

Tuesday, June 18, 2024  
Crieff Hills Community

- 6493 -

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, June 18, 2024, within Crieff Hills Community, Puslinch. Worship was led by the Rev. Dr. Kristine O'Brien, Hugh Donnelly (guitar) and Sydney O'Brien (violin).

As the moderator, Barb Molengraaf was unable to attend due to illness, former moderator, Rev. Dr. Peter Bush took the chair. The moderator, Rev. Dr. Peter Bush opened the meeting with prayer and constituted the court.

#### **Attendance**

#### **Ministers**

Rev. Scott McAndless, Clerk, Rev. Dr. Peter Bush (Acting Moderator), Choi, Rev. David Rev. Susan Clarke, Rev. Dr. Jeffrey Crawford, Rev. Hugh Donnelly, Rev. Dongwon Jung, Rev. Dr. Kristine O'Brien, Rev. Nick Pavel, Rev. Dr. Mark Richardson, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart Rev. Dr. Frank Szatmari.

#### **Representative Elders**

Lenora Arbuckle, Debbie Bachura, Tom Bolton, Jeanette Bomhoff, Janet de Groot, Bob Galbraith, Pauline Hall, Alan Israel, Steven Jones, Peggy Lennox, Gib McIlwrath, Alex McNabb, Doug McCaig Sue Senior, Bonnie Street, Rick Thomas, Terri Whiffin Rhonda Wright, Barb Ferrier, Loretta Fox.

**Appendix:** Rev. Dr. Arnold Bethune, Rev. Jay Brennan, Rev. Darrell Clarke Rev. Howard Sullivan.

**Others:** David Church, Treasurer, George Forsyth (Knox Guelph), Stephen Kwon (Presbytery of Eastern Han-Ca), Beth Ann Fisher (student), John Baxter (Doon Presbyterian), Steve Marsh (St. Andrew's Hespeler), Alex Monsour, Krysia Lear, and Barbara Ferrier (Kortright).

Peace,

**Regrets:** Rev. Barb Molengraaf, Rev. Linda Bell, Rev. John Borthwick, Rev. Dr. Aubrey Botha, Rev. Courtney Crawford, Rev. Don McCallum, Rev. Marty Molengraaf, Rev. Reuben St. Louis, Rev. Glen Soderholm, Werner Kuemmling, Dave Mallet, Vern Platt, Rick Thomas, Rev. Re. Walter McLean.

The moderator welcomed visitors and first-timers to the court.

#### **Sit and Correspond**

It was **moved** by Scott McAndless/Mark Richardson, that Stephen Kwon, General Assembly Commissioners, Guests from Kortright Presbyterian Church and Judy Fisher (Knox Crieff) be invited to sit and correspond. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the proposed agenda as presented/amended be adopted. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the minutes of May 14 be adopted as printed. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the minutes of June 9 be adopted as amended. **Carried.**  
Corrected to indicate that the first motion had been seconded by Janet de Groot

#### **Call Process**

It was **moved** by Scott McAndless/Mark Richardson, that the actions of the Interim Moderator, Howard Sullivan, be sustained. **Carried.**

Tuesday, June 18, 2024  
Crieff Hills Community

- 6494 -

It was **moved** by Scott McAndless/Janet de Groot, that members of the congregation be invited to voice their support for the call. **Carried.**

The members of the congregation spoke enthusiastically in support of the call.

It was **moved** by Scott McAndless/Nick Pavel that, as the terms of the call and the guarantee of stipend are in order, the guarantee of stipend to the Rev. Grant Vissers be deemed acceptable. **Carried.**

It was **moved** by Mark Richardson/Gib McIlwrath, that the call to the Rev. Grant Vissers be sustained as a gospel call and approved by the Presbytery of Waterloo-Wellington and that the Call be forwarded to the Presbytery of Hamilton for their review and approval. **Carried.**

It was **moved** by Doug McCaib/Janet de Groot that the setting of a date for induction of the Rev. Grant Vissers, and planning for that service, be left in the hands of the Moderator of Presbytery, the Clerk of Presbytery and the Interim Moderator of Kortright Presbyterians and that the Rev. David Choi be invited to preach at that induction. **Carried.**

Rev. Stephen Kwon, Moderator of Han-Ca East addressed the court bringing greetings from the Presbytery of Eastern Han-Ca

#### **Business Committee**

Scott McAndless gave the report of the business committee.

It was **moved** by Scott McAndless/Mark Richardson, that the Report of the Business Committee be received and considered. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the Decision of the Business Committee in the distribution of the correspondence items #348-370 be homologated. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the trust deeds for Knox Elora, St. Andrew's Alma, St. Andrew's Arthur and St. Andrew's Guelph be approved and signed. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the Rev. Darrell Clarke be elected as Moderator of the Presbytery of Waterloo-Wellington from September 2024-September 2025. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the Moderator name a special committee to work on a response to proposed legislation regarding ruling elders serving as interim moderator to begin work as soon as possible. **Carried.**

It was **moved** by Scott McAndless/Mark Richardson, that the Report of the Business Committee be adopted. **Carried.**

#### **General Presbyter**

The General Presbyter gave a verbal report on the survey that was just closed. 554 people responded to the survey online. Thank you!

#### **Treasurer**

The report of the treasurer was given by David Church.

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that we receive the Treasurer's Reports. **Carried.**

- 6494 -

Tuesday, June 18, 2024  
Crieff Hills Community

- 6495 -

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that we accept the Financial Statements to April 30, 2024. **Carried.**

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that we approve the report as a whole. **Carried.**

### **Property and Finance**

David Church continued with the Property and Finance report.

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that the Property & Finance Report be received and considered. **Carried.**

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that the following congregations receive the Presbytery Housing Grant for 2024 of \$1800 (adjusted for cost-of-living and prorated for the number of months the minister was living in a manse or renting): Elora/Alma (8 months), Arthur/Gordonville (7 months), Knox, Waterloo, Westside, Cambridge, St. Andrew's, Fergus. **Carried.**

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that Knox, Waterloo's Presbytery loan repayment schedule be amended as follows: \$2500 per year for 2024-2029, and \$3000 in 2030. **Carried.**

It was **moved** by Bonnie Street/ Jeanette Bomhoff, that pending legal review, the Property & Finance team be given power to issue regarding the approval of a loan agreement between the Presbytery of Waterloo/Wellington and Kortright Presbyterian Church. **Carried.**

It was **moved** by Bonnie Street/Janette Bonhof, that the Property & Finance team be given power to issue regarding the approval of a loan agreement between Kortright Presbyterian Church and Rev. Grant Vissers. **Carried.**

Gib McIlwrath registered his dissent to this decision. (No written reasons were received by the deadline.)

It was **moved** by Bonnie Street/Janette Bomhoff, that the Property & Finance Report be adopted as a whole. **Carried.**

### **Congregational Response**

It was **moved** by Mark Richardson/Doug McCaig, that we receive and consider the report of the CRT. **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that Rev. Dr. Kristine O'Brien be appointed by the Presbytery as the Interim Moderator at Knox, Elora, and St. Andrew's, Alma effective Sunday 01st September 2024. **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that the Presbytery support and approve the Stated Supply Agreement with Rev. Lisa Dolsen at 50% time, effective 01st September 2024 until 31st August 2025, renewable with the consent of all parties. **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that the Presbytery support and approve the Stated Supply Agreement with Rev. Glen Soderholm at 50% time, effective 01st July 2024 until 31st December 2024.

The agreement was amended by Mark Richardson to correct the weeks of vacation from 5 weeks to 2.5 Weeks. The motion, as amended was **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that the Presbytery consider, support, and approve the proposed experimental 12-month Agreement of Shared Ministry between Knox PC Crieff and Kirkwall PC beginning September 2, 2024. **Carried.**

### **Additional Motion**

Tuesday, June 18, 2024

Crieff Hills Community

- 6496 -

It was **moved** by Jeff Crawford/Jen Sokolowsky That the business committee be give power to issue regarding minor changes to the shared ministry agreement between Knox PC Crieff and Kirkwall PC. **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that the Presbytery take the lead on assisting Knox Preston in joining another Presbyterian church. We see the following as the way forward: "A required joining with another Presbyterian church before the end of 2024. This is not a traditional amalgamation. It would be Knox Preston joining an established worshipping community at another Presbyterian church location, and as part of that process their (Knox) assets (property and \$) would remain part of the amalgamated church, minus a missional legacy in Preston." **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that the General Presbyter, in consultation with the Congregational Response Team, engage sessions in the Presbytery in direct conversation about an amalgamation with Knox Preston and report back to the September meeting of Presbytery. **Carried.**

It was **moved** by Mark Richardson/Doug McCaig, that we receive the report as a whole. **Carried.**

#### **Renewal**

It was **moved** by Janet de Groot/Nick Pavel that the report of the Renewal Team be received and considered **Carried.**

It was **moved** by Janet de Groot/Nick Pavel, that the Presbytery of Waterloo-Wellington approve grants of \$7,700 to Knox, Waterloo and \$5,200 to Kortright, Guelph from the Diane Boyd Campus Ministry Fund. And grants of \$3,975 to Joonim, Waterloo; \$4,500 to Westside, Cambridge; \$5,000 to Knox, Waterloo; and \$5,000 to Gale, Elmira from the Re-Generation Fund. **Carried.**

It was **moved** by Janet de Groot/Nick Pavel, that the report of the Renewal Team be adopted. **Carried.**

#### **Equipping Leadership**

It was **moved** by Susan Clarke/Alan Israel, that the report of the Equipping Leadership Team be received and considered. **Carried.**

It was **moved** by Susan Clarke/Alan Israel, that the Clerk direct correspondence to the Committee on Education & Reception on behalf of the Waterloo-Wellington Presbytery, requesting a reconsideration of the course load assigned to Beth Anne Fisher, in order to make it feasible for her to pursue ordination within the PCC. **Carried.**

It was **moved** by Susan Clarke/Alan Israel, that the \$3000 designated in the 2024 budget towards subsidizing attendance at Uplift 2024 be distributed equally between the 7 applicants. **Carried.**

It was **moved** by Susan Clarke/Alan Israel, that the Equipping Leadership Team Report be adopted as a whole.

#### **Commissioners to General Assembly**

It was **moved** by Doug McCaig/David Choi that the report of the General Assembly commissioners be received and considered. **Carried.**

**A Notice of motion** was given by Gibson McIlwrath: "At a future meeting of presbytery I shall move or cause to be moved that section 7.1.2 of standing orders for the Business Committee be revised to read that two of the members will be lay elders."

It was **moved** by Susan Clarke/Janet de Groot motion of thanks to Catherine St. Louis and the volunteers for their excellent work in hosting Assembly. **Carried.**

- 6496 -

Tuesday, June 18, 2024  
Crieff Hills Community

- 6497 -

Here is a list of General Assembly Volunteers:

**Saturday/Sunday Greeting Team:** Sara Pavel, Lynda Pinnington, Lawrie Carter, David Church, Ben St. Louis, Daniel St. Louis, Sue Senior, Reuben St. Louis, Katherine St. Louis

**Elevator Team:** Susan Clarke, Jeanette Bomhoff, Grant Birks, Anne Church

**Shuttle Team:** Sue Senior, Katherine St. Louis, Reuben St. Louis, David Church (Sunday)

**Sunday Morning Worship/Lunch Team:** Wendy Paterson, Scott McAndless, Joni Smith, Barbara Robinson, Reuben St. Louis plus a number of drivers from St. Andrew’s Kitchener and St. Andrew’s Hespeler

**Adjournment**

It was **moved** by Jen Sokolowsky, duly seconded, that the court adjourn. **Carried.**

**Book of Reports and Accompanying Documentation**

**Table of Contents**

Appendix A: Call and Guarantee of Stipend to the Rev. Grant Vissers..... - 6497 -  
Appendix B: Business Committee Report ..... - 6498 -  
Appendix C: Treasurer’s Report ..... 6493  
Appendix D: Finance and Property Team ..... 6496  
Appendix E: Congregational Response Team ..... 6499  
Appendix F: Renewal Team..... 6512  
Appendix G: Equipping Leadership Team ..... 6523  
Appendix H: 2024 General Assembly Commissioners Reports..... 6524

**Appendix A: Call and Guarantee of Stipend to the Rev. Grant Vissers**

We, the professing members of Kortright Presbyterian Church, being well satisfied with your faithfulness to the Gospel and your qualifications for the ministry of Word and Sacraments and confident that the Holy Spirit has led us to you, earnestly and solemnly call you, The Rev. Grant Vissers, to become the lead minister of this congregation. In calling you we promise you all due respect, encouragement, and allegiance in the Lord as, together, we seek to use our gifts in the church and in the world to the glory of God.

