW website.

Transforming

WOW proposed and supported funding of various educational events and initiatives and in this formative year of existence, the regional council has devoted time discerning and evolving its role and relationships as a new governing body within a new church structure and learning new ways to support Communities of Faith within our region. Commissions have assumed the necessary role of addressing the more detailed work of the region.

Although not part of the 2019 events, Rod Coates noted there was an October 2020 regional gathering theme through Zoom, demonstrating that the church, even while isolated by pandemic, is still connected.

Rod Coates concluded by saying: "We are not alone. Thanks be to God".

b) Other Business

Gregg McClelland noted the misspelling of one of the names standing for election which has been corrected.

13. Recommendation for the Date, Place & Format for 2020 Annual Meeting & 2022 Budget Presentation

Moved by: Mary Phillips

Seconded by: LouAnne Dudman

That the date of the 2020 Annual Meeting and 2022 Budget Presentation be on the following dates respectively:

February 28, 2021 (annual meeting).

December 12, 2021 (budget meeting).

Rod Coates declared this motion carried.

CARRIED

14. Adjournment and Prayers

Rod Coates thanked all those attending with a special mention to Judy Zarubick and her tech crew for making this meeting possible. Rod Coates acknowledged everyone in the meeting and appreciated the willingness to attend and to participate with the challenges of this format of a meeting.

Rod Coates declared this meeting closed at 1:00 p.m. and Gord Dunbar led the participants in a prayer to end the meeting.

Signature of Chair

Signature of Secretary