



The Presbytery of Waterloo-Wellington met in regular session on Tuesday, November 14, 2023, within the University of Guelph. Worship was led by Andrew Hyde and a student from the chaplaincy.

The moderator, Rev. Barb Molengraaf opened the meeting with prayer and constituted the court.

The moderator led us in worship to install the new General Presbyter, Rev. Jeffery Crawford.

### **Attendance**

#### **Ministers**

Rev. Barb Molengraaf, Moderator, Rev. Scott McAndless, Clerk, Rev. Dr. Peter Bush, Rev. Susan Clarke, Rev. Courtney Crawford, Rev. Hugh Donnelly, Rev. Dongwon Jung, Rev. Marty Molengraaf, Rev. Dr. Kristine O'Brien, Rev. Dr. Mark Richardson, Rev. Reuben St. Louis, Rev. Glen Soderholm, Rev. Cathy Stewart, Rev. Dr. Frank Szatmari.

#### **Representative Elders**

Lenora Arbuckle, Tom Bolton, Loretta Fox, Sharon Feldmann, Janet de Groot, Pauline Hall, Walter Keummling, Peggy Lennox, Dave Mallet, Doug McCaig, Gib McIlwrath, Vern Platt, John Saliba, Bonnie Street, Rick Thomas, Terri Whiffin, Rhonda Wright

**Appendix:** Rev. Dr. Arnold Bethune, Rev. Darrell Clarke, Rev. Jeffrey Crawford

**Others:** David Church, Treasurer, Rev. Andrew Hyde, ECM, George Forsyth, Beverly Brown, Bethany Gomez (ARISE), S. Feldman.

**Regrets:** Rev. Dr. Aubrey Botha, Bob Galbraith, Rev. Jen Sokolowsky, Sue Senior, Rev. John Borthwick. Rev. Linda Ashfield, Rev. Linda Bell

The moderator welcomed the visitors to the court.

It was **moved** by Scott McAndless/Marty Molengraaf that Bethany Gomez (ARISE) be invited to sit and correspond. **Carried.**

### **Adoption of Proposed Agenda**

It was **moved** by Scott McAndless/John Saliba the proposed agenda as presented be adopted. **Carried.**

### **Adoption of Minutes**

It was noted that the June minutes (already adopted) did not include Rep. elder, Lenora Arbuckle, who was in attendance.

#### **September Meeting**

John Saliba added to attendance.

It was **moved** by Scott McAndless/Gib McIlwrath that the minutes of September 12, 2023 be adopted as amended. **Carried.**

#### **October Meeting**

It was noted that the minutes of October 10 named Marjorie Bethune in attendance, this should have been her husband, Arnold who was actually in attendance.

It was **moved** by Scott McAndless/Gib McIlwrath that the minutes of October 10, 2023 be adopted as amended. **Carried.**

### **Presentation: ARISE Ministries**

Bethany Gomez made a presentation about the work of ARISE.

## **Business Committee Report (Appendix A)**

The Clerk, Scott McAndless, presented the report of the business committee.

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

It was **moved** by Scott McAndless/Glen Soderholm that the decision of the Business Committee in the distribution of the correspondence be homologated. **Carried.**

### **Nomination for Moderator**

It was **moved** by Reuben St. Louis/Courtney Crawford that the Presbytery of Waterloo/Wellington nominate David Robinson for moderator of the one hundred and forty ninth General Assembly in 2024. **Carried.**

David A. Robinson, CD, MA

David has been a church volunteer since his teens. The church is his passion. He was first elected a ruling Elder at the Kirk of St. James, Charlottetown, in 2002. He has been re-elected on two further occasions and has been appointed Action Clerk of Session in all three terms. He strives to provide leadership that is caring, generous, energizing and visionary. David serves as Sunday School Superintendent. He is on the leadership team for a \$1.0 million capital campaign, which exceeded its goal. He was instrumental in re-settling three refugee families from the Middle East. He is now helping to lead his church through the PCC's New Beginnings program.

David has served in all four of the PCC's courts, joining the Presbytery of PEI in 2018, attending Atlantic Synod in 2018 and 2019, and attending General Assembly in 2018, 2019 and 2021. During 2021-22 he served as Convener of the Special Committee re: Confession to LGBTQI People, whose report was adopted by the 147th General Assembly. He has been the Convener of his Presbytery's Congregational Life Committee. He was appointed an Assessor Elder to St. Columba Presbyterian Church in 2021, served as that congregation's acting Clerk of Session and led worship there on a number of occasions subsequently. David was elected Deputy Clerk of the PEI Presbytery in 2021 and the following year became Clerk of Presbytery.

David served in the Royal Canadian Navy from 1980 to 1999, retiring as a Lieutenant Commander. He was a public servant for 25 years, serving in a variety of ever more responsible roles, ending his career at Veterans Affairs Canada.

David holds a BA in Political Science from the University of King's College, Halifax; an MA in Canadian Politics from the University of Calgary; and completed three years of Political Science doctoral studies at Dalhousie University in Halifax.

David is married to Constance Robinson, a lawyer. They have two married adult daughters and one grandchild.

### **Remits**

It was **moved** by Scott McAndless/Glen Soderholm that Remit A be approved. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm that Remit B be approved. **Carried.**

### **Service of Repentance**

The moderator will name a committee to plan for this service during the 2023-24 year.

### **Synod**

It was **moved** by Scott McAndless/Glen Soderholm that the responses submitted by presbyters be sent to the Synod as representative of the response of the people of the Presbytery. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm that the Presbytery state its opposition to the Synod taking a percentage of funds coming to the Presbyteries by dissolution, amalgamation or other similar means. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm that should the Synod hold a special Zoom meeting early in 2024 for the purpose of discussing these important decisions, the Presbytery strongly recommends that this ought to be a full meeting of Synod (not a commission court). **Carried.**

### **Jay Brennan**

It was **moved** by Scott McAndless/Glen Soderholm that the Rev. Jay Brennan be placed on the Appendix to the Roll of the Presbytery of Waterloo-Wellington effective immediately. **Carried.**

### **Leave and Request for Diane Boyd**

It was **moved** by Scott McAndless/Glen Soderholm that the Rev. Diane Boyd be granted medical leave effective October 9 2023. **Carried.**

### **Watson Estate Update**

#### **Cooke's Fund Application**

It was **moved** by Scott McAndless/Glen Soderholm that the presbytery endorse the application of Kortright Presbyterian Church to the Cooke's Fund. **Carried.**

#### **Assessor Presbytery for the Presbytery of Brampton**

The Presbytery of Brampton has requested the service of assessor presbyters to deal with a congregation that is beyond their capacity. This request has the approval of Synod. Our Presbytery has already provided one volunteer, Darrell Clarke, whose services have not been called upon. Now, because the Presbytery of Hamilton has been unable to find an assessor presbyter, they are seeking a second volunteer from Waterloo-Wellington. Having considered this request, and with some knowledge of the issues in Brampton, the Business Committee felt that the Presbytery had already done as much as we could.

It was **moved** by Scott McAndless/Glen Soderholm that the presbytery not seek an additional assessor elder to assist the Presbytery of Brampton. **Carried.**

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

We have been requested to name our commissioners to General Assembly by January first. As we are now down 19 on the constituent roll, we send 4 clergy and 4 elder commissioners. The following represents our rotation.

