

Kincardine United Church Council Meeting-Special Meeting
Tuesday, February 7th, 2023

Present: Rod Coates (Chairperson), Gord Dunbar (Minister of Word, Sacrament, and Pastoral Care), Judy Zarubick (Programme), Emily Perry (Regional Council Representative), Donna Mowry (Administration), Pam Plagos (Ministry and Personnel), Charles Ludlow (Membership and Mission), Angela Hazlewood (Council Secretary)

Regrets: Mary Phillips (Ministry and Personnel)

The Council of Kincardine United Church was called to meet via the ZOOM platform on Tuesday, February 7th, 2023. Notice of this special meeting was given eleven days prior to the meeting via e-mail by the chairperson and another e-mail reminder was sent by the secretary the day before the meeting along with the shared drive link and the Zoom meeting link.

Rod Coates called the meeting to order at 7: 02 p.m. and thanked everyone for being there.

1. Welcome and Constitution of Meeting (Rod Coates)

Rod Coates declared this meeting duly constituted in the name of Jesus Christ, the one true head of the Church, for whatever business may properly come before it.

2. Call to Order and Acknowledgement of the Territory (Rod Coates)

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

3. Prayer (Gord Dunbar)

Gord Dunbar led Council in prayer.

4. Business Arising

Follow up-Bervie Kinloss United Church-Proposal Discussion (Judy Zarubick)

Judy Zarubick shared that she, Emily Perry, and Liz Dillman met with representatives of Bervie Kinloss United Church on November 8th, 2022 to discuss their needs towards a collaborative partnership. The conclusion of that meeting was that Bervie Kinloss United

Church representatives would have to really decide what their needs are. All parties met again on January 16th, 2023 when Gord Dunbar had returned from his Sabbatical and could be part of the discussions. A collaborate agreement was created. Please see Attachment #1. On February 2nd, 2023, Bervie Kinloss United Church had their Annual meeting and the congregation reviewed and approved the agreement. Emily Perry reiterated that this partnership is not all about getting money from Bervie Kinloss United Church, but rather about collaborating with others in the faith. Kincardine United Church is a caring Community of Faith wanting to help others. Liz Dillman added that St. Andrew's United Church and Bervie Kinloss United Church are no longer one pastoral charge as this was dissolved on April 1st, 2023.

Rod Coates asked Council if there were any questions about the proposal.

Donna Mowry wanted to hear about what Gord Dunbar's thoughts were on this collaborative partnership as there was concern that it would cause a strain on the workload. Gord Dunbar answered that it would 2 hours out of his regular hours (40 hours a week) that he would be using to support Bervie Kinloss United Church. The 2 hours includes worship time, talking to the congregation before the service, attending their board meetings (4 times a year), and some emergency pastoral care. Gord Dunbar stated that he is excited about the possibilities and this is "authentic, visionary discipleship with our sisters and brothers, and siblings next door". Bervie Kinloss United Church have shared that they need consistency in the pulpit. They have members who look after their pastoral care needs. Kincardine United Church would invoice Bervie Kinloss United Church for Gord Dunbar's time. This proposal has been agreed to in principle. Changes can be recommended along with the way if it deemed necessary by each side. The Bervie Kinloss representatives have the power to make changes. Judy Zarubick stated that this will become a Collaborative Covenant Agreement. This partnership will be re-evaluated in 6 months to see if it will be feasible long term. PowerPoint slides will be created for the upcoming annual meeting to show the highlights of this agreement and the impact on Kincardine United Church. Gord Dunbar asked if Emily Perry would help write up a statement as to why this partnership is so important.

Rod Coates asked if there was any more discussion. After a fulsome discussion, this proposal was created:

That Kincardine United Church Council recommend that the draft collaborative agreement approved at Bervie Kinloss United Church's, February 2nd, 2023, Annual meeting be presented to Kincardine United Church's Annual meeting on February 19th, 2023 for approval by the congregation for implementation.

Rod Coates declared this consent docket approved by consensus.

