

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

Present: Rod Coates (Chairperson), Gord Dunbar (Minister of Word, Sacrament, and Pastoral Care), Liz Dillman (Treasurer, Regional Council Representative), Charles Ludlow (Membership and Mission), Judy Zarubick (Programme), Donna Mowry (Administration), Mary Phillips (Ministry and Personnel), Angela Hazlewood (Council Secretary)

Regrets: Jack Nancekivell (Trustee)

The Council of Kincardine United Church was called to meet in-person on Tuesday, December 12th, 2023. Notice of this meeting was given nine 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 7:00 p.m.

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: “Before we arrived as settlers there were already many here for thousands of years with a tradition of stewardship of the land, known as First Nations. They welcomed, sustained and taught us. Our prayer is that in love we find ways to share the land and celebrate all cultures with those who call this land home. In our reconciliation journey we acknowledge that the community of faith we represent, where we work and worship is situated on unceded territory of the Saugeen Ojibwe whose culture, traditions and stewardship of the land we acknowledge with respect. May we live in friendship, peace, and a spirit of reconciliation with all our First Nations communities”.

3. Lighting of the Candle (Rod Coates)

Rod Coates began with pun-making humour: “Candles make great Christmas presents for anyone who told you that they’d burn your present if you gave them anything stupid”. Rod Coates continued by sharing these words with Council: “Lighting a candle during this season helps us experience hope, peace, joy, and love – all those things which Advent candles represent. And our anticipation of the Christ Child’s coming - light of the world.

Thanks be to God”.

4. Devotion (Gord Dunbar)

Gord Dunbar asked Council members to each take a turn to share how we are feeling and how life is going for us. Afterwards, each Council member prayed aloud for another Council member. This experience helped Council members to get to know one another a little bit better and supported relationship building.

5. Consent Docket

A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the Council meeting from November 14th, 2023 be approved as distributed.
3. That motions and proposals be written and given to the Secretary.

B. Correspondence

1. E-mail from the Western Ontario Waterways Regional Council, United Church of Canada, regarding the Pastoral Charge Supervisor Policy Update, dated November 29th, 2023.

Rod Coates declared this consent docket approved by consensus.

6. Reports from Committees-Standing Items

i) Administration (Donna Mowry)

Donna Mowry shared that Administration would like to create a “thermometer” that will show the funds that have been raised. Administration will keep Council updated as to the progress of this “thermometer”.

ii) Programme (Judy Zarubick)

Judy Zarubick shared that Gord Dunbar’s microphone kept losing connection and she wants to get the microphone fixed through Taylor Electronics, but does not know how long this will take as they are extremely busy with other clients. Judy Zarubick said that they are looking into a lapel microphone that may work better with the audio visual equipment. Judy Zarubick added that Gord Dunbar’s microphone has been around for a long time and it may be time to replace it.

iii) Ministry and Personnel (Mary Phillips)

During Mary Phillips time, she requested that Council go into “Committee of the Whole-In-Camera.” After a fulsome discussion, this proposal was created after coming out of “Committee of the Whole-In-Camera”:

That Council approve the payment to staff of a minimum of a living wage within the envelope of the Salary Package approved by the congregation.

Rod Coates declared this proposal approved by consensus.

Mary Phillips reminded Council that the staff reviews will be completed again the beginning of 2024. Mary Phillips stated that she will be sharing the review template with Council so that all the committees will have it.

7. Treasurer’s Report (Liz Dillman)

Liz reported that \$26510.00 was transferred from the Memorial Legacy Tree funds to the Trustees, for investment. Liz Dillman went on to say that the balance of these funds, \$2000.63, will remain in the General Fund. Liz Dillman added that the committees are not spending more than their budgets including Administration. Liz Dillman is hopeful that she will not need to ask the Trustees for funds to pay the bills. Liz Dillman asked if there were any questions. Rod Coates inquired about the Welsh Concert funds and Liz Dillman answered that those funds got moved into “Miscellaneous” funds. Liz Dillman also mentioned that the wage replacement was recorded incorrectly and it will be fixed. Rod Coates also asked about bequests and the Memorial Legacy Tree funds that had come in and wanted to ensure that the process for handling each one (which is different) are looked after according to the policy and procedure.