In order that you, The Rev. Grant Vissers, may be free to devote yourself to ministry of Word and Sacraments among us, we the congregation of Kortright Presbyterian Church hereby guarantee to the Presbytery of Waterloo-Wellington of The Presbyterian Church in Canada, that out of our estimated annual revenue of six

Tuesday, June 18, 2024  
Crieff Hills Community

- 6498 -

hundred thousand (\$600,000) we promise and obligate ourselves to provide you, as a first charge thereon, the following annually:

Annual Stipend

- Option A (inclusive of travel allowance) \$58,600
- Manse (or Housing/Rental allowance) \$38,000
- Total \$96,600
- Cost of utilities [includes IT, cell phone] \$5,200

We agree to make payments of the above amounts on the first day of each month [if the minister and the session agree on an alternative payment schedule, amend this statement accordingly,] and agree to adjust the stipend and allowances annually in view of any changes in the cost of living or the needs of our minister.

We agree further:

1. To provide two weeks for continuing education annually and at least the minimum allowance as set by the General Assembly.
2. That the benefits of number 1 above shall be cumulative up to five years.
3. To provide five weeks vacation annually, which shall be used in the year they are given.
4. To pay supply during the periods of continuing education and holidays.
5. To strongly encourage that after five (5) years of service in the denomination, the professional church worker will take an inter-mission (as detailed in the A&P 1992 p. 383-384) and to expect the same after every five (5) years of service are completed.
6. In case of disability or extended illness, to continue to provide stipend, accommodation and allowances for a period not less than that set by the General Assembly, and to pay the cost of pulpit supply.
7. To pay for Medical and Dental Insurance as provided through the Pensions and Benefits Board of the General Assembly and to make contributions to the Pension Plan in compliance with the terms of the plan.
8. To pay necessary moving expenses.
9. Optional: Current church laptop
10. To make application to the Presbytery of Waterloo-Wellington for a housing assistance loan on behalf of our minister for up to \$50,000.

## **Appendix B: Business Committee Report**

**Recommendation #10:** That the Report of the Business Committee be received and considered.

**Recommendation 11:** That the Decision of the Business Committee in the distribution of the correspondence items #348-370 be homologated.

Tuesday, June 18, 2024  
Crieff Hills Community

- 6499 -

348	May	13	Dongwon Jung	Cambridge Sports Camp	Finance and Property
349	May	15	Steve Marsh	Questions about Mediation Process	Business
350	May	23	Kathryn Muir	Changes to the Roll	Presbytery
351	May	27	Marjorie Copeland	Changes affecting students, workers	Clerk
352	May	27	Bethany McCaffrey	Call and Transfer for David Choi	Clerk
353	May	28	Spencer Edwards	Indigenous Bursary Uplift	Equipping Leadership
354	May	29	Jennifer Astop	New Beginnings Acceptance - St. A's Guelph	Info
355	May	29	Jennifer Astop	New Beginnings Acceptance - Knox Guelph	Info
356	May	29	Deb Shlichter	Loan Repayment Request	Finance and Property
357	May	30	John Donaldson	Housing Equity Grant	Finance and Property
358	May	30	Erica Dyce	Housing Equity Grant	Finance and Property
359	May	30	Hugh Donnelly	Request for Intermission	Equipping Leadership
360	May	30	Deb Shlichter	ReGeneration Fund Request	Renewal Team
361	May	30	Kathryn Muir	A&P List check	Clerk
362	May	31	Howard Sullivan	Call to Grant Vissers	Business Committee
363	June	5	Lois Whitwell	Coordinating Call Processing	Business Committee
364	June	6	Louise Sharpe-Berges	Housing Loan Application	Finance and Property
365	June	6	Jeffrey Crawford	Presbytery Survey Reminder	Presbytery
366	June	6	Louise Sharpe-Berges	Signed Call to Rev. Vissers	Business Committee
367	June	9	Lynda Pinnington	Website and Social Media	Presbytery
368	June	10	Darrell Clarke	Stated Supply Agreement	Congregation Response
369	June	11	Judi Fisher	Ministry agreement - Knox Crieff	Congregation Response
370	June	11	Alex Bissett	Call to Emmanuel Mote-Ndasah	Business Committee

### Trust Deeds

Trust Deeds have been sent in by the following congregations and are in good order:

Knox Elora    St Andrew's Alma  
St. Andrew's Arthur    St. Andrew's Guelph



**Recommendation 12:** That the trust deeds for Knox Elora, St. Andrew's Alma, St. Andrew's Arthur and St. Andrew's Arthur be approved and signed.

### **New Moderator**

**Recommendation 13:** That the Rev. Darrell Clarke be elected at Moderator of the Presbytery of Waterloo-Wellington from September 2024-September 2025.

### **Study and Report Request**

The General Assembly has requested Presbyteries to study the following piece of proposed legislation and report back to the Clerks of Assembly by January 31.

213.4.1 Where a presbytery discerns that there is no minister of Word and Sacraments available to carry out the full typical range of responsibilities of an interim moderator for a pastoral charge, it may commission a ruling elder or a member of the Order of Diaconal Ministries to do so on the following terms:

- The candidate shall be interviewed by the presbytery to ascertain their personal and spiritual qualifications to chair session meetings, arrange pulpit supply and coordinate pastoral care for the congregation.
- Those commissioned shall be trained in pastoral care and polity.
- The commission shall be limited to a specific pastoral charge and shall be for a period not exceeding two years. The commission is renewable following a presbytery review.
- Those commissioned shall be accountable to the presbytery through an interim moderator for the duration of the commission.
- Compensation for those commissioned will be at the discretion of the commissioning presbytery.
- Whenever a pastoral charge is deemed by the presbytery to be ready to begin a call process, the responsibilities of the one commissioned will end and a minister of Word and Sacraments will assume all interim moderator duties.

This is an important and complex proposal. The Business Committee suggests that we form a small committee to prepare a response immediately so that we have the opportunity to give full consideration and a thoughtful response. Therefore we Recommend the following:

#### **Recommendation 14:**

That the Moderator name a special committee to work on a response to proposed legislation regarding ruling elders serving as interim moderator to begin work as soon as possible.

Anyone who is particularly interested in helping with this response is encouraged to speak to the moderator.

#### **Recommendation 15:**

That the Report of the Business Committee be adopted

### **Appendix C: Treasurer's Report**

#### **2024 Financial Activity to May 31<sup>st</sup>**





Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6494

Attached are the unaudited Financial Position (Balance Sheet) and Financial Report (Income Statement) to the end of May 2024. Expenditures in May are tracking to the 2024 General Fund budget. The \$7,000 grant was received from the Presbyterian Church in Canada for the mediation consultant. The distribution of \$58,117.71 from the Watson Estate was completed with \$3,581.32 to cover the 2023 General fund deficit, \$16,120.78 to replenish the Trust Fund to \$20,000 at the beginning of 2024, \$10,000 to Taiwan Hurricane relief (pending who to issue the cheque) and the remainder split between the ReDevelopment Fund (\$14,192.80) and the ReGeneration Fund (\$14,192.81).

### **First and Second Quarter Assessment Analysis**

Thank you to the congregations who addressed their first and second quarter assessment payments. In some cases, the annual amount was paid. All congregations are up to date.

Recommendation #16 Receive the Treasurer's Reports.

Recommendation #17 Accept the Financial Statements to April 30, 2024.

Recommendation #18 Approve the report as a whole.

Respectfully submitted,  
David Church, Treasurer



**FINANCIAL REPORT TO PRESBYTERY OF WATERLOO-WELLINGTON as at May 31, 2024**

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOP MENT FUND	DIANE BOYD CAMPUS FUND	REMERGE-NCY FUND	REGENERA-TION FUND	TOTAL May-24	TOTAL May-23
	May-24	Budget	Variance								
<b>INCOME</b>											
Assessment Income	50,817	102,040	51,222							50,817	47,552
General Presbyter Fund Transfers		120,819	120,819							-	-
Income from induction services										-	400
Interest Earned	10	10	0	47	22	4,297	43	636	661	5,715	4,104
PCC Fund Income				7,091	128	2,656	9,242	14,434	50,453	84,004	43,726
Capital Gain(loss)						2,602				2,602	-
Proceeds of Dispositions, Grants & Bequests	10,000		10,000	7,000		23,538			14,193	54,731	250
<b>Total Income</b>	<b>60,827</b>	<b>222,868</b>	<b>162,041</b>	<b>14,139</b>	<b>150</b>	<b>27,889</b>	<b>9,285</b>	<b>15,070</b>	<b>65,306</b>	<b>192,666</b>	<b>96,032</b>
<b>EXPENSES</b>											
Synod Assessment	21,192	42,383	21,192							21,192	22,259
Assessments - Total	21,192	42,383	21,192							21,192	22,259
Counselling Fees											800
Presbytery Budget Funding											
Grants to Congregations									18,000	18,000	32,800
Grants - Covid Congregational											
Grants-Renewal Projects											
Grants - Post Secondary Students											
Grants - U of G chaplaincy		9,000	9,000								
Grants - Students for Ministry		1,200	1,200								
Grants - New Life Counselling											
Grants - Manse Rental Subsidy											
Grants - Canadian Food Grains		25	25								
Grants - Other (PWSD Turkey/Syria Earthquake Relief)	10,000		10,000							10,000	5,000
Grants - Total	10,000	10,225	225						18,000	28,000	38,600
Clerk's honorarium	6,300	15,120	8,820							6,300	5,942
Treasurer's honorarium	5,000	12,000	7,000							5,000	5,000
General Presbyter salary		97,400	97,400			20,083			20,083	40,167	-
General Presbyter pension & benefits		14,448	14,448						3,158	6,315	-
CPP/EI	560	6,373	5,813			1,354			1,354	3,268	517
Liability Insurance		4,000	4,000								
General and office supplies	363	2,000	1,637			93			93	549	903
Depreciation											
Telecommunications	324	500	176							324	324
Audit and legal fees		2,500	2,500								
Bank interest/charges	25	100	125			135				110	410
Administration Expenses-Total	12,523	154,440	141,917			24,823			24,688	62,033	13,097
Travel and mileage	22	5,000	4,978			334			334	689	-
Meals and hospitality	185	1,750	1,565		1,400					1,585	1,614
Travel - total	207	6,750	6,543		1,400	334			334	2,274	1,614
Commissioner's Expenses GA		1,000	1,000								
Conference Funds		500	500			700				700	1,100
Student Psych. assessments/counselling											
Visitors and Gifts		500	500								
Christian education		1,500	1,500								
Carbon Offset		350	350								
Bunum		2,000	2,000								
Canada Youth/Lift		3,000	3,000								
Student certification		300	300								
2023 deficit recovery		3,674	3,674								
General expense - Total		12,824	12,824			700				700	1,100
<b>Total All Expenses</b>	<b>43,921</b>	<b>226,623</b>	<b>182,701</b>	<b>-</b>	<b>1,400</b>	<b>25,856</b>	<b>-</b>	<b>-</b>	<b>43,021</b>	<b>114,199</b>	<b>76,669</b>
<b>Surplus/(Deficit)</b>	<b>16,905</b>	<b>- 3,754</b>	<b>- 20,660</b>	<b>14,139</b>	<b>- 1,250</b>	<b>2,033</b>	<b>9,285</b>	<b>15,070</b>	<b>22,285</b>	<b>78,467</b>	<b>19,363</b>



