

Kincardine United Church Council Meeting
Tuesday, September 12th, 2023

Present: Rod Coates (Chairperson), Judy Zarubick (Ministry Personnel in Gord Dunbar's absence/Programme), Liz Dillman (Treasurer, Regional Council Representative), Mary Phillips (Ministry and Personnel), Charles Ludlow (Membership and Mission), Angela Hazlewood (Council Secretary)

Regrets: Jack Nancekivell (Trustee), Gord Dunbar (Minister of Word, Sacrament, and Pastoral Care), Donna Mowry (Administration)

The Council of Kincardine United Church was called to meet via the ZOOM platform on Tuesday, September 12th, 2023. Notice of this meeting was given eight days prior to the meeting via e-mail by the secretary and a second e-mail was sent to let Council members know that all documents had been added to the shared drive.

Rod Coates called the meeting to order at 7:05 p.m. and thanked everyone for being there.

1. Welcome and Constitution of Meeting (Rod Coates)

Rod Coates called 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 with Council:

“Adapted from Kincardine United Church worship service, September 14th, 2022:

Here we congregate on the traditional lands of the Saugeen Ojibway and the other indigenous peoples who preceded them. Where we now gather, generations gathered long before Europeans landed on these shores. The original inhabitants of this land, known to some Indigenous peoples as Turtle Island, took seriously the Creator's call to be stewards of air, land, water, and creature. This evening we pray our thanks for their conservancy; we exist in this place because of the lessons they continue to teach.

We acknowledge with gratitude and thanks this land upon on which we work and play and live and worship”.

3. Lighting of the Candle (Rod Coates)

Rod Coates with his pun-making humour began: “If you Google “candle” you will get millions of matches,” and he continued: “As we gather this evening, lighting this Christ candle reminds us of God’s presence & love. And the presence of Christ of all of us. Amen”.

4. Devotion (Judy Zarubick)

Judy Zarubick began the devotion with a reading from Cheryl A. Lindsay’s “Lesser Evils” a daily reflection about how we make an effort, how we deal with internal conflicts, how we get to know one another, how we enter into a relationship, the meaning of self-care, the idea of having a joyless job versus having a joyful gift, and much more. Judy Zarubick finished the devotion by leading Council in prayer.

5. Consent Docket

A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the Council meeting from June 13th, 2023 be approved as distributed.
3. That motions and proposals be written and given to the Secretary.

B. Actions

1. Council to accept the Updated Collaborative Covenant. (Please see Attachment #1)

C. Correspondence

1. Letter from the Christian Resource Centre in London and Mitchell requesting donations and prayers, and listing their services.

Rod Coates asked about the Updated Collaborative Covenant and suggested that this agreement is still on-going not fully completed as the trial is to be completed at the end of this year and if the joint committee would remain with the same people. Judy Zarubick agreed to update the agreement to reflect Rod Coates’ slight change in wording and stated that the same people would remain on the joint committee.

Rod Coates declared this consent docket approved by consensus as amended.

6. Check-In-What was the highlight of your summer?

Each Council member had the opportunity to share the highlight of their summer and to pray for the person who preceded them in the sharing.

7. Reports from Committees-Standing Items

i) **Administration** (Judy Zarubick)

In Donna Mowry's absence, Judy Zarubick stated that a donation for the Memorial Wall of \$1000.00 had been recently donated and Administration recommended that the funds be deposited into the General Account.

Proposal: That Kincardine United Church Council approve the amount of \$1000.00 donated for the memorial wall to be deposited into the general account of Kincardine United Church.

Rod Coates declared this proposal approved by consensus.

ii) **Ministry and Personnel** (Mary Phillips)

Mary Phillips shared that the staff reviews had been completed and that Kincardine United Church's staff all work well together and she appreciates how much responsibility each staff member has and the fact that there are no issues to report. Mary Phillips stated that she is very thankful for the dedicated staff and volunteers.

In regard to the Collaborative Agreement, a representative from Bervie United Church would be meeting with a representative of Kincardine United Church's Ministry and Personnel committee. Judy Zarubick said that she would make sure that Bervie United Church has Mary's Phillips contact information as she is a member of Ministry and Personnel.

8. Treasurer's Report (Liz Dillman)

Liz Dillman shared that if the \$25000.00 gets transferred to the Trustees, then there would still be \$16000.00 in the general funds, but the spending is still more that what Kincardine United Church brings in. Luckily PAR (Pre-Authorized Remittance) is still covering the payroll. Liz Dillman stated that committees are not over spending which is very positive.

David Hamilton will be having a knee replaced and Lynn Broughton will be covering. David Hamilton is on salary and a discussion followed.

Another discussion ensued about budgets and the spending of the committees. Each committee has a designated budget that has been approved by the congregation. The idea was shared that each committee is trusted to use the budget as they see fit and will do their best to make good decisions on behalf of Kincardine United Church. The only time this becomes an issue if a committee goes over budget and will need to come to the congregation for approval.