It was **moved** by Scott McAndless/Glen Soderholm that the following be named as commissioners to the 2024 General Assembly:

Clergy: Reuben St Louis, Mark Richardson, Peter Bush, Scott McAndless

Elders: Cambridge, Central, Guelph, St. Andrew's, Cambridge, St. Andrew's Hespeler, Doon **Carried.**

It was **moved** by Reuben St. Louis/Hugh Donnelly that the clerk be empowered to replace declining commissioners according to the established rotation. **Carried.**

#### **Overture**

It was **moved** by Scott McAndless/Glen Soderholm that the Presbytery forward the Overture to General Assembly, referring it as indicated with the support of the court. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm that the report of the business committee be adopted **Carried.**

### **Treasurer's Report (Appendix B)**

It was **moved** by Reuben St Louis/Vern Platt that the court receive and consider the Treasurer's Reports. **Carried.**

It was **moved** by Reuben St Louis/Vern Platt that the court accept the Financial Statements to October 31, 2023. **Carried.**

It was **moved** by Reuben St Louis/Vern Platt that the court approve the 2024 General Fund budget and the 2024 congregational assessment calculations as presented or amended. **Carried.**

It was **moved** by Reuben St Louis/Vern Platt that the court Adopt the Report as a whole. **Carried.**

### **Finance & Property Team (Appendix C)**

The report of the Finance and Property Team was given by Reuben St Louis.

It was **moved** by Reuben St Louis/Vern Platt that the Property & Finance Report be received and considered. **Carried.**

#### **Funding for General Presbyter**

It was **moved** by Reuben St Louis/Vern Platt that any additional funds needed to cover the employment costs associated with the General Presbyter position be drawn from the reDevelopment Fund and reGeneration Fund equally. **Carried.**

#### **Presbytery Loan Payments**

It was **moved** by Reuben St Louis/Vern Platt that that Knox Waterloo's loan repayment for 2023 be deferred a year.

It was **moved** by Reuben St Louis/Vern Platt that the court adopt the report as a whole. **Carried.**

### **Congregational Response Team (Appendix D)**

The report of the congregational response team was given by Mark Richardson.

It was **moved** by Mark Richardson/Kristine O'Brien that the report of the Congregational Response Team be received and considered. **Carried.**

#### **Committee of the Whole**

It was **moved** by Mark Richardson/Kristine O'Brien that the Presbytery move into a committee of the whole to discuss the crisis of Interim Moderators in our bounds, (and we recognize that this is also across our whole denomination). That Mark Richardson convene the committee of the whole and that Scott McAndless act as secretary. **Carried.**

The minutes of the Committee of the Whole will be appended as Appendix H.

It was **moved** by Mark Richardson/Kristine O'Brien that the Presbytery move out of the committee of the whole.

It was **moved** by Mark Richardson/Kristine O'Brien, that the Presbytery extend the Stated Supply Contract between Duff's PC and Rev. Don McCallum from 27<sup>th</sup> November 2023 to 31<sup>st</sup> July 2024. **Carried.**

It was **moved** by Mark Richardson/Kristine O'Brien, that the Presbytery raise the minimum Sunday pulpit Supply amount from the GA minimum of \$190 per service to \$300 plus travel for our Presbytery, effective 01<sup>st</sup> January 2024. **Defeated.**

It was **moved** by Mark Richardson/Kristine O'Brien that the Presbytery grant permission to Joonim PC to form a search committee to begin the work of searching for a new senior minister. **Carried.**

It was **moved** by Mark Richardson/Marty Molengraaf that Presbytery grant permission to St. Andrew's PC, Guelph, to form a search committee to seek an Interim Minister to serve there for a period up to 2 years. **Carried.**

It was **moved** by Mark Richardson/Kristine O'Brien that the Presbytery allow Rev. Darrell Clarke to continue as Interim Moderator at the 2 congregations of Joonim, and Duff's until 31<sup>st</sup> July, when a new Interim Moderator must take over his work at one of those congregations. **Carried.**

It was **moved** by Doug McCaig/Kristine O'Brien that the Presbytery allow Rev. Dr. Peter Bush to continue as Interim Moderator at the 2 pastoral charges of Rockwood, as well as Arthur & Gordonville until 01<sup>st</sup> June 2024, when a new Interim Moderator must take over his work at one of those congregations. **Carried.**

The Interim Moderator reports were highlight and the convenor asked that the report from the Interim Moderator at Kortright be appended to the report in the minutes, as it was received too late for the report. It was **moved** by Mark Richardson/ Kristine O'Brien that the report of the Congregational Response Team be accepted. **Carried.**

### **Equipping Leadership Team (Appendix E)**

The report of the Equipping Leadership Team with no recommendations was noted.

### **Report of the Renewal Team (Appendix F)**

The report of the Renewal Team was given by Peter Bush

It was **moved** by Peter Bush/Janet de Groot that the report of the Renewal Team be received and its recommendations considered. **Carried**

### **Changes to Standing orders re reGeneration Fund**

Subsequent to due notice of motion the following motions were brought to edit Appendix B-4 of the Standing orders:

#### **APPENDIX B-4 reGeneration Fund**

#### **Source of Funds**

An initial capital investment of \$630,000 will be set aside inside the Development Fund of the Presbytery with **5% of the capital being available for grants each calendar year.**

30% of all future transfers to the Development Fund will be allocated to the Re-Generation Fund as additional income producing capital.

To ensure the availability of funds in the future, the fund will be based on an endowment model. An endowment fund invests the capital, and it remains invested, **with 5% of the fund being** distributed in the form of grants as per its terms of reference.

The treasurer will submit to the **Renewal Team the value of the Fund on Sept. 30 of each year.**

Should a portion of **the 5%** not be disbursed to congregations, it will be re-invested as further capital to maintain or increase future income.

It was **moved** by Peter Bush/Janet de Groot the Source of Funds section of Appendix B-4 in the Standing Orders read as above. **Carried.**

#### **Email Chain**

It was **moved** by Peter Bush/ Janet de Groot an e-mail chain for announcements of congregational events be established. And that congregations provide an e-mail address to the Clerk/Convenor by Nov. 20, 2023 where announcements can be sent. **Carried.**

It was **moved** by Peter Bush/ that the report as a whole be adopted. **Carried.**

### **Report of the Rainbow Communion Ad Hoc Team (Appendix H)**



The report of the Rainbow Communion Ad Hoc Team was given by Marty Molengraaf

It was **moved** by Marty Molengraaf/Terri Wiffen that the report of the Rainbow Communion Ad Hoc Team be received and considered. **Carried.**

The following Recommendations were sent to the Presbytery of Waterloo-Wellington on August 26th, 2021 by the Clerks of Assembly for attention by the Presbytery. The entire memo can be found here: [https://presbyterian.ca/wp-content/uploads/2021-GA-Referrals-for-Presbyteries\\_revised-2.pdf](https://presbyterian.ca/wp-content/uploads/2021-GA-Referrals-for-Presbyteries_revised-2.pdf)

It was **moved** by Marty Molengraaf/Terri Wiffen that this committee, with the support and assistance of St. Andrew's Kitchener and including the participation of The Presbytery of Waterloo Wellington, hold a service of worship on Sunday March 24th, 2024, 7pm at St. Andrew's in Kitchener. This time of worship will begin to address recommendations 3.22, 3.23, 3.24 as outlined below.

