

KINCARDINE UNITED CHURCH CONGREGATIONAL MEETING
SUNDAY, June 12, 2016

The congregation of Kincardine United Church was called to meet in Fellowship Hall on Sunday, June 12, 2016, before the morning worship service, to review and approve the 2016 Joint Needs Assessment report. Approximately 50 persons were in attendance.

Marion Boyd called the meeting to order at 9:30 pm. She then introduced Charles Clarke, Bruce Presbytery representative on the Kincardine United Church Joint Needs Assessment committee. Charles Clarke opened the meeting with a brief prayer; he then stated that the meeting was duly constituted for the purpose of reviewing the Joint Needs Assessment Committee's (JNAC) report and asked Marion Boyd to conduct the meeting.

All those present stated the Kincardine United Church Behavioural Covenant.

Marion Boyd introduced the JNAC members from Kincardine United Church and Bruce Presbytery, then continued with an explanation of the overall format of the Joint Needs Assessment report and its mandatory sections. She first reviewed all the report's recommendations, beginning with the more substantial changes since the 2013 report:

- A reduction to a 1.0 fulltime ministry position from 1.6 positions. Following approval of the 2013 report, the church was never able to fill the 0.6 ministry position, although there have been two capable interns who supplemented some parts of this role. Given this recent experience, the JNAC is proposing that there be a one fulltime minister of Word, Sacrament, and Pastoral Care.
- A second change is that the position will be open to any minister – i.e., ordained, diaconal, or designated lay minister. There are several capable people within Bruce presbytery who serve congregations in these various roles. This change also aligns with the expected change to the United Church structure (i.e., one order of ministry) based on a pending remit.
- The report's final recommendation is that Kincardine United Church apply to become a permanent Supervised Ministry Education site, which means that we would be open to having an intern at any time.
- The remaining recommendations are essentially the same as the 2013 report.

Marion explained the next steps in the process assuming congregation approval today, which would be presbytery Pastoral Relations on Tuesday, followed by approval at the next Bruce Presbytery meeting, which is next week. She said that Bruce Presbytery representatives have already been named for the search committee (Charles Clarke & Rev. Herb Klaehn), so presbytery will not be a hold-up in the process.

Marion then provided an overview of the remaining sections of the report, beginning with the Community Profile, then continuing with the Pastoral Charge Profile and Resources of the Pastoral Charge. She noted the importance of the volunteers who support our congregation's life and work. She also remarked that while our present financial position is not ideal, we still have many financial supporters.

Marion outlined the changes to the Minister of Word, Sacrament & Pastoral Care profile. Worship remains the top priority for the congregation, hence the bulk of the minister's time is allocated to that part of the role. The minister is expected to be a team player and work with the various church committees to develop lay capabilities. Leadership and visioning skills are also an important attribute for the incumbent, as identified by the majority of JNAC survey results. The minister is expected to provide support and assistance to the lay pastoral care team. Finally, the minister is expected to reach out beyond the congregation, and to collaborate & cooperate with other area United Churches.

Marion said the skills and abilities component of the report flow from the job profile, and are to assist the Search Committee in its selection process. The employment terms are mainly dictated by United Church of Canada guidelines, and the recommended Level F pay means we wish to have an experienced person come to Kincardine. The Marriage Policy has not changed, which is an issue for some in the congregation based on the survey results.

Bill Ritchie asked what a Level F salary would be. David Mullenix said we currently pay in excess of Level F, and have been for some time, which is currently ~\$53,000/year and includes a living allowance.

Gregg McClelland asked about a designated lay minister's (DLM) ability to perform sacraments, and Marion Boyd confirmed that DLM's are able to do baptisms, weddings, and communion within their designated church.

David Hamilton asked if a DLM would be able to supervise an intern. Marion said that this is not normally the case and we would need an offsite education supervisor in those circumstances, which has also been a benefit for our recent interns.

Ann Windsor asked why presbytery would tell us we cannot have an interim minister since we are in need of having a minister here every week. Marion Boyd said that Council would be discussing this after the meeting, assuming the JNAC passes, and that there are several people who have expressed an interest in a short-term contract with Kincardine United Church while the search process unfolds.

Marion turned the meeting back to Charles Clarke. Charles Clarke said that he expected the congregation has now had time to read and understand the JNAC report, and asked for a show of hands to approved the 2013 Joint Needs Assessment report. Charles Clarke declared the report approved by unanimous vote of the congregation.

Its purpose having been completed, the meeting ended at 10:08 AM

Signature of Chair

Signature of Secretary