

Presbytery of Waterloo-Wellington
Regular Meeting, March 8, 2016, 8:20 p.m.
St. Andrew's Presbyterian Church, Kitchener

The Presbytery of Waterloo-Wellington met at St. Andrew's Presbyterian Church, Kitchener, on Tuesday, March 8, 2016 at 8:20 p.m. as recommended and approved by the call of the Moderator for a reconstituted meeting. .

CONSTITUTION OF THE COURT AND WELCOME

The Rev. Brooke Ashfield, Moderator, opened the meeting with prayer and constituted the court.

ATTENDANCE:

Ministers - Rev. Brooke Ashfield (Moderator), Rev. Linda Ashfield, Rev. John Borthwick, Rev. Mike Burns, Rev. Edward Charlton, Rev. Chris Ji Hoon, Rev. Darrell Clarke, Rev. Mark Gaskin, Rev. Dr. Mark Lewis, Rev. Alex MacLeod, Rev. Scott McAndless, Rev. Kathy Morden, Rev. Johan Olivier, Rev. John Paeng, Rev. Mark Richardson, Rev. Greg Smith, Rev. Glen Soderholm, Rev. Frank Szatmari, Rev. David Whitecross, Rev. Amanda Wickenheiser, Rev. Karla Wübbenhorst.

Representative Elders – Junghee Ahn, Carolyn Boyne, Allison Cann, Bob Cooper, Janet deGroot, Andrew Foster, Judith Harrison, Marion Hunter, Alan Israel, Frank Kivell, Joan Knox, Alex McNabb, Peggy Lennox, Gib McIlwrath, David Ogram, Bob Renton, Ross Rowat, Robert Seim, Jim Zaryski

Alternate Representative Elders - Helen Cleghorn, Candace Delane, Erik Kabbes, Rick Thomas

Appendix to the Roll - Rev. Dr. Linda Bell, Rev. Calvin Brown, Rev. Angus Sutherland

Students - Lisa Brimblecome

W.M.S - Jean Godin

Treasurer - Allan Stewart

Clerk - Dr. Wilma Welsh

Students - Lisa Brimblecome

Visitors: Liz Taylor-Samis

Moved by Mark Lewis/Mark Richardson that the court accept the adjournment of five minutes as legitimate. CARRIED

Special Committee – cont'd from previous meeting opened at 7:00 p.m. – see Appendix "B"

Recommendation #2: That the Presbytery reconsider its motion of February 2: "That the overture not be received." (Moved and seconded by persons who voted with the majority).

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Moved by Mark Lewis/Andrew Foster that the motion re the overture received from Westminster-St. Paul's Presbyterian Church, Guelph as approved on February 2, 2016 be reconsidered. CARRIED

By this action the Presbytery brought the original motion as amended, from the February 2nd, 2016 meeting to the floor.

Recommendation #3: That the original motion be amended to read something like, "that the overture be received and sent with the approval of the Presbytery (**or** without comment **or** with the disapproval of Presbytery) onto General Assembly and referred to the Committee on Church Doctrine."

Moved by Mark Lewis/Kathy Morden that the motion as passed on February 2, 2016, be amended to read,
That the overture be received and that it be sent with the disapproval of the Presbytery and referred to Church Doctrine, the Life and Mission Agency and the Assembly Council.

Amendment to the amendment:

Moved by Scott McAndless/Bob Seim that the Presbytery forward the overture with disapproval and that it be referred to The Ecumenical and Interfaith Relations Committee. The Presbytery recommends this referral out of a concern that the paternalistic approach of the overture will set back much progress that has been made in our relations with Canada's First Nations people and in the hope that this committee may help Presbyteries, Sessions and Congregations to frame the legitimate doctrinal concerns of the Overture in a way that is respectful and productive with our ecumenical and interfaith friends. AMENDMENT DEFEATED

Amendment to the amendment:

Moved by John Paeng/Mark Richardson that the word "disapproval" be replaced by "without comment" DEFEATED

The court returned to the amendment of the motion previously moved by Mark Lewis/Kathy Morden"

"That the overture be received and that it be sent with the disapproval of the Presbytery and referred to Church Doctrine, the Life and Mission Agency and the Assembly Council"

It was requested by Karla Wübbenhorst/Ross Rowat that the amendment be split

- 1) that it be sent with the disapproval of the Presbytery
- 2) that it be referred to Church Doctrine, the Life and Mission Agency and the Assembly Council.

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The motion was divided and the first part of the motion read: "That the Overture be sent with the disapproval of the Presbytery." CARRIED

The second part of the motion read: "that the overture be referred to Church Doctrine Committee, the Life and Mission Agency and the Assembly Council." CARRIED

Hour of Adjournment

The hour of adjournment of 9:30 p.m. having arrived, it was agreed on motion of Scott McAndless/Mark Lewis that the court continue until 10:00 p.m. CARRIED

The Presbytery having divided the motion to amend, and carried each of the two sections, the amended motion came before the court.

The motion as amended read: "**That the overture be received and that it be sent with the disapproval of the Presbytery and referred to Church Doctrine, the Life and Mission Agency and the Assembly Council**" CARRIED

Recommendation #4: That the newly amended motion be adopted. (already considered)

Recommendation #5: (withdrawn)

Motion -

Moved by Mark Lewis/Joan Knox: that the Clerk, when sending the overture to General Assembly, explain the process followed.

Amendment

Moved by Karla Wübbenhorst/Alex MacLeod that the overture be transmitted with a note requesting that the overture be deemed in time for referred overture status. DEFEATED

Motion – CARRIED

WITHDRAWING COMPLAINT

The Rev. Karla Wübbenhorst and the Rev. Alex MacLeod having been satisfied that the Presbytery reconsidered the decision of April 2nd, advised that both she and the Rev. Alex MacLeod wish to withdraw their complaint.

REPORT AS A WHOLE

Moved by Scott McAndless/Mark Richardson that the Report as a Whole be approved. CARRIED

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BUSINESS COMMITTEE REPORT – cont'd – balance of report received for information

1. Minutes due for attestation

Joonim, Kitchener-Waterloo

2. Future Presbytery Meetings

May 10, 2016 –Mount Forest – Presbytery constituted at 7:00 p.m.

dinner to be at 6:00 p.m., cost \$15.00 (salad, meat, potatoes, veggie with pie for dessert)

- advise clerk by May 3rd if you plan to attend the dinner

June 21, 2016 –Kortright Guelph

September 13, 2016 (new Moderator's church)

3. Commissioners to 2016 General Assembly

Ministers -

Rev. Mark Gaskin (leader), Rev. Chris Ji Hoon Cho, Rev. John Paeng, Rev. Kathy Morden,
Rev. David Whitecross

Elders

Knox Preston, Cambridge (Candace Delane), Knox, Waterloo (David Ogram), Gale, Elmira
(Sarah Bradshaw); St. Andrew's, Kitchener (Janet MacDowell); Doon, Kitchener (Tom
Vanderstelt

(clerk's note – Sarah Bradshaw withdrew as she was only able to attend two sederunts)

Moved by Scott Sinclair/Alex MacLeod that the above named ministers and elders be the
Commissioners from the Presbytery of Waterloo-Wellington Presbytery. CARRIED

Recommendation

That the above named ministers and elders be named as commissioners from the
Presbytery of Waterloo-Wellington to the 142nd General Assembly.

