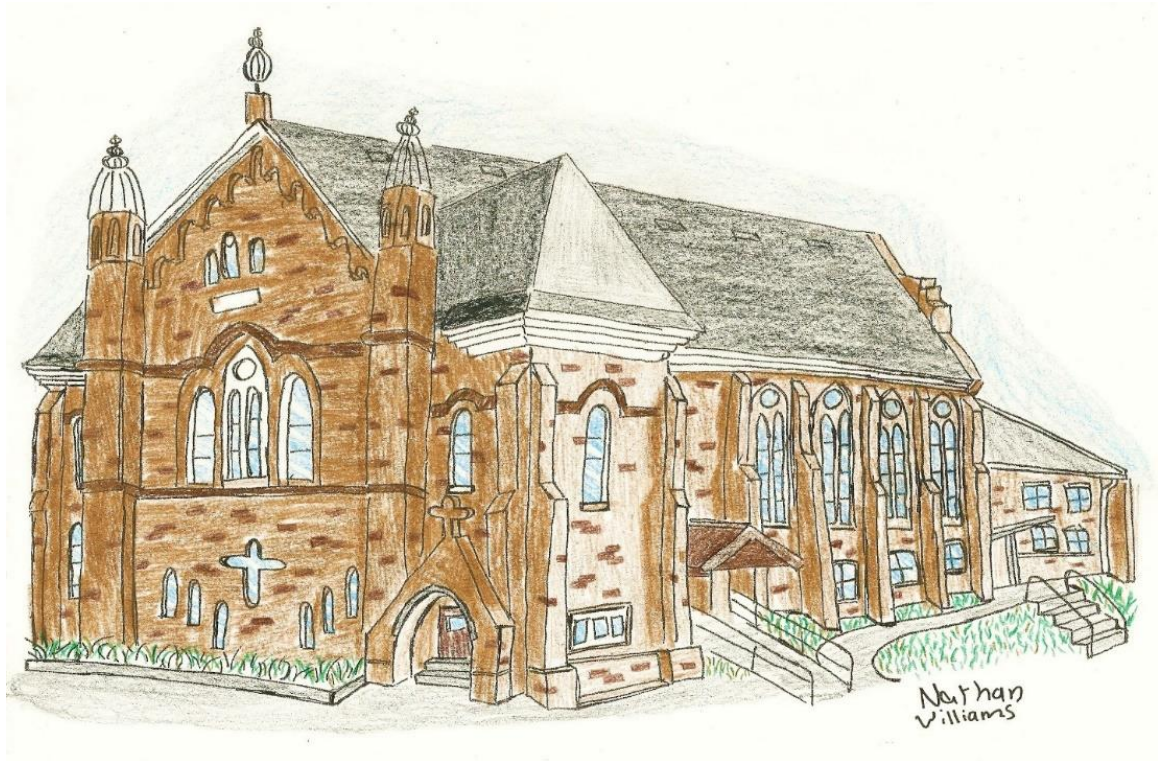


Kincardine United Church



2019 Annual Report

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KINCARDINE UNITED CHURCH BEHAVIOURAL COVENANT

Our Promises to God

We are called to be the church at Kincardine United.

We gather in God's name and, in all our interactions, celebrate God's presence.

We promise to pray and work together, seeking to follow God's will with grace and humility, always mindful of God's wisdom and abundance.

Our Promises to the Church

We are called to love and serve others. Our community of faith depends on our living in right relationship with one another.

We will respect the different perspectives, stories, talents and abilities each of us bring to our community, and will encourage one another to fulfill God's promise, which is in each of us.

We will be open to change.

We will strive to create a safe and inclusive environment where all are free to do God's work with joy and celebration.

When we hold positions of responsibility, we will seek to exercise authority wisely and well for the benefit of the whole community.

We will undertake to develop and maintain avenues of consultation and open decision-making. When a decision is made, we will honour that decision, and move forward.

Our Promises to One Another

We believe in God, who works in us and others by the Spirit.

We will interact with love, compassion, respect, affirmation and courtesy. In all we say and do, we will be aware of our body language, tone of voice, the words we use and how they impact others.

We will listen to each other without judgment.

We acknowledge that at times disagreements, disputes or conflicts will arise. We will seek to follow God's example of forgiveness and reconciliation in resolving such conflicts.

We are committed to build up this body of Christ which is Kincardine United Church, remembering that God is with us. We are not alone. Thanks be to God.

IN MEMORIAM - 2019

NAME	DATE OF DEATH
LAMONT, Margaret "Marg" Isabel.....	January 17, 2019
CAVERS, Herbert Guthrie "Gus".....	February 12, 2019
ZURBRIGG, Kenneth "Ken" Elwood.....	February 18, 2019
PETER, Loran Clark.....	April 22, 2019
RITCHIE, William "Bill" Roger Scott.....	May 10, 2019
ELLINGHAM, Ralph William.....	May 29, 2019
MCILREAVY, Elizabeth Lois.....	August 10, 2019
WISEMAN, Alan "Al" Ranold.....	August 16, 2019
GRAHAM, Jack Honeywell.....	August 30, 2019
MILLAR, James "Jim" Phillips.....	September 11, 2019
COMYN, Liam Anthony.....	September 17, 2019
TAYLOR, Elizabeth Laurel.....	November 21, 2019
CATTO, Susan Kathleen.....	December 2, 2019
MCLEOD, Helen Marion.....	December 9, 2019
HEALEY, Elizabeth "Beth" Anne.....	December 14, 2019
HARRISON, Burton James.....	December 19, 2019

This list represents those with a connection to our church who have passed away during the year. It includes members and adherents of our Congregation, friends and others whose families have requested our services, and summarizing information as received by the church. Each person reminds us of the loss that many feel at the death of someone they love very much. We commend the families of these people to your support and prayers with confidence in God's power to lift us all to eternal life.

"I am persuaded that neither life nor death....nor anything else in all creation will be able to separate us from the love of God in Christ Jesus our Lord."

Romans 8: sel

MEMBER STATISTICS 2019

	<u>2018</u>	<u>2019</u>
Resident Members	339	335
Non-resident Members	<u>444</u>	<u>438</u>
	783	770
Adherents (connected)	111	112
Added to Membership by		
Transfer	2	1
Profession of Faith	8	3
Action of the Council	<u>1</u>	<u>0</u>
	11	4
Removed from Membership by		
Action of the Council	0	0
Death	10	16
Transfer	3	1
By Request	<u>0</u>	<u>0</u>
	13	17
Baptisms	3	3
Marriages	3	0

KINCARDINE UNITED CHURCH COUNCIL MEMBERS 2019

PRESIDENT	Rod Coates
SECRETARY	Angela Hazlewood
MINISTER	Gord Dunbar
TREASURER	Liz Dillman
W.O.W. REGIONAL COUNCIL MEMBER	Rod Coates
W.O.W. REGIONAL COUNCIL MEMBER	Marion Boyd
W.O.W. REGIONAL COUNCIL MEMBER	Emily Perry
W.O.W. REGIONAL COUNCIL MEMBER	Liz Dillman
REP FROM ADMINISTRATION	Donna Mowry
REP FROM MEMBERSHIP & MISSION	Rotating
REP FROM PROGRAMME	Judy Zarubick
REP FROM MINISTRY & PERSONNEL	Mary Phillips

COMMITTEE MEMBERS 2019

ADMINISTRATION

Donna Mowry ... Chair
Ralph Knowles
Gregg McClelland
Julia Metzger
Jack Nancekivell
John Phillips
Gerry Stephens
Liz Dillman (resource - treasurer)
Gord Dunbar (resource)

MEMBERSHIP & MISSION

Liz Dillman
Lou Ann Dudman
Charles Ludlow
Krista Ritchie
Melinda Smegal
Ursula Portz
Bernd Portz
Gord Dunbar (resource)

PROGRAMME

Judy Zarubick ... Chair
Sheila Bauer
Charles Clarke
Joan Gillespie
Randy Norris
Emily Perry
Jim Zarubick
Gord Dunbar (resource)
David Hamilton (resource)
Kerry Stover (resource to
April 2019)

AFFIRMING

Liz Dillman ... Chair
Shirley Bieman
Marion Boyd
Jackie Clements
Catharine Crawford
Julia Metzger
Pam Plagos
Alec Peroff
Emily Perry
Morgan Ritchie
Brent Williams
Lauren Williams
Nathan Williams
Judy Zarubick

MINISTRY & PERSONNEL

Mary Phillips ... Chair
Marilyn Meldrum
Rad Michielson
Dave Mullenix
Pam Plagos

TRUSTEES

Jack Nancekivell ... Chair
Art Danahy
Ron Elliott
Gregg McClelland
Stu Mowry
Joan Norris
Gord Dunbar (resource)

W.O.W. REGIONAL COUNCIL MEMBERS

Marion Boyd
Rod Coates
Liz Dillman
Emily Perry

A MESSAGE FROM GORD

In early September last year, I received an e-mail from a Candidate for Ministry attending at the Atlantic School of Theology in Halifax. As part of her final year of studies, she had to complete a “quality” study using original research. Her topic? “What are some of the features of growing congregations within the United Church of Canada and how are they related to effective leadership?” She was requesting that I participate since I was the minister of record for Kincardine United Church – a community of faith in the United Church that had grown by 15% over the past five years.

