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Tuesday November 21, 2023



Minutes of a meeting of the Council of Kanata United Church (KUC) held over Zoom on November 21, 2023, at 7 p.m. with Julia Duffy as Chair.

Present: Ron Allen (Trustees, non-voting), Robert Ashton (Member at Large), Kathy Beamish (Treasurer), Brenda Beattie (Worship), Donna Caron (Outreach), Rev. Cindy Casey, Robert Chanter (B&G), Jan Chanter (Ministry and Personnel), Sue Davidson (Children Youth and Families), Julia Duffy (Chair), Al Quirt (Secretary), Kathleen Turner (Member at Large).
Corresponding Members: Janet Currie-Kelk (CYF Director),

Julia Duffy welcomed KUC Council members and lit the Christ candle.

Moved by Robert and **seconded** by Sue to make Janet Currie-Kelk a corresponding member for this meeting. **Carried.**

We agreed on the agenda as circulated, moving Finance to the end.

CYF Update - Janet and Sue

A report was circulated by email. Janet described how the newly redecorated Godly Play space is used. A very engaging form of worship centered each week on a Bible story. We have established links to youth and leaders from other congregations including an Anglican congregation from Stittsville. The recent Magical Mystery presentation involved 13 youth, several from outside KUC. Our youth (grades 7 up) have a variety of things lined up including meetings every 3 weeks in the New Year and multi-church events in Spring and Summer.

We Review Past Business

Minutes

Moved by Al and **seconded** by Jan to approve the minutes for the October 17, 2023 KUC Council meeting with agreed changes, to be circulated. **Carried.**

Business Arising from minutes - Julia

Communications Received - Al

- Five emails were received through the Correspondence to Council email address.
 - On Oct. 29 Bob Richards passed on news from the Region: the final Setting Our Sights report will be discussed in a Zoom meeting on October 30 and the EOORC Fall Meeting will be at Woodroffe UC on Nov. 4. Cindy shares Regional news regularly and has offered to dedicate even more time to Regional news in future meetings.
 - Suggestion from Pat Murray that evening events at KUC that offer coffee or tea should include a decaffeinated option. Agreed that this is a good idea.
 - Bob Richards asked when Council planned to vote on the Indigenous Church Remit. Secretary replied that it is on this month's agenda. Kathleen has been working on the Remit since June, and an effective session was held Council in

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October with documentation sent to members of Council to aid their preparation. Notice of Motion was given in October for November.

- Donna Caron responded to Steve Free in relation to a phone call to her home regarding a Council decision. She reminded him that all communications to Council should go through the correspondencetocouncil@kuc.ca email channel. There was Council conversation around the importance of upholding this governance so all communications directed to Council can be raised at our next meeting. This ensures that we can support our volunteers to disconnect outside of the time & energy that they generously give to our Church.
- Andrea our Office Administrator asked whether she should post approved Council minutes on our web site.

Moved by Robert and **seconded** by Brenda that following confirmation of best United Church practice, going forward we post approved and signed minutes in the KUC Council section of the KUC web site. **Carried.**

We Grow in Faith and Consider Our Mission - a time for major issues

Ministers' Update - Cindy

- The Region approved its strategic plan with a 5 year vision.
- There was excellent feedback from the New Members' Lunch. It was suggested that we have similar events more frequently to involve new people in the community. There will also be an opportunity soon for membership transfers etc.
- Because of other Christmas events it is suggested that Council be on Dec. 12.
- Services near Christmas are:
 - Blue Christmas Service, Tuesday, December 19 at 7:00 pm
 - Christmas Eve Sunday Dec. 24:
 - Advent 4 10:00am service to be led by Brian Copeland. Jan Chanter/Heather Britt to provide Music support
 - 4:30 PM Children's Service
 - 7:30 PM Family Service
 - 10:00 PM Candlelight Service, Lessons, Carols, & Communion
 - First Sunday after Christmas to be held at Bells Corners United Church
- We have had 2 baptisms this month and have another (Crisp family) before Christmas and one (Kositsin family) on Jan. 7.

Financial Update

- Reports were circulated. CEBA loan will be repaid before Dec. 31.
- Blair Duffy and Jacob Milosek's accounting firm has offered to prepare year-end financial statements at no charge. Council expressed thanks.
- United Church has increased the minimum salary 6.3% for ministry personnel in 2024, based on StatsCan inflation in 2022. KUC's tradition is to use this value to calculate increases for all staff. More than our 4% projection in the last budget.
- We are looking for people with experience counting offerings to mentor new people.

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- There was brief discussion around budget policies while we are having deficits.

M&P Salary Review - Robert

A detailed slide deck was shown (confidential to Council). The UCC is requiring a minimum 6.3% increase for ministry personnel. No other areas of remuneration are impacted. In the past KUC has provided the same increases to non-ministerial staff and has mostly provided a higher increase than the UCC minimum. It is felt that providing higher than the minimum would be difficult now given the ongoing KUC budget situation.

In discussion there was debate over other inflation indicators and comparisons (CPI, CPP, federal civil servants) and if the UCC was being too generous. The UCC is typically one year behind with minimum increases and core annual inflation for that period was between 6-7%. We also need to consider that our non-ministerial staff are part time, with no overtime for the extra time that they put in, that we expect a tremendous amount of them, and we need to remain an attractive and competitive employer.

Moved by Jan Chanter (chair of M&P) and **seconded** by Kathleen that the M&P-recommended remuneration package of a 6.3% increase for ministry personnel and staff be accepted and implemented effective for January 2024. **Carried.**

Truth and Reconciliation - Kathleen

Remit on the creation of an Indigenous Church within the United Church was circulated and discussed last month and was read again.

Moved by Kathleen and **seconded** by Kathy that KUC Council vote in favour of the Remit. **Carried.**

Kathleen will present this news to the congregation on Sunday.

B&G Report

Email was circulated. Agreed that the costs to prepare for Backflow Valve will be from the B&G budget. Noted that some newcomers may be interested in assisting with B&G.

Affirm Update- Robert Ashton

Email showed us the new signage. All comments have been positive.

Succession Planning - Cindy

We have a person who is favourably inclined to become Chair, subject to clarifying what that role involves.

KUC Council Planning and Review - Julia

- December 12 (AGM Prep)
- January 16 (AGM Prep)

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We Steward our Ministries –administrative details and financial health

Other Business

With our agreement to continue with the practice of a Unified Budget, it was further agreed that clarification was required to ensure that all committees/teams/events are following the same practice. To assist with this, and to provide further clarification and ease of understanding, Cindy has agreed to prepare a synopsis electronically for the consideration/input/feedback of Council before our December 12th meeting.

We Go Out

Closing Meditation - Kathy

From the book *Peace through Spiritual Practice* by Mackenzie, Falcon, Rahmona: Peace is an environment in which we help each other become the best we can be.

We agreed to end the meeting at 9:14 pm.

Schedule for future Meetings (Z=Zoom, IP=In Person)

Dec 12 2023 Z meditation Bob Chanter

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Chair - Julia Duffy

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Secretary - Al Quirt