It was **moved** by Marty Molengraaf/Reuben St Louis that Presbytery invite Carragh Earhardt (Program coordinator for Sexuality and Inclusion in the Presbyterian Church in Canada) to speak at two Presbytery meetings for 20 to 25 minutes, regarding how Presbytery and Congregations can begin to implement Recommendations 3.25, 3.27, 3.29, 3.32 **Carried.**

It was **moved** by Marty Molengraaf/Reuben St Louis that Presbytery nominate The Rev. Paulette Brown to be appointed to the position of Intercultural Liaison **Carried.**

It was **moved** by Marty Molengraaf/Reuben St Louis that the report of the Rainbow Communion Ad Hoc Team be adopted. **Carried.**

Adjournment

It was **moved** by Hugh Donnelly/Kristine O'Brien that the court be adjourned. **Carried.**

#### **A: Business Committee Report – Rev. Scott McAndless**

**Recommendation #1** That the Report of the Business Committee be received and considered.

**Recommendation #2** That the Decision of the Business Committee in the distribution of the correspondence be homologated. (The following table is as of November 12, 2023)

194	Sept.	7	Glen Soderholm	New Clerk of Session, Knox Guelph	Clerk
195	Sept.	7	Roland De Vries	Study Opportunities, Presbyterian College	Presbytery
196	Sept.	7	Ian Mason	Annual Conference	Presbytery
197	Sept.	7	Kristine O'Brien	Financial Update on search for General Presbyter	Business Committee
198	Sept.	8	Steve Marsh	Emergency repairs, St. Andrew's Hespeler	Finance & Property
199	Sept.	9	Michale Nettleton	CNOB Synod Regional Consultant survey	Presbytery
200	Sept.	9	Shelley Maitland	Clergy Housing Equity Grant application	Finance & Property
201	Sept.	11	John Donaldson	Clergy Housing Equity Grant application	Finance & Property
202	Sept.	13	Jen Sokolowsky	Application to New Beginnings	Business Committee
203	Sept.	15	Horst Wohlgemut	Vacancy at Central Presbyterian	Presbytery
204	Sept.	17	Peter Bush	Friendship walk in the Halimand Tract	Presbytery
205	Sept.	18	Maggie Leung	Presbyterians Sharing Reports	Presbytery
206	Sept.	18	Jen Sokolowsky	Anti hate rally	Presbytery
207	Sept.	18	ARISE ministry	Information about anniversary celebration	Presbytery
208	Sept.	20	Theresa McDonald-Lee	Lay Preaching workshop	Presbytery
209	Sept.	21	Peter Bush	Housing Grant for Arthur/Gordonville	Finance & Property
210	Sept.	21	Jo-Ann Hall	Note to June minutes	Clerk
211	Sept.	23	Shelley Maitland	Application for Housing Grant	Finance & Property
212	Sept.	25	Marion Hunter	Application for Housing Grant	Finance & Property
213	Sept.	25	Cathy MacDonald	New Beginnings Application	Business Committee
214	Sept.	25	Jim Biggs	Executive Report to Synod	Business Committee
215	Sept.	26	Jeffrey Crawford	Record's Check	Clerk
216	Sept.	27	Glen Soderholm	Request for Emergent Meeting	Moderator
217	Sept.	27	Kathryn Muir	Changes to the Roll	Presbytery
218	Sept.	29	Cathy Stewart	Police Record Check	Clerk
219	Sept.	29	Louise Sharpe-Berges	Elder Commissions Kortright	Clerk
220	Oct	3	Glen Soderholm	Interim Ministry Contract	Business Committee
221	Oct	5	, Kingson Pres	Rev. Jay Brennan	Clerk?
222	Oct	5	Jim Biggs	Questions from Synod	Business Committee
223	Oct	5	Presbytery Kingston	The Rev. Jay Brennan	Business Committee
224	Oct	6	Darrell Clarke	Add to supply list	Clerk
225	Oct	6	Kathryn Muir	CRA rental/Vacant properties	Presbytery
226	Oct	6	Kathryn Muir	CRA rental/Vacant properties (correction)	Presbytery
227	Oct	6	Donna McIlveen	Job posting	Presbytery
228	Oct	9	L Pinnington	Letter of Good Standing	Clerk
229	Oct	9	Peter Bush	Communication for Coucil to World Mission	Clerk
230	Oct	11	Lois Whitwell	Certificate for Cathy Stewart	Clerk
231	Oct	11	Jennifer de Combe	Confirmation of New Beginnings Application, Doon	Clerk
232	Oct	15	Terrie-Lee Hamilton	Service of Repentance, Healing and Hope	Presbytery
233	Oct	17	Bob Fewster	Legacy Mission	Renewal Team
234	Oct	18	Mote-Ndasah Emmanuel	Request for Presbytery Endorsement	Equipping Leadership
235	Oct	18	Barb Molengraaf	Circular letter to Presbytery	Presbytery
236	Oct	18	Stephen Kwon	Request to Visit Presbytery	Business Committee
237	Oct	19	Nancy Nicol	St. Andrew's to seek Interim Minister	Cong. Response
238	Oct	19	John Borthwick	Final Message from the Abbey	Presbytery
239	Oct	19	Yean Li Harisan	Thanks to Presbytery for Taiwan support	Clerk
240	Oct	19	Marty Molengraaf	Ad Hoc Committee re. Rainbow Communion	Business Committee
241	Oct	20	Peter Bush	Leave and request for Diane Boyd	Business Committee
242	Oct	20	Maggie Leung	Presbytery Sharing Reports	Presbytery
243	Oct	24	Darrell Clarke	Watson Estate Update	Business Committee
244	Oct	25	Dongwon Brian Jung	Death of Miriam Gaskin	Presbytery
245	Oct	25	Sean Howard	Request for donation	Renewal Team
246	Oct	27	Lois Whitwell	Ross Lockhart event	Presbytery
247	Oct	27	Douglas Young	Transfer certificate Jay Brennan	Business Committee
248	Oct	29	Louise Sharpe-Berges	Application to Cooke's Fund	Business Committee
249	Oct	30	Dianne Douglas (Brampton)	Request for additional assessor presbytery	Business Committee
250	Oct	31	Maggie Leung	Presbyterians Sharing Recommended allocations	Presbytery
251	Oct	31	Hugh Donnoly	Request for financial relief	Finance & Property
252	Nov	1	Terrie-Lee Hamilton	Call to name YAR to Assembly	Equipping Leadership
253	Nov	1	Terrie-Lee Hamilton	Call to name Commissioners to GA	Business Committee
254	Nov	6	Doug McCaig	Stated Supply Ministry Contract	Cong. Response
255	Nov	6	Peter Bush	Overture to General Assembly	Business Committee
256	Nov	7	Marjorie Copeland	Candidates for Education and Reception	Presbytery
257	Nov	7	Barb Molengraaf	IM Report -- St Andrew's Guelph	Cong. Response
258	Nov	9	Janet de Groot	Information about Nativity Display	Presbytery

### **Call for Nominations for Moderator**

Deadline: November 30, 2023. Each presbytery may make up to two nominations. Please contact the clerk if you have any nominations.

### **Remits**

The presbytery referred the two remits to the Business Committee. Here is where you can find the full text of the remits:

- [Remit A](https://presbyterian.ca/downloads/95250/) – <https://presbyterian.ca/downloads/95250/>  
Section 288.1 re appointment of Committee to Nominate Standing Committee members (A&P 2023, p. 86, 15, 5)
- [Remit B](https://presbyterian.ca/downloads/95253/) – <https://presbyterian.ca/downloads/95253/>  
Section 176.1.6 re presbytery constituent roll (A&P 2023, p. 180, 24, 5)

### **Recommendation #3**

That Remit A be approved

### **Recommendation #4**

That Remit B be approved

### **Service of Repentance**

The moderator will name a committee to plan for this service during the 2023-24 year.

### **Synod**

The Synod has asked for the Presbytery's thoughts on what ought to be done in about Synod Staffing moving forward and on building up a Ministry fund to support camping. The Business Committee requested the thoughts of the Presbytery on these questions and the following responses were received.

#### Gib McIlwrath

The topic is the Synod request for feedback re scooping money from Presbyteries. The contents were discussed at a property and finance team meeting.

Although the Synod may have authority to ask for money from Presbyteries it should only be done through annual assessments.

The Presbyteries can not give them the money they want to take as the Presbyteries in effect hold it in trust tied to the mission statements for its use that they pledged to the Presbyterian Church in Canada. The money can only be dispersed in a manner and purpose described in the mission statements.

Their suggestion is poorly thought out and I think was dreamed up by a few people who think there are pots of money in the presbyteries just sitting for them to take and use.

The proposal does not have any time limit or description of the identification of specific funds they are looking at. Do they mean the money already in the Presbyteries hands? Do they mean future funds?

