

## Kincardine United Church Council Meeting

Tuesday, November 8<sup>th</sup>, 2022

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**Present:** Rod Coates (Chairperson), Judy Zarubick (Supply Minister), Emily Perry (Regional Council Representative), Jackie Clements (Programme), Donna Mowry (Administration), David Mullenix (Ministry and Personnel), Krista Ritchie (Membership and Mission), Angela Hazlewood (Council Secretary)

**Regrets:** Mary Phillips (Ministry and Personnel), Jack Nancekivell (Trustee), Liz Dillman (Regional Council Representative), Charles Ludlow (Membership and Mission)

The Council of Kincardine United Church was called to meet via the ZOOM platform on Tuesday, November 8<sup>th</sup>, 2022. Notice of this meeting was given nine days prior to the meeting via e-mail and the link to the shared drive was provided with all accompanying documents.

Rod Coates called the meeting to order at 6:59 p.m.

### 1. Welcome and Constitution of Meeting (Rod Coates)

Rod Coates declared this meeting duly constituted in the name of Jesus Christ, the one true head of the Church, for whatever business may properly come before it.

### 2. Call to Order and Acknowledgement of the Territory (Rod Coates)

Rod Coates shared these words adapted from Mark Laird, Western Ontario Waterways President:

“As we listen for God to speak to us during our meeting this evening, we also look to see that physical face of God in our lives. And we do not have to look far for God comes to us. God searches with love and peace and finds us broken, locked away looking for what we had lost. And one small step in rebuilding the brokenness between us and the First Peoples of this land is to acknowledge that we live, work and worship on the traditional territories of the Saugeen Ojibway and our relationship with the First Nations and creation and with God begin to be mended as the light of Christ shines and searches our brokenness”.

### 3. Lighting of the Candle (Rod Coates)

Once again in Rod Coates’ pun-making fashion, he shared, “Scented candles are expensive because they take a wick to make one”. Rod Coates continued in prayer: “With the approaching dark and cold winter, sometimes the light and warmth of God’s love can seem remote. Let this candle embody that light and warmth, and keep us ever mindful, of God’s gifts of light and love. Amen.”

#### 4. Devotion (Judy Zarubick)

Judy Zarubick shared a Remembrance Day video created by her niece, Amanda Armstrong, who was in Grade 8 when the video was made. The video is a truly inspirational tribute to veterans who are no longer with us and to those serving now. Judy Zarubick led Council in prayer to complete the devotion.

#### 5. Consent Docket

##### A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the Council meeting from the October 11<sup>th</sup>, 2022 be approved as distributed.
3. That motions and proposals be written and given to the Secretary.

##### B. Correspondence

1. E-mail received by Rod Coates from Julie Phair on behalf of the Bervie Kinloss United Church, dated October 26<sup>th</sup>, 2022. (This item will be discussed in New Business).

Rod Coates declared this consent docket approved by consensus.

#### 6. Reports from Committees-Standing Items

##### i) Ministry and Personnel (M & P)(David Mullenix)

David Mullenix shared the 2023 Budget Recommendations for staff recommended by M & P:

1. Minister – recommending a 3.4% increase which is the minimum mandated by the United Church of Canada (UCC).
2. Organist/Minister of Music – a 6.9% increase which is the percentage increase recommended by the Royal Canadian College of Organists (RCCO).
3. Office Coordinator – recommending a 3.4% wage increase.
4. Custodian – recommending a 3.4% wage increase.
5. Due to continued Sabbatical coverage required from January 1<sup>st</sup> to January 9<sup>th</sup>, 2023, recommending the following budget items be added:
  1. Sabbatical coverage for Administration and Pastoral Care - \$987.79.
  2. Sabbatical Continuing Education and Learning Resources – \$33.822 (\$1543/365\*8).

ii) **Administration** (Donna Mowry)

Donna Mowry reported that the Administration committee approved the Evacuation Agreement with Trillium Court Seniors Community from January to December 2023.

iii) **Programme** (Jackie Clements)

Jackie Clements shared that the Programme committee standardized the amounts paid to visiting musicians. \$150.00 will be paid to individuals and \$500.00 will be paid to groups of 4 or more. Krista Ritchie questioned who was a “guest musician” and it was clarified that guest musicians are not members or adherents of Kincardine United Church.

Jackie Clements continued by discussing the advertisement that Liz Coates created to encourage volunteers. This advertisement has been circulated widely, but there has not been any volunteers received to date, so it was decided to pause the circulation and begin again in the new year.

iv) **Membership and Mission** (Krista Ritchie)

Krista Ritchie discussed the partnership that Kincardine United Church members have with the Bridge Church. Krista Ritchie continued by telling Council about Wes Larson who leads the drop-in program at the Bridge Church. Krista Ritchie shared that there is a drop-in created just for Ukrainian refugees as they need a safe place to speak their language and be with people who are all in similar circumstances and it occurs on alternate Friday evenings. This drop-in is not widely advertised as it is for a specific target group of people. The goal is to have drop-ins for all newcomers and open it up more evenings in the week. Krista Ritchie continued by stating that along with herself, Jackie Clements, and Liz Dillman as part of the Membership and Mission committee support the drop-in. Krista Ritchie added that this partnership in the community fits well with the goals of membership and mission. Krista Ritchie also shared that fundraising has been done by several organizations to support the Multicultural Association of Perth-Huron which in turn supports the drop-in.

Rod Coates stated that there are so many Kincardine United Church members who are involved in the community and he feels that there needs to be some way to make this more visible to a wider audience as the work is so impressive.

David Mullenix shared he would like to find a way to recognize all of the sponsors as he is on the Refugee committee (along with Jackie Clements).