I was nonplussed. I hadn’t examined the statistics and, therefore, hadn’t noticed the increase in worship attendance. I thought back to my interview in March of 2017 when the Search Committee was seeking someone to be the minister here after Don Harry’s retirement. I was asked the question, “How would you grow the congregation?” I replied that first I needed to clarify what was meant by “grow.” I told the committee that I didn’t believe the correct measure of growth was how many people sat in the pews during worship. Instead, I asserted that I felt the true measure of a community of faith’s growth is *vitality*. I defined vitality as the way we individually and collectively lean into our gift of faith, how we grow more deeply into God’s heart, how we live our faith in our daily lives and how we endeavour to align our journey of faith by making connections into the community. If vitality grows, then one “side effect” might be more numbers in worship on Sunday, but that would not be my focus.

When I was interviewed by the student, I stated my perspective to her. She didn’t comment, allowing me to answer her questions from my own viewpoint as raw data for her study. However, in her thesis – which she completed by the end of last year – she quoted me, noting that while she heard others in her study state similar opinions, it seemed to her that it was far too difficult to quantify success based on the perspective of vitality. In reading her conclusion, I grinned to myself. She may have had a point since I had promised the Search Committee that if I was called to be the minister at Kincardine United Church, vitality would increase. If she was right, I was off the hook from any objective measure.

Nevertheless, I am not comfortable being let off the hook. I made a promise based on a firmly held belief about how God moves, encourages and motivates us all. If I make a promise, I follow through.

Despite the student’s assertion of the difficulty of measuring vitality, I would suggest this annual report is one such measure. As you read through this report’s collection of stories, ponder how the risen Christ continues to lead us to ever deeper vitality. Our facility is regularly utilized by many groups in the community as well as by groups originating from within our own congregation. Study groups continue to provide safe places for active reflection on aspects of our faith. Worship continues to provide different varieties of experiences, from drama to humour, from traditional to youth-led, from jazz music to old classics. Reaching out continues to grow – sometimes beyond our expectations – to Cape Croker, to the Canadian Foodgrains Bank, to the local Foodbank, to local charities like the Ministerial Association Benevolent Fund, the Dory Lunch or the Refugee Steering Committee, to Mission and Service and to still other initiatives. Our welcome continues to grow in warmth as we experiment with different approaches to celebrating each person for who they are just as they are. Notice the gathered folk around the coffee pot before worship, or the crowds after worship in the Fellowship Hall, or the swelling of those same

crowds when it's Sundaes on Sunday, or the popularity of our monthly Loaves and Fishes potluck dinners – all of these hospitable gatherings which continue to build new relationships while deepening long-time connections. Compassionately and without fanfare, our volunteer visitors continue to provide vital human connection with those less able to actively or regularly participate in the life and the ministry of the congregation. So many volunteers faithfully maintain the building, take training on how to operate our new AED, commit to short-term projects like the re-drywalling and painting of two areas in our building or diligently scour, dust, garden and scrub during Cleaning Bees, count our offerings (which, by the way, continue to grow by about 5% each year), lead and populate our committees, clean up in the kitchen, sing in our choir or play an instrument in KUCIE, key in data so that our PowerChurch database continues to become ever more accurate and useful – all of these commitments, and more, comprise the vitality of this family of faith we call Kincardine United Church.

Are we vital? I would proclaim a loud and grateful, “YES!” We are vital because so many of us have responded to the Spirit's call to make a difference in the world. THIS is the good news. WE are the pulse of the gospel alive by the grace of God. Hallelujah!

COUNCIL REPORT

While 2018 seemed to be a year of transition, 2019 had the feel of consolidation and reflection. The consolidation of the entire United Church governance structure took place effective January 1, 2019. Bruce Presbytery and Hamilton Conference ceased to exist as of that date and were replaced by the Western Ontario Waterways Regional Council. Kincardine United Church, along with other communities of faith, is now living into a new and evolving covenant relationship with our regional council.

Our community of faith continued with several initiatives, including implementation of a strategic plan and the discernment process towards becoming an affirming ministry. The past year's changes to our sanctuary are part OF the manifestation of the endeavour to becoming an accessible, welcoming and more open community of faith. Monthly Sunday evening worship services provided a forum for those seeking a different and more contemplative worship experience.

Kincardine United Church continued to support the wider church through the work of Council members Marion Boyd, Rod Coates, Liz Dillman, Gord Dunbar, Emily Perry, Judy Zarubick, all of whom serve the regional council and/or national church in other roles. Our relationship with the rest of the region continues to evolve, as do the processes with which we interact with the broader church

In January, Council approved the designation of Judy Zarubick as a Voluntary Associate Minister, which means that she enjoys most of the privileges of being a minister without all the responsibilities – what's not to like about that? 😊 We are very grateful for the many roles Judy undertakes with our community of faith and the broader church.

Council approved a new facility booking policy and process in March, which was created by the teamwork of Liz Dillman, Gregg McClelland, Grant Ross & Judy Zarubick. Given the number of church and community groups utilizing our facility, and the importance of this community outreach, this is an important accomplishment. It is also a practical reminder that policy is a record of how we undertake our mission and ministry, not an impediment to doing so.

Kerry Stover completed his internship with Kincardine United in April, was feted by the congregation in May and then fated to apply for a new position elsewhere. Kerry was ordained during the celebration of ministry service of the Antler River Watershed, Horseshoe Falls, and Western Ontario Waterways regional councils on May 25. Several members of the Kincardine United Church community of faith attended this celebration in Saugeen Shores. Kerry was called to the position of Associate Minister at Kingsway-Lambton United Church in Toronto (Etobicoke), where he now serves.

With respect to retaining corporate knowledge, Council continued to provide oversight for the task instructions project. Council sponsored a CAMP (Council, Administration, Membership & Mission, Programme) meeting in June to help refamiliarize Council and standing committee members with their roles, as well as review information and issues common to all.

Council remains both appreciative and thankful for all our church staff: Liz Dillman, Gord Dunbar, David Hamilton, Sarah MacKenzie, John Phillips and David Walker, who are essential to keeping us faithful to our ministry and mission at Kincardine United. Council is pleased to have a healthy Ministry & Personnel Committee providing oversight for the wellbeing of our staff. Finally, but no less important, we are grateful for the many volunteers who serve on Committees and Ministry Teams and spend hours of willing effort to enable us to be the church at Kincardine United. Thanks be to God for the abundance of time, talent and treasure we have to do God's work in this place.

Submitted by Rod Coates, Council President

VOLUNTARY ASSOCIATE MINISTER

Judy Zarubick

What is a Voluntary Associate Minister or VAM? Why are you listed on our sign and what is it you actually do? These are some of the questions I have been asked over this past year. So I thought that answering these questions in this Annual Report would be a good place to start as this report is intended to report and record what we have done in this past year of 2019.

Being recognized here at Kincardine United as a Voluntary Associate Minister allows me to keep my designation in the United Church of Canada as a Designated Lay Minister and it also allows me, with the approval of the Western Ontario Waterways Region, to keep the Sacramental Privileges of Communion and Baptism.

The Western Ontario Waterways Regional Council (WOWRC) consists of all the representatives, which includes the ministers, of every congregation in our region, Our Region includes the counties of Bruce, Grey, Huron, Perth and Wellington along with the western portion of Simcoe County and the Regional Municipality of Kitchener-Waterloo and is pleased to serve alongside the Indigenous ministries of Cape Croker United Church and Wesley United Church, Saugeen. As a member of the Western Ontario Waterways Regional Council this gives Kincardine United Church a total of 6 representatives at the Regional Council.

I am also on the national Board of Vocation and this means that there are things that I am unable to do in regards to the Regional Council because of a possible conflict of interest. I cannot be on any Commission in the Regional Council or involved in any decision making process in regards to ministry personnel. So what can I do there? Well, I can be used as a resource and I can do any work that does not involve decision making in regards to ministry personnel because the Board of Vocation has oversight nationally over all ministry personnel. As a national representative I am also expected to inform regions and congregations about national policies and best practices as defined by the United Church of Canada.

As to what do I actually do as a Voluntary Minister here at Kincardine United Church....the answer is it depends. It depends on what ministry I am asked to do by Gord, what support Gord requests. It depends on what I am asked to do by the Council or any of the other committees of our church. It also depends on whether I agree to do what I have been asked to do or not. That's what the voluntary part means. It is voluntary because I can agree or disagree to do what I have been asked to do. It is voluntary because, other than doing pulpit supply, weddings or funerals, I do not get paid. It also means that if Gord is away I can be the minister present to make meetings legal. It does not mean that I cover for Gord when he is away, that is what the ministry personnel in our area do. They cover for each other.

Once again, I seem to wear many hats. I hope this report answers some of your questions but if others come up please feel free to ask me about them.

Many blessings to everyone, as we begin a new decade.

Judy Zarubick, BTh, DLM, VAM

STANDING COMMITTEE REPORTS

ADMINISTRATION COMMITTEE

The Administration Committee (Finance & Property) was kept busy in 2019 looking after our finances and our church building. Below are the highlights of some of the major events and projects for 2019. Detailed financial information can be found in the Financial Reports included in this Annual Report.

