

Kincardine United Church Council Meeting
Tuesday, March 12th, 2024

Present: Judy Zarubick (Acting Chairperson and Ministry Personnel in Gord Dunbar's absence), Sheila Bauer (Programme), Randy Norris (Programme), Liz Dillman (Treasurer, Regional Council Representative), Mary Phillips (Ministry and Personnel), Charles Ludlow (Membership and Mission), Jack Nancekivell (Trustee), Angela Hazlewood (Council Secretary)

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

The Council of Kincardine United Church was called to meet in-person on Tuesday, March 12th, 2024. Notice of this meeting was given five 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.

Judy Zarubick called the meeting to order at 6:59 p.m.

1. Welcome and Constitution of Meeting (Judy Zarubick)

Judy Zarubick 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 (Judy Zarubick)

Judy Zarubick shared these words with Council: "This council takes seriously the commitments made to First Nations communities through the national Truth and Reconciliation Commission Report, especially through the Calls to Action to churches like us. Therefore, we acknowledge, this evening, that we gather for this meeting on the traditional territories of the Saugeen Ojibway, and the other Indigenous peoples who preceded them – the original nations of this land – and we acknowledge, with respect, their history, their spirituality, and their culture."

3. Lighting of the Candle (Judy Zarubick)

Judy Zarubick shared these words with Council as she lit the candle: "Now let us light the candle as we take the time to thank God. Thanking God for your Light in this world through Jesus Christ. The light shines in us, around us and through us, in the darkness, And the darkness has not overcome it. Thanks be to God."

4. Devotion (Angela Hazlewood)

Angela Hazlewood shared a video done by the Right Reverend Dr. Carmen Landsdowne, Moderator of the United Church of Canada titled “2024 PIE Day Message from Moderator Carmen Landsdowne” which is about being public, intentional, and explicit in regard to the affirming work (happening across Canada) and being inclusive and welcoming communities. PIE Day happens on March 14th. Angela Hazlewood also talked about Ruth Wood’s story, a minister at Calvary Pastoral Charge, and how Ruth shares the journey of being transgender and how this congregation might feel about this. Ruth reflected seeking support from Psalm 139 and the idea that God loves us all. Angela Hazlewood ended the devotion by sharing a prayer.

5. Consent Docket

A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the Council meeting from December 12th, 2023 be approved as distributed.
3. That motions and proposals be written and given to the Secretary.

B. Actions

1. That Kincardine United Church Council approve the removal of the names of members from the current and historic membership rolls in accordance with Attachment #1. (MART Recommendation to Council document).
2. Confirmation of E-mail Vote:
February 17th, 2024
That the KUC Council recommend to the Kincardine United Church Congregation to approve a team ministry proposal for a trial period of one year, to begin March 1, 2024 and end Feb 28, 2025, and with the opportunity to review prior to the end of the trial period.

CARRIED.

Judy Zarubick declared this consent docket approved by consensus.

6. Business Arising

i) Follow-up from the February 18th Congregational Meeting (Mary Phillips)

Mary Phillips shared that it was felt that another Congregational meeting would need to be held due to the fact that Regional Council requested another motion because Judy Zarubick’s status would be changing. However, Mary Phillips reported that another meeting is not in fact needed and the Team Ministry motion is sufficient that was carried at the original Congregational meeting. Please see attachment #2.

7. Reports from Committees-Standing Items

i) **Administration Trustees** (Jack Nancekivell)

Jack Nancekivell provided a copy of the Administration minutes for information only as well as a report from the Trustees. Jack Nancekivell asked if there were any questions. In the Trustee report, Jack Nancekivell states that the Trustees welcomed three new members: Don Merritt, Pat Porter and Ralph Knowles. Jack Nancekivell also adds that the investment portfolio is primarily being managed by John Brash and presently the facilitator of the investments is being transferred from BMO Nesbitt-Burns to RBC in order to realize a cost savings in investment transactions and allow a better management of the funds.

ii) **Programme** (Sheila Bauer and or Randy Norris)

It was reported that changes have been made to Wedding Procedure and the Funeral fee policy. Please see Attachment #3 for the reasons for these changes.

iii) **Ministry and Personnel (M &P)** (Mary Phillips)

Mary Phillips reported that Kincardine United Church has a new custodian as Galyna Katkevych has been laid off due to an accident and cannot perform the duties. As a result, Ministry and Personnel made the decision to hire Volodymyr (Vova) Katkevych. Mary Phillips also stated that M & P are in the process of completing the staff reviews. Lastly, Mary Phillips shared that they are working on the Vacation Policy and Procedures and this document will be shared with Council at the next meeting.

