

3) Reports (KSM Council November 2023 Reading Package)

a) Treasurer's Report (Submitted by Susan Baker)

JANUARY TO DECEMBER 2023

Net ordinary income (income minus expenses before major one-time expenses and investment income) was \$(30,749). This is not where we would like to see things, but it is better than the budgeted deficit of \$(41,347).

Net income when investment income and major building are considered was \$(25,397) as opposed to the budgeted \$(72,047). This is mainly because budgeted building improvements of a new accessible ramp and door have not been completed to date.

An additional \$10,000 was transferred from the operating investment to the chequing account in October. This makes the total transfers for 2023 currently stand at \$30,000. As the bank balance is currently at \$14,641, I don't think it will be necessary to move any more monies in 2023.

See attached pdfs: KSM October 2023 (includes budget vs. actual, balance sheet, year to date)

Kimberley Shared Ministry Investments report

(Submitted by Linda Johnson, Treasurer, KSM Finance Committee)

See attached file : Finance Comm. Nov.10 2023

b) Draft budget See attached file: Draft budget

c) Committee Reports

OUTREACH, PASTORAL CARE & FELLOWSHIP REPORT (Submitted by Diana Semenchuk, based on notes by Barb Streich)

Since September, the O, PC & F Committee has met three times.

On October 9, we discussed

(i) Growing a Caring Community –The Congregation directory will be updated by October 20 for the Council. A small group of church members are contacting people on the list to verify their participation in our Shared Ministry Church. The theme and purpose of this directory is focused on “WE, The Congregation” as we move forward.

(ii) Appliances – The old stove has been dismantled and removed (\$400). The cost for a new stove is already budgeted for.

(iii) September Outreach Donations –Diana reported that Selkirk and McKim have each received \$500 for their Food Card and Breakfast Programs.

(iv) 2023 Purdy Chocolate Fund Raiser – This event is back on for our fundraising efforts. Thanks, Jill. Cookie Boxes for December – This fundraiser will be more thoroughly discussed at the November meeting.

(v) Mini-golf and Soup Lunch – These fun activities for the congregation were very successful and uplifting.

(vi) Labelling of upstairs cupboards – Linda Johnson will take care of this request.

(vii) Food Recovery/Apple Pie/Supplies – The committee decided we would donate our foil pie containers to this program and offer the use of our apple slicers. Jan will visit their facility to donate the containers.

(vii) 2024 Budget – Diana will check with Susan Baker to evaluate any items/areas from last year's budget that haven't been used. The budget will be discussed further at the November meeting.

(viii) In addition - *Alwin noted that Myra F. will need assistance/communication for the Pines and Garden View church services in January as he will not be here.*

Between October 5 and November 6th meetings. Diana and Jan attended an organizational meeting with Kathy Davies and the Cranbrook United people with respect to hospitality for the Kootenay Cluster Gathering – November 3-5, 2023; United Church Moderator of Canada attending. KSM will be responsible for a hospitality luncheon after church on Sunday, November 5. Plus we have committed to providing Friday night supper for attendees in Cranbrook

On November 6, we discussed

ITEMS ARISING FROM OLD BUSINESS

(i) Growing a Caring Community –The congregation members' list has been pared down, but more phoning needs to be done to finalize this document. There are a few volunteers for this task. The council has sent this list back to our committee.

(ii) Appliances – Sommer Electric did not bill us for the installation of the dishwasher and they will be asked to install a 220 electrical connection for the new downstairs stove. Donna, Jan and Judy will shop for a new stove for the downstairs kitchen.

(iii) Purdy's Chocolates – Orders must be in by Nov. 21. Delivery will be Nov. 29. Jill has people to help sort the orders in the Girl Guide's room downstairs. Dec. 3 is pick up at the church. Jill will notify Linda J.

(iv) Kootenay Cluster Gathering – Jan and Diana reported that the weekend event went very well. Thank you was extended to everyone who donated their food, time and contributions to the success of this gathering. Thank you Jan and Diana, for your tireless efforts!!

(v) Food Recovery/apple pie supplies – The Food Recovery program is not sure they want the 9 inch pie plates. They will let us know. Thus as of now, nothing has been done.

vi) 2023 Budget. Three donations remain to be paid out from our 2023 budget: \$200 Sparks Youth Centre; \$500 Food Recovery; \$200 Women's Shelter (Kootenay Haven Transition Housing).