Note to Commissioners – Commissioning will be held on Tuesday, May 10th at the regular
meeting of the Presbytery – St. Andrew's, Mount Forest 7:00 p.m.

4. Moderator's Ballots must be received by the Clerk no later than March 15th, 2016 – if
new representative elders did not receive ballots from previous representative elder,
please see the Clerk.
5. Reminder – Statistical Reports were due March 1st.

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Moved by David Ogram/Janet deGroot that the report as a whole of the Business Committee be approved as amended. CARRIED

TREASURER'S REPORT – presented by Treasurer, Allan Stewart - see Appendix "C"

Moved by Ed Charlton/Mark Lewis that the report of the treasurer be received for information. CARRIED

COMMITTEE ON MINISTRY – report presented by Rev. Linda Ashfield – see Appendix "D"

Moved by Linda Ashfield/David Ogram that the report of the Ministry Committee be received and considered. CARRIED

Recommendation 1:

That Lisa Brimblecombe be certified by The Presbytery of Waterloo-Wellington as a candidate for ordination upon successful completion of courses at Knox College, and therefore eligible to receive a call or an appointment. See report in Appendix "D".

Moved by Linda Ashfield/David Ogram that recommendation 1 be approved. CARRIED

Recommendation 2 – That Presbytery of Waterloo-Wellington approve Rev. Scott's Sinclair's application to undertake inter-mission from April 17th – June 30th, 2017.

Moved by Linda Ashfield/David Ogram that recommendation 2 be approved. CARRIED

Recommendation 3 – That Presbytery of Waterloo-Wellington approve Rev. John Borthwick's application to undertake inter-mission from May 1st – August 8th, 2017.

Moved by Linda Ashfield/David Ogram that recommendation 3 be approved. CARRIED

Moved by Linda Ashfield/David Ogram that the report as a whole of the Ministry Committee be approved. CARRIED

CONGREGATIONAL AFFAIRS REPORT – presented by Johan Olivier – see Appendix "E"

Moved by Johan Olivier/John Borthwick that the report of the Congregational Affairs Committee be received and considered. CARRIED

Knox Crieff

Moved by Johan Olivier/Mark Richardson that Knox Church Crieff be granted permission to begin their search for a new minister. CARRIED

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The Presbytery of Waterloo Wellington acknowledge the hard work and dedication of the Amalgamation Planning Team for Knox's Galt and Westside during this process.
Agreed to accept the above recommendation.

Moved by Johan Olivier/Mark Richardson that the Report as a whole be approved. CARRIED

MISSION AND OUTREACH COMMITTEE –report presented by convener Rev. Mark Gaskin – see Appendix "F"

Moved by Andrew Foster/Glen Soderholm that the report of the Mission and Outreach Committee be received and considered

Recommendation

That the membership of the subcommittee is at least three in number – which may include anyone from the Presbytery at large, and at least one drawn from the membership of whatever quadrant presently holds the Mission and Outreach remit.

Moved by Andrew Foster/Glen Soderholm that the above recommendation be approved.
CARRIED

Moved by Andrew Foster/Glen Soderholm that the committee of the whole be adopted.
CARRIED

EIF COMMITTEE – report presented by Rev. Ed Charlton, Convener - See Appendix "G"

Moved by Ed Charlton/Mike Burns that the report be received and considered. CARRIED

Presbyters were reminded of the Kennon Callahan event on April 2nd – see Appendix

Recommendation

That the Presbytery of Waterloo-Wellington approve giving \$250 to Kortright Presbyterian Church to assist with the cost of their Alpha Course introduction leaders workshop. Funds to be taken from the Conference Fund.

Moved by Ed Charlton/Mike Burns that the above recommendation be approved. CARRIED

Moved by Ed Charlton/Mike Burns that the report as a whole of the EIF Committee be adopted.
CARRIED

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VISION TEAM REPORT – presented by Rev. Mark Gaskin – see Appendix “H”

It was agreed to receive the report. The Convener requested that the Presbyters take time to study the report.

NEXT MEETING

The next regular meeting of Presbytery will be held at St. Andrew's Presbyterian Church, Mount Forest on Tuesday, May 10th, 2016 at 7:00 p.m. (dinner available at 6:00p.m. – advise the Clerk by May 3rd if you plan to enjoy the dinner/)

ADJOURNMENT

The business being completed, the Presbytery adjourned on motion of Gib McIlwrath. AGREED

The Moderator closed the meeting with prayer and pronounced the Benediction.

Rev. Brooke Ashfield, Moderator

Dr. Wilma Welsh, Clerk

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Appendix "A"

BUSINESS COMMITTEE

CORRESPONDENCE – January 12/16-March 8, 2016

16-005	Rev. Wayne Hancock – requesting presentation to Presbytery	Mission & Outreach
16-006	PCCConnect – January Edition	all Presbyters
16-007	PWS&D – January E Newsletter	all Presbyters
16-008	Rev. Brooke Ashfield – Request for funding for Syrian Refugees	Mission & Outreach
16-009	Rev. Scott Sinclair – Proposal for 2017 Inter-Mission	Ministry Committee
16-010	Session Westminster-St. Paul's – Overture with request to Transmit to the General Assembly without comment	rec'd at Feb. 2 presbytery meeting
16-011	Rev. John Borthwick – Report on 2015 Continuing Educ.	Ministry Committee
16-012	J. Bell – Rural and Remote Student Grants	all presbyters
16-013	ICC Upcoming Events	all presbyters
16-014	PCCConnect – February Edition	all presbyters
16-015	OISE = New Course for Non-Profits & Coops as a Workplace	all presbyters
16-016	Rev. Glen Soderholm – copy of email to Jen Bell re relationship of WW Presbytery to Two Rivers	clerk's files
16-017	Rev. D. Clarke – re refugee support from presbytery	Mission & Outreach
16-018	Rev. E. Charlton- re 4 groups requesting support from Presbytery	Mission & Outreach
16-019	R. McRonald – St. Andrew's, Guelph re refugee support from presbytery	Mission & Outreach
16-020	J. Czegledi – Education & Reception – Competent Objection by Presbyteries to Applications received	all presbyters
16-021	Rev. K. Wübbenhorst – signed copy of complaint	Business Committee
16-022	Rev. A. MacLeod – signed copy of complaint	Business Committee
16-023	Rev. S. Sinclair – copy of Minutes of Ministry Committee	clerk's files
16-024	Rev. J. Borthwick – advising that Session of St. Andrew's, Guelph approved his 2017 intermission	Ministry Committee
16-025	TL Hamilton – acknowledgement of List of Commissioners	clerk's files
16-026	PWS&D Newsletter – February E-Newsletter	all presbyters
16-027	TL Hamilton – acknowledgement of Nominations to General Assembly committees	clerk's files
16-028	Susan Shaffer – acknowledgement of Diane Boyd's endorsement to Education and Reception	clerk's files
16-029	Mary Nunn – acknowledging with thanks the recognition of her father's passing – Rev. Walter Allum	clerk's files
16-030	Presbyterian College – cc of letter to David Sturtevant advising that he will complete requirements and graduate in May 2016	Ministry Committee

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1. Recommendation

That the actions of the Business Committee in assigning the correspondence be homologated.