8. Treasurer's Report (Liz Dillman)

Liz Dillman shared that committees are not overspending which is positive, however, this year will most likely require asking the Trustees to cash in some investments in order to stay afloat. Liz Dillman added that January and February are expensive months as insurance and heating are costly required expenditures.

9. New Business

i) **Fundraiser** (Judy Zarubick)

Judy Zarubick shared that a new fundraiser idea from Shirley Marie and Ron Harris will be carried out on April 6th. The fundraiser is an indoor yard sale from 9:00 a.m.-

1:00 p.m. Participants can set up a table to sell items. People participating can set up their table and bring their items on Friday from 1:00-9:00 p.m. However, items that do not sell will need to be taken home by the person selling them. All funds go to Kincardine United Church. Clothing will not be accepted to sell. Mary Phillips asked if next time, the event could be called something different as many people who yard sale like to start a lot earlier in the morning and be done by 9:00 a.m. and feel that the “good” items will be gone by 9:00 a.m. Judy Zarubick continued by stating that posters will be placed around town for advertising by Anne Larocque. As well, Shirley Marie and Ron Harris will be putting an advertisement in the local newspaper.

ii) Grand Piano (Judy Zarubick)

Judy Zarubick stated that there is a Grand piano being sold that David Hamilton is interested in. The piano is being sold for \$4000.00 plus \$1000.00 to take the old piano out of the church and bring the new one in to the church. There may be some people in the congregation who want to donate towards this purchase. It was asked if the current piano can be sold to help pay for the new piano. After a fulsome discussion, it was decided that Council needed more information about this topic. Judy Zarubick said that she will invite those who want to attend the April Council meeting with a proposal. It was also discussed that this proposal needs to go to the congregation.

10. Other Business

i) Film Club (Sheila Bauer)

Sheila Bauer shared that the first film club meeting went very well and ten people participated. Apparently a good discussion followed the viewing of the films. It has not been decided if this group will meet once a week or biweekly. Sheila Bauer said that a license was needed in order to view the films in the church and this license would not be very expensive.

Closing/Prayer

The agenda having been completed and with no additional business to discuss, Judy Zarubick declared the meeting closed at 8:04 p.m.

Judy Zarubick led Council in prayer to end the meeting.

Next Council Meeting: April 9th, 2024

Signature of President

Signature of Secretary

Attachment #1

MART Recommendation for Council Action

NAME	Current Status	Recommendation
BAIRD, Jill	Member-NonResident	Remove from current & historic membership rolls.
BISHOP, Sarah	Member-NonResident	Remove from current & historic membership rolls.
CATTON, Samantha	Member-NonResident	Remove from current & historic membership rolls.
CAVERS, David	Member-NonResident	Remove from current & historic membership rolls.
CHANDLER, Bob	Member-NonResident	Remove from current & historic membership rolls.
FARRELL, Linda	Member-NonResident	Remove from current & historic membership rolls.
GIBSON, Andrea	Member-NonResident	Remove from current & historic membership rolls.
GIBSON, Phillip	Member-NonResident	Remove from current & historic membership rolls.
GRACEY, Nyree	Member-NonResident	Remove from current & historic membership rolls.
GRANT, Anne	Member-NonResident	Remove from current & historic membership rolls.
HOLLA, Paula	Member-NonResident	Remove from current & historic membership rolls.
HOLMES, Mark	Member-NonResident	Remove from current & historic membership rolls.
INGLIS, Ken	Member-NonResident	Remove from current & historic membership rolls.
JARRELL, Orlo	Member-NonResident	Remove from current & historic membership rolls.
JARRELL, Susan	Member-NonResident	Remove from current & historic membership rolls.
KIM, Noelbright	Member-NonResident	Remove from current & historic membership rolls.
KNOWLES, Robert	Member-NonResident	Remove from current & historic membership rolls.
LAMOTHE, Sarah Lynne	Member-NonResident	Remove from current & historic membership rolls. [By request.]
LAMOTHE, Sherri	Member-NonResident	Remove from current & historic membership rolls. [By request.]
LAMOTHE, Steven Brian	Member-NonResident	Remove from current & historic membership rolls. [By request.]
MUSSELMAN, Dayna	Member-NonResident	Remove from current & historic membership rolls. [By request.]
MUSSELMAN, Tanner	Member-NonResident	Remove from current & historic membership rolls. [By request.]