6496

PRESBYTERY OF WATERLOO-WELLINGTON  
DRAFT STATEMENT OF FINANCIAL POSITION  
as of May 31, 2024

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	DIANE BOYD CAMPUS FUND	REMERGENCY FUND	REGENERATION FUND	ALL FUNDS May-24	ALL FUNDS May-23
<b>CURRENT ASSETS</b>									
CASH	53,528	4,021	16,886	67,709	3,648	121,227	48,465	315,485	406,964
ACCOUNTS RECEIVABLE	5,741							5,741	112,500
ACCRUED INTEREST									
G.I.C.'S									
DUE FROM OTHER FUNDS		7,000						7,000	
	47,787	11,021	16,886	67,709	3,648	121,227	48,465	316,744	519,464
<b>LONG-TERM ASSETS</b>									
NOTES RECEIVABLE(CHURCHES)				882,843				882,843	903,643
PCC CONSOLIDATED FUND		103,314	1,864	38,696	134,646	210,293	735,048	1,223,861	1,076,424
CORPORATE&GOV.BONDS etc.	30			247,161		50,000		297,191	111,758
ADJUST TO MARKET VALUE				2,975				2,975	9,222
	30	103,314	1,864	1,171,675	134,646	260,293	735,048	2,406,870	2,101,048
<b>FIXED ASSETS</b>									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	2,486							2,486	1,657
									829
<b>TOTAL ASSETS</b>	47,817	114,335	18,750	1,239,384	138,294	381,520	783,513	2,723,614	2,621,341
<b>LIABILITIES</b>									
ACCOUNTS PAYABLE	13,912							13,912	4,803
OWED TO OTHER FUNDS	7,000							7,000	
LONG TERM DEBT				35,386				35,386	37,758
	20,912			35,386				56,298	42,561
<b>FUND BALANCES</b>									
OPENING BALANCES	10,000	100,196	20,000	1,201,966	129,009	366,450	761,228	2,588,849	2,559,417
CURRENT SURPLUS(DEFICIT)	16,905	14,139	1,250	2,033	9,285	15,070	22,285	78,467	19,363
PRIOR UNDISTRIBUTED									
	26,905	114,335	18,750	1,203,999	138,294	381,520	783,513	2,667,316	2,578,780
<b>TOTAL LIABILITY/FUND BALANCES</b>	47,817	114,335	18,750	1,239,384	138,294	381,520	783,513	2,723,614	2,621,341

**Appendix D: Finance and Property Team**

*Recommendation 19: Moved and seconded that the Property & Finance Report be received and considered.*

**Housing Grants**

2024 is the final year for Presbytery assistance with housing grants to ministers in rental or manse accommodations. Presbytery will grant \$1800 to congregations with a minister in rental or manse accommodations to give to their minister and those congregations will provide an equal amount to their minister to a total of \$3600. Starting in 2025, it is the expectation that congregations will grant the whole \$3600 to their minister each year as long as their minister is in a manse or renting. All the grant amounts will be adjusted according to cost-of-living increases.

*Recommendation 20: Moved and seconded that the following congregations receive the Presbytery Housing Grant for 2024 of \$1800 (adjusted for cost-of-living and prorated for the number of months the minister was living in a manse or renting).*

- Elora/Alma (8 months)
- Arthur/Gordonville (7 months)
- Knox, Waterloo
- Westside, Cambridge
- St. Andrew's, Fergus



### **Loan Repayment: Knox, Waterloo**

The Property & Finance team received a request from Knox, Waterloo request a change to the repayment plan for the remainder of their reDevelopment Fund loan with the Presbytery. Due to the fact that the congregation paid back most of the loan before it was due and that only 14% of the loan is still outstanding, the Property & Finance team agreed with their proposal.

*Recommendation 21: Moved and seconded that Knox, Waterloo's Presbytery loan repayment schedule be amended as follows: \$2500 per year for 2024-2029, and \$3000 in 2030.*

### **Housing Loan**

One inquiry and one request regarding clergy housing loans were made to the Property & Finance team in the last month. In our last report, we indicated that we had some reservations about such loans but given that clergy have accepted calls to congregations in the Presbytery expecting that this loan is available and recognizing that it is the will of the court to provide such loans, we are prepared to proceed on this matter.

Before loans can be processed, the Presbytery must approve the loan agreement between the Presbytery and the congregation. In addition, the congregation must submit a loan agreement with their minister for Presbytery approval. Congregations will have 12 months to submit their loan agreement with the minister for approval. Afterwards the loan agreement with the Presbytery will expire. Once approved, the treasurer will release the funds to the congregation.

Here are some items that the Property & Finance team feel congregations should consider before preparing a loan agreement:

- It is the guidance of the PCC that loans of this amount be structured as a second mortgage which means that either the congregation or minister will need to cover the cost of any legal fees. A template has been provided to help guide congregations.
- The treasurer of the congregation should familiarize themselves with CRA requirements and calculations as the loan will be considered a taxable benefit.
- Consideration should be given to what might happen if the minister defaults on the loan or if the congregation needed to dissolve the pastoral tie suddenly.
- Ministers should consider what impact that having a loan from the Presbytery may have on the negotiating of a mortgage with their bank.

A loan agreement is currently being drafted between the Presbytery and Kortright Presbyterian Church. It is not yet ready to be presented to the Presbytery. Since the Presbytery is not scheduled to meet again until September. The Property & Finance team proposes the following recommendations for power to issue. A draft and a sample of the loan agreements are attached.

*Recommendation 22: Moved and seconded that pending legal review, the Property & Finance team be given power to issue regarding the approval of a loan agreement between the Presbytery of Waterloo/Wellington and Kortright Presbyterian Church.*



Tuesday, June 18, 2024 – 7 PM  
Crieff Hills Community

6498

*Recommendation 23: Moved and seconded that the Property & Finance team be given power to issue regarding the approval of a loan agreement between Kortright Presbyterian Church and Rev. Grant Vissers.*

*Recommendation 24: Moved and seconded that the Property & Finance Report be adopted as a whole.*

Respectfully submitted  
Rev. Reuben St. Louis

### Sample Employee Housing Loan

[Church Letterhead]

[Date]

Dear [Name of Minister],

In light of circumstances, [Name of Congregation], has approved the issuance of an employee loan to you, in the amount of [\$000,000] for the purchase of your home in the city of [City]. The loan will be through the [Name of Fund, such as Endowment Fund].

The loan is subject to the terms and conditions, including the following:

Borrower/Borrowers:

[Name of Minister and name of Spouse, if applicable], on a joint and several basis.

Repayment:

The loan will have a term of [# of years] years from the date of first advance. The loan is to be repaid to [Name of Congregation] in monthly payments of [\$0,000] (combined interest and principal) in accordance with the repayment schedule, and the loan balance at the end of the [X-year term] must be repaid in full to [Name of Congregation]. Interest is calculated at the [Canada Revenue Agency (CRA) or other banking institution] prescribed rate per annum of [0%] for the term of the loan. The loan may be repaid, in whole or in part, prior to maturity without notice or penalty.

At the option of [Name of Congregation], the loan shall be due and payable on 30 days' notice to the Borrowers in the event that the employment of [Name of Minister] with [Name of Congregation] terminates or is terminated prior to maturity of the loan.

Lawyer:

[Name, address and telephone number] is instructed to act as legal counsel to [Name of Congregation] for this matter. The security documents will include a mortgage to be registered on your new home. In addition, a copy of the insurance policy covering the land and property is to be provided with the mortgage endorsement clause and the loss payable clause endorsed in favour of [Name of



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6499

Congregation] as loss payee. Please note that all legal fees and out of pocket expenses incurred to obtain security are for the account of the Borrowers.

You are required to provide annual reporting information to [Name of Congregation], including an insurance certificate confirming that the insurance policy covering the land and property continues in full force and effect and a certificate that all taxes are paid in full.

Yours faithfully,  
Trustees of [Name of Congregation]

(To be signed by the trustees of the congregation and the borrowers)

### Appendix E: Congregational Response Team

#### Recommendations:

**Motion 25:** that we receive and consider the report of the CRT.

**Motion 26: Knox, Elora & St. Andrew's, Alma PC:** Moved that Rev. Dr. Kristine O'Brien be appointed by the Presbytery as the Interim Moderator at Knox, Elora, and St. Andrew's, Alma effective Sunday 01<sup>st</sup> September 2024.

**Motion 27: Duff's PC:** Moved that the Presbytery support and approve the Stated Supply Agreement with Rev. Lisa Dolsen at 50% time, effective 01<sup>st</sup> September 2024 until 31<sup>st</sup> August 2025, renewable with the consent of all parties. (pages 12 to 14 of this report.)

**Motion 28: Two Rivers Church:** Moved that the Presbytery support and approve the Stated Supply Agreement with Rev. Glen Soderholm at 50% time, effective 01<sup>st</sup> July 2024 until 31<sup>st</sup> December 2024. (Please see the contract on the 9<sup>th</sup> through the 11<sup>th</sup> pages of this report.)

**Motion 29: Knox, Crieff:** Moved that the Presbytery consider, support, and approve the proposed experimental 12-month Agreement of Shared Ministry between Knox PC Crieff and Kirkwall PC. (Please see the supporting documents for this agreement on the 4<sup>th</sup> through the 8<sup>th</sup> pages of this report.)

**Motion 30: Knox, Preston:** Moved that the Presbytery take the lead on assisting Knox Preston in joining another Presbyterian church. We see the following as the way forward:

“A required joining with another Presbyterian church before the end of 2024. This is not a traditional amalgamation. It would be Knox Preston joining an established worshipping community at another Presbyterian church location, and as part of that process their (Knox) assets (property and \$) would remain part of the amalgamated church, minus a missional legacy in Preston.”

**Motion 31: Knox, Preston:** that the General Presbyter, in consultation with the Congregational Response Team, engage sessions in the Presbytery in direct conversation about an amalgamation with Knox Preston and report back to the September meeting of Presbytery. (Please see the IM report on third page of this report.)



Tuesday, June 18, 2024 – 7 PM  
Crieff Hills Community

6500

Respectfully submitted,  
Mark Richardson

### **Interim Moderator Reports:**

#### **Interim Moderator Report Conn / Mt. Forest, June 2024:**

The Presbytery appointed me, Rev. Nick Pavel, arranging Sunday worship supply, session, emergency pastoral care and funerals, to support **Knox** (Conn), and **St. Andrew's** (Mt. Forest) since February 2021. Knox and St. Andrew's are joined in sharing and paying the ministers and the pianist on Sunday services. Despite the COVID challenges, both congregations had experienced the returning of a good number of their people to worship

When having opportunity to minister on Sunday and especially during my meetings with their sessions I was trying to inspire and to encourage these two congregations to be open for new things and updates which can improve the ministry and the outreach opportunities.

**Knox** (Conn) is quite flexible and optimistic, and **St. Andrew's** (Mt. Forest) is willing to make progress; both needing more time to clarify the options for their ministry.

**Knox** (Conn) is well equipped with media and technology and almost ready for online services if needed, while **St. Andrew's** (Mt. Forest) has an updated tech.

**Knox** (Conn) is busy with all types of activities and events (internal and external), and **St. Andrew's** is a welcoming congregation willing to respond promptly when is asked (internal and external) in accordance with their own capacity.

The bond between Mt/ Forest and Conn is very strong, and the attendance on both churches does not diminish.

In June, **Knox** (Conn) will have their 161<sup>st</sup> Anniversary and in September **St. Andrew's** will celebrate their 166<sup>th</sup> Anniversary along with their former minister Mike Burns.

**Knox** (Conn) is an active congregation and well known for their amazing 500 Nativities display during the Season of Christmas, and **St. Andrew's** is paddling on its own pace being a congregation who makes you feel home.

At this very moment both congregation (Knox Conn and St. Andrew's Mt. Forest) are doing their best to keep on the light of Christ in their own communities and to be there for those in darkness who wants to follow the Light. From now on it is up to them how they will manage to keep God's light active among themselves and available for others around them.

**Respectfully submitted, Rev. Nick Pavel**

#### **Interim Moderator Report St. Andrew's Presbyterian Church – Guelph, June 2024**

We are winding down our different preachers and preparing ourselves for the arrival of Rev. Kirk Summers. Rev. Kirk has been in the building getting his office ready and he and Nancy (his wife) will be painting the office.