ADMINISTRATION COMMITTEE HIGHLIGHTS

- Boston Pizza's new owner will continue with the current Fundraising Program.
- Gord Dunbar, in consultation with Dave Walker and Ralph Knowles, created a new Custodian's Job Description.
- In April, we said goodbye to our intern, Kerry Stover. We helped to organize a "Goodbye Kerry" Barbeque. Several members attended his Ordination Service.
- Also in April, we welcomed Julia Metzger, as a new member to the Administration Committee and as committee secretary.
- Prepared and conducted the Celebration of Life Service. A great addition to the service was the Howlin' Dog Vintage Jazz Band.
- An AED (defibrillator) was purchased with Memorial and Blooming Faith Menu donations. Deb Michielson has volunteered to be the co-ordinator for the operation and use of the defibrillator. One training session was held in December.
- Completed the Staff Review Forms for M & P
- Booking Facilitators' Job Description was created – Judy Zarubick & Liz Dillman offered to be the facilitators.
- Hope Menu, Blooming Faith Menu and Celebrate our Church Envelope Project were a huge success.
- Updated Office 365 & purchased Power Church Software on-line version.
- Gregg McClelland worked with the Nicol Insurance Company to obtain the best possible policy and rate for our 2020 Church Insurance.
- Three of our members assisted with the Stewardship Campaign.
- Liz Dillman did an excellent job as Treasurer and John Phillips did an excellent job as Envelope Steward, as well as doing some IT work, in 2019.
- Thanks to the Counters who faithfully counted and banked our donations each Sunday.

PROPERTY MINISTRY TEAM HIGHLIGHTS

- The modesty rail was modified to suit the new choir location in the chancel.
- The Choir pews were removed from the front of the church.
- The pews stored in the balcony and sanctuary were sold and removed.
- A Work Bee was held in the spring to freshen up all parts of the church – thanks to Dotty McClelland for organizing this and for providing the lunch.
- Many trips were made to the landfill to dispose of unused items.
- The elevator walls were painted and the floor is to be done in 2020.
- Repaired window closures in Sanctuary.
- Repaired and replaced many emergency lights throughout the church.
- Regular maintenance including grass cutting, electrical issues, lights and plumbing (new toilet on second floor Learning Centre).
- Repaired and painted damaged walls in front foyer and second floor ceiling in Learning Centre..

Submitted by Donna Mowry

AFFIRMING COMMITTEE

In January 2019 the Membership and Mission Committee approved the creation of an Affirming Committee to lead KUC through the exploration of whether it wishes to become an Affirming Church. This is a process which will likely take two to three years.

It is hoped that Kincardine United Church “can grow and change, to move from merely “welcoming everyone” toward opening our hearts. Opening our hearts, as a community of faith, entails unlocking closet doors of silence, oppression and shame in the church and in the community; opening hearts and minds to God’s vision of justice and wholeness; celebrating the full rainbow spectrum of human diversity; and responding to God’s call to love and compassion.”(Open Hearts – Resources for Affirming Ministries in the United Church of Canada). An affirming ministry seeks to go beyond issues of gender identity and sexual orientation to work for justice and inclusion for all people.

On May 5, 2019 the committee held its inaugural meeting. Members of the committee are: Catharine Crawford, Morgan Ritchie, Jackie Clements, Pamela Plagos, Judy Zarubick, Julia Metzger, Emily Perry, Alec Peroff, Shirley Bieman, Marion Boyd, Nathan Williams, Brent Williams, Lauren Williams and Liz Dillman.

This meeting identified that we would be using the United Church of Canada “Open Hearts – Resources for Affirming Ministries in the United Church of Canada” as our handbook for this process. There are several requirements which must be completed before KUC can be designated an Affirming Community of Faith, including educating the community of faith on what it means to be an affirming community of faith, writing an Affirming Vision Statement, an Action Plan and inclusive wedding policy (KUC has this but it may need to be updated).

During the summer months the Committee presented a skit on being a welcoming community of faith, made short presentations at the beginning of four services and handed out a series of four information pamphlets entitled “What the Bible Says – and Doesn’t say – about Homosexuality” (information from Soulforce Inc).

The committee planned a workshop based on the movie “for the BIBLE tells me so” on November 23 but unfortunately there were not enough registrations to proceed.

The committee has several activities planned for 2020.

Why Become an Affirming Ministry?

Excerpts from “Open Hearts: Resources for Affirming Ministries in The United Church of Canada.”

Affirming Ministries are congregations, presbyteries, Conferences, educational institutions, and other ministries within the United Church that publically declare their commitment to inclusion and justice for people of all sexual orientations and gender identities. Although Affirming Ministries make an explicit statement about issues of sexuality and gender, their commitment to justice is far broader. They continually grow and change as they seek to live more fully into God’s way of welcome, love, and justice for all creation.

Affirming Ministries work in many different ways toward the healing and wholeness of creation:

- challenging bias and discrimination based on appearance, culture, class, or age;
- working to end racism;
- promoting economic justice;
- increasing accessibility;
- caring for the planet.

Affirming Ministries seek to go beyond issues of gender diversity and sexual orientation to work for justice and inclusion for all people.

Affirming Ministries provide information, acceptance, support, and justice-making for lesbian, gay, bisexual, and transgender people and their friends and families. These ministries declare, in words and actions, that God loves and accepts people who are gay, lesbian, bisexual, or transgender. And they call upon the rest of the church and society to do the same.

Through a process of discernment and reflection, Affirming Ministries discover what it means for them to be inclusive and justice-seeking. They prepare a statement of faith and vision that sets out their ongoing commitment to work for justice on issues of gender diversity and sexual orientation within their congregation, the wider church, and their community, and to support and participate in the Affirming Ministry Program.

Goals of the Affirming Ministry Program

1. To help United Church ministries learn and grow as they respond to issues of sexual orientation and gender identity.
2. to support United Church ministries in their ministry to and with people of all sexual orientations and gender identities.
3. to broaden Justice concerns with church and society – including First Nations, racism and fear of those who are different from ourselves such class, economic background, age, ability, gender, ethnicity, physical or mental health

MEMBERSHIP AND MISSION COMMITTEE

The Membership and Mission Committee had an exciting year in 2019. The committee oversees the Visitors' Group, many of the social functions in the Church, the maintaining of Church membership records and any Mission and Service events.

MISSION WITHIN THE CHURCH

A large focus of the Committee has been on fostering fellowship and community within our Community of Faith – usually accompanied by food. While we are a small committee stretched by these commitments, we are grateful for those who assist with the clean-up, cheerfully making our load a little lighter while the resultant comradery provides a place where healthy and joyful connection grows.

The Committee continued to support the monthly Loaves and Fishes dinners held on the second Monday of each month. This meal continues to be appreciated by many in the Church and several from outside the Church. This is a great time of fellowship as well as good food.

Monthly Sundaes on Sunday began in 2019 with ice cream sundaes served after the service on the first Sunday of each month. This is a big hit with everyone.

The Committee continued the work of Bill Ritchie by providing coffee and drinks before the service at the back of the Sanctuary. This has led to fellowship happening before the service and continues to be a welcome addition for the majority of our Community of Faith Members. Of course, we are happy to welcome other volunteers to help make coffee prior to worship and to take the wheeled tray back to the kitchen during the last hymn. Many hands make light work.

The Committee also worked on providing a regular lunch once a month after the service. This is a potluck lunch of soup, stew and chili and buns. Free will donations from this luncheon have been designated toward the purchase of new stoves for the kitchen.

In February the Committee organized the annual pancake supper and approximately 70 people enjoyed the pancakes, sausages and fruit cocktail.

In April the Committee organized the Easter Sunrise Breakfast.

In June, Melinda Smegal and Lee Cox organized the “Guess Who’s Coming to Dinner” events. There were six hosts and 24 guests. All who participated reported having a great time. The annual Church Picnic was held in Victoria Park and the guest musicians “Edenfolk” provided amazing music again this year.

Our Mission Sunday this year was in support of Cape Croker. Joyce Johnston, the student Minister at Cape Croker United Church, presided for the service. Several other visitors – members of her congregation as well as members of her family – accompanied her and enjoyed the potluck lunch served after the service. KUC raised \$1,285 which has been forwarded to Cape Croker.

White Gift Sunday was held on November 24 with gifts being collected for Cape Croker. The members of KUC continue to be incredibly generous and a van load of gifts was delivered to the Cape. In fact, the Clifford-Alsfedt Pastoral Charge work in tandem with the committee to provide gifts for the Cape Croker Christmas store.

The Advent Potluck Dinner was held on December 9, including the decorating of a Christmas tree, singing of Christmas Carols (even two Canadian versions of familiar songs) and of course lots of great food.

In December the Visitors group delivered poinsettias and Christmas Cards to members of KUC who are unable to attend Church. All the plants and the cards were formally blessed during worship as intimate connection with those less able to be involved in the life and the ministry of the congregation.

The committee would like to thank all the people who assisted with these events in 2019 – without your help we would not be able to provide these events.

In January the Committee approved the creation of an Affirming Committee for KUC. A separate report has been included in the annual report for the Affirming Committee.

MISSION OUTSIDE OF THE CHURCH

In April the Committee sponsored the public forum on Medical Assistance in Dying. The panel consisted of Rev Gord Dunbar, Quinn Ross from the Ross Firm, Dr. Damian Gunaratne, Sue Young and Chandra Tripathi and was well attended by the public and members of KUC. It provided information on the legal, medical, personal and spiritual aspects of MAiD as well as an opportunity for people to express their opinions.

On December 6 a Vigil was held in recognition of National Day of Remembrance and Action to End Violence Against Women. This was held in conjunction with ~~the~~ Women's House, a local shelter for women which educates about abuse and hosts programmes for women in crisis.

