KINCARDINE UNITED CHURCH
ANNUAL CONGREGATIONAL MEETING
SUNDAY, FEBRUARY 22nd, 2026

The congregation of Kincardine United Church was called to meet in-person and via the Zoom platform on Sunday, February 22nd, 2026 immediately following the morning worship service for the Annual Congregational Meeting, (12: 13 p.m.) to review the 2025 Annual Report, adopt the 2025 financial report, and to elect nominated positions. Proper notice of this meeting was given prior to the meeting and an e-mail went out with the agenda and other supporting documents prior to the meeting, as well.

ATTENDANCE: 36 people in the sanctuary and 6 households joined on-line.

1. **Call to Order and Constitution of the Meeting** (Judy Zarubick)
   Having given due notice, Judy Zarubick declared this congregational meeting duly constituted in the name of Jesus Christ, the one true head of the Church, for the purpose of the business which may properly come before it.

2. **Opening Prayer** (Judy Zarubick)
   Judy Zarubick led everyone in prayer.

3. **Behavioural Covenant** (All)
   All present read the Behavioural Covenant as presented on the screen.

4. **Enabling Motions**
   a. That all adherents have full participation and voting privileges.
   b. That Judy Zarubick chairs the Annual meeting.
   c. That Angela Hazlewood act as recording secretary
   d. That the meeting Agenda be accepted.
   e. That the Congregational Meetings of: NOTE
      i. February 23rd, 2025
      ii. December 7th, 2025
      be approved as printed in the 2025 Annual Report
   f. That the Zoom meeting be recorded for use by the recording secretary.

   Moved by: Liz Dillman
   Seconded by: John Brash **CARRIED**

5. **Business Arising from the Minutes** (Judy Zarubick)

   a. **Reappointment of Judy Zarubick**

   Judy Zarubick's appointment was approved until March 1st, 2027. Judy Zarubick was reappointed by Council as per the manual.

DRAFT

b. Revisit Future Ministry

Judy Zarubick explained that Kincardine United Church recommends to continue to book pulpit supply since we are unable to find a minister. Judy Zarubick also shared that Pine River United Church has approached Kincardine United Church to begin conversations about a possible collaborative partnership. Once Council has more information, it will be brought to the congregation for discussion.

That the congregation of Kincardine United Church accepts the recommendation of the Church Council to book pulpit supply to the end of June 2026.

Moved by: Sheila Elliott
Seconded by: Mary Ann Knowles **CARRIED**
(2 voted against)

6. In Memoriam (Judy Zarubick)

Judy Zarubick read all the names as printed in the 2025 Annual Report and lit a candle for each person named. Judy Zarubick finished by leading the congregation in prayer.

7. 2025 Annual Written Reports (Judy Zarubick)

A representative from each committee came up to the front of the sanctuary to answer questions about each report and present additional information.

Donna Mowry was first from the Administration/Property committees to speak and shared that thanks to a donor a second Automated External Defibrillator (AED) was purchased and it is found in the back of the sanctuary and will be attached to wall. Donna Mowry went on to say that Andrew Brown has agreed to monitor both AEDs in the church. Donna Mowry added that as of January 1st, 2026, there will be no blue box pick up any longer. Signs have been put up and folks will either need to throw the recycling in the garbage or take it home to recycle. Donna Mowry said. Donna Mowry completed her report by letting the congregation know about the sewer issues. The municipality put a pike down the sewer to grind up all the weeds. However, a camera will be put down in the spring to see if more work will need to be done, according to Donna Mowry. Judy Zarubick asked if there were any questions for Donna Mowry's report.

Next, Judy Zarubick asked if there were any questions for the "Booking Facilitators" report and there were none.

DRAFT

Thirdly, Judy Zarubick called upon a representative for the Membership and Mission committee (M &M) and Krista Ritchie approached. Krista Ritchie shared that Judy Zarubick and Liz Dillman do a great deal of work contributing to the planning of the meals. Krista Ritchie went on to say that the committee is always looking for new members. Krista Ritchie stated that the members are very approachable and asked if there were any questions.

Next, Judy Zarubick called upon a representative for the Programme committee and Jackie Clements volunteered to speak. Jackie Clements stated that the Programme committee is responsible for ensuring that there is a worship service each Sunday which refers to pulpit supply which is the biggest section of their budget. Jackie Clements also shared that the Audio Visual (AV) equipment is under Programme and the committee ensures that it is maintained as well as the piano and the organ. Jackie Clements went on to say that the committee purchases flowers for Mother's Day and cookies for Father's Day. Jackie Clements stated that sadly there is not a Sunday School programme offered as children do not attend very often, but if they do, Kincardine United Church tries to have someone look after the children. Jackie Clements ended her report by asking if anyone had any questions.