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6501

We will be sharing summer worship with Knox Guelph. They will lead worship the last two weeks of July and St. Andrew's will lead worship the first two Sundays in August.

The Interim Moderator's have seen the preliminary report from New Beginnings, but it is not completed but will hopefully come before the end of June.

We have set up October 18th-20th to be our New Beginnings kick off weekend. Rev. Dr. Jeffery Crawford will be our facilitator. We are looking forward to the process with Rev. Kirk Summers involved.

Rev. Kirk Summers will be installed during the service at St. Andrew's on August 18th by the Moderator Rev. Barb Molengraaf. A luncheon and cake to celebrate will be shared.

Respectfully submitted

Rev. Barb and Rev. Dr. Marty Molengraaf

### **Interim Moderators Report: Knox Preston June 2024**

After prayer and conversation, we the Interim Moderators at Knox Preston are discerning that an ending is both developing and necessary. Here are key factors that lead us to this conclusion.

- The struggle to make decisions about the future has been ongoing for a few years
- The few key leaders remaining are exhausted; and the current treasurer has resigned
- Various members of Knox are already connecting in worship with other churches in the Presbytery
- The focus is on survival and the need to find money and people
- There is a cash-flow challenge in 2024 after many years of deficit budgets
- While amalgamation or ecumenical shared ministry is now a discussion, the process to achieve this is too lengthy and leadership too depleted to work on this creative process
- While a rental of the whole building seems possible and would achieve additional income, it will also create additional work for the small group left to oversee
- Significant Presbytery resources over almost two years have been invested into Knox Preston and there are limited Presbytery resources to continue the support
- Securing worship leadership is posing a challenge

We are feeling called to be honest about the reality and the responsibility of the Presbytery as pastoral bishop in our system. After a direct and difficult conversation at an Emergent Session Meeting on June 11<sup>th</sup>, we the Interim Moderators, with the support of the session, are humbly requesting intervention by the Presbytery in the life of Knox, Preston. We are requesting the Presbytery take the lead on assisting Knox Preston in joining another Presbyterian church. We see the following as the way forward:





Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6502

A required joining with another Presbyterian church before the end of 2024. This is not a traditional amalgamation. It would be Knox Preston joining an established worshipping community at another Presbyterian church location, and as part of that process their assets (property and \$) would remain part of the amalgamated church, minus a missional legacy in Preston.

Motion: that the General Presbyter, in consultation with the Congregational Response Team, engage sessions in the Presbytery in direct conversation about an amalgamation with Knox Preston and report back to the September meeting of Presbytery.

Respectfully submitted,  
Mark, Courtney and Jeffrey

#### **Interim Moderators Report: Knox Crieff June 2024**

I'm sending this information as Clerk of Session of Knox Crieff Church. You will see a link to a PDF.  
Thank you  
Judi Fischer

"At a duly called and constituted Congregation Meeting of Knox Presbyterian Church Crieff on Sunday June 9th 2024 the following motions related to a Shared Ministry with Kirkwall Presbyterian Church were carried:

"Moved by: Joe Hamley Seconded by: Rick Mast  
Motion: That the shared ministry agreement be approved. CARRIED

Moved by: Donnalee Cook. Seconded by: Wayne Fischer  
Motion: That the shared ministry contract be approved. CARRIED

Moved by: Peter Smith. Seconded by: Joe Hamley  
Motion – That Session and the Congregational Response Team of the Presbytery of Waterloo-Wellington, be granted "power to issue" regarding changes that might be recommended by the Presbyteries. CARRIED"

The referenced documents from the motions are attached to this email. Therefore, we humbly request that the Presbytery of Waterloo-Wellington receive this extract of minutes and attached documents, and that the Presbytery support this Shared Ministry arrangement with Kirkwall."

#### **Shared Ministry: Knox, Crieff & Kirkwall Churches, June 2024**



## **Background**

Both Knox Crieff and Kirkwall are interested in exploring a shared ministry arrangement. The desire is the result of months of conversation together, dialogue with other local churches and the sense that engaging in ministry will support both churches. Both churches feel a worshipping presence in their current rural communities is important. Despite the geographic proximity of the church buildings, they are in different presbyteries and synods. The reality in our current polity of a shared ministry is months, if not a year, of process that would require a change in presbyteries, becoming a two-point charge and navigating a call process. While in the mid to long term this may be necessary and make sense, at this moment it is prohibitive and not life giving. Therefore, the following unique arrangement is proposed. This is an experiment – an attempt to try something different.

## **Terms of the Proposed Agreement**

- An initial 12-month agreement beginning September 2, 2024, that could be renewed
- Rev. Monika's terms of call remain the same between Kirkwall and the Presbytery of Hamilton
- Knox, Crieff supports 30% of the cost of the call; Kirkwall 70%
- Times of worship – 9:30 Crieff and 11 Kirkwall
- Rev. Monika covers both pulpits, with the understanding that Keith Marcy will support, and other pulpit supply as required
- Rev. Monika moderate both sessions, cover pastoral care, baptisms, weddings and funerals
- Congregations continue to hold their own events, support each other, and develop new shared events
- Rev. Monika be accountable to the Presbytery of Hamilton
- Rev. Monika be paid by Kirkwall; Kirkwall will invoice Crieff for 30% monthly
- General Presbyter WW serve as Presbytery Representative for Knox Crieff

## **Action Required**

- This shared 'shared ministry' document and a 'shared ministry contract' between Knox Crieff and Rev. Monika be developed and reviewed
- Both congregations approve the 'contract' and 'shared ministry' documents
- Both Presbyteries approve the 'contract' and 'shared ministry' documents

## **The Presbyterian Church in Canada Shared Ministry Agreement**

This agreement ("Agreement") is dated the 18 day of June 2024

Between:

The Congregation of Knox Crieff located at 7156 Concession 1, Puslinch, Ontario N0B 2J0,  
("Knox Crieff Congregation")



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6504

and:

The Rev. Monika Berezcki-Farkas of [address], [pastor.monika@yahoo.ca] (“Minister”)

and:

The Presbytery of Waterloo Wellington within The Presbyterian Church in Canada  
[presbyteryww@gmail.com]. (“Waterloo-Wellington Presbytery”)

and:

The Presbytery of Hamilton within The Presbyterian Church in Canada, [hampresby@gmail.com].  
 (“Hamilton Presbytery”)

And:

The Congregation of Kirkwall located at 1545 Kirkwall Rd., Cambridge, Ontario N1R 5S2,  
 (“Kirkwall Congregation”)

This Agreement outlines the terms for the appointment of the Minister to the position of Shared Minister in the Knox Crieff Congregation, The Presbytery of Waterloo Wellington within The Presbyterian Church in Canada.

- 1.0 The goals and expectations for this ministry are found at Schedule A, attached.
- 2.0 Qualifications of the Minister are found at Schedule B, attached.
- 3.0 This ministry is full time shared with Kirkwall Congregation. In effect the Minister is being seconded to the Knox Crieff Congregation.
- 4.0 This ministry agreement will begin on September 2, 2024 and end on September 1, 2025, and may be renewed with the mutual consent of all parties.
- 5.0 The stipend and allowances are taken from the Call to The Rev. Monika Berezcki-Farkas to Kirkwall Presbyterian Church & The Presbytery of Hamilton. Knox Crieff is responsible for 30% of that call, as detailed in 6.0.
- 6.0 The Knox Congregation shall pay the following monthly amounts to Kirkwall Congregation at the beginning of each month upon invoice:

	Monthly	Knox Crieff (30%)
Stipend (inclusive of travel allowance)	\$5,115.56	\$1,534.67
Manse & Utilities	\$863.60	\$259.08
Pension & Health and Dental	\$530.15	\$159.04
Employer EI & CPP	\$475.63	\$142.69
<b>Total</b>	<b>\$6,984.94</b>	<b>\$2,095.48</b>



Tuesday, June 18, 2024 – 7 PM

Krieff Hills Community

6505

- 7.0 The Presbytery of Waterloo-Wellington for the period of this agreement is responsible for the above payments if Knox Crieff is unable to do so.
- 8.0 The Minister shall serve as Moderator of the Session of Knox Crieff for the period of this agreement; and the General Presbyter of Waterloo-Wellington will serve as Presbytery Representative for Knox Crieff.
- 9.0 The Minister shall be a member of and accountable to the Presbytery of Hamilton in accordance with Book of Forms 176.
- 10.0 This Agreement can be terminated by the Waterloo-Wellington Presbytery on its own, the Hamilton Presbytery on its own, or at the request of either Knox Crieff Congregation, Kirkwall Congregation or the Minister on 60 days written notice.
- 11.0 In the event of the Dissolution of the Pastoral Tie, both the Knox Crieff Congregation & The Presbytery of Waterloo-Wellington will act in good faith towards the Minister and the Presbytery of Hamilton.
- 12.0 This Agreement is in accordance with the policies for ministry within The Presbyterian Church in Canada and shall be subject to the laws of the province of Ontario
- 13.0 This Agreement may only be amended or modified in writing and with the consent of all parties.

This agreement is approved by the parties as of the date written above.

## **SCHEDULE A**

### **Shared Ministry Goals and Expectations**

The goals for this Shared Ministry shall include:

- provision of sustaining ministry for the Congregation
- to increase awareness of our church in the community

The expectations of the Shared Minister shall include:

- lead worship and preach, subject to vacation and continuing education leave;
- celebrate the sacrament of Holy Communion as determined by the Session;



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6506

- celebrate the sacrament of baptism as approved by the Session;
- provide for a leader of worship on Sundays when the Minister is absent, subject to the Minister ensuring that the leader shall support the Congregation's vision and the polity and doctrine of The Presbyterian Church in Canada;
- provide pastoral care for sick and shut-in;
- officiate at weddings and funerals;
- work with boards and committees of the Congregation to assist them in carrying out their assigned tasks;
- attend board and committee meetings as required and moderate meetings of the Session & Congregation;
- perform other administrative duties as requested by the Session or Presbytery; (e.g., work with church secretary in preparing bulletins, newsletters, etc., exercise general oversight of church facilities, and represent the church in dealing with outside organizations).

## SCHEDULE B

### Shared Minister Qualifications

The Minister shall have the following qualifications:

- ordained minister in good standing of The Presbyterian Church in Canada;
- congregational pastoral experience as an ordained minister;
- demonstrated ability to work with a Session to provide leadership in times of transition;
- attended workshop on the *Policy for Dealing with Sexual Abuse or Sexual Harassment* of The Presbyterian Church in Canada;
- provide a vulnerable sector police records check prepared within the previous two months and demonstrate familiarity with the *Leading With Care* policy of The Presbyterian Church in Canada.

**The Presbyterian Church in Canada  
Stated Supply Ministry Agreement  
Presbytery of Waterloo-Wellington**

This agreement is dated the 1<sup>st</sup> day of July, 2024

Between:

The Mission of Two Rivers Church located at Guelph, ON

and:

The Rev. Glen Soderholm 106 Cardigan St. Guelph ON, glensoderholm@icloud.com

and:

The Presbytery of Waterloo-Wellington within The Presbyterian Church in Canada



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6507

This Agreement outlines the terms for the Presbytery appointment of the Minister to the position of Stated Supply in the Mission of Two Rivers Church, Guelph.

- 1.0 The goals and expectations for this ministry are found at Schedule A, attached.
- 2.0 Qualifications of the Minister are found at Schedule B, attached.
- 3.0 This ministry is part-time based on 24hrs/week.
- 4.0 This ministry will begin on July 1st, 2024 and end on December 31st, 2024, and may be renewed with the mutual consent of all parties.
- 5.0 The stipend and allowances shall meet or exceed General Assembly and Presbytery requirements and may be prorated in the case of part time.

