

**Kincardine United Church Council Meeting**  
**Tuesday, November 12<sup>th</sup>, 2024**

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**Present:** Judy Zarubick (Acting Chairperson), Donna Mowry (Administration), Liz Dillman (Treasurer, Regional Council Representative), Sheila Bauer (Programme), Janice McKean, (Membership and Mission), David Mullenix (Ministry and Personnel), Angela Hazlewood (Council Secretary)

**Regrets:** Charles Ludlow (Membership and Mission), Jack Nancekivell (Trustee), Mary Phillips (Ministry and Personnel)

The Council of Kincardine United Church was called to meet in-person on Tuesday, November 12<sup>th</sup>, 2024. Notice of this meeting was given seven days prior to the meeting via e-mail by the secretary.

Judy Zarubick called the meeting to order at 7:07 p.m. and welcomed Council.

**1. Welcome and Constitution of Meeting** (Judy Zarubick)

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

**2. Call to Order and Acknowledgement of the Territory** (Judy Zarubick)

Judy Zarubick shared these words with Council: "It is our privilege as we begin this Council Meeting that we acknowledge that we are gathered here on the "Traditional Territory" of the Anishinabek Nation; and give thanks to the Saugeen Ojibway First Nation, the traditional keepers of this land. We also remember the Chippewas of Nawash Unceded First Nation; and the Metis Nation of Ontario, whose history and people are well represented in Bruce and Grey Counties. We also give them "Thanks" for the hope and optimism they offer all of us, despite their tortured past; and their desire to "Sojourn Onwards " with all Canadians towards the better future for everyone!"

**3. Lighting of the Candle** (Judy Zarubick)

Judy Zarubick led Council in prayer as she lit the candle.

**4. Devotion** (Judy Zarubick)

Judy Zarubick read from the Holy Bible, Mark, Chapter 1, verse 35 and went on to read from "The Circle of Life" page 251 by Macrina Wiederkehr excerpts from Winter, a Season for Deepening. The passage was about the season of winter having much to teach us, waiting in trust, listening for truth and emptiness. It was about waiting in darkness

and leaping into the unknown, questioning along the quest. Judy Zarubick led Council in prayer to end the devotion.

## 5. Consent Docket

### A. Enabling Actions

1. That the Agenda be adopted as circulated.
2. That the minutes of the Council meeting from October 8<sup>th</sup>, 2024 be approved as distributed.
3. That motions and proposals be written and given to the Secretary.

### B. Action

### C. Correspondence

1. Thank you letter from the United Church of Canada for the Mission and Service donation dated July 22<sup>nd</sup>, 2024.

Judy Zarubick declared this consent docket approved by consensus.

## 6. Business Arising

### i) Budget Meeting on December 8<sup>th</sup>, 2024

Judy Zarubick shared that John and Mary Phillips would be looking after the sound upstairs during the budget meeting so that participants can use a microphone to ask questions and make comments. This will allow the on-line folks to hear, as well. As done in past years, Judy Zarubick asked if each committee chair or a delegate briefly summarize their respective budget and ask for questions. Donna Mowry will make a motion to accept the budget and then move onto Krista Ritchie's part on the agenda to discuss Mission and Service's goal for 2025. Angela Hazlewood will create an agenda for the meeting.

## 7. Reports from Committees-Standing Items

### i) Administration (Donna Mowry)

Donna Mowry shared that John Phillips, the Donation Steward, had e-mailed mid-year statements to people who have e-mail addresses on file. Donna Mowry continued by stating that Gord Dunbar's name had been removed from the outdoor sign. Lastly, Donna Mowry added that \$127.80 had come from Pitney Bowes for unused stamps in the stamp machine.

**ii) Membership and Mission (M & M) (Janice McKean)**

Janice McKean let Council know how well the Blanket Exercise went at the high school and that the students were engaged. This exercise was on October 29<sup>th</sup>, 2024. Janice McKean also shared that the book swap went very well and there were about 20 attendees.

**iii) Ministry and Personnel (M & P) (David Mullenix)**

David Mullenix shared the M & Ps' recommendations for increases in wages for Kincardine United Church staff. Here it is as follows:

1. We are recommending a 3% increase for the minister. This is mandated by United Church of Canada, so no discussion is required.
2. Organist – We are recommending a set salary – and it is the exact amount required to meet the RCCO.
3. Office Administrator and Custodian – we are recommending the exact amount again as what is recommended by the Living Wage (need to wait for it to be released). However, we decided to put in a provision that their wage would not go down if the Living Wage was to decrease. I don't anticipate that will happen, but it was just a "what If" scenario that we thought of. If the Living Wage were to go down we are recommending current wage PLUS 1%, but we did discuss just saying current wage. Our committee is happy with either option.

A fulsome discussion ensued.

**iv) Programme (Sheila Bauer)**

Sheila Bauer stated that Programme's budget had been set and the Programme committee had not met this month.

**8. Treasurer's Report (Liz Dillman)**

Liz Dillman shared that committees were well within their budgets. Liz Dillman went on to say that Membership and Mission is close to their budget since the committee had to pay out for the assistance fund. Liz Dillman was positive when she stated that if everything was paid out in the capital fund, the cash flow would only be minus \$421.00. Liz Dillman added that the invoice for the windows had not yet been paid. Liz Dillman would like to see the Capital Fund monies go into a separate savings account. In another month, Liz Dillman said that there will be increased revenue due to using pulpit supply and less is being paid out for salary since the full time minister left. Liz Dillman stated that the projected budget for 2025 will be \$192000.00 and out of that \$81900.00 will be allocated for wages.

A motion was made for Council to recommend this budget to the congregation at the budget meeting in December.

**Moved by:** Donna Mowry

**Seconded by:** Angela Hazlewood

That the 2025 Kincardine United Church budget be recommended to the congregation at the budget meeting, on December 8<sup>th</sup>, 2024

**CARRIED**

## 9. New Business

### i) Environmental Advocate

Judy Zarubick shared that Melinda Smegal had been approached by an environmental advocate who wanted to meet with Judy. Janice McKean recommended contacts in the community to refer the environmental advocate to.

### ii) Client Recommended to the Food Bank

Judy Zarubick shared that Jacqui Hillerby in her role as an Occupational Therapist had a client who needed support with obtaining items from the Food Bank. Janice McKean offered to take this back to the M & M committee to support.

### iii) Scam Alert

Judy Zarubick stated that there was a scam e-mail that had been sent out whereby a Reverend Judy Zarubick was asking for gift cards for a cancer patient. Judy Zarubick sent out an e-mail to the congregation sharing that the e-mail was in fact, a scam, and she does not go by Reverend Judy Zarubick. Judy Zarubick reported the scam e-mail to Canada's Anti-Fraud Center.

## 10. Other Business

### i) Western Ontario Waterways (WOW) Fall Meeting

Judy Zarubick let Council know about WOW's meeting on Saturday, November 16<sup>th</sup> from 9:30 a.m. -4:30 p.m. via the Zoom platform.

ii) **Grace United Church-New Ministers Commissioned/Ordained**

Judy Zarubick shared that this would be happening on November 17<sup>th</sup> in Hanover and via the Zoom platform.

**Closing/Prayer**

The agenda having been completed and with no additional business to discuss, Judy Zarubick declared the meeting closed at 8:39 p.m.

Judy Zarubick led Council in prayer to end the meeting.

**Next Council Meeting:** February 11<sup>th</sup>, 2024 by Zoom  
**Annual Congregational Meeting:** February 23<sup>rd</sup>, 2024

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Signature of President

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Signature of Secretary