

KINCARDINE UNITED CHURCH
ANNUAL CONGREGATIONAL MEETING
SUNDAY, FEBRUARY 18th, 2024

The congregation of Kincardine United Church was called to meet in-person and via the Zoom platform on Sunday, February 18th, 2024, immediately following the morning worship service for the Annual Congregational Meeting, (12:08 a.m.) to review the 2023 Annual Report, adopt the 2023 financial report, and to elect nominated positions. Proper notice of this meeting was given prior to the meeting and an e-mail went out with the agenda and other supporting documents prior to the meeting, as well.

ATTENDANCE: 38 people in the sanctuary and 10 households joined on-line (approximately 12 people).

1. **Call to Order and Constitution of the Meeting** (Rod Coates)
Having given due notice, Rod Coates declared this congregational meeting duly constituted in the name of Jesus Christ, the one true head of the Church, for the purpose of the business which may properly come before it.
2. **Opening Prayer** (Gord Dunbar)
Gord Dunbar led everyone in prayer.
3. **Behavioural Covenant** (All)
All present read the Behavioural Covenant as presented on the screen.
4. **Enabling Motions**
 - a) That all adherents have full participation and voting privileges.
 - b) That Rod Coates chair the 2024 Annual meeting.
 - c) That Angela Hazlewood act as recording secretary for the 2024 Annual Meeting. (Angela Hazlewood joined meeting remotely).
 - d) That the meeting Agenda be accepted as distributed.
 - e) That the Congregational Meeting minutes of February 19th, 2023, March 19th, 2023, and December 10th, 2023 be approved as printed (in the 2023 Annual Report)
 - f) That the Zoom meeting be recorded for use by the recording secretary.

Moved by: Liz Dillman

Seconded by: Louanne Dudman

CARRIED

5. **Business Arising from the Minutes** (Rod Coates)

a) **Corrections to the 2022 KUC Annual Report.**

The corrections were completed and the updated report was posted to the website. Rod Coates thanked Gord Dunbar, Sarah MacKenzie, and others who were involved in completing the corrections.

b) Bervie Kinloss United Church Collaborative agreement update.

This item has been noted in two congregational meetings in 2023, but just to bring closure to the 2023 Annual Meeting wherein a trial was approved and that trial has now been implemented as a permanent arrangement.

6. In Memoriam (Gord Dunbar)

Gord Dunbar read all of the names as printed in the 2023 Annual Report and led participants in prayer.

7. 2023 Financial Report (Jack Nancekivell)

Jack Nancekivell presented the report. The excess income/expenses are comparable to other years, but there is still a deficit. The total income for 2023 was \$222, 271.66 as shared by Jack Nancekivell.

Also, Jack Nancekivell acknowledged that all committees came under budget and only spent money that was deemed necessary. Jack Nancekivell went on to say that variances are always explainable. No funds were taken out of our investment account which was very positive, according to Jack Nancekivell. Also, it was stated that \$26510.00 was added to the investment account making the total to \$106000.00. Significant donations were made to the capital projects which is close to \$56000.00, Jack Nancekivell added. The Mission and Service Fund showed as almost \$30000.00 which Jack Nancekivell thought was very commendable for Kincardine United Church. Lastly, Jack Nancekivell stated that the reconciled bank balance is \$37100.00, however, \$55000.00 is deemed for the capital projects which would make a deficit of \$18815.17. Jack Nancekivell asked if there were any questions. It was asked why there was not a balance sheet (listing the liabilities and assets) shared and Liz Dillman stated that this document has never been provided, but will make a note to ensure that it is provided next year. Jack Nancekivell mentioned the people who support the church behind the scenes and acknowledged Andrew Brown for checking the lighting systems and the fire extinguishers, Bill MacTavish for cutting the grass at the church, as well as Liz Dillman, as Treasurer, and John Phillips as the Donation Steward.

Moved by: Jack Nancekivell

Seconded by: Rad Michielson

That the 2023 Financial Report be approved as presented.

Rod Coates asked if there were any questions.

CARRIED

Rod Coates acknowledged the many hours by many people involved in participating in this meeting to make it happen very successfully.