We also discussed NEW BUSINESS:

a) Budget 2024

Outreach

\$1000 McKim Breakfast Program

\$1000 Selkirk Food Cards/Cafeteria

\$200 Sparks Youth Centre

\$500 Kimberley Food Recovery

\$200 Kootenay Haven Transition Housing

\$600 Children Believe Fund (Val is to get an update on the child/community being sponsored)

Pastoral Care/Fellowship

- \$400 coffee

- \$200 prayer shawls

- \$100 Card Ministry

Note: It was discussed that the donation box for coffee needs to be set out every Sunday with some money in it. This may encourage our congregation to donate and help offset this cost.

(b) Alwin's Goodbye Service & Dinner – Wednesday, Nov. 29, 5:00 pm. The service will be at 5 pm., followed by a Potluck Supper. Invitations will be distributed in the community. A notice will be put in the church bulletin. A sign up sheet will be available for the congregation. (included- what members will bring to the potluck supper)

(c) Advent Toiletries for the Food Bank – For the month of December, toiletries for this service are urgently needed – particularly, 2 in 1 large shampoos, toothpaste and feminine products. Weekly encouragement of donations and use of the Food Bank basket(s) was discussed.

(d) Lessons and Carols Service – Sunday, Dec. 10. Bobbie Siefried will be asked to be the organizer for the hospitality after the service when appetizers and drinks (pop, punch, wine) are usually served.

(e)* Portman Funeral – Wednesday, Nov. 8, 2:00 pm. 125+ guests are expected. Jan has circulated a list requesting sign up for funeral duties and food preparation volunteers. Tables have been set up. Food preparation begins at 12 noon, Wednesday.

(f) Cookie Walk – canceled until possibly next year in December.

PERSONNEL RELATIONS COMMITTEE (Submitted by Gerry Semenchuk, Secretary)

Since September the Committee has met twice with Rev'd Maben:

- a) October 4 Exit Interview, and
- b) October 25 "closure" meeting.

See October 15 report to Council for a Summary of the Exit Interview.

On October 25 we discussed Rev'd Alwin's wishes for both his final month with KSM and his final departure service and time of fellowship. The services will be as normal throughout the month of November with two exceptions. November 5 with the visit of the Moderator is one exception and November 26 is the second exception. As we won't have a resident minister to lead a service of Holy Communion on the first Sunday in December (our normal practice), Rev'd Alwin was agreeable to leading a service of communion on this last Sunday of the month.

The evening of November 29 was chosen by Rev'd Alwin as his preferred date for a departure service and time of fellowship. Kathy forwarded ideas from the discussion to the Worship Committee and the Pastoral Care, Outreach and Fellowship Committees. An open invitation will be issued to anyone in the community and also be sent to those with whom Rev'd Alwin has a connection.

We confirmed that Rev'd Alwin's last day of work will be November 30, and his last day of pay will be December 21.

Kathy Davies has committed to doing "Ministry and Personnel" training with the Committee in the New Year, likely via ZOOM.

In addition, a salary increase of 6.3% as recommended by the United Church of Canada and our KSM Finance committee was approved for our secretarial staff employee. She has been informed of this decision. We had a meeting with our Secretary to discuss moving forward and she is happy with current arrangements.

Val Bromley will be our new chairperson, Lois Lafaut will be our Council Designate and Gerry Semenchuk will be the secretary of the Personnel Committee. Joy Stephenson is also a member.

PROPERTY AND MAINTENANCE COMMITTEE REPORT (Submitted by Terry Thompson, Chair)

The Bell (from All Saints Church) will ring early next spring.

Handicap parking sign is in place. The painting on the sidewalk and curb will be done in warmer weather.

The Handicap ramp is still a work in progress.

Snow stops on the roof should be installed by end of November.

The Snow removal contract for 2023-2024 has been signed.

The old kitchen stove has been removed and a new stove is on the horizon.

Furnaces have been serviced and a new thermostat installed in the upper hall.

COMMUNICATIONS COMMITTEE REPORT (Submitted by Gerda Mann, Chair)

Committee met on November 15, 2023. We are pleased to welcome Don and Samantha Bloomfield to the committee.

Sale of Outdated Streaming Equipment: Following installation of our new streaming system we have a master audio board and other equipment which we no longer require. These items will be inventoried and sold as soon as possible.

Choir Loft Screen Visibility: The choir members sitting in the front row of the loft find it extremely awkward and uncomfortable to view the screen. We hope to resolve this issue by lowering the existing TV or installing a second TV on the pulpit side wall.

Streaming Training Manual: A streaming training manual is being prepared for completion by year end. Training sessions will commence in the new year.

Christmas Newsletter: Deadline for submission of material for the Christmas Newsletter is Tuesday, December 5. We hope to distribute to the congregation on December 10, 2023.