They can not go retroactively as funds that appear to be sitting may already be designated to be spent on specific purposes such as loans or development programs (such as our Executive Presbyter or individual congregations or student programs).

I suspect they would have to get approval from a General Assembly so that the funds would be designated before they were generated. Any changes to the funds they have identified in the past (to start or stop) have gone through a GA (pension plan till it got caught up from its deficit position or the current fund going to indigenous work.)

I also noted the Synod had about \$130000 surplus last year and the camp also and a positive balance from this years operations ( I don't have the report is from of me put received it when attending the Synod meeting so numbers may be off a bit) They have staff retirements occurring Dec 31 and have charged a committee to review the work to be done before hiring staff to perform whatever duties they





determine they need done. If it takes 6 months at least to hire the staff this would give them at least another \$50-60,000 and more if they find they don't need two people full time. The surplus will be even greater in 2024 as they have already sent out Presbytery assessments including the amount for two full time staff costs.

#### Central Cambridge:

Here are our responses from the Session Management Team at Central Presbyterian Church regarding the questions about the Synod.

1. Question 1 re funding: We support Presbyterian camping and camps but feel a review is needed to find more cost effective ways to manage the camps. If Synod staff are not replaced, then this will lessen the amount needed to manage camping.
2. Question 2: We do not support replacing the staff.

#### Calvin Kitchener:

For the most part, I think I can confidently say that members of the congregation are unaware of what Synod is and what they do. Synod does not have a high profile at the congregational level. Because of this, I think there would be definite 'push back' if allocations were raised for staffing purposes. Congregations are having a difficult time covering expenses and in their eyes, I don't think this would be a priority.

Church camps are important to maintain in order to continue to attract youth to the church. For that reason, I would suggest that their proposal to allot 5% of the value of assets available from dissolutions and amalgamations be directed to this purpose. Without staff persons to pay for, I would suggest that 5% may not be needed...possibly 2%??

#### Peter Bush

##### A Proposal for Synod Staffing

In 2000, the congregations of the Synod claimed 10,578 children in Sunday School. That year the congregations of the Synod did 1,211 baptisms. The 292 congregations in the Synod had an average membership of 162 members.

In 2022, the congregations of the Synod claimed 4,069 children as part of their worshipping communities. Many congregations had so few children they no longer had Sunday School programming. That year the congregations of the Synod did 426 baptisms. The 244 congregations of the Synod had an average membership of 101 members.

Depending on what you wish to focus on that is a decline of between 37% drop in average congregational membership, or a 60% drop in the number of children in congregations, or a 65% drop in baptisms annually over the last 22 years.

If the Synod were a business, the leadership of the business would be doing one of three things:

- A. Actively seeking to reach new consumers.
- B. Strategically retrenching, catering well to the remaining faithful clientele.
- C. Making no real change while trying to pacify the voices demanding change.

The Synod, because of its distance from day-to-day congregational life is able to deliver to congregations and presbyteries important things which never in the day-to-day life of congregations rise to the level of being urgent until it is too late.

Using the 3 responses above.

Response C is the path of least resistance, and congregations do not need any help with this. There are many voices that will help them do this well.

Some Presbyteries and a few congregations are engaged in exercises of strategic retrenching, Response B. The new wave of General Presbyters and the call to bring congregations together into viable clusters is this response being worked out.

While there is periodic talk about Response A, those conversations quickly evaporate in the urgency of doing other things. The Synod is the perfect body to help congregations to work on Response A – known as Evangelism.

The congregations of the Synod need someone whose full-time job is making us think about, talk about, do evangelism. We need that because if we don't do evangelism. We need to do evangelism because Jesus tells us to do it. We need to do evangelism because the church through two millennia has

done it and if we don't do evangelism, we break faith with those who have gone before us. But we need someone who is going to talk about evangelism, encourage it, hold it in our faces. The Synod has the opportunity to hire such a person. No lower court is going to do that. The Synod can and the Synod should.

**Recommendation #5**

That the above be sent to the Synod as representative of the response of the people of the Presbytery

**Recommendation #6**

That the Presbytery state its opposition to the Synod taking a percentage of funds coming to the Presbyteries by dissolution, amalgamation or other similar means.

**Recommendation #7**

That, should the Synod hold a special Zoom meeting early in 2024 for the purpose of discussing these important decisions, the Presbytery strongly recommends that this ought to be a full meeting of Synod (not a commission court).

**Jay Brennan**

Rev. Jay Brennan has moved from the bounds of the Presbytery of Kingston and the Presbytery has sent a certificate transferring him to our care.

**Recommendation #8**

That the Rev. Jay Brennan be placed on the Appendix to the Roll of the Presbytery of Waterloo-Wellington effective immediately

**Moderator of Eastern Han-Ka**

The Reverend Steven Kwon, moderator of the Eastern Han-Ka Presbytery has requested an opportunity to visit the Presbytery of Waterloo-Wellington as a gesture of good will and improved communication. We look forward to welcoming him and will offer him an opportunity to address the Presbytery when he can come.

**Rainbow Communion Committee**

Several years ago, the Presbytery agreed to form an ad hoc committee to assist the congregations of the Presbytery in enacting the recommendations of the Rainbow Communion. The committee was not formed at the time, but we recently found the people to create this committee. They will be reporting to the Presbytery until such time as their work is deemed accomplished. Jen Sokolowsky (convenor), Sue Senior, Marty Molengraaf and Andrew Hight will form the committee

**Leave and Request for Diane Boyd**

The Rev. Diane Boyd has requested leave to deal with a serious medical condition.

**Recommendation #9**

That the Rev. Diane Boyd be granted medical leave effective October 9 2023.

**Watson Estate Update**

On October 10 the Office of the Children's Lawyer asked that our pre-application Court Order be amended to remove the standard form Consent from the document. Part of the Consent includes the words: "No party affected by the Order is under disability." The OCL could not confirm if this is indeed the case given the nature of the trust. Rather than amend it, they asked that the entire Consent be removed. Our trial lawyer investigated the matter with the Ontario Court of Justice. On October 24 it was confirmed by our trial lawyer that our application without a Consent included could be filed and judgement ordered. As soon as confirmation from the OCL is received the application for final judgement will be filed, most likely by Oct. 27. The goal in September was to have a final judgement application in early August pending comments from the OCL. These comments were expected in September, however they arrived on October 10. A September filing could have resulted in the final judgement being handed down by mid-November. With these delays we are looking at a final judgement after the Christmas break. This will extend the deadlines for the following next steps as first provided in the September update.

#### Revised Next Steps:

Once the final Order has been issued, (January 2024)

- We will need to file an Application for a Certificate of Appointment of Estate Trustee. The certificate process is different from the appointment of estate trustee.
- At the time of filing, the estate administration tax (EAT) on the value of the Estate will need to be paid.
- When the Certificate of Appointment has been issued by the Court, we will need to file a T3 trust return for the Estate, and the money we are holding in trust can be disbursed in accordance with the provisions of the Order, and the Will. (Jan-Feb 2024)
- The court order will ask that the court costs of our application be paid immediately. This is currently valued at \$41,527.49. Once the court order has been implemented, the estate trustee, Rev. Victor Kim, will be able to order the payment of the balance of the Presbytery's property maintenance and legal costs. (Spring 2024)

#### **Cooke's Fund Application**

The Congregation of Kortright Presbyterian is making an application for the Cooke's Fund. Here is a part of their application:

Dear Trustees of the Cooke's Church Trust Fund,

We are applying for a grant of \$10,000 under # 5 listed in your guidelines, namely "Grant applications for new congregational ministries with priority given to outreach".

This grant will enable Kortright Presbyterian Church (KPC) to hire a half-time "Outreach Coordinator" and purchase materials needed for the cultivation of our land as we expand a new congregational ministry to alleviate food insecurity.