5. Other Business

Custodian Position Update (Donna Mowry)

Donna Mowry shared that Laura Metzger had resigned. The Administration committee have decided to hire Stuart Metzger on contract from January 1st to April 30th and then

November 1st-December 31st and look for a part-time person to fill in from May 1st to October 31st. In 6 months if a part-time seasonal person is not found, Stuart Metzger has offered to resign so that a permanent part-time person can be hired.

Closing/Prayer

The agenda having been completed and with no additional business to discuss, Rod Coates declared the meeting closed at 8:02 p.m.

Gord Dunbar let Council in prayer to end the meeting.

Next Council Meeting: March 14th, 2023

Signature of President

Signature of Secretary

Attachment #1

Draft Collaborative Agreement of Services between Bervie Kinloss United Church (BK) and Kincardine United Church

A Collaborative agreement on a trial basis from April 1 to December 31, 2023 for Kincardine United Church to provide pastoral services to Bervie Kinloss United Church.

Rev. Gord Dunbar to provide 2 hours a week to include in person Sunday Worship services at Bervie Kinloss United Church including Communion, Baptisms, Emergency Pastoral Care and Supervising Minister to Bervie United Church for quarterly Board Meetings or as needed and the Annual Congregational Meeting. Christmas Eve is on a Sunday in 2023 so discussion would be needed as to services – place and times – with both Churches. Decisions made concerning cancellations due to weather, road conditions or unforeseen circumstances in consultation with Rev. Dunbar and Chair of Bervie Kinloss Board.

Rev. Dunbar would be available 2 hours to Bervie Kinloss United Church per week and 38 hours to Kincardine United Church per week.

The hourly rate of compensation would be at the 2023 rate including benefits shared with the Kincardine United Church. This would be 2 hours a week throughout the entire length of the trial period.

Rev. Dunbar currently is entitled to 6 weeks of vacation and 3 weeks study leave. For those 9 Sundays or unforeseen circumstances Rev. Dunbar is unavailable, Kincardine United Church Council would arrange for pulpit supply for BK which would be shared 50/50. Plus current United Church of Canada (UCC) rate per km for travel to Bervie.

Transfer of compensation in compliance with the approved agreement will be made monthly by cheque from Bervie Kinloss United Church Treasurer to Kincardine. Invoicing of services will be provided to Bervie Kinloss United Church. Finances of the two Churches will remain independent.

Bervie Kinloss United Church will appoint one Ministry & Personnel (M&P) representative to communicate and be included in the Kincardine M & P Committee for discussions on Bervie only issues. Bervie Kinloss United Church will maintain an M & P Committee for employees or other contract employees providing services dedicated to Bervie Kinloss Pastoral Charge only.

In Rev. Dunbar's absence, a contact for Emergency Pastoral Care will be provided to Bervie Kinloss United Church. Kincardine M & P Committee would advise the Bervie Kinloss M & P representative of vacations, study leave and pulpit supply arrangements.

Time of Service proposed is 9:30 a.m. in Bervie. Kincardine Council will be canvassed if an 11:00 a.m. service is possible. If 9:30 a.m. service is accommodated in Bervie and time is available, Rev. Dunbar would like to visit with the congregation prior to the service in

Bervie. Worship Services in Bervie would be conducted in the traditional format or as Rev. Dunbar deems. Congregations are welcomed at either Church for Worship.

Zoom is available to anyone for Kincardine Worship and those services are also recorded on YouTube available and is broadcast the following week on the Community station of Rogers Cable.

Rev. Dunbar or designate will coordinate with the Bervie Kinloss Pastoral Charge Pianist/organist to prepare music for services.

For review purposes, the representatives of this Committee from both Kincardine and Bervie Kinloss United Church will meet in 5 to 6 months into the contract of 2023. Kincardine Council and Bervie Kinloss Pastoral Charge Board may consider agreed upon amendments at any time during the course of the agreement.

Office hours will not be provided in Bervie Kinloss United Church. Bervie Kinloss United Church phone voice mail will reflect contact information for Emergency Pastoral Care and basic information. Email contact as well would be appreciated.

Bervie Kinloss Pastoral Charge representative(s) will be appointed to receive weekly bulletin by email (digital) from Kincardine Secretary and be responsible for photocopying the bulletin for Bervie worship.