WORSHIP COMMITTEE REPORT (no report this month)

Next Steps for KSM

To: KSM Council

From: Kathy Desbiolles and Catherine Ripley

CC: Kathy Davies (PMRC) and Archbishop Lynne McNaughton (Diocese of Kootenay)

November 17, 2023

At the KSM Council online meeting on 20 October 2023, Council agreed that, in the wake of Rev'd Alwin Maben's resignation,

- We would work with Kathy Davies and Archbishop Lynne McNaughton to outline potential next steps to address the culture change needed to build a healthy and vital shared ministry here in Kimberley, and
- Bring these "next steps" to the next KSM Council meeting for discussion and action.

A suggested timeline with concrete actions for November/December 2023 can be found on page 2. The ideas for January/February/March 2024 are much less detailed as the actions taken during those months will evolve based on what we learn in November and December, and discussed at the January Council meeting.

RE: Meetings with Choir and Worship Committee. Kathy Davies graciously offered KSM some time upon her visit to Cranbrook/Kimberley for the Nov 3-5 Kootenay Cluster gathering. Because Worship and Music are two areas that have had areas of conflict, we agreed that her time would be well spent facilitating a listening circle with these two groups. These discussions happened on Thursday, Nov 2 and Friday, Nov 3. Kathy has shared the insights from those groups, which will be wrapped into the "Listening Circle" summary report.

Possible Resources For Future Reference

- Epiphany Book Study with Bishop Lynne and Andrew Stephens-Rennie. *When Church Stops Working: A Future for Your Congregation beyond More Money, Programs, and Innovation* by Andrew Root and Blair D. Bertrand. Starts week of January 6 through first week of February, Monday evening and Wednesday morning options.
- "Behavioral Covenants in Congregations: A Handbook for Honoring Differences" by Gil Rendle
- **Fresh Start** is a UCC program that is made up of 28 modules – individual courses that can be adapted and led in congregations (Diversity module)
 - <https://unitedfreshstart.ca/what-is-united-fresh-start/>
 - <https://unitedfreshstart.ca/what-are-the-modules/>
- Bystander workshop ??
- 40 Days of Engagement on Anti Racism (usually live in the fall, but can be done at other times of the year)
- <https://www.congregationalconsulting.org/> (articles)

KSM Next Steps / Advent 2023 - Easter 2024

Timing	Action	Requirements to Implement
2023		
November 2, 7:30 pm	Listening Circle with the Choir	<ul style="list-style-type: none"> • Outside facilitator: Kathy Davies.
November 3, 10:30 am	Listening Circle with the Worship Committee	<ul style="list-style-type: none"> • Outside facilitator: Kathy Davies
November 21, 1 pm, Council meeting	<ul style="list-style-type: none"> • Practice: Advent Listening Circle at beginning of meeting • Discussion / Modification "Next Steps" plan 	Kathy and Catherine to lead
November 29	Thank you and farewell for Rev'd Alwin and Ida	
First week of Advent	<p>Listening Circles</p> <p>December 3 (11:15, after church) December 4 (1 pm... <u>change</u>) December 5 (9:30 am) December 6 (6 pm) December 7 (9:30 am) December 8 (1 pm) December 9 (10 am) December 10 (11:15 am)</p> <p>Plus listening to individuals during these same week by appointment</p>	<p><u>Upper hall is free except for Monday afternoons.</u></p> <p>Sign up sheets to be put out on Sunday, November 26.</p> <p>People to phone those who haven't signed up</p>
Three Thursdays (December 7, 14, 21) , Noon	<p>New Ways of Praying</p> <p>(Dec 7) Praying the Newspaper (Lectio Divina) (Dec 14) Contemplative Knitting and/or Handiwork (Dec 21) Tonglen (Longest day, praying with and for others for whom Christmas and "the season" will be hard)</p>	<p>Short Midday prayer services with a teaching in the middle on a prayer practice</p> <p>Leader: Catherine</p>
Timing?	Service of Lament (Kimberley United Church)	Worship leader (Brent Woodard/Kathy Davies)
2024		
January 9, 1 pm	In person Council meeting First half hour: Listening Circle	

	Business Item: Identification of Next Steps based on Summary of Listening Circle Insights	
January ???	Council ZOOM meeting with Kathy Davies and Personnel Relations Committee members on Anti-Bullying	
January ???	Personnel Relations Committee: ZOOM training with Kathy Davies on role/protocols etc.	
February 13 Council	First half hour: ??	
LENT Feb 14 - March 22		
Sunday Feb 18 or 25 ???	AGM Opportunity to receive feedback from congregation on ???	
Tuesday, March 12	Council meeting First half hour???	
HOLY WEEK	March 24 - March 30	
EASTER	March 31	
Tuesday, April 9	Council meeting First half hour??? Discuss the progress of culture change in the congregation. Are we ready to ask a minister to join us or not?	