Information was provided to the Community of Faith regarding a letter writing campaign initiated by the United Church of Canada for Canada to protect asylum seekers. The campaign is to have the United States removed from the Safe Third Country Agreement.

During the year donations were made to: The Kincardine Ministerial Benevolent Fund, The Grey Bruce Chaplaincy Fund, Friends of the Broadview, The Women's House Serving Bruce Grey, and the Needy Family.

A crop of sunflowers was planted and harvested with funds raised going to the Canadian Foodgrains Bank. A separate report has been included in the annual report for this difference-making project.

CHURCH MEMBERSHIP

During the year the Committee worked with the Envelope Steward on providing information for the new Power Church program being used to track our members.

Four new members were welcomed into the KUC Community of Faith during 2019: Bernd and Ursula Portz, Kevin Hart and Alec Peroff.

The Committee approved the Terms of Reference for a Membership and Adherent Review Team (MART). This team will be responsible for maintaining accurate membership records. Indeed, the team will follow policies on information flow for the PowerChurch membership database. This flow will follow the definitions of what constitutes a member and an adherent as well as the procedure for changing that status as approved by the committee in November.

Members of the Committee in 2019 were: Krista Ritchie, Charles Ludlow, Bernd Portz, Ursula Portz, Melinda Smegal, Lou Ann Dudman, Liz Dillman and Gord Dunbar.

Submitted on behalf of the Membership and Mission Committee by Liz Dillman.

PROGRAMME COMMITTEE

The Programme Committee continues to work on Kincardine United's Strategic Plan. We removed a few pews at the back of the Sanctuary in order to create a more welcoming space for those who come early for coffee upstairs. We also removed a few half pews on the right and left side of the sanctuary to create a space for those who need wheelchairs, walkers or strollers. The Choir Loft also got a facelift by taking out the pews so that the band can play from behind the choir for better sound and space.

The Audio Visual Ministry Team has continued in 2019 to update our Audio Visual capabilities by installing a TV in Fellowship Hall and replacing defective microphones and headsets. We have a small but dedicated team of Jim Zarubick, Sean-Crawford-Thompson, Stu Mowry, Dave Leaning, Mary Phillips, John Phillips, Greg Hartwick and Judy Zarubick who provide sound, projection and video tape services in the church. We continue to look for volunteers, who can climb the balcony stairs, to push the buttons. You are never alone at the Tech Table and training is provided for button pushing, so rise up and come join us.

The Sunday School Ministry Team is represented on the Programme Committee by Joan Gillespie. This small group makes sure that there is an appropriate curriculum and leaders to work with the youth that come to worship. The teachers in 2019 were Catharine Crawford, Teresa Perfrement, Jackie Clements, Diane Clubb and Krista Ritchie. New teachers are always welcome.

The Nursery Coordinator is Teresa Perfrement with volunteers Catharine Crawford, Fran Gannett, Angela Hazlewood, Krista Ritchie, Jackie Clements, and helpers Morgan Ritchie, Lydia Richie, and Cate Crawford. We are always looking for volunteers to care for our youngest worshippers. There is a signup sheet on the nursery door so that you can pick the Sunday's you are available. Help us keep this ministry going.

In September Sheila Bauer, after working tirelessly on the House System, resigned from this work but she remains on the Programme Committee. The Programme Committee will continue in 2020 to address the significant vacancies and lack of volunteers in the houses. We thank all those that continue to address the needs of Sunday mornings as we work to find solutions.

The Sacrament Guild is overseen by Marion Brown. Our library, found in the Resource Room, continues to be overseen by Mildred Clayton. David Hamilton arranged for guest musicians throughout the year from inside and outside of our congregation. We said goodbye to Intern, Kerry Stover at the end of April as he completed his Supervised Ministry Education here. Kerry was ordained at the Regional Annual Meeting in May at Port Elgin and we wish him well.

The Programme Committee also: finds pulpit supply for vacation and study leaves, oversees a worship calendar, decorates the sanctuary for special services such as Christmas, Thanksgiving, and Easter; and provides carnations on Mother's Day and Dad's Cookies on Father's Day.

For 2019 the Programme Committee was served by members Judy Zarubick, Jim Zarubick, Joan Gillespie, Sheila Bauer, Emily Perry, Randy Norris, Charles Clarke, and resourced by Rev. Gord Dunbar, David Hamilton and until April by Kerry Stover.

Submitted by Judy Zarubick, Chairperson

MINISTRY AND PERSONNEL

2019 was a great year for our congregation. Our staff continued to work very well together as a team, supporting each other to ensure the church runs smoothly. In addition to the regular staff, Judy Zarubick has been added to staff in the voluntary position of Voluntary Associate Minister (VAM). This was approved at a Council meeting on January 27, 2019 and a Covenanting Service was conducted during a regular Sunday Service on February 24, 2019. Judy has always been a big contributor to the church with her time and talents, and we look forward to working with her in this new position. We were also blessed to have Kerry Stover as an intern for the first four months of the year.

The annual staff evaluations are in progress. We continue to evaluate and improve the questions and focus of the evaluations to ensure the responses are meaningful and useful.

There were no changes to the M&P members in 2019; however, as of January 1, 2020 we have welcomed Sheryl Elliott to our committee. Our team now has six people, which is the optimum number for this type of committee. As the chair of the committee I am so thankful to have such a great group of people who work together to ensure we are always dealing with issues in the best way possible.

In August, M&P members again sponsored the annual appreciation barbeque for the staff. The BBQ provides an opportunity for the staff and their family to socialize outside of the church environment.

The Ministry and Personnel (M&P) Committee is a confidential, consultative body that supports the pastoral relationship. It is accountable only to Council and does not have any decision-making authority. The M&P Committee monitors the relationship between the pastoral charge and the staff of its church (including ministry staff) and makes informed recommendations to Council concerning those relationships to help ensure their continued health and well-being.

Further information on the roles and responsibilities of the M&P Committee can be found in The Manual 2019 Section B.7.8.5 and the Ministry and Personnel (M&P) Committee Guide-lines. Both documents are available on the United Church of Canada's website or through our church office.

Submitted on behalf of the M&P Committee, 2019, by Mary Phillips, chair.

MINISTRY TEAM REPORTS

KINCARDINE UNITED CHURCH WOMEN ANNUAL REPORT FOR 2019

This year has been one of excitement and change within our UCW. The restructuring of our national church has made this an advantageous time for us to restructure. Parts of Toronto, Hamilton and London conferences UCWs have already come together to create UCW WOW. The Huron Perth UCWs have chosen to maintain their presbyterials until spring of 2020. Our first meeting was held in September in Mount Forest coming together for the first time in our new region.

Kincardine United Church Women have had another busy year involved in many different activities within the church & greater community.

As the North unit has fewer members they are joining with the Sunshine unit. The Sunshine unit also hold monthly meetings with fellowship & interesting speakers and are also involved with fundraisers including a muffin & coffee party.

The Lighthouse unit hold evening meetings. They are centred on informative and thought-provoking issues, along with heartfelt & engaging program material, including stimulating conversation, as well as prayers and concern for others. Besides our meetings, members promoted fellowship of the congregation in hosting soup & sandwich, chili lunches and a November General Advent meeting for all women of the congregation.

All members assist with our fundraising events including the Rummage Sale, Scottish Tea and Gifts & Goodies Sale benefiting the church and community.

Guests and new members are always welcomed and appreciated.
On behalf of the Kincardine United Church Women, we bring you greetings and best wishes for a blessed year in 2020.

*Submitted by Dianne Henkenhaf, Secretary
UCW Executive*

KINCARDINE UNITED CHURCH CHOIR

The choir provides music selections for Sunday services throughout the church year, except during the summer months. David Hamilton, Minister of Music, is our long time director. We hold practices each Thursday 2:00- 3:00 p.m. and mini rehearsals at 10:00 a.m. on Sundays.

The choir sang "On Eagles Wings" at Bill Ritchie's funeral on May 15, 2019.

Catherine Hopkins re-joined the soprano section in September.

Presently, we have 7 sopranos, 5 altos, 4 Tenors, 4 Bass.

We welcome new members at any time. Be prepared for a few laughs with the punsters' jokes. We are a fun group, who also love to make music together.

Choir President - Rod Coates, Treasurer- Debbie Michielson

Submitted by Elaine Holmes, Choir Secretary

INSTRUMENTAL ENSEMBLE

The Kincardine United Church Instrumental Ensemble (KUCIE) played 5 church services, during 2019, including Easter Sunday and Christmas Eve (when 2 former members returned).

The ensemble continued with a membership of 11.

No music was purchased in 2019.

We acquired new heavy duty music stands, to replace the ones that had been donated several years ago.

A new experience for us was moving to the area where the choir pews had been.

Positioned behind the choir, it makes for a better sound balance when both groups are leading the congregation in music.

We appreciate the continued support of our minister of music, David Hamilton, and we look forward to continue to share in the musical life of our church.

All who have an interest in instrumental music playing would be most welcome to join us. Our rehearsals are Tuesdays from 7 to 8 PM., from September through June.

Don Eyre, Musical Director

SUNDAY SCHOOL REPORT

The Programme Committee has responsibility for Sunday School to oversee the recruitment of S.S. teachers, approve curriculum material and develop standards appropriate for Christian Education. The Sunday School Ministry Team relates to the Programme Committee. This team meets at least 4 times a year to schedule S.S. Teachers and discuss any programmes or issues.