2. Correspondence - requiring Business Committee action

16-021 Rev. K. Wübbenhorst – signed copy of complaint
16-022 Rev. A. MacLeod – signed copy of complaint

The Moderator appointed a Special Committee to meet with the two complainants as required by the Book of Forms. The Committee named – Rev. Scott McAndless (Convener); Rev. Brooke Ashfield, Rev. Johan Olivier, and Dr. Wilma Welsh.

Recommendation

That the actions of the Moderator in appointing a special committee be homologated.

3. **Minutes due for attestation**

Joonim, Kitchener-Waterloo

4. **Future Presbytery Meetings**

May 10, 2016 –Mount Forest – Presbytery constituted at 7:00 p.m.
dinner to be at 6:00 p.m., cost \$15.00 (salad, meat, potatoes, veggie with pie for dessert)
- advise clerk by May 3rd if you plan to attend the dinner
June 21, 2016 –Kortright Guelph
September 13, 2016 (new Moderator's church)

5. **Commissioners to 2016 General Assembly – list complete**

Ministers -

Rev. Mark Gaskin (leader), Rev. Chris Ji Hoon Cho, Rev. John Paeng, Rev. Kathy Morden,
Rev. David Whitecross

Elders

Knox Preston, Cambridge (Candace Delane), Knox, Waterloo (David Ogram), Gale, Elmira
(Sarah Bradshaw); St. Andrew's, Kitchener (Janet MacDowell); Doon, Kitchener (Tom
Vanderstelt)

Recommendation

That the above named ministers and elders be named as commissioners from the Presbytery of Waterloo-Wellington to the 142nd General Assembly.

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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Note to Commissioners – Commissioning will be held on Tuesday, May 10th at the regular meeting of the Presbytery – St. Andrew's, Mount Forest at 7:00 p.m.

6. Moderator's Ballots must be received by the Clerk no later than March 15th, 2016 – if new representative elders did not receive ballots from previous representative elder, please see the Clerk.

7. Reminder – Statistical Reports were due March 1st.

Wilma Welsh,
Clerk

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Appendix "B"

Report of the Special Committee to Deal with a Corrective Case

March 8, 2016

On February 2, 2016, the Presbytery conducted the following business (as recorded in the minutes):

Overture from the Session of Westminster-St. Paul's Presbyterian Church

– see Appendix "H" (February 2, 2016 meeting)

An unsigned Overture received by the Clerk on Sunday, January 31, 2016, approved by the Session at a special Session meeting held after worship on Sunday, January 31, 2016.

The Session requested that the Overture be submitted without comment.

Moved by Grant Scott/Johan Olivier that the Overture be received.

Amendment

Moved by John Borthwick/Mark Lewis that the motion be amended to read – That the overture "not be received".

Amendment Carried

Motion as Amended – CARRIED

The Presbytery has since received the following complaint by two of its members alleging that the Presbytery did not follow proper procedure in these actions:

To the Presbytery of Waterloo Wellington
 We, the undersigned, hereby register a complaint against the Presbytery of Waterloo Wellington for its decision in the following matter: the request of the session of Westminster-St. Paul's church that its overture re: Indigenous Spirituality be transmitted to the General Assembly and referred to the Committee on Church Doctrine, which request was denied by the Presbytery on amended motion not to receive and consider the overture. We believe that the Presbytery mistook a theological point at issue for disrespect and erred by impeding the legitimate access of a lower court to the General Assembly. The relief requested is that the Presbytery transmit the overture as it deems best: with approval, without comment or with disapproval, and that the overture be referred to the Committee on Church Doctrine, since the overture would have made the deadline for referred overtures, had it been approved for transmission on the date when Presbytery met. We therefore ask you to take such steps as will correct this matter and resolve it for the health and welfare of the church and the glory of God.
 Signed by the Rev. Karla A. Wübbenhorst and the Rev. Alex N. MacLeod

The Business Committee deemed that the complaint was in good order and that it was received within the prescribed time. The complaint triggers a procedure known as a **Corrective Case**

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which is found in the Book of Forms 381-392. We would recommend that Presbyters read over this section of the Book of Forms to familiarize themselves with this process.

A Corrective Case requires that the Presbytery must take a number of key actions within 60 days of receiving the complaint. That deadline is April 12, 2016.

First the Presbytery must form a committee to meet with the complainants and "determine if a resolution can be reached on the matter without recourse to further process." This present committee was formed to do this. A meeting was held with Karla Wübbenhorst on March 3, and with Alex MacLeod on March 8. At this meeting, it was proposed that the Presbytery could put together an alternative process for dealing with concerns raised in the overture and bringing them before the General Assembly in a way that the whole Presbytery could feel comfortable with. This idea was rejected as not dealing with the matters at the level that they need to be dealt with. The complainants have made it clear that only the following actions by the presbytery would give them the relief that they are seeking.

1. That the Presbytery agree to reconsider the amended motion that was carried at the February 2 meeting.
2. That the Presbytery agree to amend the original motion so that it read, "that the overture be received and sent onto General Assembly and referred to the Committee on Church Doctrine." They do not care whether the overture be sent on with approval, without comment or with disapproval.
3. That the Presbytery add a note indicating that if the overture had been sent on when the Presbytery acted improperly, it would have been in time for the received overtures to be considered at the 2016 General Assembly and asking that consideration be expedited if possible.

The committee would like Presbytery to understand that while, in a corrective case, Presbytery must at the very least decide whether or not it wants to reconsider the original motion, Presbytery must freely choose its own course of action beyond that. No one can oblige Presbytery to take a specific action. Presbytery is advised, however, that if it does not grant the relief requested, the case will likely be sent on to the 2016 General Assembly. The General Assembly will necessarily only be concerned with the question of whether or not everyone involved correctly followed our procedures. Any theological, doctrinal or ministry issues raised by the original overture will be lost until the corrective case has run its course. Only the complainants can stop the corrective case from proceeding by choosing to withdraw their complaint.