6.0 The Congregation shall pay the following monthly stipend and allowances, less payroll deductions, to the Minister at the beginning of each month:

	6 months	Monthly
Stipend (inclusive of travel allowance)	\$16,110	\$2,685
Housing allowance & Utilities (fair rental value of appropriate housing or use of manse)	\$ 8,052	\$1,342
<b>Total</b>	<b>\$24,162</b>	<b>\$4,027</b>

- 7.0 In addition to the above, the Congregation shall provide:
  - Five weeks vacation per year.
  - Health and Dental benefits per The Presbyterian Church in Canada plan.
  - Continuing Education allowance according to General Assembly and Presbytery regulations, to be used on approval of the Presbytery.
  - Ministry Resource Account

8.0 In the case of the Minister’s total disability or extended illness, this Agreement will terminate as of the date the medical leave commences. The Congregation will then continue to provide stipend and all allowances for a period of three months. Housing allowance and cost of utilities only will be continued for a further four months.

9.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.



10.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or the Minister on 60 days written notice. During the first three years of ministry under the terms of this Agreement including subsequent consecutive renewals no further payments shall be required at the date of termination or expiry. After three years of consecutive service, the provisions of the Policy for the Dissolution of Pastoral Ties shall apply. (Policy attached if renewal is past three years)

11.0 This Agreement is in accordance with the policies for ministry within The Presbyterian Church in Canada and shall be subject to the laws of the province of Ontario

12.0 This Agreement may only be amended or modified in writing and with the consent of all parties.

This agreement is approved by the parties as of the date written above.

### **Stated Supply Ministry Goals and Expectations** (Adjust for specific situation)

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation

The expectations of the Stated Supply Minister shall include:

- lead worship and preach, subject to vacation and continuing education leave;
- celebrate the sacrament of Holy Communion as determined by the Session;
- celebrate the sacrament of baptism as approved by the Session;
- provide for a leader of worship on Sundays when the Minister is absent, subject to the Minister ensuring that the leader shall support the Congregation's vision and the polity and doctrine of The Presbyterian Church in Canada;
- provide pastoral care for sick and shut-in;
- officiate at weddings and funerals;
- work with Teams and Small Group Leaders to assist them in carrying out their assigned tasks;
- moderate meetings of the Leadership Team and Congregation;
- perform other administrative duties as requested by the Leadership Team or Presbytery
- continue to dialogue with the Congregational Response Team on congregational status for the Mission
- attend Presbytery meetings and provide regular reports about the ministry

### **SCHEDULE B**



## Stated Supply Minister Qualifications

The Minister shall have the following qualifications:

- ordained minister in good standing of The Presbyterian Church in Canada;
- congregational pastoral experience as an ordained minister;
- demonstrated ability to work with a Session/Leadership Team to provide leadership in times of transition;
- attended workshop on the *Policy for Dealing with Sexual Abuse or Sexual Harassment* of The Presbyterian Church in Canada within the past 2 years;
- provide a vulnerable sector police records check prepared within the previous two months and demonstrate familiarity with the *Leading With Care* policy of The Presbyterian Church in Canada.

### **The Presbyterian Church in Canada Stated Supply Ministry Agreement Presbytery of Waterloo-Wellington**

This agreement is dated the 1st day of September, 2024

Between:

The Congregation of Duff's Presbyterian Church, Puslinch Township, located at 319 Brock Rd. (County Road 46), S. Puslinch, ON, N0B 2J0, 519-763-1163

and:

Rev. Lisa Dolson, 30 Tattersall Lane, Grand Bend, ON, N0M1T0, 519-955-2158, [lisa.dolson@icloud.com](mailto:lisa.dolson@icloud.com)

and:

The Presbytery of Waterloo-Wellington, The Presbyterian Church in Canada, 73 Queen St. E., Cambridge, ON N3C 2A9, 519-658-2652, [clerkwatwell@gmail.com](mailto:clerkwatwell@gmail.com)

This Agreement outlines the terms for the Presbytery appointment of the Minister to the position of Stated Supply in the Congregation.

1.0 The goals and expectations for this ministry are found at Schedule A, attached.





2.0 Qualifications of the Minister are found at Schedule B, attached.

3.0 This ministry is part time, agreed to be 22.5 hours per week.

4.0 This ministry will begin on September 1, 2024 and end on August 31st, 2025, and may be renewed automatically with the mutual consent of all parties.

5.0 The stipend and allowances shall meet or exceed General Assembly and Presbytery requirements and may be prorated in the case of part time.

6.0 The Congregation shall pay the following monthly stipend and allowances, less payroll deductions, to the Minister at the beginning of each month:

	Ann. (Pro-rated)	Monthly
Stipend	\$26,667	\$2222
Housing Allowance & Utilities	\$13,333	\$1111
Transition Allowance	\$0	
<b>Total</b>		

7.0 In addition to the above, the Congregation shall provide:

- Travel expenses related to Presbytery at a reimbursement rate of \$0.45 per kilometer
- Cost of pulpit supply during the Minister’s vacation and continuing education leave.
- 50% of total moving expense up to a maximum of \$3000.
- Two and a half weeks total vacation.<sup>1</sup>
- \$500 and two weeks continuing education.

8.0 The stated supply minister shall be named as the Interim Moderator by the Presbytery to the Congregation for the term of the ministry

9.0 The Minister shall be a member of and accountable to the Presbytery in accordance with Book of Forms 176.

10.0 The Minister shall not be eligible to be called to the Congregation during the term of this Agreement.

<sup>1</sup> As amended from five weeks on the floor of Presbytery



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6511

11.0 This Agreement can be terminated by the Presbytery on its own or at the request of either the Congregation or the Minister on 60 days written notice. During the first three years of ministry under the terms of this Agreement including subsequent consecutive renewals no further payments shall be required at the date of termination or expiry. After three years of consecutive service, the provisions of the Policy for the Dissolution of Pastoral Ties shall apply.

12.0 This Agreement is in accordance with the policies for ministry within The Presbyterian Church in Canada and shall be subject to the laws of the province of Ontario.

13.0 This Agreement may only be amended or modified in writing and with the consent of all parties.

\* Note: After a Minister has remained in Stated Supply status for over three years, they are eligible and required by law to be paid a transition allowance. In this case it is for a period of four months.

This agreement is approved by the parties as of the date written above.

## **SCHEDULE A**

### **Stated Supply Ministry Goals and Expectations (Adjust for specific situation)**

The goals for this Stated Supply Ministry shall include:

- provision of sustaining ministry for the Congregation

The expectations of the Stated Supply Minister shall include:

- plan and lead worship and preach, subject to vacation and continuing education leave;
- celebrate the sacrament of Holy Communion as determined by the Session;
- celebrate the sacrament of baptism as approved by the Session;
- Meet regularly with the Church Administrator on congregational matters
- Meet weekly/semi-weekly with the Music Director for worship planning
- Lead Bible Study on a regular basis.
- provide pastoral care for sick and shut-in;
- Reach out to newcomers and longtime church members.
- Identify and develop new leaders for the congregations' ministries
- as Interim Moderator, attend all meetings required and moderate all meetings of the Session and Congregation;
- attend Presbytery meetings and provide regular reports about the ministry;

## **SCHEDULE B**



**Stated Supply Minister Qualifications** (Adjust for specific situation)

The Minister shall have the following qualifications:

- Be a Committed Christian
- congregational pastoral and leadership experience as an ordained minister;
- Possess a passion for pastoral care in regular and crisis visitation.
- Enjoy welcoming people to the congregation, making them feel welcome.
- Have demonstrated achievement in leadership and the development of other leaders.
- The ability to work with a Session to provide leadership in times of transition;
- provide a vulnerable sector police records check prepared within the previous two months and demonstrate familiarity with the *Leading With Care* policy of The Presbyterian Church in Canada.

**Motion 32: That we receive the report as a whole.**

**Appendix F: Renewal Team**

Recommendation 33: That the report of the Renewal Team be received and considered

All the supporting documents follow the report and recommendation

**Diane Boyd Campus Ministry Fund**

By the rules of fund there is \$12,900 available for grants in 2024. Three Grant Requests have been received:

Knox, Waterloo	\$7,800
Kortright, Guelph	\$5,250
Joonim, Waterloo	\$3,975
That totals to	\$17,025

If we give each 76% of each request we will spend the funds available. Which would give Knox, Waterloo \$5,990; Kortright, Guelph \$4,030; and Joonim, Waterloo \$2,880

**OR:**

The alternative proposal is that the available funds in the Diane Boyd Campus Ministry Fund be divided between Knox, Waterloo (\$7,700) and Kortright, Guelph (\$5,200) and the Joonim, Waterloo request be made into a Re-Generation Fund request.

**RE-GENERATION FUND**

- Joonim, Waterloo Campus Ministry Request -- \$3,975
- Westside, Cambridge Youth Group Request -- \$4,500
- Knox, Waterloo Generosity Engagement Request-- \$5,000
- Gale, Elmira partnership with St. Jacob’s House -- \$5,000



Tuesday, June 18, 2024 – 7 PM  
Crieff Hills Community

6513

A Note on the Knox, Waterloo Request. The consultation will cost \$18,000 (see the last paragraph of request). For 2024 the Presbytery agreed that no congregation would receive more than \$5,000 from the ReGeneration fund. So the maximum that can be provided from the fund in 2024 to Knox, Waterloo is \$5,000.

Since the management of the two grant funds are inter-related it seems best to have a single motion.

**RECOMMENDATION 34:**

That the Presbytery of Waterloo-Wellington approve grants of \$7,700 to Knox, Waterloo and \$5,200 to Kortright, Guelph from the Diane Boyd Campus Ministry Fund. And grants of \$3,975 to Joonim, Waterloo; \$4,500 to Westside, Cambridge; \$5,000 to Knox, Waterloo; and \$5,000 to Gale, Elmira from the Re-Generation Fund.

If above is approved, the accounting on the Re-Generation Fund to June 30, 2024 is:

Arthur -- \$5,000 -- already granted

Fergus -- \$5,000 -- already granted

Joonim -- \$3,975 -- moved from Campus Fund

Westside -- \$4,500 -- Youth group request

Knox, Waterloo -- \$5,000 -- Generosity engagement

Gale, Elmira -- \$5,000 -- partnership request

That totals -- \$28,475 of the \$35,000 available in 2024. Which about 2/3rds of the total available being spent in the first 8 months of the year (since we will not meet again until late Sept.) We would have \$6,525 available for the fall.

**Diane Boyd Campus Ministry Fund Grants**

Knox, Waterloo

May 4, 2024

To: The Presbytery of Waterloo-Wellington

Moderator, the Rev. John Borthwick

Clerk, the Rev. Scott McAndless

From: Knox Waterloo Presbyterian Church

Re: Student Grant 2024

**1. PURPOSE**

The first dimension of The Knox Student Ministry Program focusses on monthly programs with the intention of building Christian community and deepening Christian education among students of local universities and colleges.

The second dimension (the Knox Music Scholars Program) has Knox recruit five students per year (enrolled in the Music Programs at both universities) to share in weekly liturgical leadership, while providing small honoraria to assist with their educational expenses.



## 2. DESCRIPTION

The Young Adult Ministry is a ministry which welcomes university and college-aged students in the life of Knox Waterloo. A group has been meeting monthly and has welcomed over 25 university students to gatherings with a focus on building Christian community and deepening Christian faith. This ministry is growing! At present, this program is using a video curriculum which introduces a broad range of theological topics including: bible, discipleship, Christology, and Christian community.

Five post-secondary music students are given honoraria as part of our Music Scholars ministry. These students become section leads, and both give and receive leadership in our Chancel Choir and other music ministries. In addition, they lead the Youth Praise Band.

For decades, Knox has reached out to approximately 35 students who grew up at Knox Waterloo and have moved away to attend college or university. Each one receives a hand-written card of support from a Knox member and periodic “care” packages including home baked cookies and Tim Horton’s gift cards. Each Christmas, Knox hosts a gathering of these students following worship to provide a lunch and an opportunity for them to catch up with one another and with their church home.

## 3. Story #1

One young person, a student at Wilfred Laurier, has become very involved in the life of Knox since connecting with the church through our student ministry. She has begun to volunteer at one of Knox’s children’s programs, and now participates in the worship life of the community on Sunday mornings through leadership in the liturgy. It has been a joy to see her faith deepen.