K.U.C. offers a S.S. programme for children from approximately age three to teenagers on Sunday mornings at the same time as the worship service. The curriculum used is "One Room Sunday School" purchased from United Church Resource Distribution. This programme teaches bible stories, has material for all age groups and can be photocopied.

There are approximately 20 Sunday School age children in the congregation and attendance on any Sunday may range from 2 or 3 to 15 including visitors. During the year the children participated in dramas, intergenerational services and serving communion. We would appreciate volunteers for Sunday School Teachers or Nursery helpers.

The S.S. Ministry Team in 2019 included Teresa Perfrement, Krista Ritchie, Catherine Crawford, Jackie Clements, Diane Clubb.

Submitted by Joan Gillespie

FINANCIAL REPORTS

KINCARDINE UNITED CHURCH WOMEN

Financial Statement – December 31, 2019

Balance Forward at January 1, 2019		\$ 201.47
Receipts		
Holy Week Lunch	265.75	
Rummage Sale – April	1708.30	
Rummage Sale – September	1612.35	
Scottish Tea	1198.50	
Festive Goodies Sale	1661.00	
Donations	700.00	
Redeposit Float	185.00	
General Meeting Offering	222.00	
Total	\$ 7552.90	\$ 7552.90
Units – Envelopes, Fees, Special Projects		
Sunshine	2625.15	
Lighthouse	573.35	
North	455.55	
Total	\$ 3654.05	\$ 3654.05
Total Receipts	\$ 11206.95	\$ 11206.95
Disbursements		
Bruce Presbyterial Dues	167.75	
Mandates	31.20	
Float	185.00	
KUC General Fund	2000.00	
Christmas Honorariums	225.00	
Advertising	27.00	
KUC for Freezer	600.00	
Account Maintenance Fees	27.50	
Total	\$ 3263.45	\$ 3263.45
Mission and Services		
St Pauls' College	100.00	
Silver Lake Camp	200.00	
Fred Victor Centre	275.00	
Massey Centre	100.00	
United Way Bruce Grey	400.00	
Kincardine Food Bank	222.00	
United Church Mission & Service Fund	5000.00	
Total	\$ 6297.00	\$ 6297.00
Total Disbursements	\$ 9560.45	\$ 9560.45
True Bank Balance December 31, 2019		\$ 1837.97

KINCARDINE UNITED CHURCH CHOIR

Financial Report for 2019

Bank Account Balance as of December 31, 2018 **\$ 1,200.52**

REVENUE

Choir Social Donations for 2019	\$	257.70
Bank Interest for 2019		<u>.12</u>
	\$	257.82

Total 2019 Revenue	\$	257.82		\$	<u>257.82</u>
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				\$	1,458.34
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EXPENSES

Gifts to Choir Director	\$	100.00
Flowers for Alec Peroff		<u>56.49</u>
	\$	156.49

Total 2019 Expenses	\$	- 156.49		\$	<u>- 156.49</u>
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Bank Account Balance as of December 31, 2019 **\$ 1,301.85**

Total Choir Assets as of December 31, 2019 **\$ 1,301.85**

Respectfully submitted
Debora C. Michielson, Treasurer
December 31, 2019

TRUSTEE REPORT FOR 2019

Trustee Members: Art Danahy, Gord Dunbar, Ron Elliott, Gregg McClelland, Stu Mowry, Jack Nancekivell, Joan Norris.

Special Note: The trust, under the oversight of the Trustees, is authorized to receive special gifts and bequests to Kincardine United Church. Included in the trust are the proceeds from the sale of the Manse some years ago. All funds are administered in accordance with the donor designation and in the understood manner of appropriate stewardship on behalf the Kincardine United Church Congregation as well as the regulations of the United Church of Canada.

Statement of Invested Funds: Balance of Funds invested January 1st. 2019: \$128,548
Growth of funds in 2019: + \$12,117
Funds transferred to KUC General Fund Bank Account during year: - \$3,652
Interest paid by General Account on Margin Loan (\$25,000): + \$708
Redemption of Margin Account Loan: - \$25,000.
Balance of funds invested December 31st. 2019: \$112,721

Special Notes Regarding the Source of Funds:

Funds received from sale of Manse:	\$115,000
MacDonald Estate Bequest:	\$50,000
Wieck Estate Bequest:	\$10,000
Total of Trust Funds invested:	\$175,000

Amount of Funds Redeemed for the General Fund:

2017:	\$25,000
2018:	\$20,000
2019:	\$25,000 (Redeemed Margin Loan from 2018)

Insurance Coverage:

Building: \$4,481,317
Contents: \$177,625
Pipe Organ: \$350,000

Directors and Officers Liability (HUB): \$10,000,000*

**Blanket policy covering Churches, Congregations, and Pastoral Charges of the United Church of Canada. All premiums are paid by the United Church of Canada.*

FINANCIAL STATEMENTS

REVENUE STATEMENT TO DEC. 31, 2019 WITH COMPARATIVES TO DEC. 31, 2018 INCLUDING 2020 BUDGET

<u>REVENUE FOR 2019</u>	2019 ACTUAL	2018 ACTUAL
General Fund	\$190,959	\$179,430
Envelope Project	\$5,680	
Celebration of Life Service	\$2,555	\$1,710
Memorials	\$2,175	\$11,145
Donations for Building Use	\$2,929	\$3,356
Investment Interest	\$6,510	\$10,270
Intern Grant		\$10,000
Cash from Investments		\$20,000
Loan		\$25,000
Boston Pizza	\$575	\$300
Donations for National Assessment	\$50	\$50
Wedding Revenues		\$150
HST Refund	\$5,579	\$5,803
Bequests from Estates	\$4,171	
MISC	\$130	\$507
	\$221,313	\$267,721

OTHER REVENUES DISTRIBUTED IN 2019

KINCARDINE FOOD BANK	PAID OUT \$344	
FOOD GRAINS BANK	PAID OUT \$3,380	
CAPE CROKER	PAID OUT \$1,335	
RBC MINISTRIES	PAID OUT \$26	
		\$0

FUNDS ALLOCATED TO SPECIAL PROJECTS

NURSERY WINDOWS	\$1,169
MEMORIAL WALL	\$1,000
	\$2,169

<u>HOPE /BLOOMING FAITH MENU</u>	<u>BUDGET</u>	<u>BALANCE DEC 31, 2018</u>	<u>DONATIONS/ PAID OUT 2019</u>	<u>BALANCE DEC 31, 2019</u>
SIDE RAMP ENTRANCE - AUTO OPEN	\$15,000	\$15,194	\$1,914	\$17,108
OFFICE ENTRANCE DOOR - AUTO OPEN	\$5,000	\$0		\$0
REPLACEMENT OF FRONT DOORS	\$5,000	\$0		\$0
ELECTRONIC SIGNAGE	\$15,000	\$4,500	\$1,050	\$5,550
CAPE CROKER		\$350	-\$350	\$0
HURON SHORES HOSPICE		\$525	-\$525	\$0
LIFE JACKETS FOR SILVER LAKE		\$400	-\$400	\$0
KITCHEN STOVES	\$5,000		\$2,520	\$2,520
DEFRIBULATOR	\$1,500		***	
NURSERY WINDOWS			\$750	\$750
TOY OR BOOK			\$75	\$75
TOTAL	\$46,500	\$20,969	\$5,034	\$26,003

***PAID OUT \$1,520 FOR DEBIBRILLATOR

<u>STAFF COMPENSATION & BENEFITS</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2018 ACTUAL</u>	<u>2020 BUDGET</u>
	\$176,499	\$174,637	\$175,714	\$158,242

<u>PROGRAMME COMMITTEE</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2018 ACTUAL</u>	<u>2020 BUDGET</u>
Worship Supplies	\$400	\$821	\$1,079	\$500
Donations to Worship		-\$135		
Music Supplies	\$300	\$495	\$295	\$300
Guest Musician Expenses	\$1,500	\$1,350	\$900	\$1,500
Dent Davidson Weekend			\$1,385	
Nursery Supplies	\$100		\$63	\$100
Piano/Organ Maintenance	\$1,500	\$980	\$3,640	\$1,500
Donations for Piano Tuning			-\$320	
Band Supplies	\$100			\$100
Pulpit Supply	\$1,000	\$1,019	\$668	\$2,000
Organist Supply	\$600	\$750	\$450	\$750
Church School supplies	\$500	\$547	\$273	\$500
Library	\$100			\$100
Awards, Recognition & Carnations	\$200	\$154	\$186	\$200
Music License/Video License	\$250	\$500	\$364	\$300
New Microphone/Equipment	\$450	\$680	\$125	\$450
Computer for Audio Editing (cost of \$2,658 less donation of \$2,500)			\$158	
DVDs and Batteries	\$100	\$120	\$45	\$100
Monitor Upgrades (kitchen, nursery, fellowship hall)	\$3,000	\$2,588	\$1,940	
Video Maintenance			\$671	
Donations for Monitor Upgrades		-\$140		
Software for Projection	\$500			\$500
TOTAL	\$10,600	\$9,729	\$11,922	\$8,900