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The committee therefore recommends the following course of action to the Presbytery:

- That we discern whether it is the will of Presbytery to reconsider its original action. In order to reconsider that action, we will need someone to give notice of motion that "at a future sederunt they will move or cause to be moved that the presbytery reconsider its motion of February 2: 'that the overture not be received' be reconsidered." Please note that the motion to reconsider can only be made and seconded by people who voted with the majority at the meeting. We humbly ask presbyters who are in that position to consider giving such notice of motion and making such a motion.
- **If** notice of motion is received, that the presbytery move to adjourn for a short length of time defined by the moderator.
- That the presbytery be constituted once again in prayer.
- That the Presbytery pass the motion to reconsider (notice having been duly given, moved and seconded by people who voted with the majority).
- **If** the motion to reconsider is approved, that the Presbytery amend the motion until it reads something like what follows: "that the overture be received and sent with the approval of the Presbytery (**or** without comment **or** with the disapproval of Presbytery) onto General Assembly and referred to the Committee on Church Doctrine."
- **If** the motion is amended and approved as above, that an additional motion be approved, "That the Clerk of Presbytery add a note indicating that if the overture had been sent on when the Presbytery acted improperly, it would have been in time for the referred overtures to be considered at the 2016 General Assembly and asking that consideration be expedited if possible."

Again, the committee is not telling the Presbytery that it *must* do these things, only informing it that, if it does otherwise, a corrective case will likely be sent to the General Assembly. We are likewise not stating that the Presbytery acted improperly, only inviting the presbytery to consider whether its procedures were correct. We commend ourselves to the wisdom of the Presbytery of Waterloo-Wellington.

Here, for easy reference, are the requests and recommendations of the committee:

Request #1: That a notice of Motion be given: "at a future sederunt I will move or cause to be moved that the presbytery reconsider its motion of February 2: 'that the overture not be received.'"

Recommendation #1: That the court be adjourned until recalled by the moderator.

Following Reconstitution:

Recommendation #2: That the Presbytery reconsider its motion of February 2: "That the overture not be received." (Moved and seconded by persons who voted with the majority)

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Recommendation #3: That the original motion be amended to read something like, "that the overture be received and sent with the approval of the Presbytery (**or** without comment **or** with the disapproval of Presbytery) onto General Assembly and referred to the Committee on Church Doctrine."

Recommendation #4: That the newly amended motion be adopted.

Recommendation #5: That the Clerk of Presbytery add a note indicating that, if the overture had been sent on when the Presbytery acted improperly, it would have been in time for the referred overtures to be considered at the 2016 General Assembly and asking that consideration be expedited if possible.

Or that the Presbytery, in its wisdom, do otherwise.

Respectfully submitted,
Scott McAndless, Convenor.

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Appendix "C"

FINANCIAL REPORT TO WATERLOO-WELLINGTON PRESBYTERY AS AT FEBRUARY 28, 2016

	<u>to Feb. 2016</u>	<u>Budget 2016</u>	<u>Amount remaining</u>
INCOME			
Assessment Income	35,814	143,257	107,443
Income from services	996	1,000	4
Other income - interest	215	2,961	2,746
Total Income	37,025	147,218	110,193
EXPENSES			
Synod Assessment	12,252	49,010	36,759
Special project - Two Rivers Church	22,000	22,000	-
Special project - Post Sec. student grants	-	15,050	15,050
Special project - Bunun Exchange	-	6,000	6,000
Special project - Canada Youth 2016	-	3,500	3,500
Special projects - total	22,000	46,550	24,550
Clerk's honorarium	2,126	12,755	10,629
Treasurer's honorarium	1,122	6,733	5,611
CPP/EI	87	520	433
Liability Insurance	-	3,500	3,500
General and office supplies	622	2,500	1,878
Telecommunications	368	1,900	1,532
Audit and legal fees	-	500	500
Bank interest and service charges	7	300	293
Office expenses - total	4,332	28,708	24,376
Travel and mileage	-	7,000	7,000
Meals and hospitality	-	500	500
Travel - total	-	7,500	7,500
Grants - U of G chaplaincy	-	6,000	6,000
Grants - Students for Ministry	-	4,000	4,000
Grants - New Life Counselling	1,500	1,500	-
Grants - donations	-	-	-
Grants - total	1,500	11,500	10,000
Commissioner's Expenses	-	2,350	2,350
Conference Funds	-	4,000	4,000
Student Psych. assessments/counselling	-	2,000	2,000
Pulpit supply for visitation	-	1,000	1,000

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Visitors and Gifts	-	1,000	1,000
Christian education	-	1,000	1,000
Clerk's consultation April 2016	550	600	50
Student certification	-	500	500
General expense - Total	550	12,450	11,900
Total All Expenses	40,633	155,718	115,085
Surplus/(Deficit)	(3,608)	(8,500)	(4,892)

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Appendix "D"

**Presbytery of Waterloo-Wellington
 Committee on Ministry
 Report to the Presbytery, March 8th, 2016**

The Committee on Ministry (CoM) met on February 17th, 2016.

Subcommittee on Students – Rev. Darrell Clarke will serve as convener of the Subcommittee on Students.

David Sturtevant has completed studies and is free to search for a gospel call. A final interview is being arranged and he will be asked to preach at an upcoming meeting of Presbytery.

Lisa Brimblecombe has completed studies and is free to search for a gospel call. A final interview is arranged for late in the week of February 29th and she is scheduled to preach at the March 8th meeting of Presbytery. Pending a suitable interview and preaching at Presbytery the Committee on Ministry will bring forward this motion to the March 8th meeting of Presbytery:

Recommendation 1:

That Lisa Brimblecombe be certified by The Presbytery of Waterloo-Wellington as a candidate for ordination upon successful completion of courses at Knox College, and therefore eligible to receive a call or an appointment.

Pulpit Exchange – We remind the Presbytery that The Presbytery Pulpit Exchange will take place on April 3, 2016. This has been a very enjoyable experience for the past years and we encourage congregations to participate in this. Deadline for signing up is March 23rd, 2016. Please inform Rev. Scott Sinclair if your congregation will be participating this year.

Refugee Sponsorship – This CoM stresses the urgent need to clarify the necessary protocols for distributing funds from the Presbytery Development Fund. We pray for an expedient response from Our Clerk of Presbytery and the Business Committee.

Continuing Education Courses and Training – We remind the clergy of Presbytery the CoM is tasked to compile a catalogue of experiences clergy have used as part of their continuing education. This list would be for information only. Clergy are asked to contact Rev. Scott Sinclair and indicate what courses they have taken. These will be shared with Presbytery so others can use them as a resource.

Inter-mission – The CoM has received and considered two applications from clergy to undertake inter-mission:

Recommendation 2 – That Presbytery of Waterloo-Wellington approve Rev. Scott's Sinclair's application to undertake inter-mission from April 17th – June 30th, 2017.

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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Recommendation 3 – That Presbytery of Waterloo-Wellington approve Rev. John Borthwick's application to undertake inter-mission from May 1st – August 8th, 2017.