Over the course of the COVID-19 pandemic, we have seen the immense value of community outreach as a way of connecting with our neighbours, helping the marginalised, and supporting anti-poverty efforts within the city of Guelph, including through our expanded garden. Community outreach like this is a valuable use of our land, it builds currency with our director community, and it allows us a unique opportunity to serve our city's most vulnerable in a meaningful way. As we move into 2024, there is still much unknown about the long-term financial impacts of the pandemic. Food insecurity support will be critical.

In the fall of 2023, we partnered with the Guelph Food Bank to open our own Dovercliffe Park Food Cupboard at the Kortright church building. This will assist us in providing much needed food and other products to families that require them in the close neighbourhood. We will also be able to provide some of the fresh vegetables grown in our community garden. Our volunteers have been trained by the Guelph Food Bank to provide support to those who need it.

The congregation is contributing \$6400 to support this project. That money has been approved by the Session as part of our 2024 missions budget (pending final approval at our AGM in 2024) and will go directly to Chalmers Community Services and Royal City Mission. We also plan to apply again for a federal government "Canada Summer Jobs" grant which, if successful, will allow us to apply \$4,000 towards hiring a half-time "Outreach Coordinator".

The "Outreach Coordinator" will support the cultivation of the KPC garden (including working the land as needed), contribute to coordinating its volunteers, envision innovative future ministry, explore partnerships with other churches and community groups and use appropriate communications tools to reach out to our neighbourhood. The individual who holds the position will be accountable to the KPC Session who will delegate her/his supervision to the KPC Human Resources committee.

#### **Recommendation #10**

That the presbytery endorse the application of Kortright Presbyterian Church to the Cooke's Fund.

#### **Assessor Presbytery for the Presbytery of Brampton**

The Presbytery of Brampton has requested the service of assessor presbyters to deal with a congregation that is beyond their capacity. This request has the approval of Synod. Our Presbytery has



already provided one volunteer, Darrell Clarke, whose services have not been called upon. Now, because the Presbytery of Hamilton has been unable to find an assessor presbyter, they are seeking a second volunteer from Waterloo-Wellington. Having considered this request, and with some knowledge of the issues in Brampton, the Business Committee felt that the Presbytery had already done as much as we could.

**Recommendation #11**

That the presbytery not seek an additional assessor elder to assist the Presbytery of Brampton.

**Commissioners to General Assembly**

We have been requested to name our commissioners to General Assembly by January first. As we are now down 19 on the constituent roll, we send 4 clergy and 4 elder commissioners. The following represents our rotation.

**Recommendation #12**

That the following be named as commissioners to the 2024 General Assembly:

Clergy: Reuben St Louis, Mark Richardson, Peter Bush, Scott McAndless

Elders: Palmerston, Gordonville, Duff's Puslinch, Kitchener East

**Recommendation #13**

That the clerk be empowered to name declining commissioners according to the established rotation.

**Overture**

Rev. Dr. Peter Bush has submitted an overture to General Assembly. The Presbytery is required to pass the Overture on the Assembly and a motion to do so is in order. The Presbytery may also choose to endorse the overture and send it on the Assembly as its own.

**OVERTURE**

WHEREAS the housing crisis is impacting millions of Canadians, The Presbyterian Church in Canada has a special obligation to reflect on the ways in which the housing crisis is impacting congregations and professional church workers; and

WHEREAS in the present housing crisis appropriate housing allowances are over \$30,000 a year and some presbyteries over \$40,000 annually; and

WHEREAS this is adding significantly to the cost of ministry, so a number of congregations are struggling to sustain the cost of ministry; and

WHEREAS the present housing crisis is widening the economic divide present among the professional church workers of The Presbyterian Church in Canada, where some professional church workers have the good fortune of gaining significant equity through owning the residence in which they live and for which they receive a tax-free housing allowance, and other professional church workers who live in manses or whose housing allowance is insufficient to allow them to purchase a home gain no equity; and

WHEREAS this is both an urgent and an important matter, yet at present among the many reactions to the housing crisis there are few thoughtful responses,

THEREFORE the Presbytery of Waterloo-Wellington humbly overtures the 2024 General Assembly to establish a Task Force to examine the impacts of the housing crisis on the viability of congregations and in widening the divide between two tiers of clergy within the denomination. The Task Force to include rural and urban voices, clergy and non-clergy voices, along with those on housing allowance and those who live in manses. The Task Force to consult with the Assembly Council and Ministry and Church Vocations. The Task Force to have a two-year mandate with a preliminary study and report document ready for the 2025 General Assembly. Or to do otherwise as the General Assembly in its wisdom deems best.

Referred to Clerks of Assembly, Assembly Council, and Ministry and Church Vocations

**Recommendation #14**

That the Presbytery forward the Overture to General Assembly, referring it as indicated *with the support of the court*.

**Recommendation #15**

That the report of the business committee be adopted

**B: Treasurer's Report**

**Treasurer's Report to the Presbytery of Waterloo-Wellington**  
**November 14, 2023**

**2023 Financial Activity to October 31, 2023**

Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statement) for October 2023. The fourth quarter congregational assessment payments are processed. Thank you to the congregations for these payments. The fourth quarter Synod assessment was paid in early November. Seven Manse/Rental grants were issued in October in which the shelter inflation rate of 5.1% was applied to the \$6,000 base 12-month grant amount.

**2024 Budget**

Attached is the 2024 General Fund budget (version 2.0) for Presbytery approval. Highlights include a total assessment increase of 7.3% from 2023, General Presbyter revenue from the ReDevelopment and ReGeneration Funds to offset stipend, housing allowance, pension and benefits related expenses, a \$3,000 estimate for the 2024 Canada Youth/Lift conference, \$2,000 estimate for Bunum, recommended salary increase for the Clerk of Presbytery and a provision for a possible 2023 deficit.

Associated with the 2024 General Fund budget and attached is the 2024 congregational assessment calculations for Presbytery approval.

Also is attached is the 2024 Other Funds amounts for information and some indication of revenue, expenses and transfers to various funds.

Respectfully submitted,  
David Church, Treasurer

**Recommendation #1:** Receive the Treasurer's Reports.

**Recommendation #2:** Accept the Financial Statements to October 31, 2023.

**Recommendation #3:** Approve the 2024 General Fund budget and the 2024 congregational assessment calculations as presented or amended.