<u>MEMBERSHIP AND MISSION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2018 ACTUAL</u>	<u>2020 BUDGET</u>
Social				
Supplies/Fellowship Enhancements	\$510	\$1,083	\$711	\$800
Donations to Fellowship Enhancement		-\$100	-\$220	
Broadview Subscriptions		\$650		
payments for Broadview Subscriptions		-\$625		
Name Tags	\$200	\$35	\$1,164	\$200
Payments for Name Tags		-\$75	-\$758	
Youth Groups	\$0			
Pancake Supper Expenses	\$350	\$278	\$293	\$350
Pancake Supper Revenue		-\$638		
Ministerial Benevolent	\$750	\$750	\$375	\$750
Chaplaincy Fund	\$750	\$750	\$750	\$750
Friends of Broadview	\$100	\$100	\$50	\$100
Assistance Fund	\$3,000	\$8,200	\$7,000	\$3,000
Donations to Assistance Fund		-\$5,300	-\$8,100	
Mission Sundays	\$350	\$303	\$350	\$350
Community Service	\$500	\$500	\$3,509	\$500
Donations to Community Service		-\$238	-\$2,107	
M&M Misc		\$50		\$100
Poinsettias	\$200	\$185		\$200
Donations for Poinsettias			-\$165	
Confirmation	\$200		\$376	
Affirming Workshop	\$500			\$1,000
Outreach	\$2,000	\$2,002		\$2,500
	\$9,410	\$7,910	\$3,228	\$10,600

<u>ADMINISTRATION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2018 ACTUAL</u>	<u>2020 BUDGET</u>
Collection Envelopes	\$100	\$201	\$173	\$100
Donation for Church Envelopes		-\$120	-\$82	
ADP Payroll Charges	\$375	\$319	\$247	\$375
PAR Costs	\$450	\$460	\$444	\$450
Bank Charges	\$400	\$503	\$545	\$450
Loan Interest	\$500	\$357	\$238	\$0
Church Maintenance	\$8,700	\$5,726	\$5,606	\$5,000
Donations to Church Maintenance		-\$225	-\$2,315	
Municipal Water Charges	\$1,000	\$948	\$935	\$1,000
Insurance Church	\$7,500	\$7,022	\$7,032	\$7,000
Third Party Insurance		\$384		
Hydro	\$25,000	\$20,093	\$19,832	\$22,000
Elevator Maintenance	\$1,200	\$1,974	\$1,078	\$1,200
National Assessment	\$8,204	\$8,203	\$6,926	\$8,500
Postage, Paper & Copier	\$4,500	\$6,572	\$5,673	\$5,500
Office Furniture	\$0		\$339	\$0
Office Computer & Backup System	\$2,000			\$1,000
Advertising	\$100	\$48	\$454	\$100
Miscellaneous	\$300	\$477	\$32	\$200
Training/Conferences	\$300	\$600		\$600
Telephone and Internet	\$2,900	\$2,096	\$2,443	\$2,100
	\$63,529	\$55,638	\$49,600	\$55,575
HST PAID OUT IN 2019		\$6,718	\$7,959	
	\$260,038	\$254,632	\$248,423	\$233,317

KINCARDINE UNITED FINANCIAL POSITION AS AT DECEMBER 31, 2019

REVENUE TO DECEMBER 31, 2019	\$221,313	\$267,721
EXPENSES TO DECEMBER 31, 2019	<u>-\$254,632</u>	<u>-\$248,423</u>
DEFICIT	<u><u>-\$33,319</u></u>	<u><u>\$19,298</u></u>

M&S CONTRIBUTIONS	2019 TARGET	ACTUAL
CONGREGATION (DOES NOT INCLUDE UCW CONTRIBUTIONS TO M&S)	\$30,000	\$37,842

GENERAL FUND BANK ACCOUNT RECONCILIATION

BANK STATEMENT AS AT DECEMBER 31, 2019	\$40,344.96
LESS OUTSTANDING CHEQUES	-\$18,236.26
LESS M&S FUNDS	\$0.00
LESS OTHER FUNDS TO BE DISTRIBUTED	\$0.00
LESS FUNDS ALLOCATED FOR HOPE/BLOOMING FAITH PROJECTS	-\$26,003.00
LESS FUNDS ALLOCATED TO SPECIAL PROJECTS	<u>-\$2,169.00</u>
AVAILABLE FUNDS FOR GENERAL FUND USE AS DECEMBER 31, 2019	<u><u>-\$6,063.30</u></u>

NARRATIVE BUDGET

FINANCIAL PARTNERSHIP WITH GOD IN MINISTRY AS OF DECEMBER 31, 2019

How your giving supports the life and the work of
Kincardine United Church

CARE MINISTRY

Kincardine United Church's Care Ministry is how we share God's compassion with people in our Church through our prayers and deeds. Some of the ways we care for one another are:

Home and hospital visits	Social Potlucks
Friendly Sunday morning conversations	Prayers for those in need
Nursery care during Sunday Worship	Coffee before and after Worship
UCW	Lunches after Church
Sundae Sunday	Name Tags
Re-organizing pew layout to accommodate wheelchairs, walkers and strollers	Small Group Ministries
Purchase of new music stands	

\$9 out of every \$100 you give is dedicated to KUC Care Ministry

OUTREACH MINISTRY

Kincardine United Church's Outreach Ministry is how we encourage each other to look beyond our congregation to embrace the needs of others. Here are some ways we reach out together:

Community use of our building – AA, Brighter Futures, three bands, various local non-profit groups,	
Yoga groups, Grief Recovery Groups,	
Big Brothers Big Sisters Christmas Sale,	Dory Lunch
Ministerial Benevolent Fund	Food Bank Support
UCC Mission & Service Fund	Grey Bruce Chaplaincy Fund
Canada Foodgrains Bank	Family in Distress
Support for Cape Croker	Pride Service
Public Educational Forums	Concerts
Purchase of Free-Trade, Organic Coffee	Support of local Women's House
The many volunteer organizations our members belong to.	
Assistance for a child to attend summer Church camp	
Books for Grieving Families and colouring books for their children	

\$35 out of every \$100 you give is dedicated to KUC Outreach Ministry

LEARNING MINISTRY

Kincardine United Church's Learning Ministry is how we nurture each other's spiritual growth and faith in God. Here are some ways we grow together:

Sunday School	Craft Group
Book and Bible studies	Questers
UCW	

\$5 out of every \$100 you give is dedicated to KUC Learning Ministry

WORSHIP MINISTRY

Kincardine United Church's Worship Ministry is how we **celebrate** God's love together with others who share our faith. Here are some ways we worship together:

Sunday morning worship	Funeral services
Baptisms	Holy Communion
Devotions at meetings	Special Seasonal worship
Services at Trillium Court	Wedding Ceremonies
Special Music during services	Taize Services
Healing Services	Ash Wednesday Service
Vibrant Choir	Sunday School
Youth Services	Holy Week Services
Joint Good Friday Service with Knox Presbyterian Church	

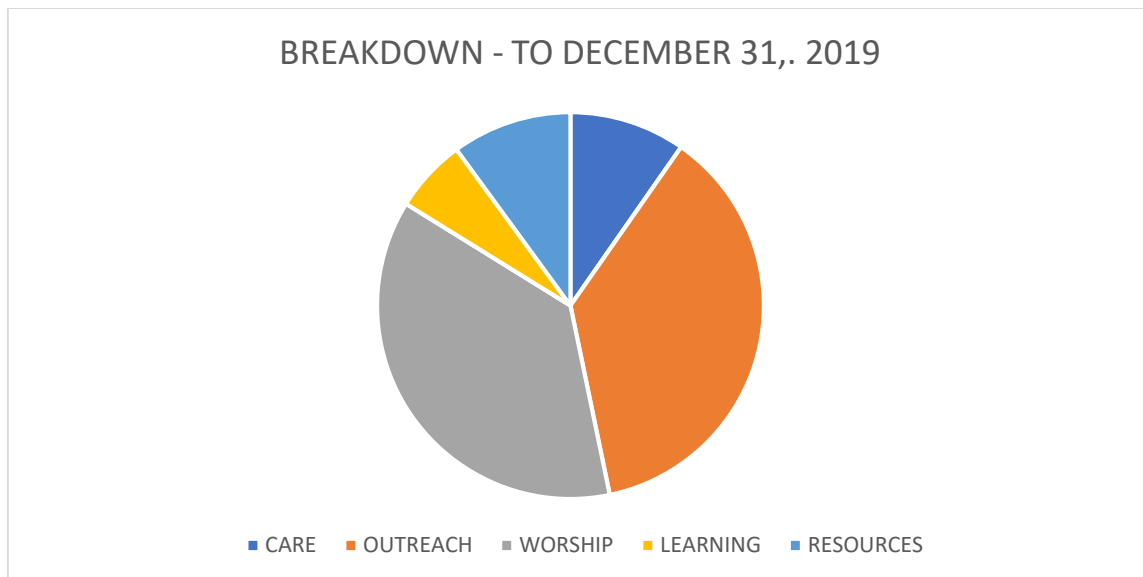
\$37 out of every \$100 you give is dedicated to KUC Worship Ministry

RESOURCE MINISTRY

Kincardine United Church's Resource Ministry is how we strive to use our Church, our money and our people for good. Here are some ways we serve together:

Encouraging and training volunteers and staff	Financial and property oversight
Building improvements & maintenance	Organizing & encouraging ministry teams
Program & activity administration	National Assessment
Volunteers who work with Western Ontario Waterways Regional Clusters and Networks	
Volunteers who work Western Ontario Waterways Commissions	
Library Resources	Computer software and protection
Photocopier, Postage Meter, Office Computers, Office Supplies, Office Furniture	

\$14 out of every \$100 you give is dedicated to KUC Resource Ministry



RECONCILIATION OF GENERAL FUND AS AT DECEMBER 31, 2019

GENERAL FUND BANK ACCOUNT RECONCILIATION

BANK STATEMENT AS AT DECEMBER 31, 2019	\$40,344.96
LESS OUTSTANDING CHEQUES	<u>(18,236.26)</u>
RECONCILED BANK AND GL BALANCE DECEMBER 31, 2019	<u><u>\$22,108.70</u></u>

REVIEWER'S REPORT

TO: THE COUNCIL, MEMBERS AND ADHERENTS OF KINCARDINE UNITED CHURCH

The Finance Committee absolves the reviewers from a full individual donation review. As a result, we have examined the following church books - without direct verification to members or suppliers - and found that they appear to correctly reflect the financial transactions of the Church, for the year 2019.