Ministers on the Appendix – Ministers in Association – The CoM continues to investigate procedures to maintain contact and participation with these ministers.

Respectfully Submitted, Scott Sinclair – convener

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PRESBYTERY OF WATERLOO-WELLINGTON, COMMITTEE ON MINISTRY

**Report of Interview of Lisa Brimblecombe for Certification for Ordination
March 2nd, 2016**

The interview team consisted of Rev. Scott Sinclair (Gale, Elmira), Rev. Ed Charlton (St. Andrew's, Arthur) and Mr. Gibson McIlwrath (Kitchener East). We met with Ms. Brimblecombe in the Lounge at Calvin Presbyterian Church, Kitchener.

The interview opened with prayer by Rev. Sinclair.

As none of the interviewers were well acquainted with the interviewee we asked her to recount to us her journey of faith and life to date. She described in brief detail her academic, family and church history. A common phrase that seemed to be expressed by her was, "I am where I am supposed to be."

We asked her to describe her experiences in the discernment process of certification as a student and now for ordination. Her response was that things like the guidance conference, psychological assessment and yearly interviews were "grueling" with a sense that she was being "judged." She recognized that such a process is a way of helping students and the church at large and that the end result for her was always affirming.

Lisa described a positive growing experience in doing a voluntary Clinical Pastoral Experience at the Hamilton Psychiatric Hospital. She recounted a bit of that experience. She affirms, though, she feels her call is to congregational ministry where developing individual relationships is important, especially with those in stress.

Lisa identified that preaching is a weakness in her current skill set as a minister. She identified former ministers she looks up at as role models in preaching. She is confident that this skill will develop with further experience.

When asked about the many different roles a minister plays in a congregation she seemed very aware and prepared to be flexible in order to be the right minister with the right fit for whatever congregation she is called to. Her availability to a call may be limited geographically by her family situation at this time but as that situation changes so shall her openness to a call. She noted she has been looking at the available congregations on the PCC website. Some do not look attractive in the listings but maybe that's because they just need the right minister – and that could be her. She repeats the sentiment "Where I'm supposed to be, that's where I am."

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Lisa was challenged by the interviewers regarding many aspects of her theology. She responded confidently and adequately to each of the questions. All of her theological understanding seems to focus on a clear Christology – a strong faith based on the saving work of Jesus Christ but with an understanding that this does not preclude truths available to people through other faith traditions.

The interview team is satisfied that Lisa is a candidate for ordination with a strong faith, firm self-awareness, sound experience of the way church works, and will be a blessing to the church. We recommend that Lisa Brimblecombe be certified as a candidate for ordination.

Rev. Scott Sinclair

Rev. Ed Charlton

Mr. Gibson McIlwrath

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Appendix "E"

**Congregational Affairs Committee Report
for March 8, 2016**

The congregational affairs committee (Guelph quadrant) met at 10am February 24, 2016 at Knox Presbyterian Church Guelph.

The members of the quadrant present discussed the progress and development of what is happening in relation to Sponsoring Syrian Refugees. There have been a number of great partnerships that have formed and are at various stages of progression.

St. Andrew's Presbyterian Church, Guelph and Knox Presbyterian Church, Guelph have entered into a partnership along with First Baptist Church, Guelph, in the hopes of bringing a family to Guelph through the assistance of PWS&D. Both congregations continue to fundraise and await news on their potential family.

Kortright Presbyterian Church, Guelph, Westminster-St. Paul's Presbyterian Church, Guelph and the Pastoral Charge of Rockwood and Eden Mills Presbyterian Churches have also joined together in sponsoring a family with a community partner. The family of four (Father, Mother and two girls ages 6 and 4) are expected to arrive in Guelph the end of February/beginning of March.

The Interim Moderator (IM) Reports (Appendix A) are attached for the information of the court. No concerns were presented.

On February 4, 2016 the Amalgamation Planning Team for Knox's Galt and Westside submitted a report (attached within Appendix B for the information of the court) identifying at this time the discussion surrounding a possible amalgamation will cease

Recommendation #1: The Presbytery of Waterloo Wellington acknowledge the hard work and dedication of the Amalgamation Planning Team for Knox's Galt and Westside during this process.

Respectfully submitted
Rev Johan Olivier,
Convener CA

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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Interim moderators' reports Feb 2016

Knox Palmerston

The congregation of Knox Palmerston continues to meet weekly with the good help of pulpit supply. The annual congregational meeting was held and a good spirit pervaded as we ate together, reflected on the year past and looked forward to the adventure of the year ahead. Their commitment to the work of the church is proven in their generosity – 23 envelope givers, giving over \$42,000.

A good crowd of Knox and Drayton folks along with family and long-time friends gathered to celebrate the retirement of Rev. Calvin Brown.

Respectfully submitted

Rev. Kathy Morden

Duffs, Puslinch

Duffs Church continues to forge ahead in their vacancy rather smoothly. Pulpit supply is booked until the end of June. The Search Committee is presently reviewing profiles. The Session will be choosing a new Clerk in the next few days. The Annual Meeting is planned for March 6. All is well thanks to the great leadership of the congregants!

Blessings,

Bill Bynum

Knox, Crieff

Interim Moderator's Report: submitted by Rev. Mark S. Richardson, February 2016

Knox, Crieff is grateful that the Presbytery, at its meeting on Tuesday 02nd February 2016, gave approval and permission to the congregation of Knox, Crieff to start a search committee. I led the worship service at Knox, Crieff on Sunday 7th February and then convened their annual meeting. Together we had a good discussion of the reality of how the congregation is, and of possibilities for their future direction once their search committee begins its work. Within days the search committee was formed and had its first meeting. Through the use of a revised congregational self-analysis questionnaire, feedback will be gathered from the congregation which will be helpful for putting together the congregational profile, as well as getting a better sense of who the congregation sees itself as, as well as where they hope to go into the future.

There is a sense of nervous and anxious excitement among the people of Knox, Crieff. While Rev. Cathy Kay's stated supply contract has now finished, the people there continue to hold her deeply in their hearts with much prayer. And they are thankful for her prayers for them in seeking out God's plan for their future.

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February 4, 2016
To: Presbytery of Waterloo-Wellington
c/o Wilma Welsh

On Sunday, January 24th, 2016 the Amalgamation Planning Team (APT) met in the Library at Knox's Galt Presbyterian Church. This was the final meeting of the Planning Team.

The purpose of the meeting was to confirm that Westside and Knox's would proceed no further with amalgamation discussions; and, to provide a closure for the APT members from Knox's Galt and Westside, who had worked so diligently the past several months.

At the meeting the Convener, Doug Kelly, expressed how difficult it had been to come to this decision; and, he had great respect for the people he had met during the amalgamation discussions; and, there was a sense of appreciation for the process we had gone through. He asked for mutual prayers as Knox's Galt and Westside go forward.