8. New Business

i) Vision Document Follow-Up (Gord Dunbar)

Gord Dunbar discussed the Vision Document that he had created.

Mission: Nurturing Disciples

Vision: Finding Meaning and Purpose in Community

Model: Small Group Model

(Listening, Practicing)

1) Check-In (Pastoral Care) 2) Prayer 3) Study 4) Mission

Programme: “The programmes of our community of faith will continue to evolve and change-some dying and others birthing as we live into our Vision with our Model of Small Groups”.

Study for Small Groups/Committees: Doing the work of the committee or ministry team, sharing research and knowledge garnered between meetings for discussion, fireside chats with questions, bi-weekly reflection with questions, movie group in the sanctuary using the video license, Grey Matters Brewing and Bible, Queer Safe Groups, “Guess Who is Coming to Dinner” and basically what people would like to have (to provide some examples). The United Church Women (U.C.W.) may decide such as visiting or special studies. Smalls Groups may meet in individual homes or at Tim Horton’s or MacDonald’s, choir room, at the church, for example.

Resources will be provided such as training (probably by Gord Dunbar), templates for group covenant, study materials as requested, and a quarterly meeting with a small group co-ordinator perhaps.

Leadership: Recruiting leaders who have skills to facilitate discussion, ability to determine who might be recruited for leadership, and who will be evaluated by the group and themselves.

Ending and Starting: Part of a discussion at a small group, at quarterly meetings, and listening to what people are asking to learn or to do. This group must end when it becomes a burden or a duty.

Gord Dunbar stated that he deeply respects the wisdom around this digital table (virtual Council meeting).

After Gord Dunbar had presented the content of the Vision document, he led Council in prayer. This proposal was created as a result of the presentation:

That Council approve the concept of the Small Group Model and allow Gord Dunbar to work with leadership in the congregation over the coming year (2024).

Rod Coates declared this proposal approved by consensus.

Rod Coates thanked Gord Dunbar for all of his work on the Vision document.

ii) **Remit 1-Creating an Autonomous National Indigenous Organization
(Vote Due Date: March 31st, 2024)**

[Remit 1: Establishing an Autonomous National Indigenous Organization | United Church 44th General Council \(generalcouncil44.ca\)](#)

On September 24th and October 1st, 2023, this topic was discussed during the worship services to engage the congregation. After a fulsome discussion, Judy Zarubick proposed that Kincardine United Church approve Remit 1. The proposal is as follows:

That Kincardine United Church Council approve Remit 1 and vote “yes” for creating an autonomous National Indigenous Organization.

Rod Coates declared this proposal approved by consensus.

Rod Coates thanked Liz Dillman and Gord Dunbar for the presentations to the congregation regarding Remit 1. Angela Hazlewood as Council Secretary will be e-mailing the paperwork to the appropriate person at the United Church of Canada.

iii) Follow-up from the December 10th Congregational Meeting and Planning for February Annual Meeting (Rod Coates)

Rod Coates thanked Gord Dunbar for the wonderful job he did chairing the meeting in his absence. Rod Coates also thanked Donna Mowry for leading the budget discussion along with all the other committee members who presented their respective budgets and answered questions. Rod Coates reminded Council that the Annual Meeting will be held on February 18th, 2024 with February 25th, 2024 as a snow date. Rod Coates also stated that he was thankful that Jack Nancekivell had shared with the congregation the fact that there are several vacancies on the committees. Rod Coates said that he will be getting the terms of office prepared as Angela Hazlewood will need this information to create the agenda.

9. Other Business

i) Announcement of a New Regional Council Executive Minister/Regional Council Representatives (Judy Zarubick)

Judy Zarubick shared that there is a new Regional Council Executive Minister, Mark Laird, for the Western Ontario Waterways Regional Council, who will be starting his term on March 1st, 2024. Judy Zarubick went on to say that if anyone is interested or knows of anyone who would interested in being a Regional Council Representative to let her know.

Closing/Prayer

The agenda having been completed and with no additional business to discuss, Rod Coates declared the meeting closed at 9:07 p.m.

Gord Dunbar led Council in prayer to end the meeting.

Next Council Meeting: March 12th, 2023 by Zoom

Signature of President

Signature of Secretary