## Story #2

Another of our students—who identifies as queer—felt unable to find a church community where she felt welcomed and safe. She was invited by a friend to attend one of our student ministry events and has been a regular participant since, attending gatherings and joining for worship on Sunday mornings as well.

## Story #3

Many of our music scholars, upon graduating from the program, remain deeply connected with Knox. It is not uncommon for those scholars who move out of town on graduation to visit Knox when they are in the area. One graduated scholar remains a part of the Knox worshipping community through our livestreaming ministry. “Knox is my church home even though I live out of province,” he said.

## 4. Budget

Music Scholars: \$9500

Student Ministry: \$900

Knox is asking for \$7800 from the fund of Presbytery to support these vibrant ministries.

## 5. Letter of Endorsement and Extract of minute (attached)

Knox celebrates the investment we make in student ministry and are grateful for the



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6515

support of the Presbytery of Waterloo-Wellington.

Respectfully submitted,

Rev. Hugh Donnelly

Clerk of Session:

Deborah Schlichter, Session Clerk

Knox Waterloo

From Joonim

Application for 2024 Student Campus Ministry Funds

To: The Mission & Outreach Committee of Waterloo-Wellington Presbytery, PCC

From: The Session of Joonim Church, Waterloo

Title: New Ministries of Joonim Church for Post-Secondary Students

About Joonim's Church Young Adult Students

Joonim's church is a Korean congregation, which is serving young-adult students mostly Korean-English speaking in Kitchener-Waterloo region. Almost all of them belong to University of Waterloo and Conestoga College who came from other regions of Canada such as Toronto, Vancouver, Moncton, and other places. After covid 19 or in the midst of unprecedented time, we want to rebuild our young adults' community. We hope to see many students to get together for the Kingdom of God

### 1. Young Flock

Young Flock is the name of a weekly gathering for college students. Students will be gathered on campus, at church, or in cafes. Young Flock as a small church is encouraged to share their lives and faith. They can invite their classmates and discuss their interests.

- When: Weekly (from September in 2024 to March in 2025) (date and time to be determined)
- Where: University of Waterloo, Conestoga College, Joonim's Church, cafe, etc.
- Who: All are welcome to attend
- Financial Need:
  - Refreshments: \$50 x 25 weeks = \$1,250
  - Giveaway during exam weeks: \$250 x 2 = \$500
  - Total \$1,750

### Expectations

- Encouraging students spiritually during weekdays
- Equipping students to pray for others
- Inviting students naturally to our community and Introducing the Gospel to non-Christians on campus
- Serving students on campus during exam weeks

### 2. Thanksgiving Sports Festival

Thanksgiving Sports Festival was planned as an annual student sports event to celebrate Thanksgiving Day. Students who are interested and talented in sports will be invited. They will



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6516

enjoy the sports, broaden their social relationships and feel connected to the church.

- When: Saturday, October 12, 2024
- Where: Joonim’s Church Gym.
- Who: All are welcome to attend
- Financial Need:
  - Lunch and refreshments: \$1,000
  - Sports equipments rental and purchase: \$500
  - Awards: \$500      - Total: \$1,550

### 3. “Youth and Kingdom of God”

Youth and Kingdom of God is the evangelical event to motivate and encourage the next generation of youths and young adults as Christians empowered by the Gospel. Worship will be led by a professional worship band and guest singers with contemporary Christian music and songs. Through the event we will see the young generation encounter God’s love and devote themselves to the Lord.

- When: November, 2024 (date and time to be determined)
- Where: Joonim’s Church
- Who: All are welcome to attend
- Financial Need:
  - Professional audio, video, and lighting system: \$500
  - Refreshments: \$300
  - Worship band and guest singers: \$500
  - Guest Speaker: \$400
  - Advertisement : \$300
  - Total: \$2,000

### Expectations

- Introducing our worshipping community to new students on campus
- Helping students to encounter God’s love and to know the gospel of Jesus Christ
- Helping students to devote themselves to the Lord
- Equipping students to be a faithful worshiper
- Giving students an opportunity to know each other

### Financial Summary

Young Flock \$1,750  
 Thanksgiving Sports Festival \$1,550  
 Youth and Kingdom of God \$2,000

Grand Total \$5,300  
 Congregational Fund (25%) \$1,325  
 Total Grant Request \$3,975

Kortright Presbyterian Application to the Presbytery of Waterloo-Wellington's Campus Ministry Fund



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6517

Purpose of the ministry at KPC: to provide support to students and young adults in Guelph through a hospitality and outreach program focused on community-building events. We will provide a friendly and open environment where young people can learn about Jesus and strengthen their faith during social events with their peers.

Past and future activities-Pre-Covid and beyond!

Outreach to students at the University of Guelph (U of G) has become a priority for KPC since it is close to the campus and attracts young adults. Many of the young families active within KPC today trace their first involvement in the church back to their student days.

In 2019-20, KPC held lunches which were attended by 15-25 students, and on any given Sunday, we had 20-30 students in attendance at worship. Due to the pandemic, no in-person events were held after March 2020, but online ministry continued. In 2021, we began to rebuild the ministry. Over the summer, outdoor in-person events were held and during September and October welcome lunches took place with strict covid protocols in place. With the resumption of in-person services in June 2021, students and young adults returned on Sundays and represented a higher proportion of our in-person services than ever before. We also had the joy of 4 young adult couples announcing their engagements in the fall of 2021. During this time, staff planned online bible studies and a hot chocolate social. Social events provide an avenue for students to be comfortable with one another as they learn about Jesus and the impact He has on the lives of other students. On Nov. 28th, a worship night was held which included bible readings, singing and praising God. This was followed with another worship night on April 3, 2022. The fall of 2022 and winter of 2023, was busy with bible studies, lunches, socials, worship nights and outdoor events as well as a ministry of hospitality and pastoral care for students and young adults, including a ministry to match students with a family at Kortright. The 2023/2024 school year included a repeat of events held the previous year. The program for matching students with a family at Kortright had some success and we will endeavour to pursue it once again in 2024/2025 along with the same ministry opportunities as previously undertaken.

The grant money will once again go towards funding staffing to support outreach to students.

KPC's Session gave approval for the application to the Campus Ministry Fund on Feb. 7th, 2024. You will find the budget for this program below.

Item	Cost
Staff person	\$5000
Supplies (Meals, cards, books....)	\$2000
Total Cost	\$7000

We understand that KPC is responsible for 25% of the total costs of this program (\$1,750). We humbly request that the Presbytery consider granting us \$5,250 towards the ministry costs.

IM: Pastor Howard Sullivan, Co-Clerk of Session: Alex Monsour Co-Clerk of Session: Louise Sharpe-Berges

KPCs 2024 letters for Campus Ministry Grant Spplication

First letter.





Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6518

My name is Paula Henry-Duru, and I am a 4<sup>a</sup> year international student at the University of Guelph. I started coming to Kortright Presbyterian Church in December 2021 when I moved to Guelph from Nigeria for school. I was immediately welcomed by members of the church, and overtime I developed a sense of community with KPC through several engaging activities hosted by the campus ministry. Mentor, lunches, bible studies, cookies, worship night.

One of such activities is the Young Adult Mentorship Pairing Program that matched young adults with older member of the church to encourage relationship building amongst older and younger members of the church. I was paired with another university student and a young couple, and we would meet occasionally to get to know each other better. For me, that mentorship was amazing because I felt comfortable asking spiritual and faith-based questions to older Christians who had more experience in life than me. We were also able to serve the church through this pairing by baking a cake together at the couple's house and sharing it with the church after a service on Sunday. This fostered a greater sense of community amongst us as a mentorship group and between us and the rest of the church through serving.

Another series of activities that the campus ministry runs is the young adult lunches that take place every other Sunday throughout the academic year. These lunches are hosted by members of the church who cook and prepare the meals, and then invite the young adults into their homes to eat. It's been wonderful getting to know people at church as hosts and as fellow students going for the lunches through great conversations, and I've developed several friendships because of these lunches. These lunches have been especially meaningful to me during the cold winter in the middle of midterm season, as they have filled me warmth, laughter, and a sense of belonging.

The campus ministry also runs Bible studies that are open to adults and young adults and it's a great opportunity to learn more about God, build one's faith and develop strong friendships with other members of church. The Bible studies are usually small intimate groups of about seven people and this size is perfect for encouraging one-on-one interactions and open discussions about the study materials provided.

Finally, the campus ministry holds various social events for young adults throughout the year such as worship nights during the semester and cookie decorating events over the Christmas break. The worship nights in the past have been amazing, and it's always so nice to be surrounded by people your age who just want to worship God. I loved the cookie decorating over Christmas because I'm an international student and don't have any family in Guelph to visit over the holidays, so I really enjoyed being able to leave my house over the break to meet with friends to decorate cookies.

I have loved being a part of the KPC community because people at church genuinely care about my well being as an individual, and I've seen it reflected in the campus ministry through intentional events aimed at fustering friendship and community amongst the young adults.

Second letter...

My name is Chris Macleod, and I am one of the young adults in the Kortright Presbyterian Church (KPC) community. It has been an absolute pleasure being able to serve and walk along-side others in the young adults community at KPC. The ministry has had a profound impact not only on my life, but also in the lives of many other students. it is incredible to see the way that God has and continues to move in



6519

the lives of the younger generation. I wanted to share a couple of ways in which I have seen God use this community to be a blessing to these around it and in it.

To begin, the young adult ministry has provided a welcoming and safe place to support young believers in their faith. Through events like monthly hunch gatherings, cookie decorating, and worship nights, the young adults' ministry has facilitated a wonderful community where people can learn about one another and share about God's goodness. Another beautiful thing about the ministry is it has provided the means for a number of campus groups to come together. I remember playing at one worship night and feeling so excited to look out to see the faces of students from at least three University of Guelph campus groups - Inter-Varsity, Power-to-Change, and Asian Christian Fellowship. The young adults' community has also impacted me profoundly, providing the opportunity to create small groups in which we can grow on a more personal and intimate level with each other. I know other groups have also been formed due to the ministry.

Ultimately, it has been a privilege to be a part of KPC's young adult ministry, and I can't wait to see what God has in store for it down the road!

### RE-GENERATION GRANTS

#### Westside, Cambridge

##### Grant Request:

Over the past year, Westside Presbyterian Church in Cambridge has wisely focused on growing and stabilizing the Sunday School, ensuring that the sanctuary is once again filled with children's laughter. We are sincerely committed to nurturing our children and youth in faith, who will become our future (Proverb 22:6). Now that the remodelling is nearing completion, we are preparing a new ministry that we have been praying for and planning over the past year. This ministry aims to invite local youth to the church, foster fellowship, and learn the Bible in various ways. There was no youth group within Westside for a long time, but we understand how vital youth ministry is and that we need something to help it grow. This initiative will not just be satisfied with inviting youth to the church; our ultimate goal is to lead their families into the church community through the youth.

We request a grant from the Presbytery of Waterloo-Wellington to support this new youth ministry. It will be held bi-weekly on Friday evenings starting this fall. It will consist of major segments: fellowship (Dinner or Snack), Sharing and Learning Faith, Special time (Culture Exchange, Sports, Activity, Learning Instruments, etc.), Mentorship, and Family Invitation. This program is currently being prepared as a three-year term, and the grant provided by the Presbytery this year will be used for the first year's ministry expenses.

Expenses	Cost	Grant Request
Fellowship	1,800	1,350
Sharing Faith	1,000	750
Special Time	1,700	1,275



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

	6520	
Mentorship	500	375
Family Invitation	1,000	750
<b>Total</b>	<b>6,000</b>	<b>4,500</b>

Westside Presbyterian Church requests prayers and support from the Waterloo-Wellington Presbytery for the new steps being taken by Westside. Below is the content decided at the May 2024 session meeting.