**Recommendation #4:** Adoption of the Report as a whole

**FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at October 31, 2023**

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	CAMPUS/STUD.FND	REMERGENCY FUND	REGENERATION FUND	TOTAL Oct-23	TOTAL Oct-22
	Oct-23	Budget	Variance								
<b>INCOME</b>											
Assessment Income	95,199	95,104	- 95							95,199	95,369
Income from induction services			-	400						400	-
Interest Earned	3	-	3	101	139	4,194	242	1,437	2,071	8,187	1,776
PCC Fund Income				5,806	611	2,175	8,074	11,819	41,311	69,796	3,471
Capital Gain(loss)	-	-	-							-	423
Proceeds of Dispositions	250	-	250							250	200,000
<b>Total Income</b>	<b>95,452</b>	<b>95,104</b>	<b>- 348</b>	<b>6,307</b>	<b>750</b>	<b>6,369</b>	<b>8,316</b>	<b>13,255</b>	<b>43,382</b>	<b>173,832</b>	<b>301,039</b>
<b>EXPENSES</b>											
Synod Assessment	33,388	44,517	11,129							33,388	31,967
Assessments - Total	33,388	44,517	11,129							33,388	31,967
Counselling Fees					800					800	800
Presbytery Budget Funding											23,842
Grants to Congregations						10,000			26,800	36,800	24,200
Grants - Covid Congregational											150,000
Grants-Renewal Projects											
Grants - Post Secondary Students							18,335			18,335	15,848
Grants - U of G chaplaincy	9,000	9,000	-							9,000	9,000
Grants - Students for Ministry		1,200	1,200								
Grants - New Life Counselling											
Grants - Manse_Rental Subsidy						40,470				40,470	
Grants - Canadian Food Grains											
Grants - Other (PWSD Turkey/Syria Eathquake Relief)	5,000		5,000							5,000	
<b>Grants - Total</b>	<b>14,000</b>	<b>10,200</b>	<b>6,200</b>		<b>800</b>	<b>50,470</b>	<b>18,335</b>		<b>26,800</b>	<b>110,405</b>	<b>223,690</b>
Clerk's honorarium	13,073	14,261	1,188							13,073	11,884
Treasurer's honorarium	10,000	12,000	2,000							10,000	6,273
CPP/EI	1,114	1,200	86							1,114	911
Liability Insurance	3,411	3,700	289							3,411	3,629
General and office supplies	1,137	1,800	663							1,137	1,822
Telecommunications	424	400	- 24							424	424
Depreciation	829	-	829							829	-
Audit and legal fees		4,000	4,000								
Bank interest/charges	913	350	- 563			135	14	14	14	1,090	3,635
<b>Administration Expenses-Total</b>	<b>30,900</b>	<b>37,711</b>	<b>6,811</b>			<b>135</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>31,077</b>	<b>28,578</b>
Travel and mileage	196	1,000	804							196	264
Meals and hospitality	1,310	1,650	340			13,954				15,264	4,451
<b>Travel - total</b>	<b>1,506</b>	<b>2,650</b>	<b>1,144</b>			<b>13,954</b>				<b>15,460</b>	<b>4,716</b>
Commissioner's Expenses GA	2,150	1,000	- 1,150							2,150	-
Conference Funds	1,100	1,000	- 100							1,100	-
Student Psych. assessments/counselling		600	600								
Visitors and Gifts		500	500								
Christian education		-	-								
Carbon Offset		300	300								
Student certification		300	300								
<b>General expense - Total</b>	<b>3,250</b>	<b>3,700</b>	<b>450</b>							<b>3,250</b>	
<b>Total All Expenses</b>	<b>83,044</b>	<b>98,778</b>	<b>25,734</b>		<b>14,754</b>	<b>50,605</b>	<b>18,349</b>	<b>14</b>	<b>26,814</b>	<b>193,580</b>	<b>288,950</b>
<b>Surplus/(Deficit)</b>	<b>12,408</b>	<b>- 3,674</b>	<b>- 26,082</b>	<b>6,307</b>	<b>- 14,004</b>	<b>- 44,235</b>	<b>- 10,033</b>	<b>13,241</b>	<b>16,568</b>	<b>- 19,748</b>	<b>12,089</b>

PRESBYTERY OF WATERLOO-WELLINGTON  
STATEMENT OF FINANCIAL POSITION  
as of October 31, 2023

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	CAMPUS/STUD.FUND	REMERGENCY FUND	REGENERATION FUND	ALL FUNDS Oct-23	ALL FUNDS Oct-22
<b>CURRENT ASSETS</b>									
CASH	21,280	3,954	4,341	215,285	3,588	55,478	81,257	385,184	182,771
ACCOUNTS RECEIVABLE	1,339					114,849		116,188	108,961
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS	-							-	-
	22,619	3,954	4,341	215,285	3,588	170,327	81,257	501,372	291,732
<b>LONG-TERM ASSETS</b>									
NOTES RECEIVABLE(CHURCHES)				869,243				869,243	971,943
PCC CONSOLIDATED FUND		91,718	1,655	34,353	119,534	186,689	652,547	1,086,495	1,228,058
CORPORATE&GOV.BONDS				111,758				111,758	111,893
ADJUST TO MARKET VALUE				9,222				9,222	3,127
	-	91,718	1,655	1,024,576	119,534	186,689	652,547	2,076,718	2,315,021
<b>FIXED ASSETS</b>									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	-	2,486						-	2,486
	-	-	-	-	-	-	-	-	1,657
<b>TOTAL ASSETS</b>	22,619	95,672	5,996	1,239,862	123,122	357,016	733,803	2,578,090	2,608,410
<b>LIABILITIES</b>									
ACCOUNTS PAYABLE	211							211	7,347
OWED TO OTHER FUNDS								-	-
LONG TERM DEBT				38,210				38,210	40,221
	211	-	-	38,210	-	-	-	38,421	47,568
<b>FUND BALANCES</b>									
OPENING BALANCES	10,001	89,365	20,000	1,245,887	133,154	343,775	717,235	2,559,417	2,548,753
CURRENT SURPLUS(DEFICIT)	12,408	6,307	- 14,004	44,235	10,033	13,241	16,568	- 19,748	12,089
PRIOR UNDISTRIBUTED								-	-
	22,408	95,672	5,996	1,201,652	123,122	357,016	733,803	2,539,669	2,560,842
<b>TOTAL LIABILITY/FUND BALANCES</b>	22,619	95,672	5,996	1,239,862	123,122	357,016	733,803	2,578,090	2,608,410

2024 Proposed General Fund Budget						
	2024 Draft Budget	2023 Budget	2022 Actual	October 2023 Actual	Comments	Budget % Diff.
<b>INCOME</b>						
Assessment Income	102,040	95,104	95,369	95,199		7.3%
General Presbyter Funding	120,819					
Income from induction services			-		see Reserve Fund	
Interest Earned	10		-	3		
PCC Fund Income					see Other Funds	
Capital Gain(loss)			-	-	see ReDevelopment Fund	
Proceeds of Dispositions	-		-	250		
<b>Total Income</b>	<b>222,868</b>	<b>95,104</b>	<b>95,369</b>	<b>95,452</b>		
<b>EXPENSES</b>						
Synod Assessment	42,383	44,517	42,622	33,388		-4.8%
<b>Assessments - Total</b>	<b>42,383</b>	<b>44,517</b>	<b>42,622</b>	<b>33,388</b>		
Counselling Fees			-		see Trust Fund expenses	
Presbytery Budget Funding		-		-	see ReDevelopment Fund expenses	
Grants to Congregations			-		see ReGeneration & ReEmergency Fund expenses	
Grants-Renewal Projects				-	see ReGeneration Fund	
Grants - Post Secondary Students					see Campus Student Ministry Fund	
Grants - U of G chaplaincy	9,000	9,000	9,000	9,000		
Grants - Students for Ministry	1,200	1,200	-			
Grants - Manse_Rental Subsidy		-		-	see ReDevelopment Fund expenses	
Grants - Canadian Food Grains	25		60			
Grants - Other (PWSD Turkey/Syria Eathquake Relief)	-			5,000	No amount proposed for 2024	
<b>Grants - Total</b>	<b>10,225</b>	<b>10,200</b>	<b>9,060</b>	<b>14,000</b>		
Clerk's honorarium	15,120	14,261	14,261	13,073	proposed increase based on GA %	6.0%
Treasurer's honorarium	12,000	12,000	8,327	10,000		
General Presbyter	97,400				\$58,600 salary \$37,000 housing allowance + \$720 phone & \$1,000 study allowanaces	
CPP/EI	6,373	1,200	1,109	1,114	General Presbyter estimate \$5,051.	
Pension contribution	8,870				confirmed with PCC (84,480*10.5%)	
Health & Dental Benefit	5,577				confirmed with PCC (464.76 per month)	
Liability Insurance	4,000	3,700	3,629	3,411		8.1%
General and office supplies	2,000	1,800	2,076	1,137		11.1%
Telecommunications	500	400	524	424		25.0%
Depreciation	-	-	829	829	one computer sold & other fully depreciated.	
Audit and legal fees	2,500	4,000	-	-		-37.5%
Bank interest/charges	100	350	113	913		-71.4%
<b>Administration Expenses-Total</b>	<b>154,440</b>	<b>37,711</b>	<b>30,867</b>	<b>30,900</b>		309.5%
Travel and mileage	5,000	1,000	533	196	includes \$4,000 General Presbyter estimate	400.0%
Meals and hospitality	1,750	1,650	1,442	1,310	includes June Presbytery meeting at Crieff Hills	6.1%
<b>Travel - total</b>	<b>6,750</b>	<b>2,650</b>	<b>1,975</b>	<b>1,506</b>		154.7%
Commissioner's Expenses GA	1,000	1,000		2,150		0.0%
Conference Funds	500	1,000		1,100		-50.0%
Student Psych. assessments/counselling	-	600	825	-		-100.0%
Visitors and Gifts	500	500	-	-		0.0%
Christian education	1,500	-		-	Equiping Leadership committee	
Carbon Offset	350	300	-			
Bunum	2,000					
Canada Youth/Lift	3,000				Equiping Leadership committee	
Student certification	300	300		-		0.0%
2023 deficit recovery	3,674				any other General Fund budget items	
<b>General expense - Total</b>	<b>9,150</b>	<b>3,700</b>	<b>825</b>	<b>3,250</b>		147.3%
<b>Total All Expenses</b>	<b>222,948</b>	<b>98,778</b>	<b>85,349</b>	<b>83,044</b>		125.7%
<b>Surplus/(Deficit)</b>	<b>- 80</b>	<b>- 3,674</b>	<b>10,020</b>	<b>12,408</b>	balancing the 2024 budget	-97.8%