8. 2023 Written Annual Reports

Having heard the financial report, Rod Coates asked if there were any questions or comments on the remainder of the written reports. Rod Coates noted that there are a couple of outstanding corrections to be made mostly regarding formatting, but nothing significant.

Moved by: Charles Ludlow

Seconded by: Sheila Elliot

That the balance of the 2023 KUC Annual Report be approved.

Rod Coates asked if there were any questions.

CARRIED

9. Nominations (Presentation & Elections – Gord Dunbar)

Gord Dunbar thanked Sarah MaKenzie for her work on the report and also thanked Rod Coates for his attention to detail for preparing the agenda for this meeting.

a) **These Committee members' terms have expired:**

Sheila Bauer, Joan Gillespie, Donna Mowry, Jack Nancekivell, Joan Norris, Melinda Smegal

b) **These Committee members have decided to retire:**

Art Danahy, Joan Gillespie, Bernd Portz

c) **These yearly appointments have expired:**

Regional Council Reps – Liz Dillman (Total of 4 allowed)

(Gord Dunbar thanked Liz Dillman as she is the only Regional Council Representative at this time).

Reviewers - Leanne Guppy, 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

	Term Ends at	Electoral Status
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Members:

Ralph Knowles	2025	Continuing
Donna Mowry	2024	<u>Seeking re-election</u>
Dottie McClelland		Seeking election
Jack Nancekivell	2025	Continuing
Vacancy (3)		

Membership and Mission:

Resource Person: Gord Dunbar

Members:	Term Ends at Annual Mtg In	Electoral Status
Liz Dillman	2025	Continuing
LouAnne Dudman	2027	Continuing
Katrena Johnston	2026	Continuing
Charles Ludlow	2026	Continuing
Krista Ritchie	2027	Continuing
Melinda Smegal	2024	<u>Seeking re-election</u>
Janice McKean		Seeking election

Programme:

Resource Persons: Gord Dunbar, David Hamilton

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheila Bauer	2024	<u>Seeking re-election</u>
Jackie Clements	2026	Continuing
Liz Coates	2025	Continuing
Randy Norris	2025	Continuing
Emily Perry	2025	Continuing
Jim Zarubick	2027	Continuing
Judy Zarubick	2025	Continuing

Ministry and Personnel:

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheryl Elliott	2027	Continuing
Rad Michielson	2027	Continuing
David Mullenix	2027	Continuing
Mary Phillips	2027	Continuing
Pam Plagos	2025	Continuing

Trustees:

Gord Dunbar, ex officio

Members:	Term Ends at Annual Mtg In	Electoral Status
John Brash	2027	Continuing
Art Danahy	2025	Retired
Ralph Knowles		<u>Seeking election</u>
Gregg McClelland	2024	Deceased
Don Merritt		<u>Seeking election</u>
Jack Nancekivell	2024	<u>Seeking re-election</u>
Joan Norris	2024	Seeking re-election
Pat Porter		<u>Seeking election</u>

Members putting their names forward for yearly appointments:

Regional Council Reps: Liz Dillman (Total of 4 allowed)

Reviewers: Leanne Guppy, Pat Porter

Council President –

Council Secretary – Angela Hazlewood

e) Nominations from the Floor

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

Nominations were requested three times. No nominations were given.

f) Motion to Close Nominations from the floor:

Moved by: Louanne Dudman

Seconded by: Nancy Brash

Gord Dunbar asked if there were any questions.

CARRIED

g) Election of nominees presented in the report and from the floor:

Moved by: Brigitte Rauket

Seconded by: Esther Marshall

Gord Dunbar asked if there were any questions.

CARRIED

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

Moved by: Jack Nancekivell

Seconded by: Rad Michielson

Rod Coates asked if there were any questions.