Gary Putman, from Knox's Galt, complimented Doug Kelly on an excellent job as Convener of the Team and how he was able to keep things on track.

The meeting noted how helpful the Presbytery representatives, Ross Rowat & Rev. Scott Sinclair, had been to the Planning Team, to Rev. Mark B. Gaskin and to Rev. John Paeng throughout the meetings and discussions.

Rev. John Paeng commented that even though there is an end to the amalgamation discussions, it is hoped the two churches would continue to come together for special functions and services.

Rev. John Paeng, Knox's Galt Church
Rev. Mark B. Gaskin, Westside Church

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Appendix "F"

Mission and Outreach Committee Report
Presbytery of Waterloo-Wellington
March 8, 2016

1. Support for Syrian Refugees

The November Presbytery meeting agreed that: the Presbytery make available \$40,000 from the Development Fund (\$10,000 per quadrant) to congregations, by written request to the Clerk, for the Mission and Outreach Committee, by congregations who seek to sponsor a refugee family from Syria in 2015-2016 to encourage compassionate action by our members.

The Committee is working on procedures and criteria for allocating the funds. M&O wants to make the process as uncomplicated as possible, while still showing diligent accountability for the Presbytery monies.

Guidelines:

"expressions of interest" are sent to the Clerk and forwarded to M&O

M&O hopes to receive most expressions of interest by June 1st, 2016

M&O is open to ecumenical initiatives and community initiatives

we are requesting a letter of support from session and the name of a *primary contact person* accountability / follow up to be discussed at our April 5 Committee meeting

As of February 23rd we've had four "expressions of interest":

from St Andrew's Church (Guelph), Doon Church (Kitchener), Gale Church (Elmira), and Knox Church (Waterloo).

2. Ecumenical Campus Ministry Update

The Ecumenical Campus Ministry (ECM) is the home of the Anglican, Presbyterian, and United Church on campus. ECM also provides support and pastoral care to students, faculty, and staff - as well as links to Anglican, Presbyterian, and United congregations in the Guelph area.

Andrew Hyde began his work on campus in November of 2015 as the full-time Ecumenical Campus Minister. Andrew is a Designated Lay Minister in the United Church, with experience ministering with youth and young adults.

He can be contacted at the ECM Office (206 Raithby House), via email (hydea@uoguelph.ca), phone (519.824.4120 x52390) or twitter (@EDMguelph)

NOTE: The ECM Board currently has a vacancy that is reserved for a Presbyterian Clergy person

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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3. Bunun Presbytery Partnership

The level of interest this Initiative has within the Presbytery was discussed and it was decided that our March 8 report would solicit feedback from Presbytery members by posing this questions: The Mission & Outreach Committee is reviewing the current projects that have been associated with its oversight.

After discussion, the Committee is inviting the advocates of the Bunun Partnership to organize and report on the current status of this mission project, and if deemed viable, to offer a constructive proposal for the way forward that the committee may assess.

4. Post-Secondary Students Ministry Grants

Grant requests and reports must be submitted prior to April 1

5. Two Rivers Update

Glen Soderholm provided an update on the work of TRC; sharing stories of connection; of being an incarnational presence to neighbours; and, those who live on the margins in our community. We also reviewed the TRC 2016 budget.

In light of experience it was agreed that one of the Terms of Reference for the work of the Mission and Outreach Committee with regard to TRC should be altered. The original term was that the TRC subcommittee would consist of three members all from the M & O Committee. We are proposing to change that.

Recommendation #1:

"That the membership of the subcommittee is at least three in number – which may include anyone from the Presbytery at large, and at least one drawn from the membership of whatever quadrant presently holds the Mission and Outreach remit."

Original Terms of Reference

1. Membership of the subcommittee is three in number and drawn from the membership of whatever quadrant presently holds the Mission and Outreach remit.

6. Walkathon in memory of the Rev. Jeff Veenstra

The date for the Walkathon is set for October 16th, 2016 meeting at Crieff Hills Community. Proceeds to go to PWS&D.

Respectfully submitted,

Rev. Mark Gaskin,
Convener

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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Appendix "G"

EIF Committee Report
For March 8th 2016 Presbytery Meeting

Kortright Presbyterian Church is starting up an Alpha course in April and thought that others in the Presbytery may be interested in an Introduction to or reintroduction to The Alpha Course. As part of this they are opening this up to the Presbytery and would be inviting in a speaker for the introduction and leaders training. Part of the hope for this event is to help congregation continue to reach out to their local communities through the Alpha course. While many of us may be familiar with the Alpha Course, it could be useful for interested congregation to attend this introduction and leaders training and even attend the course that Kortright is putting on to be able to take back to their own congregations. As mentioned already they are planning an event for this spring, and possibly one for the fall. A request has been received for funds, \$250 to go towards the introduction event. This would go to help with the cost of flyers, food, and a small honorarium for the speaker.

Recommendation 1

That the Presbytery of Waterloo-Wellington approve giving \$250 to Kortright Presbyterian Church to assist with the cost of their Alpha Course introduction leaders workshop.

Project Ploughshares

A request was made by Justice Ministries to have a representative from Project Ploughshares come and give our presbytery a presentation/update. Philip McFie will make a presentation at the March 8th, 2016 Presbytery meeting.

Update

The Kennon Callahan Workshop on April 2 at Knox Waterloo is coming together and progressing nicely. Thank-you to the EIF Committee, to the people at Knox Waterloo, and to Maria Liston for all your work on this workshop so far.

Respectfully submitted by:
Rev. Edward Charlton.

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Appendix "H"

Visioning Team Report
to the Presbytery of Waterloo-Wellington
Tuesday, March 8th, 2016

In November of 2014 the Presbytery approved a Visioning Process and appointed a Visioning Team. One reason for the Presbytery's rationale for embarking on this process was the concern that because the Presbytery has no Mission Statement or Vision Statement there was concern that Presbytery funds would simply be given out to whoever asked first or had the best presentation.

During the next 12 months the Visioning Team sought Presbytery input at every step of the way; and, that our road map for renewal; and, that our proposal for a FDF position grew out of comments made during the congregational focus groups and the Day for Visioning.

At the November 10, 2015 the Visioning Team brought forth several recommendations which included the hiring of a full-time Future Directions Facilitator on a two year contract to help the Presbytery further clarify and implement its roadmap for congregational and Presbytery renewal.

Three months later (on February 2, 2016) the Presbytery considered the recommendations and while indicating support for the general direction of the Visioning Team, there was also support for considering other options.

The Visioning Team has embraced the metaphor that while we were on the right highway, and while we were heading in the right direction; the Presbytery was not sold on the vehicle we were proposing.