<b>2024 Other Funds Draft Budget</b>				
	2024 Draft Budget	2022 Actual	September 2023 Actual	Comments
<b>INCOME</b>				
<b>Reserve Fund</b>				
Income from induction services	1,000	-	400	
Interest Earned	100	72	92	
PCC Fund Income	7,500	- 15,964	5,806	
<b>Reserve Fund Income</b>	<b>8,600</b>	<b>- 15,892</b>	<b>6,298</b>	
<b>Trust Fund</b>				
Interest Earned	25	36	129	
PCC Fund Income	500	- 1,680	611	lower as reduced by \$8,000 in 2023
Fund Transfers	16,000			from ReEmergency Fund
<b>Trust Fund Income</b>	<b>16,525</b>	<b>- 1,644</b>	<b>740</b>	
<b>ReDevelopment Fund</b>				
Interest Earned	3,000	1,092	4,059	
PCC Fund Income	3,000	- 6,000	2,175	
Capital Gain(loss)	6,600	6,518		
Legal bills reimbursement	120,000			Watson Estate
Proceeds of Dispositions	32,500	226,240		50% Watson estate proceeds estimate
Loan Payments	90,724	190,400	42,800	
Fund Transfers				
<b>ReDevelopment Fund Income</b>	<b>255,824</b>	<b>418,250</b>	<b>49,034</b>	
<b>Campus/Student Fund</b>				
Interest Earned	50	71	234	
PCC Fund Income	10,000	- 22,168	8,074	
Proceeds of Dispositions		22,624		
Fund Transfers				
<b>Campus/Student Fund Income</b>	<b>10,050</b>	<b>527</b>	<b>8,308</b>	
<b>ReEmergency Fund</b>				
Interest Earned	1,000	810	1,303	
PCC Fund Income	12,000	- 32,498	11,819	\$50,000 reduction re General Presbyter
Proceeds of Dispositions	13,000	90,496		20% Watson estate proceeds estimate
Fund Transfers				
<b>ReEmergency Fund Income</b>	<b>26,000</b>	<b>58,808</b>	<b>13,121</b>	
<b>ReGeneration Fund</b>				
Interest Earned	1,500	889	1,875	
PCC Fund Income	55,000	- 113,577	41,311	
Proceeds of Dispositions	19,500	113,120		30% Watson estate proceeds estimate
Fund Transfers	50,000			from ReDevelopment Fund re General Presbyter
<b>ReGeneration Fund Income</b>	<b>126,000</b>	<b>433</b>	<b>43,186</b>	
<b>Other Funds Income Total</b>	<b>442,999</b>	<b>460,481</b>	<b>120,687</b>	
<b>EXPENSES</b>				
<b>Reserve Fund</b>	<b>10,319</b>	<b>-</b>	<b>-</b>	to General Fund re 50% of General Presbyter overage
<b>Trust Fund</b>	<b>7,500</b>	<b>5,380</b>	<b>14,754</b>	estimated 2024 expenses

<b>ReDevelopment Fund</b>				
Grants to Congregations	-	-	10,000	Knox Waterloo refugee grant
				for 2023 7 congregations & increased 5.1% per CPI Shelter %; total \$40,470 for 2024 Presbytery amount reduced to \$1,800 per congregation + inflation
Grants - Manse_Rental Subsidy	13,772	42,000	-	
Bank interest/charges	135	135	135	
St. Andrew's, Hespeler loan	50,000			
Fund Transfers	50,000			to ReGeneration Fund re General Presbyter
<b>ReDevelopment Fund Expenses</b>	<b>113,907</b>	<b>42,135</b>	<b>10,135</b>	
<b>Campus/Student Fund</b>				
Grants - Post Secondary Students (Kortright)	6,600	?	6,600	not sure of amount in 2022
Grants - Post Secondary Students (Joonim)	3,935	?	3,935	not sure of amount in 2022
Grants - Post Secondary Students (Knox Waterloo)	7,800	?	7,800	not sure of amount in 2022
Bank interest/charges	-	10	14	
<b>Campus/Student Fund Expenses</b>	<b>18,335</b>	<b>15,858</b>	<b>18,349</b>	includes grant total for this fund
<b>ReEmergency Fund</b>				
Presbytery Budget Funding	-	23,842		
Grants to Congregations	-	6,200		
Grants - Covid Congregational	-	138,000		not applicable for 2024
Fund Transfers	16,000			to Trust Fund to start 2024 @ \$20,000
Fund Transfers	10,319			to General Fund re 50% of General Presbyter overage
Bank interest/charges		10	14	
<b>ReEmergency Fund Expenses</b>	<b>26,319</b>	<b>168,052</b>	<b>14</b>	
<b>ReGeneration Fund</b>				
Grants to Congregations (2 Rivers)	8,000	18,000	13,000	Note: \$3,000 in 2025
Grants to Congregations (Calvin, Kitchener)			2,000	
Grants to Congregations (St. Andrew's Hespeler)		8,000	2,000	
Grants to Congregations (Kortright)			9,800	
Grants to Congregations	27,000			Renewal team request; does this include 2 Rivers grant of \$8,000?; Note: the projected grant total might lower the endowment amount
Bank interest/charges		10	14	
Fund Transfers	100,000			to General Fund re General Presbyter
<b>ReGeneration Fund Expenses</b>	<b>135,000</b>	<b>26,010</b>	<b>26,814</b>	
<b>Other Funds Expenses Total</b>	<b>311,380</b>	<b>257,436</b>	<b>70,066</b>	
<b>SURPLUS/(DEFICIT)</b>				
Reserve Fund	18,919	- 15,892	6,298	
Trust Fund	9,025	- 7,025	- 14,014	
ReDevelopment Fund	141,917	376,115	38,899	
Campus/Student Fund	- 8,285	- 15,331	- 10,041	
ReEmergency Fund	- 319	- 109,245	13,107	
ReGeneration Fund	- 9,000	- 25,577	16,372	
<b>Other Funds Surplus/(Deficit) Total</b>	<b>152,257</b>	<b>203,045</b>	<b>50,621</b>	