REID, Nicki	Member-NonResident	Remove from current & historic membership rolls.
ROSCO, Caitlin	Member-NonResident	Remove from current & historic membership rolls.
SHEWFELT, Lynn	Member-NonResident	Remove from current & historic membership rolls.
SIDDON, Robert	Member-NonResident	Remove from current & historic membership rolls.
THOMPSON, Allyson	Member-NonResident	Remove from current & historic membership rolls. [By request.]
TWOLAN, Julie	Member-NonResident	Remove from current & historic membership rolls.
BURKETT, Kathie	Member	Remove from current & historic membership rolls.
BURKETT, Tim	Member	Remove from current & historic membership rolls.
MACDONALD, Ken	Member	Remove from current & historic membership rolls.
SMALL, Anne Marie	Member	Remove from current & historic membership rolls.
SMALL, Dale	Member	Remove from current & historic membership rolls.
WILSON, Charlene	Member	Remove from current & historic membership rolls.
WILSON, Phillip	Member	Remove from current & historic membership rolls.

Attachment #2

Recommendation – Team Ministry Background

Judy Zarubick, as a retired Designated Lay Minister, has been working to have her ministry honoured and respected by the wider church for quite some time. Despite the challenges of working within and through the processes involved, her desire for ordination has not waned. As a retired Designated Lay Minister, and having met all of the other criteria, Judy needs to be employed by a church, as the final condition to eligibility for ordination. In support of her efforts toward ordination, Gord Dunbar has proposed a move to a team ministry model, in which they would share the duties of the paid ministry. Proposal Details Under this proposal:

- The paid hours for ministry would remain unchanged at 40 hours per week. Gord would reduce his working hours to 35 hours per week; Judy would work 5 hours per week.
- No change to the Job Description for the Minister of Word, Sacrament and Pastoral Care is required. The details of the assigned duties for each will be worked out between Gord and Judy in a mutually agreeable manner.
- The cost increase associated with this proposal is expected to be no more than \$1200, primarily made up of a telephone allowance and the portion of the EI premium paid by the employer for Judy. (Note that options to reduce this cost increase are being actively sought out and considered.)

As Judy is already a Volunteer Association Minister and already under a covenant relationship with both Gord and the Kincardine United Church, the following steps are required in order to formalize the team ministry:

1. Council approval of this recommendation
2. Congregation approval of this recommendation
3. Congregational Support Commission approval
4. Update the ChurchHub story for Kincardine United Church Recommendations

Having met with Gord and Judy and discussed this proposal, Ministry and Personnel recommends Council approve the proposal for a trial period of one year, to begin March 1, 2024 and end Feb 28, 2025, and with the opportunity to review prior to the end of the trial period. It is further recommended that, should Council approve the proposal, that it be included in the agenda for Annual Congregational Meeting on February 18, 2024. Should the proposal be approved at the Annual Congregational Meeting, it is further recommended that the matter be forwarded for addition to the agenda for the Congregational Support Commission's February meeting.

Submitted by Ministry and Personnel: Mary Phillips Pamela Plagos Sheryl Elliott Rad Michielson David Mullenix

Attachment #3

Reasons for Wedding and Funeral Fee Policy Changes

For the Wedding Policy, the change in fees follow these reasons:

- Minister to \$400.00 since it represents 12 hours of work based on current hourly wage based on a 40-hour work week.
- The Music Minister to be paid \$200 to attend rehearsal and the wedding as well as to practice, totaling around 6 hours. The RCCO fee structure for ranges from \$150.00 to \$300.00 for a wedding, so this amount is on the low end of the scale.
- Renaming the “Co-ordinator” to “Host” as that is more descriptive. The Host makes sure that people are welcomed, any ushers know what to do and are given any bulletins which may have been printed and operates the lift.
- Two Tech positions since both may not be required.
- Renamed listing for Weddings outside the church from “Registration” to “Administration Cost.”

For the Funeral Policy, the change in fees reflects these reasons:

- Custodial at \$75 if there is no reception at the church
- Custodial at \$100.00 if there is a reception at the church (custodian to put up tables and chairs for reception)
- Two Tech positions since both may not be required.
- The Music Minister to be paid \$200 to practice and play. The RCCO fee structure for ranges from \$100.00 to \$250.00 for a funeral, so this amount is on the higher end of the scale. The ability to be able to depend on the Music Minister to do so on short notice justifies the fee.
- Increase the fee for the minister because, it usually takes about 12 hours of work, the minister is usually more connected to the deceased than to those who are to be married. It also matches what Davey Linklater has been remitting the past six months.
- A position of “Host” has been added when emergency pastoral care is being provided by a minister not associated with the church ie while the minister is on study leave or vacation.