## 7. Treasurer's Report (John Brash)

John Brash started discussing the Mission & Service funds that have been received (\$23,397.00) this year thus far and that \$1000.00 has been sent in to the United Church of Canada on behalf of the United Church Women. John Brash continued by sharing that the money in the Community Funds is for Afghan Refugees and will be forwarded to Knox Presbyterian Church this month. As well, John Brash stated that the funds have been sent to the Food Bank last month but there are now more funds to be sent (over \$3100.00 this year). John Brash stated that the Memorial Wall funds were sent to the trustees for investment.

In regard to the Income Statement report, John Brash went on to say that Kincardine United Church's income is continuing to remain considerably less than last year's income. General Offerings are down over \$38,000.00, John shared, and the expenses shown in the Programme committee as awards were the flowers used in the All-Saints service. In Membership and Mission, the amount claimed under Fellowship Enhancement was for the coffee cups and under Administration the account for Online Service Charges is over \$900.00 over budget. John Brash continued by stating that almost \$800.00 was for Power Church Renewal and Dropbox Renewal and included in that line is also the cost of doing Preauthorized Remittance (PAR) and backup of the computer expenses. John Brash said that the total expenses have increased by more than \$11,000.00 over last year and the net income has turned into a loss of over \$16,000.00 and this is lower by over \$45,000.00 from last year.

John Brash continued by stating that due to privacy concerns, he can no longer share the Bank Activity report, but it is reviewed by the Administration committee.

In regard to the Net Funds Available report, the funds that were in for the electric sign have been used to eliminate the balance owing on the audiovisual equipment with the balance being transferred to the Capital Projects and the amount in Community Programs is for the Afghan Refugees. John Brash stated that the funds available to meet the designated allotted funds is short by more than \$11,000.00.

Last month John Brash sent the Harmonized Sales Tax (HST) rebate to the Canada Revenue Agency (CRA) for the first 6 months of 2022, but the rebate was received and is included in this month's results. John Brash has put together the figures for this year's budget and it has been reviewed by the Administration committee and they presented it to Council to have it approved at the Congregational meeting on December 11th, 2022. Finally John Brash completed his report by stating that one of the reports he has to file with the CRA is the Registered Charity Information Return and it includes a section to record the business numbers of the places to which Kincardine United Church donates. John Brash has been trying to find these business numbers.

Judy Zarubick asked about the United Church Women (UCW) monies to see where these monies need to be sent to. Due to COVID 19 UCW funds were sent to John Phillips to deposit and were not forwarded to the appropriate Units but remain in the General Fund as a pass through line. Krista Ritchie stated that it needs to be determined what kind of

project it is for (Lighthouse UCW or General UCW). Donna Mowry stated that she will find out where these project funds need to go.

Rod Coates once again thanked John Brash for sharing very detailed notes as it helps to make sense of all of the financial reports.

Donna Mowry presented the 2023 Budget to Council.

The proposal is that Kincardine United Church Council accept and support the 2023 budget to present to the congregation at the congregational meeting on December 11<sup>th</sup>, 2022 for their approval.

Rod Coates declared this proposal approved by consensus.

Donna Mowry went on to state that financially, Kincardine United Church is in “dire straits”. Because the stewardship letter has already gone out, a discussion ensued about how to best communicate this message to the congregation. Donna Mowry suggested that she will put a note in the announcements. Hopefully the stewardship program will be a success. Rod Coates suggested that Donna Mowry speak to the congregation at some point about these concerns. Rod Coates also suggested that a note go out with a reminder of contributions (as has been done previously). This topic can be discussed at the congregational meeting on December 11<sup>th</sup> as well. Donna Mowry will discuss this topic with the trustees and other Administration committee members as to the best way to communicate this issue.

## **8. New Business**

### **i) Bervie Kinloss United Church Board Request for Discussions about Possible Relationship with Kincardine United Church (Rod Coates)**

Rod Coates gave an update about a possible relationship with Bervie Kinloss United Church. Rod Coates asked that, if Council agrees, two or three people could be appointed to discuss possible sharing of resources/collaborative ministry. It is understood that final decisions cannot be made until Gord Dunbar returns from Sabbatical. Bervie Kinloss and Ripley United Churches have ended their pastoral relationship with Marsha Roberts as of the end of the December. Both churches will be going with pulpit supply. Emily Perry has volunteered to be a part of the team to speak with the Bervie Kinloss Board. Everyone has been asked to take this request back to their respective committees to see if anyone else is interested in speaking with the Bervie Kinloss Board along with Emily Perry. Rod Coates asked for this request to happen over the next week and to let him know soon who else is interested. Rod Coates will let the Bervie Kinloss Board that Kincardine United Church is interested in meeting. It was stated that it is important to be aware of ministerial burnout. This is not about making more work

for the minister or for making more money to stay afloat. The purpose of a meeting is for a conversation to happen, not to make any final decisions.

**ii) Congregational Meeting-December 11th (Rod Coates)**

Rod Coates asked if a discussion has happened about how this meeting will be formatted. Donna Mowry felt that it made sense to follow the same format as in the past. Donna Mowry has asked the committees to have a representative be present to answer any questions about the budget. Donna Mowry also asked Krista Ritchie to have someone propose the 2023 budget for Mission and Service. Rod Coates said he will work on the agenda with Angela Hazlewood and use the same format as in the past and will send out notice about this meeting.

**Closing/Prayer**

The agenda having been completed and with no additional business to discuss, Rod Coates declared the meeting closed at 8:33 p.m.

Judy Zarubick led Council in prayer to close the meeting.

**Next Council Meeting: December 13<sup>th</sup>, 2022**

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Signature of President

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Signature of Secretary