At this time, Judy Zarubick asked for a representative for Ministry and Personnel (M & P) and Mary Phillips spoke on the committee's behalf. Mary Phillips stated that the staff of Kincardine United Church is the back bone and praised Judy Zarubick for leading the church, David Hamilton for his musical talents, Galyna Katkevych for cleaning the church so well, Sarah MacKenzie for running the church office, Liz Dillman for all she does, but especially for her role as Treasurer, and John Phillips as his role as the Donation Steward. Mary Phillips added that the M & P committee members do a great job, as well. Mary Phillips completed the report by asking if there were any questions.

Next, Judy Zarubick asked if there were any questions for the Lighthouse Unit Ministry team as well as for the Kincardine United Church Instrumental Ensemble (KUCIE) reports.

Lastly, Judy Zarubick asked if there were any questions for the Choir's report and mentioned the awesome concert with Liz Coates and about the comments about the excellent sound of the piano.

This motion was created:

> That Kincardine United Church approve the written reports found in the 2025 Annual Report.

Moved by: Kevin Hart
Seconded by: Pam Plagos

CARRIED

DRAFT

8. <u>2025 Financial Reports</u>

Judy Zarubick stated that Pat Porter and Leanne Guppy have reviewed the financial reports prior to this meeting. Judy Zarubick asked if there were any questions. Donna Mowry stated that most of the Bank of Montreal accounts had been moved to the Royal Bank of Canada specifically the savings and chequing accounts. Donna Mowry went on to say that there is still some money at Bank of Montreal. Dr. Gary Gurbin asked why Kincardine United Church has to pay Goods and Services Tax (GST). Liz Dillman answered by stating that Kincardine United Church pays GST on everything they purchase. Rod Coates asked about the Mission and Service Funds and what was contributed. Liz Dillman answered and stated that this amount is found on page 12 of the Annual Report. At this time, Judy Zarubick asked if there were any more questions. Sue Maus asked why the rental income budget had not been listed for 2026 and Judy Zarubick answered by stating that only the actual 2025 rental income is listed as Kincardine United Church will not know what will be brought in for 2026 for rental income until the end of the year.

This motion was created to end this section of the meeting:

> That Kincardine United Church approve the 2025 Kincardine United Church Financial reports in the 2025 Annual Report.

Moved by: Krista Ritchie
Seconded by: Galyna Katkevych

<u>CARRIED</u>

Judy Zarubick thanked everyone who look after all the finances for Kincardine United Church.

9. <u>Nominations</u> (Presentation & Elections – Judy Zarubick)

a. These Committee members' 3 year terms have expired:
Membership and Mission – Katrena Johnston, Charles Ludlow Krista Ritchie
Ministry and Personnel – Sheryl Elliott, Rad Michielson, David Mullenix, Mary Phillips
Programme – Jim Zarubick, Jackie Clements
Trustee Committee – Jack Nancekivell (5-year term)

b. These Committee members have decided to retire:
Dotty McClelland from the Administration Committee
Katrena Johnston from the Membership and Mission Committee

c. These yearly appointments have expired:
Reviewers – Leanne Guppy, Pat Porter

DRAFT

Acting Council President – Judy Zarubick as per the United Church Manual
Council Secretary – Angela Hazlewood

d. These adherents and members agreed to stand for election to the following Committees for a three-year term ending at the Annual meeting in 2029:

Membership and Mission: Charles Ludlow, Krista Ritchie,
Ministry and Personnel: Mary Phillips, Rad Michielson, Sheryl Elliott, David Mullenix
Programme: Jackie Clements, Jim Zarubick

This member has agreed to stand for election to the Trustee Committee for a five-year term ending at the Annual meeting in 2031:
Trustee – Jack Nancekivell

e. Members putting their names forward for yearly appointments:
Reviewers: Pat Porter and Leanne Guppy
Council Secretary: Angela Hazlewood

f. Nominations From the Floor

Nominations or self-nominations may be made for any position from the floor.

Requests for nominations and self-nominations from the floor will be requested three times as per the United Church Manual. Judy Zarubick honoured this regulation and made the request three times. Judy Zarubick mentioned that self-nominations can be made. No nominations were made. At this time, Judy Zarubick commented that the Administration and Programme committees need more members as well as someone to step up to be the Council President.

g. Motion to Close Nominations from the Floor

To close the nominations from the floor.