In the month since the February 2 Presbytery meeting the Team reviewed the May 2nd Report submitted by Peter Coutts. Below are the priorities from page 4 of the Waterloo-Wellington Visioning Day Report:

Priority	Total \$ Invested (indicating strongest consensus)	# of \$5,000's Invested (indicating participants top priority)	# Post-It Notes (indicating consensus among table groups)
Change the Focus & Function of Presbytery	229,000	30	28
Youth & Camping Ministry	165,000	17	11

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Executive Presbyter	130,000	14	8
Improve Communications	106,000	7	14
Outreach	103,000	10	3
Training for leaders / elders / clergy	53,000	4	3
Partnerships / Collaborative work with others (congregations, organizations in wider community)	44,000	1	6
Presbytery Staff – other possibilities	22,000	2	5

We reviewed the results of the 18 congregational focus groups – a summary of those are attached as Appendix 1. We reviewed the blog comments.

We reviewed the seven reports submitted to the Presbytery in the 12 months – November 2014, to November 2016 - with special attention to the Three Paths that the June Presbytery meeting agreed would serve as starting points for the Presbytery's Strategic Plan:

PATH ONE: RENEWAL of CONGREGATIONAL LIFE and MISSION

Help congregations through resource sharing, best practice sharing, cross congregational discussions on opportunities for partnership.

PATH TWO: ROLE of PRESBYTERY

Change how we do things. Ruling less, leading more. Part of this will include implementing a Presbytery Strategic Plan which identifies our strengths and communicates who we are.

PATH THREE: RELEVANCY to EMERGING GENERATIONS

Enable involvement of those under the age of 35 by establishing a youth led committee to define the best practices of helping them to seek, hear and live out Christ's call in the world as Christ's disciples; and, to be involved in the life of the church leadership.

We noted, again, the number of concerns identified; and, the variety of challenges facing diverse congregations within the Presbytery. The Facilitator proposal was an attempt to get a handle on the complexity of the work still ahead by “unifying” the work under the guidance of one facilitator.

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Lastly, at the February 2nd meeting a motion was passed asking that the people of the Presbytery be encouraged to send their concerns, comments, and questions about the Visioning Team's Report as soon as possible.

We received one written comment which was shared with the Team. There was also, at least one verbal comment stating that we need a special meeting of the Presbytery to discuss the proposals.

While the Visioning Team still considers a single, paid facilitator the preferable option, we have heard the Presbytery's desire to also explore other possible approaches and therefore offer the following options for the Presbytery's consideration:

Option 1: Hire a FDF and reduce the contract from two years to a one year contract; and, change the terms of the contract position description discussed at the February Presbytery meeting. This would substantially reduce the cost and give the Presbytery time to discern if the person/position is working out.
(A variation on the November, 2015 recommendations)

Option 2: A Renewal Working Model – Three Streams Approach

Background to Option 2

Congregations asked for specific strategies in areas of worship, faith-nurturing and mission. This option could result in a catalogue of dedicated resource people (some from within the Presbytery) who have talent and expertise in these areas and fulfill the intent of *Path One: Renewal of Congregational Life*.

To remain current and relevant the catalogue would need to be maintained and regularly updated – but the cost of doing this might not be significant. These resources would include compensated individuals who are accountable for defined results as they work with various congregations.

Most of the congregational reports and by far the top priority of the May 2 Event point toward significant discontent with the Presbytery's procedures, performance, support and structure; and, *Path Two: Role of Presbytery* certainly made this evident. However, let us be honest and ask how likely is it that this institution will reform itself without intentional co-ordination by someone who has the time, expertise and mandate to focus on this area?

Part of this option would involve the Presbytery tendering a short-term contract asking a consultant or consulting firm to review the material generated so far and co-ordinate the

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development of the Presbytery's Strategic Plan, including an implementation roadmap to help Presbytery clarify its strategic vision and goals.

Perhaps this could be done in 12 months; with the opportunity to extend this arrangement; and, conversely the opportunity to end any such arrangement in thirty days. The cost of doing could be reasonable.

This option must include a commitment by the Presbytery to contractually obligate itself to renewal, through a set of resources focused on the development of a strategic and implementation plan. This option is attached as Appendix 2

As we have noted in previous reports, a strategic plan without dedicated facilitation and implementation will not yield results. A blended bundle of Presbytery, non-Presbytery, and professional individuals may provide the optimum results with the lowest effective cost and greatest tractability.

This will be the only way that any tangible results in support of the congregations and Presbytery can be anticipated; and the expectations of the congregations seeking renewal and reform be realized.

Decisions for May 10

#1: That Option 1 of the March 8 report (a variation on the November 8 recommendations) be adopted or rejected. If defeated the Team would offer

#2: That Option 2 of the March 8 report (the Renewal Working Model) be adopted or rejected.

At the May 10 Presbytery meeting the Vision Team will offer additional recommendations (based on Option 2). For instance, additional recommendations could make funds available to congregations to help them in their strategic planning; and/or to provide funds for the development and implementation of creative projects and ministries; and / or congregations with "implementation-ready" projects could bring them forward to the Presbytery. Other recommendations are being formulated for the Presbytery's consideration.

Lastly, we feel compelled to serve notice to the Presbytery that we are looking to wrapping up our tenure as the Visioning Team at the May meeting of Presbytery. As the Presbytery considers the options presented in this report it will want to consider what to do next.

Respectfully Submitted,
Mark B. Gaskin, Convener,

Wilma Welsh, Clerk (clerkwatwell@gmail.com)

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Waterloo-Wellington Presbytery

Proposed Future Priorities Arising from Congregational Focus Groups

18 congregations participated in the focus group activity, out of 30 in the presbytery. Priorities in each category are listed from the most common to unique.

For Congregations

- **Worship:**
 - a. Format: more intergenerational & inclusive; new worship practices; less formal worship; more relevant worship; make worship more experiential (66%)
- **Faith Nurture:**
 - a. Focus on developing spirituality, prayer, our faith, Bible knowledge -- total (60%)
 - b. Help congregants grow in faith so they live it more intentionally / visibly (40%)

Observation: This is a perceived failure/opportunity for churches. We do not do spiritual and faith well.

- **Congregational Life**
 - a. Targeted / Inviting / Appealing Activities: have groups that are focused for specific participants: young mums, single adults; have less "churchy" activities that can provide alternative ways into faith community (27%) – ORGANIC PROGRAMMING
 - b. Traditions: be willing to lay tradition aside and "do church differently"; blend tradition and innovation; be willing to try new things and possibly fail doing it (22%) RISK TAKING
 - c. Technology: adopt it / improve use; "but still maintain ancient practices" (15%) – CHANGE WITHOUT CHANGING
 - d. Building: be less centered / focused on the building / be willing to sell building; repurpose building to share congregational life with some other purpose (11%)
 - e. Youth: have more activities that are appealing to them (9%)

Observation: 60% want to change in some direction. Much of the ability lies within the congregational bailiwick and facilitator enables and empowers change.