Church Accounts:

- General Fund (including Mission & Service Fund and Special Projects Fund)

March 27/20
Date

Bev McLelland, Leanne Guppy & Pat Porter
Bev McLelland ^{for}

CONGREGATIONAL MEETINGS

KINCARDINE UNITED CHURCH ANNUAL CONGREGATIONAL MEETING SUNDAY, APRIL 7, 2019

The congregation of Kincardine United Church was called to meet in the sanctuary on Sunday, April 7th, 2019, following the morning worship service for the Annual Congregational Meeting and to review the 2018 Annual Report, as well as elect nominated positions. Approximately 59 persons were in attendance.

1. Call to Order and Constitution of the Meeting (Rod Coates)

Having been given due notice of this congregational meeting, Rod Coates declared it duly constituted for the stated purpose of conduction of the business set before it and as outlined in the agenda.

2. Opening Prayer (Gord Dunbar)

Gord Dunbar led us in prayer.

3. Behavioural Covenant (All)

Those present read the Kincardine United Church's Behavioural Covenant together.

4. Enabling Motions

Moved by: Liz Dillman

Seconded by: Donna Mowry

- a) That all adherents have full participation and voting privileges.
- b) That Rod Coates chair the 2019 Annual meeting.
- c) That Angela Hazlewood act as recording secretary for the 2019 Annual Meeting.
- d) That the meeting Agenda be accepted as printed.
- e) That the Congregational Meeting minutes of April 22, 2018 and December 9, 2018 be approved as printed.

CARRIED

Wally Jirgens asked the definition of "adherents". Rod Coates replied that they are people who support the life and work of Kincardine United Church.

5. Business Arising from the Minutes (Rod Coates)

Rod Coates reviewed the minutes of the two meetings for 2018 and did not see anything which was not already to be covered in this one. Rod Coates asked if anyone had a different viewpoint. The meeting moved on as no one added anything in this section.

6. **In Memoriam** (Gord Dunbar)

Gord Dunbar read all of the names as printed in the 2018 Annual Report and led us in prayer.

7. **2018 Financial Report** (Donna Mowry)

Donna Mowry reviewed the 2018 Financial Report. Donna Mowry noted that there is a typing error on page 29, the Bank Statement as of December 2017 should be 2018. In December 2018, the 2019 Budget was approved at the Budget Congregational Meeting. Donna Mowry reported how the 2018 Budget worked out: \$264, 200 and the money actually spent was \$249, 385. She continued stating that the committees had worked hard to bring forth a realistic budget. However, there are items that are beyond our control like the organist supply and the minister supply costs. As well, the hydro for a mild winter was \$19, 832 instead of the budgeted amount of \$30,000. Donna Mowry went on to say that the Property Ministry Team spent many hours completing various projects requiring repair or upgrade and if these hours had not been donated, Kincardine United Church's expenses would have been significantly over budget. She thanked all those involved for the tremendous job that was done. Donna Mowry continued saying that our church has a very generous congregation. The General Fund Donations for 2018 were higher every month but one compared to the donations in 2017. There was a surplus at the end of the year, however, the church did borrow \$25,000 in October. More people signed up for Pre-authorized Remittance (PAR) in 2018 so more funds are coming in on a regular basis. There have been good donations made to the Mission and Service Fund (M&S) and various donations have been made to families and organizations as stated in the Membership and Mission Committee Report. The church books have been reviewed by Pat Porter, Bev McLelland, and Leanne Guppy. The books appear to correctly reflect the financial transactions of Kincardine United Church for 2018.

John Gillespie asked what the "other revenue" is. Donna Mowry directed John Gillespie from page 21 to page 25 of the Annual Report to answer his question. The answer is: The Kincardine Food Bank, Our Daily Bread, Cape Croker, and the Canadian Food Grains Bank.

Ron Harris said that on page 19 of the Annual Report the \$8, 101 needs to be in brackets.

Moved by: Donna Mowry

Seconded by: Jack Nancekevill

That the 2018 Financial Report be accepted with above changes.

CARRIED

8. **2018 Written Annual Reports**

Rod Coates mentioned that Sarah MacKenzie does a wonderful job putting the Annual Report together each year.

Moved by: Marion Boyd

Seconded by: Shirley Marie Harris

That the balance of the written Annual Report be adopted as printed.

CARRIED

9. Nominations (Presentation & Elections)

Rod Coates had asked Gord Dunbar to step the congregation through the nominations process. Rod Coates went on to say that it is simpler to have someone not being nominated to go through the process rather than a nominee and Gord Dunbar had agreed to do this.

Rod Coates continued giving an explanation regarding terms of nominees. Consistent with the courts of the church and past practice, the terms of office for committee members and appointments were always stated to the end of the calendar year, with the understanding that the term expired with the annual meeting in the year following. So if a person's term expired in 2018, the person would still be in office until the annual meeting which followed that-in this case, April 2019. This made more sense when the annual meeting was held in February, but now it is held in April which is more confusing. Rod Coates has restated the terms as expiring at the annual meeting consistent with a 3-year appointment. He hopes this change makes sense to everyone. Rod Coates is enormously grateful for the work of all of the people.

Gord Dunbar went through the nominees with the congregation as follows:

- a) **These Committee members' terms have expired:**
Ralph Knowles, Gregg McLelland, Dotty McClelland, Jack Nancekivell, Gerry Stephens, Liz Dillman, Bernd Portz, David Mullenix, Mary Phillips, Ron Elliott
- b) **These Committee members have decided to retire:**
Ron Harris
- c) **These yearly appointments have expired:**
Regional Council Reps – Marion Boyd, Rod Coates, Liz Dillman, Emily Perry
Reviewers - Leanne Guppy, Bev McClelland, 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

Members:	Term Ends at Annual Mtg In	Electoral Status
Ralph Knowles	2019	<u>Seeking re-election</u>
Gregg McClelland	2019	<u>Seeking re-election</u>
Julia Metzger	2022	<u>Seeking election</u>
Donna Mowry	2021	Continuing
Jack Nancekivell	2019	<u>Seeking re-election</u>
Ron Smith	2021	Continuing
Gerry Stephens	2019	<u>Seeking re-election</u>
John Phillips	2022	<u>Seeking re-election</u>

Membership and Mission:

Resource Person: Gord Dunbar

Members:	Term Ends at Annual Mtg In	Electoral Status
Liz Dillman	2019	<u>Seeking re-election</u>
Charles Ludlow	2020	Continuing
Bernd Portz	2019	<u>Seeking re-election</u>
Ursula Portz	2020	Continuing
Krista Ritchie	2020	Continuing
Melinda Smegal	2021	Continuing
Vacancy (1)		<u>Seeking nominations</u>

Programme:

Resource Persons: Gord Dunbar, David Hamilton

Members:	Term Ends at Annual Mtg In	Electoral Status
Sheila Bauer	2021	Continuing
Charles Clarke	2022	<u>Seeking election</u>
Joan Gillespie	2021	Continuing
Randy Norris	2022	Continuing
Teresa Perfrement	2021	Continuing
Emily Perry	2022	<u>Seeking election</u>
Jim Zarubick	2020	Continuing
Judy Zarubick	2022	<u>Seeking election</u>

Charles Clarke, Emily Perry & Judy Zarubick are seeking election as they have been appointed by Council.

Ministry and Personnel:

Members:	Term Ends at Annual Mtg In	Electoral Status
Marilyn Meldrum	2022	Continuing
Rad Michielson	2020	Continuing
David Mullenix	2019	<u>Seeking re-election</u>
Mary Phillips	2019	<u>Seeking re-election</u>
Pam Plagos	2022	Continuing

Trustees:

Gord Dunbar, ex officio

Members:	Term Ends at Annual Mtg In	Electoral Status
Art Danahy	2024	<u>Seeking election</u>
Ron Elliott	2019	<u>Seeking re-election</u>
Stu Mowry	2023	Continuing
Jack Nancekivell	2021	Continuing
Art Danahy is seeking election as he has been appointed by Council.		
Gregg McClelland	2024	Continuing
Vacancy (1)		<u>Seeking nominations</u>

Gregg McClelland needs to be added to page 19 of the Annual Report as a Trustee.

e) Nominations from the Floor

Nominations may be made for any Committee position from the floor. Nominations will be requested three times.