**Discussion took place about the possibility of organizing a Youth Group with the idea of meeting on Friday nights. Motion made by Kim Coldham and seconded by Doug Kelly that Westside approach the Presbytery of Waterloo-Wellington for a grant under the Re-generation Fund – Westside to provide \$1,500 and an additional amount of \$4,500 provided from the Presbytery – Carried.**

Rev. Dongwon Jung Westside Presbyterian Church

May 30, 2024

To: the Presbytery of Waterloo-Wellington

From: the Session of Knox Waterloo

Re: Grant Request

#### Request

The Session of Knox Waterloo, at a meeting held on April 30, 2024, approved a motion that an application be made to the reGeneration Fund of the Presbytery of Waterloo-Wellington in support of a revitalization project for which a consultant has been contracted.

#### Background

In the winter of 2021, the Session of Knox formed a Futures Team to help the congregation develop programming and ministry in a pandemic and post-pandemic world. This team designed and led a series of congregational consultations which, over the past three years, has resulted in the creation of or the evolution of several ministries at Knox: the expansion of youth programming (including a mentorship program), the development of a new model for care and belonging, and the revision of communication strategies. The pro-active work of this team also inspired Session to consider ways to improve the financial health of the church, and so, in the winter of 2023, Knox contracted with Horizons Stewardship (a consultation firm with which Knox has worked in the past) to determine what areas of ministry are those Knox needs to work on if we are to have a vibrant future.

#### Present Program

After receiving a final report from Horizons in the summer of 2023, the Session of Knox made the decision not to hold a financial campaign but rather to invest in a program of revitalizing the church culture in such a way that fosters gratitude and generosity. In February of 2024, Knox entered into a contract with Horizons Stewardship and a partnership with Mr. Craig Miller, a consultant who has worked with Knox in the past on stewardship ministry. Since February, Mr. Miller has been working closely with the leadership and staff at



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6521

Knox to identify areas where Knox can grow, with a view to: fostering a spirit of community, strengthening a sense of belonging among parishioners, and inspiring gratitude and generosity.

#### Future Work

In order to make the present work sustainable, a Generosity Team made up of both elders and non-elders has been formed. This team is developing a strategy to continue this work when the contract concludes.

#### The Why?

The work of the Futures Team during the height of the pandemic helped Knox name a very important reality: that— as the only Presbyterian church in Waterloo—the people in our church have a profound vision for ministry and outreach, and, located in the Uptown core, that this vision is a unique expression of the love of Christ in our city. Knox is truly an intergenerational church, with ministries for children and youth, young families, university students, young adults, senior citizens and everyone in between. We believe that our ministries can thrive in these post-pandemic days by deepening a spirit of gratitude for the love of God in our congregation, and by fostering a sense of community and belonging.

#### Presbytery Support

The cost for the present consultancy is \$18,000 over 6 months. This cost covers weekly consultations with Mr. Miller, and three on-site visits by Mr. Miller at which he meets with elders, sustaining elders, and members of the Generosity and Finance Teams. We joyfully and gratefully ask that the Presbytery of Waterloo-Wellington partner with Knox in this initiative by supporting us to the full extent that the Presbytery is able.

Deb Schlichter  
Clerk of Session of Knox Waterloo  
Gale, Elmira

The Rev. Hugh Donnelly  
Knox Waterloo Presbyterian Church

### **ReGeneration Grant Proposal**

#### **Project Proposal**

Over the next year, Gale Presbyterian, led by our Life & Mission Committee and in partnership with St. Jacob's House will be exploring ways to support our Ukrainian neighbours.

#### **Transportation**

Getting around town is a constant challenge for residents at St. Jacob's House. Whether it is for employment, health care or personal reasons, there is a need for reliable transportation. This need could be provided by a team of local volunteers shuttling individuals back and forth. With the support of the Presbytery, the congregation could provide reimbursement for gas and other incidentals to those drivers.

#### **Accommodations**



While St. Jacob's House provides accommodations to its residents, the goal is to find them other affordable, long-term accommodations that are close to work or school. The reality is that there is not enough space for the number of Ukrainians immigrating to the area. Some in the congregation are in a position to offer space in their home on a short-term or long-term basis. With the support of the Presbytery, the financial expenses for those opening up their homes could be lessened and funds could be made available to help residents with new home essentials like furniture.

### **Counselling**

We have heard stories of the hardships that the residents have endured. Those who have experienced traumatic events could benefit from the local counselling centre (Woolwich Counselling). With the support of the Presbytery, a fund could be set up to assist with the cost of counselling and/or transportation to and from the counselling centre.

### **Garden**

St. Jacob's House has recently started a garden on their property. Not only will the garden provide fresh food for the residents but it will provide meaningful and therapeutic activity. Gale is already engaged in community garden ministry and has a number of passionate gardeners willing to lend their gifts to such a project. With the support of the Presbytery, materials, seeds and tools could be purchased to make this garden grow.

### **Culture & Food**

Some of the residents are excellent cooks but do not have the facilities or resources to share their love of food with others. Luckily, Gale is blessed to have a certified kitchen thus creating an opportunity for an income generating project for the residents. In addition, a cultural night has been proposed which would gather the community together to celebrate Ukrainian food and culture. With the support of the Presbytery, ingredients could be purchased, space could be provided and this event could be promoted.

### **Language and Social Opportunities**

Language is a barrier for many of the residents. For those who don't speak English we have been communicating using apps on our phones. There is a need to provide opportunities to learn English for the residents as well as social encounters to use the English they have learned. Residents have already been attending worship at Gale as well as some of our programming like Messy Church. Plans are in the works to take the residents up to Camp Kintail this summer. With the help of the Presbytery, we could plan more outings like these for no cost to the residents as well as set up a fund to help with the cost of ESL programming.

### **Essentials**

Coming to Canada with very few belongings, there are many needs that the residents have including groceries, clothing and personal care items, items related to employment, school supplies, etc. The Life & Mission committee has already organized a couple fundraisers in support of St. Jacob's House raising \$3000 to help with basic needs. With the support of the Presbytery, we can ensure that the residents have the basic items they need to live with dignity.



**Project Budget**

Specific dollar amounts are uncertain at this time as this partnership is still unfolding. As new residents arrive at St. Jacob’s House, new opportunities may present themselves. We would like to ask for the Presbytery’s trust in our Life & Mission committee to implement the above projects as need and opportunity present themselves over the next year. Knowing the funds are available will allow the committee to make concrete plans with St. Jacob’s house for the benefit of the residents. In the event that the funds are not used within a year of receiving them, the remaining funds will be returned to the Presbytery along with a full report. With the above in mind, here is a rough estimate of how the funds will be used.

<b>Expenses</b>	<b>\$</b>	<b>Income</b>	<b>\$</b>
Transportation	\$1000	Congregational Fundraising	\$3000
Accommodations	\$1000	Presbytery Grant	\$5000
Counselling	\$500		
Garden	\$500		
Food & Culture	\$1000		
Language & Social Opportunities	\$1000		
Essentials	\$3000		

On behalf of the congregation of Gale Presbyterian Church, we would like to thank the Presbytery and the reGeneration Team for making grants available to congregations in the Presbytery to assist with the new and exciting ventures that they are launching in this time of decline and uncertainty. We hope that you will consider Gale to receive one of the 2024 grants. Please feel free to contact us if you have any further questions about the project proposal. In closing, we would like share a scripture that has inspired us during these challenging times for the church. “But seek the welfare of the city where I have sent you into exile, and pray to the Lord on its behalf, for in its welfare you will find your welfare.” (Jer. 29:7) Our hope is that as we seek the welfare of the community of Elmira and stop worrying about our own survival, that God will bless Gale with all that it needs to continue to serve and witness to our neighbours.

**Recommendation 35:** That the report of the Renewal Team be adopted

**Appendix G: Equipping Leadership Team**

The Team met on Tuesday May 14th, 2024 by Zoom.

Present: Glen Soderholm (convenor), Susan Clarke, Alan Israel,

Following this meeting the Team corresponded through e-mail several times subsequent to the meeting.

**Motion 36:** That the report of the Equipping Leadership Team be received and considered.

**Students Under Care**



Tuesday, June 18, 2024 – 7 PM  
Crieff Hills Community

6524

### **Emmanuel Mote-Ndasah**

For information: Emmanuel preached for a call at St. Mark's Don Mills in the Presbytery of East Toronto and has been invited to be their Minister of Word & Sacrament. We celebrate his call and pray for God's blessing on his ministry.

### **Beth Ann Fisher:**

In a previous meeting we agreed to release Beth Anne from our care as she requested removal from the process towards ordination. The main reason was due to the course load that the Committee on Education & Reception required from her (8 courses); which she didn't feel was fair and would take far too long to complete. At the time, our understanding was that an appeal to E & R would be a fruitless exercise. However, subsequent to this process, a conversation with someone connected to E & R, led Beth Ann to understand that her education in Reformed Theology and tradition was perhaps more comprehensive than they realized and that an appeal from our Presbytery would be worth submitting for reconsideration. Our understanding is that on a few occasions, these appeals have been successful. Beth-Ann approached us with a detailed CV on her Reformed Theological education through her M. Div. program at Wycliffe College (which identifies with the Reformed stream in Anglicanism) and her current work in Emmanuel College (the United Church also being considered to be within the Reformed Tradition), as well as participation in our Presbytery as a participant at Two Rivers Church, as well as actively preaching at congregations within our Presbytery. Our team read through these documents and then interviewed her over Zoom on May 14th, and were satisfied that her case for an appeal to the Committee on Education and Reception would be justified. Therefore:

#### **Recommendation #37:**

We move that the Clerk direct correspondence to the Committee on Education & Reception on behalf of the Waterloo-Wellington Presbytery, requesting a reconsideration of the course load assigned to Beth Ann Fisher, in order to make it feasible for her to pursue ordination within the PCC.

### **Uplift 2024**

We have received 7 requests for grants towards registration to attend the Uplift 2024 Event.

#### **Recommendation #38:**

That the \$3000 designated in the 2024 budget towards subsidizing attendance at Uplift 2024 be distributed equally between the 7 applicants.

Motion 39: That the Equipping Leadership Team Report be adopted as a whole.

### **Appendix H: 2024 General Assembly Commissioners Reports**

#### **First Time Commissioner and Apology to Indigenous People**

I was indeed pleased to attend as a commissioner / representative of St. Andrews Hespeler Presbyterian Church for Waterloo-Wellington.



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6525

I considered the Wilfrid Laurier University in Waterloo, Ontario to be a very suitable location with adequate space for activities, comfortable eating facilities and suitable work space for 375 – 385 people in attendance. Normally there are an equal number of ministers and lay persons present at our general assembly. We were indeed pleased to have +/- twelve students attending this year. They take part fully in all of the procedures. They are referred to as the YARS (young adult representatives).

This was my first attendance at the assembly aside from the fact I was transferred from the volunteer transportation duties on very short notice to fill in a vacancy, (as a commissioner), due to a last moment hospitalization of a commissioner in our presbytery.

The assembly deals with current status of approximately twenty- five affiliated entities, directly or indirectly, of The Presbyterian Church in Canada. Each of those entities bring the assembly up to date on their initiatives, positive and or negative, including their current challenges as well as rewards, along with their future outlook. The principals involved in the affiliated entities will have provided their progress reports / current status prior to the assembly for distribution to the attendants for review during approximately two weeks prior to the assembly.

The beginning of the assembly following registration starts off with a church service on Sunday evening followed by the formal transfer of outgoing Moderator to the new Moderator having been voted in during the months preceding the assembly.

Each of the next four days started off with great music / hymns along with a sermon, prayer and thereafter business takes over the day. There are many motions to be considered with opportunity for commissioners and ministers to provide supportive comments, and or to convey their concerns respecting the forward path being considered. It is noteworthy that the YARS were always asked first (as a group) for their support of the motion or their negative reaction by voting against the request. I might add the YARS did a great job at each and every motion to rationalize. It was plain to me that they took their responsibilities very seriously at each and every motion as it was being considered.

I have now elected to highlight one report ([Special Committee re Renewed Apology re Role in Colonialism and Residential Schools](#)) that came before the assembly this June 2024.