- **Mission:**
 - a. Outreach for numeric growth: Advertising to maintain congregation; Reach out to children, youth & their families (31%)

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- b. "Love our Neighbour": Focus on the needs of people outside of the congregation: spiritual, economic, social, community. Specialize in meeting one targeted need (41%)
- c. "The church reveals God to the world": Become more visible so people can see what Christianity is; Evangelize: share our faith / we need a "coach" to help us practice evangelism for today (28%)

Observation: Churches need help to understand how to do this – best practices approach and third party program support

- Organization:
 - a. Collaboration / Partnerships: between congregations / Christian organizations / community groups & agencies; shared staff among congregations – total (29%)
 - b. Non Pastor oriented: may need to shift to congregations without pastors; pastor with tent-making ministry; must become less reliant on ministers (24%)
 - c. Less emphasis on our Presbyterian heritage and denominational differences (24%)
 - d. Leadership: Strengthen lay leadership training in congregation (18%)
- Observation: Collaboration led by who? Less Pastors, weak leadership – Session strengthen – new regional cooperation models...but no sense of organizational change Structure follows strategy

For the Presbytery (Court)

- Provide a network to share what is working / best practices among congregations; Conduct more research on "what's working and what's not working" HELP: 31%
- Reduce things that restrict us: governance structures, limits of Book of Forms, rules GET OUT OF THE WAY 19%
- Amalgamation: "re-align churches in presbytery (just do it) then support the remaining congregations"; amalgamate while there is congregational strength, not once it's dead; have flexibility in how to manage amalgamations; conduct city-wide amalgamation – CHANGE NOW 19%
- Presbytery shift from being reactive to problems to being proactive in providing leadership to congregations – GET OUT OF THE WAY PLEASE AND HELP – 14%

Observation: In all cases the Presbytery was seen as the party which has to change.

We see five kinds of congregation in the survey:

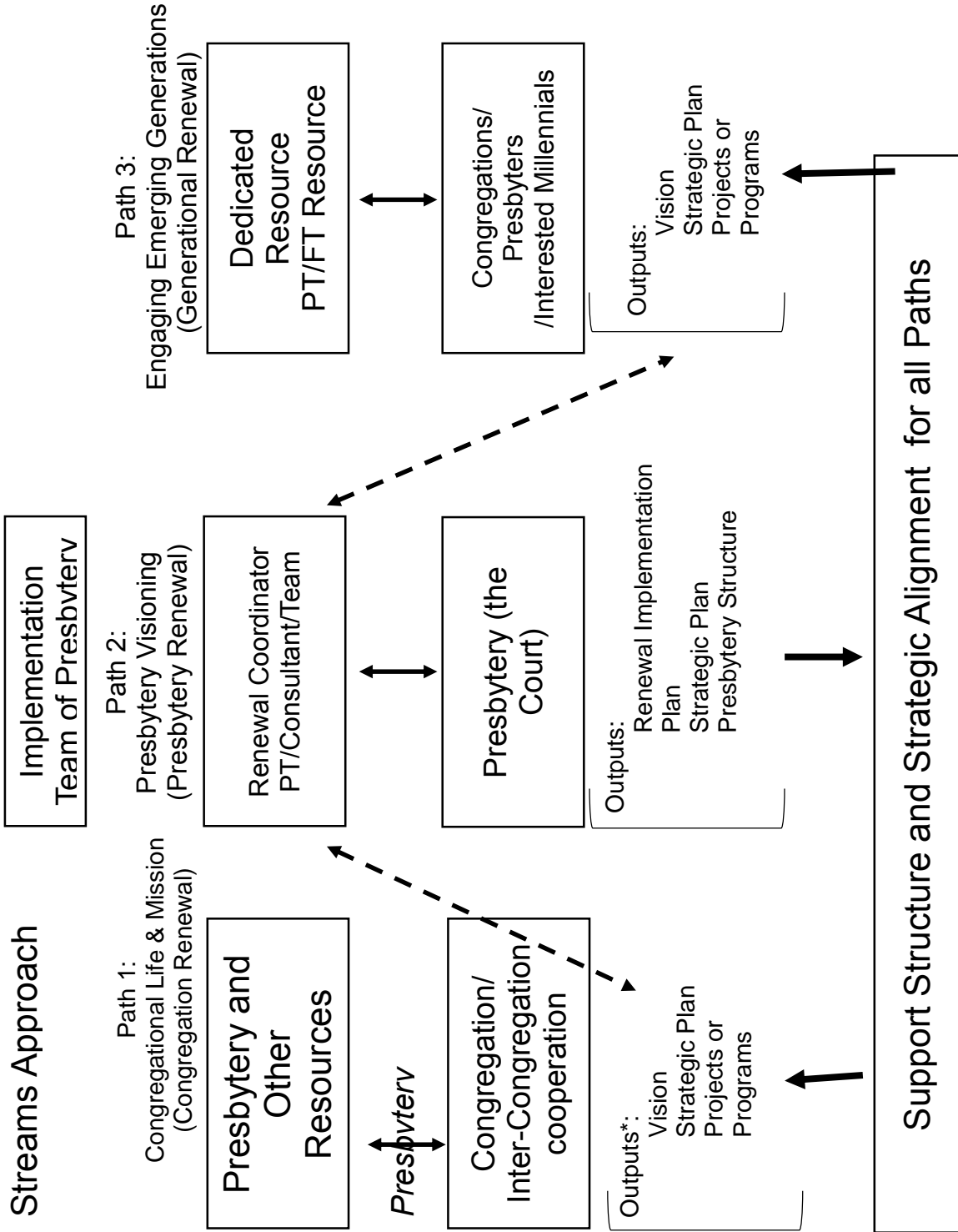
1. Positive and hopeful Congregations – But how do sustain hope?
2. Strained/Fearful: fear already too far gone, nothing we can do – too late
 - A. 2013 – 2023 will loss 25% of our congregations

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- B. Still holding on
 - C. London Presbytery: a congregant in Glencoe would think nothing of driving 50 KM to Walmart in London, but en route pass 13 Presbyterian congregations en route, but not willing to attend a church different from their own.
 - D. A few believe they are already on the edge, bound to close, or barely hanging on.
3. Content
- a. Naïve,
4. Concerned:
- a. Some appear to be looking at current reality and their strategic question is “how do we cope?”
 - b. For some the solution is advertising, marketing, creating appealing programs (but if people aren't buying) – THE most popular answer to today's challenges
 - b.i. Common today: no change, hoping people will just come in
 - b.ii. Common today: church growth – make worship and life appealing to those who are not here
5. Shift:
- a.i. Significant acknowledgment (about half) that “business as usual no longer serves”/About half acknowledge a need to help worship evolve: intergenerational, inclusive, less formal, relevant, more experiential

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Renewal Working Model – Three Streams Approach



Wilma Welsh, Clerk (clerkwatwell@gmail.com)

*FAST TRACK: Congregations with “shovel-ready” Projects and Programs through