A third lengthy discussion happened about future fundraising opportunities. More will come on this topic. There are two types of fundraising: capital fundraising and smaller fundraising activities (fish dinners, soup lunches, for example).

Lastly Liz Dillman mentioned budget submissions before the November Council meeting which will be presented at the December 10th Congregational meeting. Each committee could present their own budget at the Council meeting and the Congregational meeting.

9. New Business

i) Council Meetings – Zoom or In-Person

A discussion happened about whether to change the status of the Council meetings. It was decided that the November meeting would be an in-person meeting with the option of a hybrid meeting so members can join virtually if necessary. There are lots of options. Some meetings could be in-person and some could be by Zoom. The meetings can still be recorded. Council members are to put some thought into what they feel is best to discuss again when Council meets in October. Rod Coates thanked everyone for their input.

10. Other Business

i) Meeting with Ken Craig, Mayor, with Congregational Members of Kincardine United Church, June 27th, 2023

Gord Dunbar, Jackie Clements, and Rod Coates met with Ken Craig. At this meeting, a discussion happened about the vision of Kincardine United Church as a Community of Faith and the vision of the Municipality and how these visions overlap. Gord Dunbar will be adding these ideas into his visioning document. The participants also prayed together.

Closing/Prayer

The agenda having been completed and with no additional business to discuss, Rod Coates declared the meeting closed at 8:35 p.m.

Judy Zarubick let Council in prayer to end the meeting.

Next Council Meeting: October 10th, 2023

Signature of President

Signature of Secretary

Attachment #1

A Collaborative Covenant Between: Kincardine United Church and Bervie United Church

Having successfully been working in a trial collaborative agreement and as sister congregations within the Body of Christ and the United Church of Canada, we now enter into a collaborative agreement that calls us to continue to work together to create a ministry context that is faithful in its use of resources and to pray and rely upon God's grace and guidance for our minister and our congregations.

We covenant to give our minister all possible support in this important work, listening carefully to the insights, and direction that emerge from the ministry partnership, finding ways of meeting challenges and celebrating opportunities for service.

As sister congregations in covenant relations, we commit to exploring ways of supporting each other and of building bonds of Christian community between us.

We agree to the following:

1. The Kincardine United Church and the Bervie United Church communities of faith will share called or appointed ministry personnel for the purposes of worship, sacrament, pastoral care, and oversight of meetings related to congregational governance.
2. The Kincardine Pastoral Charge will employ the minister on a full time basis (40 hours per week) with two (2) hours per week being served with the Bervie Kinloss Pastoral Charge. It is recognized that the minister's division of time and presence at each community of faith may vary from week to week, but it is expected to equal two hours per week on an annual basis.
3. The Bervie Kinloss Pastoral Charge agrees to pay the Kincardine Pastoral Charge 5% of total salary, benefits, government pension, EI, payroll costs, phone, etc. on a monthly basis.
4. Expenses and mileage of the ministry are to be logged and are to be processed through each separate community of faith.
5. Office hours will not be provided in the Bervie United Church, the phone message at the Bervie United Church will reflect the contact information for Emergency Pastoral Care and other basic information.
6. This collaborative agreement will begin January 1st, 2024. If either congregation at anytime feels that this collaboration is not working out and all efforts have been made to make it work, it can be ended with a 6 week notice to both congregations.
7. There will be a Joint Coordinating Team consisting of 3 members from each Pastoral Charge and will meet yearly or as needed to monitor, review, and make recommendations regarding the shared services for ministry personnel. It will be the responsibility of the governing bodies of each pastoral charge to ensure that 3 representatives are named to the Joint Coordinating Team and the Team shall report to the governing bodies of each pastoral charge. The ministry personnel shall be a member of the Joint Coordinating Team.
8. The Ministry and Personnel Committee of each pastoral charge will continue to function independently but the Bervie Kinloss Pastoral Charge will appoint one M&P representative to

communicate and be included in the Kincardine M&P committee for discussions in regard to the shared ministry services.

9. Conflict Resolution - any issues which arise in matters related to shared ministry services are to be directed to the Joint Coordinating Team who will consult with the appropriate congregational bodies and seek resources as may be helpful in resolving the issue.

10. The minister is entitled to 6 weeks of vacation and 3 weeks of study leave. The Kincardine Pastoral Charge is responsible for arranging pulpit supply during the minister's absence due to vacation, continuing education, illness, sabbatical, or other leave. Pulpit supply costs will be split 50/50 and the Kincardine Pastoral Charge will invoice the Bervie Kinloss Pastoral Charge for Pulpit Supply costs on a monthly basis.

11. Worship Service times at Bervie United Church 9:30 a.m. and at Kincardine United Church 11:00 a.m.

Signed by the Chair of each governing body.

Name: John A. Ockman Date: Sept. 11/23
Name: Paul Coates Date: 13 Sep 2023