CARRIED

Gord Dunbar stated that Rod Coates is stepping down as Council President and asked if anyone would be interested in this role. Gord Dunbar went on to thank Rod Coates for his work as President over the last 6 years. Also, Gord Dunbar thanked everyone for their work on these committees and the members who have retired, as well. Gord Dunbar specifically mentioned the remarkable job that Art Danahy did for the Trustees during his time. Gord Dunbar also acknowledged all the outstanding work of Gregg McClelland before his death. Gord Dunbar shared that Gregg McClelland had great wisdom and a wonderful sense of humour. Lastly, Gord Dunbar thanked Jack Nancekivell for his work as a trustee especially recruiting those who have the skills necessary to take care of the assets of Kincardine United Church

The question was asked about the length of term for the above positions:

Gord Dunbar stated that:

3 year appointment for committee positions;

1 year appointment for the secretary;

1 year appointment for the Council President (Chair); and

1 year appointment for the Regional Representative.

Rod Coates thanked everyone who have agreed to be on each committee and also mentioned the diversity of talent that Kincardine United Church offers on each committee. Rod Coates continued by stating that Kincardine United Church is allowed to have 4 regional representatives and that there are 3 ex-officio members of Regional Council: Gord Dunbar, Judy Zarubick, and Rod Coates. Gord Dunbar stated that if people are interested to be a Western Ontario Waterways Regional Council representative to attend the meeting at the Unifor Centre in Port Elgin the end of May. Gord Dunbar thanked Liz Dillman for continuing as a Regional Council representative.

10. Other Business

a) Minister of Word, Sacrament and Pastoral Care – Pastoral Relations Change

Presentation by Rad Michielson on behalf of Ministry and Personnel

Rad Michielson stated that Judy and Jim Zarubick have been long time members of Kincardine United Church and are often found upstairs as the audio visual team making the on-line portion happen, not to mention all the other valuable things they have done for the church. Judy Zarubick was a minister here at one time and has been working hard in order to have her Retired Designated Lay Minister recognized and respected. Having met all the criteria, in order to be ordained, Judy Zarubick has to be employed by a church. Gord Dunbar has created a motion whereby the ministry of Kincardine United Church would be shared. Gord Dunbar would reduce his paid hours to 35 hours per week and Judy Zarubick would work 5 hours per week. Gord Dunbar and Judy Zarubick will work out the details within a mutually beneficial manner. Rad Michielson went on to state that the cost associated with this proposal would be expected to be no more than \$1200.00 for 2024 primarily made up of the telephone allowance and the Employment Insurance (EI) paid by the employer for Judy Zarubick. There will not be any changes made to the job description for the Minister of Word, Sacrament, and Pastoral Care. Gord Dunbar will be taking his United Church pension, reducing the payment made to Kincardine United Church by over \$3000.00 per year. This proposal was presented to the Ministry of Personnel and they were impressed by it and Council have agreed to this proposal, as well. Rad Michielson asked if there were any questions. Gord Dunbar stated that he appreciates the care of Liz Dillman asking if he will really decrease his hours. Gord Dunbar went on to say that, yes, he will decrease his hours and remembers that he worked in a team ministry set up when he first arrived at Kincardine United Church. Gord Dunbar continued that he and Judy Zarubick have some ideas for how to divide up the work load. When Gord Dunbar is on vacation or on study leave, Judy Zarubick will be doing some of the pulpit supply coverage, but it is not included in the the 5 hours designated, it would be over and above the 5 hour appointment. Judy Zarubick is also eligible for vacation and study leave. Details of this team ministry will be worked out by Gord Dunbar and Judy

Zarubick. This proposal does not affect the agreement with Bervie United Church. Gord Dunbar has no desire to retire yet, but he has to start taking his pension by a certain time.

Motion:

That the congregation of Kincardine United Church approve a team ministry proposal for a trial period of one year, to begin March 1st, 2024 and end Feb 28th, 2025, and with the opportunity to review prior to the end of the trial period.

Moved by: Mary Anne Knowles

Seconded by: Liz Dillman

CARRIED

b) 2025 Budget Meeting Date – December 8, 2024 (?)

Motion:

That the 2025 budget meeting be held December 8, 2024.

Moved by: Brigitte Rauket

Seconded by: Dotty McClelland

Rod Coates asked if there were any questions

CARRIED

11. Adjournment and Prayers

The agenda having been completed and with no further business, Rod Coates declared this meeting ended at 1:08 p.m.

Gord Dunbar led everyone in prayer to close the meeting.

Signature of Chair

Signature of Secretary