Moved by: Nancy Brash
Seconded by: Donna Mowry **CARRIED**

h. Election of nominees and volunteers presented in the report and from the floor

To select the nominees presented in the report and nominated from the floor.

Moved by: Pam Plagos
Seconded by: Sheila Elliott **CARRIED**

DRAFT

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

To empower Council to fill any vacancies on Council or Committees that arise between congregational meetings.

Moved by: Angela Hazlewood
Seconded by: Jack Nancekivell **CARRIED**

10. These are the members and adherents whose three-year terms have not yet expired.

Administration Committee Members
Resource People: Judy Zarubick, Liz Dillman, John Phillips

Members:	End of Term at Annual Meeting in
Ralph Knowles	2028
Jack Nancekivell	2028
Donna Mowry	2027

Membership and Mission Committee Members:
Resource People: Judy Zarubick

Members:	End of Term at Annual Meeting in
Liz Dillman	2028
Nancy Brash	2027
Janice McKean	2027
Melinda Smegal	2027

Ministry and Personnel Committee Members:

Members:	End of Term at Annual Meeting in
Pam Plagos	2028

Programme Committee Members:
Resource Persons: Judy Zarubick , David Hamilton

Members:	End of Term at Annual Meeting in
Sheila Bauer	2027

DRAFT

Trustee Committee Members: are appointed for a 5-year term

Members:	End of Term at Annual Meeting in
John Brash	2029
Ralph Knowles	2029
Don Merritt	2029
Joan Norris	2029
Pat Porter	2029

Judy Zarubick member due to ministry position

11. Other Business

a. Report from Western Ontario Waterways Regional Council and General Council

Judy Zarubick stated that the Annual Spring Meeting is May 22nd -23rd, 2026 at the Port Elgin Unifor Centre and Liz Dillman has been elected to the Regional Council Executive for a 3-year term.
Judy Zarubick went on to say that she attended the tri-annual meeting in Calgary August, 2025 as a commissioner from the Western Ontario Waterways Region which is a three- year term. As well, Judy Zarubick shared that she has been elected by the Board of Vocation to the Credentialing committee for a 3-year term as her appointment to the Board of Vocation has expired.

Judy Zarubick asked if there was any other business at this time.

b. Concern for Finances and the future of Kincardine United Church

Jack Nancekivell on behalf of the Trustees, stated that he is concerned that Kincardine United Church cannot afford a full-time minister. Jack Nancekivell went on to say that if the church building is sold then there would still be a high fee per month plus insurance to rent another facility so as a result, it does not seem prudent at this time to sell the building. Jack Nancekivell continued by stating that Kincardine United Church needs to have pastoral care as a priority. Jack Nancekivell mentioned that Kincardine United Church has wonderful music programs which really helps to keep the church going. Jack Nancekivell added that the investments are doing well and praised the efforts of John Brash and Don Merritt. Jack Nancekivell asked the other Trustees if he had missed anything. Dr. Gary Gurbin thanked Jack Nancekivell along with the other members of the Trustee committee. Jack Nancekivell suggested that Kincardine United Church continues to build a financial reserve and feels it is important to keep the building. Jack Nanckivell posed the question: “Should we spend the money and hire a full-time minister?” Liz Dillman added that the church does not seem to have the “energy” to go on meaning that there are no volunteers to carry the workload. Liz Dillman urged more members of the church to step up. Liz Dillman also mentioned the pastoral care training that

DRAFT

will be held four Mondays in March and the fact that Kincardine United Church will pay for the training if folks are interested. Judy Zarubick finished this topic by stating that the Trustees make recommendations to Council about what to do, however, in the end, it is Council's decision to make as to what to do with the money. Judy Zarubick urged the congregation to think long and hard about the future of Kincardine United Church and ways to bring more life to the church. Judy Zarubick suggested finding a friend to volunteer with to make it more fun!

12. <u>Recommendation For Dates for the 2027 Budget Meeting Date and 2026 Annual Meeting</u>

- **a.** 2027 Budget Meeting – December 6, 2026
- **b.** 2026 Annual Meeting – February 28, 2027 with snow date March 7, 2027

To have the meetings on the above dates.

Moved by: Gerry Stephens
Seconded by: Dr. Gary Gurbin **<u>CARRIED</u>**

13. <u>Adjournment and Prayers</u>

The agenda having been completed and with no further business, Judy Zarubick declared this meeting ended at 1:06 p.m.

Judy Zarubick led everyone in prayer to close the meeting.

_____ _____

Signature of Chair Signature of Secretary

DRAFT