As you all are no doubt aware many indigenous children had been taken from their families and put in residential schools which unfortunately was the norm back in the 1800's and well into the 1900's. At approximately 1975 this practice had essentially come to a stop. However, it took some time for the big church denominations to reverse course. In 1994 PCC understood the need to seek correction and level with the indigenous people in numerous parts of Canada, relative to the many wrongs. Hence attempts were made to do so. Regrettably the communication was not adequate in that the words "we are sorry for" had not been included in the documents of 1994. Therefore, the Assembly took steps to resolve this oversight by adopting a new apology. The report and apology can be viewed using the link above.

In closing I wish to thank the Waterloo-Wellington Convener Rev. Reuben St. Louis, and Rev. Peter Bush, Rev Scott McCandless, along with our newest Minister Rev. Dongwon (Brian) Jung.





Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6526

I apologize that I will not be present to deliver my report to Presbytery on June 18<sup>th</sup> as I have a commitment that was booked well before I was invited to attend General Assembly 2024.

Respectfully,  
Vern Platt

### **Ruling Elders as Interim Moderators**

The Presbytery of Waterloo-Wellington, like many Presbyteries across Canada, is experiencing an increased need for ministers to take on the additional role of interim moderators. The Clerks of Assembly, who deal with matters of church governance, brought the following Recommendations to the 2024 General Assembly as a response to the need to ease the burden placed on many interim moderators. This proposed legislation is designed to empower ruling elders to assume some of the traditional interim moderator responsibilities.

Recognizing the increased number of congregations requiring the support and leadership of an interim moderator and the overwhelming strain this need has placed on many ministers, the Clerks of Assembly suggest new legislation that would permit the commissioning of ruling elders or Diaconal Ministers to carry out some of the responsibilities normally managed by interim moderators, such as chairing session meetings, arranging Sunday Supply, and coordinating pastoral care for a congregation. The proposed legislation can be found in the report.

#### **Recommendation CLK-001**

That the proposed legislation outlined in the above report regarding the commissioning of ruling elders or Diaconal Ministers to assist with interim moderator duties, be referred to presbyteries and sessions for study and report to the Clerks of Assembly by January 31, 2025. CARRIED

#### **Recommendation CLK-002**

That Overture No. 9, 2023 re ruling elders as interim moderators, be answered in terms of this report. CARRIED

For more information, you are invited to read the report of the Clerks of Assembly.

Respectfully submitted,  
Rhonda Wright

### **Apology to Indigenous Peoples and New Path to Ordination for Indigenous Persons**

Westside Presbyterian Church and I prayed that the General Assembly (GA) would proceed with both wisdom and peace granted by God. Although evaluations of the details may vary, I believe this General Assembly was one of the most peacefully conducted in recent years. Attending the GA of the Presbyterian Church in Canada (PCC) as a commissioner for the first time was a valuable opportunity to



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6527

learn about our denomination and its people. Among the decisions made, what particularly caught my attention was the evolving relationship between the PCC and Indigenous peoples.

As a Korean-Canadian, I learned from my grandparents about the 35 years of Japanese colonial rule over Korea. They lost their land and could no longer use their own names and language. To continue practicing the Christian faith, they were forced to participate in Shrine worship, with many facing death for their refusal. Despite this, the Japanese Christian Assembly described Japan as a custodian of Korea, likening it to Israel's acquisition of Canaan by God's promise. We have yet to receive a sincere apology or satisfactory compensation.

This cultural background allowed me to deeply resonate with the significance of the PCC's heartfelt apology to Indigenous peoples. While repentance and an apology cannot undo past events, they can enable a new beginning. Watching commissioners participate earnestly in the smudge ceremony, I sensed the PCC's genuine efforts and commitment to understanding and coexisting with Indigenous peoples beyond mere words.

Moreover, the significance of this GA extends beyond the apology and participation in Indigenous sacred ceremonies. The GA opened a new path for Indigenous ministry candidates to serve as ordained ministers. Indigenous ministry candidates now have the chance to receive ordination through their studies at Sandy-Saulteaux Spiritual Centre. I believe this decision will greatly aid Indigenous peoples who are called to ministry, allowing them to serve their communities as ordained ministers within the PCC.

The apology and the new path to ordination for Indigenous peoples offer hope that the PCC can share this land and live together in harmony. As we journey together, may we recognize God's image in one another and may God grant us the wisdom and strength to realize and embody this hope.

Respectfully submitted,  
Rev. Dongwon Jung  
Westside Presbyterian Church

### **First Time Attending a PCC General Assembly**

As a first-time attendee to a PCC General Assembly I was, beforehand, rather concerned that it would be over long and full of members requesting unending requests for "A point of order." It didn't happen!

The Assembly was superbly organized from many weeks prior to the weeks before to the actual beginning. It flowed with a smoothness that was almost military (and that is a compliment!). The moderator, Dr. Patricia Dutcher-Wells, kept friendly control throughout and was helped by the dignified approach of those who had questions or statements about any motion before the court. I believe there was only one point of order raised during the full assembly.

Of particular interest was the wealth of resource information, available for the support of commissioners and others, to pick up, review and share with their sessions and presbyteries. I certainly availed myself and will be sharing with my session.

6527



Of all the business conducted several stand out as important, memorial and emotional. The first was the need of sessions to preserve their records and to have a means to store them safely and with one copy kept in a format beyond paper. The second was the reading of the apology of the Presbyterian Church in Canada to the Indigenous Sisters and Brothers for all the harm, hurt, pain, indifference and complicity done to them by this church. This apology was read in front of the members of the Special Committee re Renewed Apology and Role in Colonialism. One member, who was on zoom from his nation was so visibly overcome and emotional that he was unable to watch to the end of the apology. It was and is very apparent that this apology has been a long time arriving and much needed. The reading ended with a spiritual healing circle where sweet grass smoke was free and all were invited to Smudge with this healing smoke. Participating and watching it was like a line of supplicants moving forward to receive Holy Communion. Perhaps such a ceremony could be done within our churches, with the help and invitation of the Indigenous faithful, as part of a shared communion. Indeed, it could be part of a ceremony where the apology is repeated to everyone.

Finally, not only were new friends made who shared our beliefs but on exiting the meeting after the ceremonies one walked into a glowing double rainbow! Perhaps symbolic that the past is fading and while the present and future may be dark it is still a bright path to follow.

Thank you

John Baxter  
Doon Presbyterian Church

### **2025 Budget**

There was a significant and serious conversation about the 2025 Budget. In round numbers the Budget for the PCC in 2025 is \$9 million, with almost 40% of that \$3.5 million coming from the savings of the church. In 2023, the PCC used \$1.8 million from savings – so the plan is to use twice as much from saving in 2025 as was used in 2023. Further, there were no projections provided for 2026 or 2027.

The Assembly Council assured the Assembly that there are the funds to do this for a number of years.

Further on Wednesday night when the budget was finally adopted, congregations were urged to call the Life and mission Agency to ask how the LMA might assist with grants.

### **Narratives of Hope and Possibility**

Get ready to hear this line a great deal in the next year. The Assembly Council is launching a process to move the church towards hope and possibility.

The Assembly spent an hour in table groups reflecting on the narratives we (congregations) tell ourselves, and what theological insights can be derived from those narratives. (We were explicitly



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6529

instructed to not tell narratives of despair.) These table groups built on a somewhat similar exercise at last year's assembly.

The Principal Clerk, the Rev. Victor Kim, stated that the expectation is that the team of 20 will return to the Assembly with a variety of pathways forward. (I have heard Victor speak about this at least four times, and each time he has used the same pathway/model/vision for congregations. Only when challenged that there may be pathways beyond the singular model is there openness to recognizing other pathways/models.) Interestingly, the Rev. Dr. Jean Morris, convenor of the Narratives of Hope and Possibility team, publicly questioned whether the Team understood its work to be developing "a plan."

Two members of Presbytery of Waterloo-Wellington are part of the Team – Jeffrey Crawford and Glen Soderholm.

Respectfully submitted,

Rev. Dr. Peter Bush

### **New Programming at Colleges**

Like every year, the colleges of our denomination reported on their ministry with students. Kudos were well deserved as each of the colleges are involved with new and innovative programming (online counselling, Indigenous programming, lay leadership, spiritual formation, etc.). In particular, the work of Ministry Forum at Knox College has been doing some excellent work around lifelong learning, led by Rev. Dr. John Borthwick from our very own Presbytery. I've been able to attend a Ministry Forum event this year and have enjoyed reading the weekly emails filled with interesting discussion topics, resources and upcoming events. I would invite the Presbytery to read the college reports and learn more about the great work they are doing.

### **Clarification regarding Liberty of Action re: ordination**

In follow up to remits B and C being adopted in 2019, the clerks of assembly were tasked with producing guidelines to facilitate calls and election of LGBTQ+ candidates and address liberty of conscience and action noted in the remits. Guidelines were adopted last year but the clerks had one more addition to clarify what the denomination meant regarding liberty of action. The recommendation was adopted at this Assembly and it reads as follows (changes in bold):

That the Exercising Liberty of Conscience and Action portion of the Guidelines re Ordination and Marriage, be amended as shown in bold font below: Such a person may, without fear of censure:

- Abstain from voting for the ordination, induction or installation.
- Vote against the ordination, induction or installation, **provided reasons do not contravene the doctrine of The Presbyterian Church in Canada.**
- Send regrets to any meeting dealing with the ordination, induction or installation.

In short, since the denomination has two definitions of marriage, you cannot vote against the ordination/induction of someone because of the understanding of marriage they practice. This is



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6530

designed to ensure that those who hold one view or the other are not discriminated against in the courts of the church.

Respectfully submitted,  
Rev. Reuben St. Louis

### **Israel/Palestine Conflict**

A heart felt presentation by Rula Odeh was presented on the Israel, Palestine conflict. She is the Board Chair of Canadian Friends of Sabeel. Rula came to Canada as a university student. Various organizations are pressing for equality for Palestine of all faiths in Gaza, West bank, Palestine and Israel

Famine relief is needed badly in Palestine caused by blockades by the Israeli Military and anti Palestine Israeli Government. Many people that were speaking out about abuses were silenced.

Presbyterian, Anglican, Roman Catholic, Mennonite and Orthodox churches are giving help for relief in the area. Attacks from Israelies extremist and Military are killing people even in churches and other areas, the Palestine people consider it as a genocide, 16000 children have been killed in the fighting, there are 20,000 orphans, 36,000 adults injured or killed.

Palestinians are requesting a release of all captives, an end to the occupation, and people being driven for their homes and land, and settler colonization. Olive tree stands have been destroyed. The church has been helping in replanting olive trees where possible. International court of Justice is requesting warrants for leaders of both sides for human rights crimes.

For things you can do to promote action you can access information on website to Canadian Friends of Sabeel. Rula hopes for justice and peace for all Palestinians and Israelies alike.

Howard Widdis

Knox Conn Presbyterian Church

### **Annual Assemblies**

Far from a first-time commissioner, I have attended many assemblies over the years. This one was particularly well run, harmonious and peaceful, which was certainly a wonderful thing to be able to experience.

But that does not just happen by accident. We had an excellent moderator who helped to keep us focused, but all of the work that was put into preparing reports and business helped us to manage all things well.

But that takes literally thousands upon thousands of hours of labour to prepare every year – not just in the national offices but across the country. We have gotten so good at doing this that we may forget how much that costs and we do not pause to wonder what we might be able to accomplish if some of those human resources were focused on some of our other very pressing problems.

The report of the Assembly Council said that they are considering a proposal on a six-year experiment with biennial assemblies. I for one welcome such an initiative and look forward to the great things we



Tuesday, June 18, 2024 – 7 PM

Crieff Hills Community

6531

might accomplish when we take the time to focus those considerable talents and resources on other things every other year.

Pray for the prophetic work of the Assembly Council in this matter

### **MVP Commissioners**

I feel I should not close this report without celebrating two of our commissioners who acted heroically during the assembly:

**THE MOVE-ALONG AWARD** goes to The Rev. Reuben St. Louis who seemed to have a perfect sense of when the Assembly had talked about something long enough and who brought forward a possibly unprecedented number of motions to “Call for an Immediate vote.”

**THE AWARD FOR UNCOMMON** Restraint goes to the Rev. Dr. Peter Bush who did not go to the microphones at all for one entire day!

Respectfully submitted,

Scott McAndless