A nomination came from the floor by Randy Norris nominating Joan Norris as a trustee- Term ends at annual meeting in 2024. Gord Dunbar made this request three times.

f) Motion to Close Nominations from the Floor

Moved by: Shirley-Marie Harris

Seconded by: Donna Mowry

That the nominations from the floor be closed.

CARRIED

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

Moved by: Stu Mowry

Seconded by: Elaine Holmes

That the nominations presented in the Annual Report and from the floor be approved.

CARRIED

h) Members putting their names forward for yearly appointments:

Regional Council Reps: Marion Boyd, Rod Coates, Liz Dillman, Emily Perry. Seeking re-election

Reviewers: Leanne Guppy, Bev McClelland, Pat Porter Seeking re-election

Council President – Rod Coates Seeking re-election

Council Secretary – Angela Hazlewood Seeking re-election

- i) **Motion to empower Council to fill any vacancies on Council or Committees that arise between congregational meetings.**

Moved by: Pam Plagos

Seconded by: Joan Gillespie

That Council be empowered to fill any vacancies on Council or Committees that arise between congregational meetings. **CARRIED**

Rod Coates thanked the volunteers-both elected and behind the scenes-for their participation to support the life and work of this congregation and noted how much he, on behalf of Kincardine United Church, appreciates their hard work.

10. Other Business

i. Report from WOW Regional Council (Rod Coates)

Rod Coates shared that Remit #4 was approved by GC43 in Oshawa in July 2018. He went on to say that Marion Boyd attended so she is the person to ask for more details.

Rod Coates continued to say that with the implementation of Remit #4, Presbyteries and Conferences ceased to exist as of December 31st, 2018. As of the first of January, 2019, work done by Presbyteries and Conferences is now done by a regional council.

Kincardine United Church is part of the Western Ontario Waterways (WOW), a region which includes four former presbyteries and approximately 138 Communities of Faith.

Connecting

Rod Coates went on to explain Western Ontario Waterway's (WOW) values as Connecting, Supporting, and Transforming.

Kincardine United Church is "well connected" since we have 6 people associated with this congregation who will be part of the Regional Council (RC)-4 lay and 2 ministry personnel.

Supporting

Rod Coates continued and asked, "What's changed in our relationship?"

Previously, Kincardine United Church(KUC) was required to ask presbytery for permission to do a number of things. Going forward, KUC can make decisions in partnership with the Regional Council (RC). At the last Regional Council Meeting, the chair reminded us that we are talking with, not talking about.

Transforming

Rod Coates finished off saying that WOW and RC across the country are still in transition, since we have yet to hold an annual meeting to elect an executive. The structure is such that a good deal of decision-making authority will be delegated to commissions like pastoral relations and property matters. The commissions, in turn will be supported by resource personnel-both volunteers and staff. Currently preparations for the first annual meeting are underway for May. Kincardine

United Church needs to make sure we have representation for all of our Communities of Faith (C of Fs) as we establish commissions and resource staff (volunteers) to build and do the work of our region.

John Gillespie commented that the congregation and the volunteers are getting older quickly. Since our budget is being subsidized by investments, they could run out sooner than we think and how is Kincardine United Church going to compensate for this to keep the doors open. John Gillespie suggested that Council put this on an agenda to discuss the church's future.

11. Recommendation for the Date, Place & Format for 2020 Budget Presentation & Annual Meeting

Options: December 8th, 2019 (budget). April 5th or 19th (annual meeting)

Moved by: Glen Holmes

Seconded by: Esther Marshal

That the 2020 Budget Presentation and Annual Meeting be December 8th, 2019 (Budget) and April 19th, 2020 (Annual Meeting) **CARRIED**

12. Adjournment and Prayers

There being no further business to discuss, Rod Coates declared the meeting closed at 12:34 p.m.

Gord Dunbar ended the meeting with a prayer.

KINCARDINE UNITED CHURCH 2020 BUDGET CONGREGATIONAL MEETING SUNDAY, DECEMBER 8, 2019

The congregation of Kincardine United Church was called to meet in the sanctuary on Sunday, December 8, 2019 following the morning worship service, to approve the 2020 budget. Approximately 65 persons were in attendance.

1. **Call to Order and Constitution of the Meeting**

Rod Coates called the meeting to order at 11:41 a.m., stating that notice of the meeting had been duly given for the sole purpose of reviewing and approving the 2020 budget.

2. **Opening Prayer**

Gord Dunbar opened the meeting with a prayer.

3. **Behavioural Covenant**

Those present read the Kincardine United Church Behavioural Covenant.

4. **Enabling Motions**

Liz Dillman presented the enabling motions.

Moved by: Liz Dillman

Seconded by: Jack Nancekivell

- a) That all adherents be made Corresponding Members with privileges to vote.
- b) That Rod Coates chair the 2020 budget meeting.
- c) That Angela Hazlewood act as recording secretary for the 2020 budget meeting
- d) That the meeting Agenda be accepted as printed.

CARRIED

5. **2019 Financial Report and Budget for 2020**

Chairs of each committee spoke about their individual budgets. Gord Dunbar and David Hamilton removed themselves for the M & P report.

Mission and Personnel (M & P) –Mary Phillips discussed their recommendation that all staff receive a 1.9% wage increase as per the United Church of Canada’s direction. Also, the committee does not want to have an intern minister for 2020.

Programme –Judy Zarubick discussed what 2019’s budget was used for: advent candles, communion and baptismal items, pulpit and organist supply, licenses for projecting the service on the wall, and the television in Fellowship Hall. The budget will be \$8900.00 which is \$2000.00 less than last year as some of the above items will not need to be purchased in 2020.

Membership and Mission (M & M)-Charles Ludlow referred the congregation to the financial report to show what their budget consists of: Social Supplies/Fellowship Enhancements, Broadview Subscriptions, Name Tags, Youth Groups, Pancake Supper Expenses, Ministerial Benevolent, Chaplaincy Fund, Friends of Broadview, Assistance Fund, Mission Sundays, Community Service, Poinsettias, Confirmation, Affirming Workshop, and Outreach which totals: \$10, 600.00.

Administration-Donna Mowry described to the congregation all of what this budget covers. It is for the basic workings of the church. They are as follows: envelopes for collection, payroll changes, maintenance (includes regular maintenance of the elevator), water, insurance, hydro, heat, National Assessment to the United Church of Canada, Council items, postal items, paper, and internet. All of these items are needed for the church to run. The 2020 budget is set for \$55, 340.00 which is less than 2019's budget which was \$63, 529.

Krista Ritchie asked if the church is eligible for electricity subsidies and Donna Mowry said we are not and they have looked into that in the past.

Barry Schmidt asked how we can afford to run the church if the deficit. He feels that Council needs to find ways to increase revenue, reduce expenses, and plan for the budget without drawing on the investments. He believes that we need to look at a variety of things-relying on faith, but planning ahead to achieve a goal.

Joan Gillespie asked if any money had been borrowed in 2019 and Liz Dillman answered that no money had been borrowed and no investments had been cashed in. Liz Dillman felt that we could make it to the end of the year without doing either of those things.

Gord Dunbar stated the money for the Hope Menu has allowed a cash flow.

Judy Zarubick commented that we need to focus on our abundance and more funds will come as opposed to focusing on scarcity as to what we do not have. Judy Zarubick feels that the situation is not as dire as we may think.

Randy Norris discussed the \$44,000.00 that the church is in deficit and there have been conversations about this during Programme Committee meetings. Randy Norris feels that the Membership and Mission Committee needs to market the church and our abundancies. Randy Norris agreed with Barry Schmidt that we have to talk about the future.

Jack Nancekivell discussed the fact that 67% of the budget is salaries, 10% discretionary, and 90% take care of the operation of the church and costs continue to increase. He stated that we have to address this challenge and acknowledged Barry Schmidt's above concern.

Dotty McClelland commented that it is never too soon to look into the future and plan.

Charles Clark discussed that faith works and he believes that Kincardine United Church is capable of moving towards financial security.

Judy Zarubick suggested that the budget be passed and she would make a motion to develop a task group for future planning for this congregation.

Moved by: Donna Mowry

Seconded by: Charles Clark

That the 2020 budget be approved as presented.

CARRIED

Moved by: Judy Zarubick

Seconded by: Barry Schmidt

That a Task Group be created with the following volunteers: Barry Schmidt, Gregg McClelland, Randy Norris, Donna Mowry, Mary Phillips, Jack Nancekivell, and Gord Dunbar, to plan for the future fiscal health of Kincardine United Church and bring recommendations to Council.

CARRIED

6. **2020 Mission & Service (M & S) Target**

Krista Ritchie presented the 2020 Mission & Service Target. She commented that by December 6th the target of \$30,000.00 had been exceeded as it was at \$32,120.00. She thanked everyone for their generous donations. It had been decided that the objective for 2020 would remain the same and would consider changing it for 2021 if it was exceeded once again.

Moved by: Krista Ritchie

Seconded by: Kevin Hart

That the 2020 M&S objective be \$30,000.00.

CARRIED

7. **Other Business**

Donna Mowry reminded everyone that the office would be closed for a week over the holidays, however, it would be open on December 31st (12:00-2:00 p.m.) to allow for end of year donations to be made.

8. **Adjournment and Prayers**

There being no further business, Rod Coates declared the meeting closed at 12:20 PM. Gord Dunbar closed the meeting with prayer.

Signature of Chair

Signature of Secretary