**2024 Presbytery of Waterloo-Wellington Assessment Calculation**

2024 Blue Book Values and Assessment Calculations											2023 Differences	
Congregation	Code	No. of Members	Assessment per Member	\$ Base	Assessment per \$ Base	Total Assessment	1/4/y Payment	Member Change	\$Base Change	Assessment Change	Comments	
Arthur, St. Andrew's	WW010	83	\$ 991.02	\$ 100,800.00	\$ 982.07	\$ 1,973.10	\$ 493.27	-35	\$ (2,373.00)	\$ (190.75)		
Gordonville	WW011	82	\$ 979.08	\$ 27,171.00	\$ 264.72	\$ 1,243.81	\$ 310.95	6	\$ (10,698.00)	\$ 114.52		
Cambridge, Central	WW030	264	\$ 3,152.17	\$ 309,789.00	\$ 3,018.21	\$ 6,170.39	\$ 1,542.60	-9	\$ (15,193.00)	\$ 366.05		
Cambridge, Knox Preston	WW040	83	\$ 991.02	\$ 177,496.00	\$ 1,729.31	\$ 2,720.33	\$ 680.08	-7	\$ 40,149.00	\$ 527.37		
Cambridge, St. Andrew's, Hespler	WW070	235	\$ 2,805.91	\$ 185,621.00	\$ 1,808.47	\$ 4,614.38	\$ 1,153.60	-5	\$ (19,205.00)	\$ 259.74		
Cambridge, Westside	WW060	132	\$ 1,576.09	\$ 179,876.00	\$ 1,752.50	\$ 3,328.58	\$ 832.15	-8	\$ (34,034.00)	\$ (85.08)		
Crieff, Knox	WW241	50	\$ 597.00	\$ 48,401.00	\$ 471.56	\$ 1,068.56	\$ 267.14	-3	\$ (24,031.00)	\$ (144.68)		
Eden Mills	WW251	29	\$ 346.26	\$ 30,740.00	\$ 299.49	\$ 645.76	\$ 161.44	-3	\$ (13,925.00)	\$ (95.40)		
Elmira, Gale	WW090	174	\$ 2,077.57	\$ 110,143.00	\$ 1,073.10	\$ 3,150.67	\$ 787.67	11	\$ (9,806.00)	\$ 370.39		
Elora, Knox	WW100	66	\$ 788.04	\$ 116,271.00	\$ 1,132.81	\$ 1,920.85	\$ 480.21	-8	\$ 13,031.00	\$ 207.38		
Alma, St. Andrew's	WW101	52	\$ 620.88	\$ 29,801.00	\$ 290.35	\$ 911.23	\$ 227.81	0	\$ 4,711.00	\$ 146.15		
Fergus, St. Andrew's	WW110	294	\$ 3,510.37	\$ 305,742.00	\$ 2,978.78	\$ 6,489.16	\$ 1,622.29	-6	\$ (6,921.00)	\$ 522.03		
Guelph, Knox	WW120	235	\$ 2,805.91	\$ 399,160.00	\$ 3,888.94	\$ 6,694.85	\$ 1,673.71	-34	\$ 102,659.00	\$ 1,194.96		
Guelph, Kortright	WW150	125	\$ 1,492.51	\$ 490,164.00	\$ 4,775.57	\$ 6,268.08	\$ 1,567.02	-11	\$ (22,425.00)	\$ 132.63		
Guelph, St. Andrew's	WW130	235	\$ 2,805.91	\$ 375,398.00	\$ 3,657.43	\$ 6,463.34	\$ 1,615.83	6	\$ 212,201.00	\$ 2,606.52		
Harriston, Knox-Calvin	WW160	65	\$ 776.10	\$ 121,833.00	\$ 1,186.99	\$ 1,963.10	\$ 490.77	-34	\$ 4,965.00	\$ (132.68)		
Kitchener, Calvin	WW170	154	\$ 1,838.77	\$ 260,274.00	\$ 2,535.80	\$ 4,374.57	\$ 1,093.64	0	\$ 46,410.00	\$ 817.82		
Kitchener, Doon	WW180	132	\$ 1,576.09	\$ 111,899.00	\$ 1,090.21	\$ 2,666.30	\$ 666.57	-76	\$ 14,824.00	\$ (363.65)		
Kitchener East	WW290	154	\$ 1,838.77	\$ 163,722.00	\$ 1,595.11	\$ 3,433.88	\$ 858.47	-8	\$ 545.00	\$ 263.99		
Kitchener, St. Andrew's	WW210	799	\$ 9,540.10	\$ 827,897.00	\$ 8,066.04	\$ 17,606.14	\$ 4,401.53	-17	\$ (8,270.00)	\$ 1,507.59		
Mount Forest, St. Andrew's	WW220	25	\$ 298.50	\$ 38,961.00	\$ 379.59	\$ 678.09	\$ 169.52	0	\$ -	\$ 61.45		
Conn, Knox	WW221	51	\$ 608.94	\$ 20,893.00	\$ 203.56	\$ 812.50	\$ 203.12	0	\$ 3,320.00	\$ 127.20		
Palmerston, Knox	WW230	16	\$ 191.04	\$ 32,998.00	\$ 321.49	\$ 512.53	\$ 128.13	-1	\$ (9,072.00)	\$ (50.86)		
Puslinch, Duff's	WW240	96	\$ 1,146.24	\$ 79,442.00	\$ 773.99	\$ 1,920.23	\$ 480.06	-41	\$ (88,754.00)	\$ (1,039.83)		
Rockwood	WW250	34	\$ 405.96	\$ 61,943.00	\$ 603.50	\$ 1,009.46	\$ 252.37	0	\$ (14,156.00)	\$ (42.96)		
Waterloo, Joonim	WW300	116	\$ 1,385.05	\$ 137,555.00	\$ 1,340.17	\$ 2,725.22	\$ 681.30	-18	\$ (70,224.00)	\$ (570.24)		
Waterloo, Knox Waterloo	WW260	492	\$ 5,874.50	\$ 492,679.00	\$ 4,800.07	\$ 10,674.58	\$ 2,668.64	-19	\$ (48,928.00)	\$ 426.96		
	2024	4,273	\$ 51,019.83	\$ 5,236,669.00	\$ 51,019.83	\$ 102,039.66	\$ 25,509.91	(320)	44,800	6,937		
	2023	4,593	47,078	5,191,869	48,025	95,103	23,776					
		(320)	3,942	44,800	2,995	6,937	1,734					
<b>Rate Determination</b>												
2024 Budget Assessment Income						102,039.66						
- Applicable to Member Rate						\$ 51,019.83						
- Applicable to \$Base Rate						\$ 51,019.83						
Total Members						4,273	2023 Diff.					
Member Rate						\$ 11.94	\$ 10.25	\$ 1.69				
Total \$Base Amount						\$ 5,236,669						
\$Base Rate						\$ 0.00974	\$ 0.00925	\$ 0.00049				

**Report of the Finance & Property Team – Reuben St. Louis (Appendix “C”)**

**Property & Finance Report  
November 14, 2023**

**Recommendation 1:** Moved and seconded that the Property & Finance Report be received and considered.

**Funding for General Presbyter**

In June 2023, the Presbytery approved \$200,000 over two years to fund the new General Presbyter position with half coming from the reDevelopment Fund and the other half coming from the reGeneration Fund. This will not be enough to cover the extra employments costs to the Presbytery (Health & Dental, CPP, travel, etc.). The Property and Finance team was asked to recommend where these additional funds (approx. \$21,000) would come from.

**Recommendation 2:** Moved and seconded that any additional funds needed to cover the employment costs associated with the General Presbyter position be drawn from the reDevelopment Fund and reGeneration Fund equally.

**Presbytery Loan Payments**

A number of payments from congregations with Presbytery loans have been late or missing. Rather than the treasurer tracking down these congregations, the Property & Finance team would invite congregations with loans to reach out to the treasurer with information on when they intend to pay their outstanding loan payments rather than the treasurer having to follow up with each congregation. If congregations are having trouble repaying their loans, we recommend they submit to the Property & Finance team a request to change their loan repayment plan along with their financials for the current and previous years. One congregation has reached out to Property & Finance for relief.

**Recommendation 3:** Moved and seconded that Knox Waterloo's loan repayment for 2023 be deferred a year.

**Recommendation 4:** Moved and seconded report as a whole.

### Congregational Response Team – Mark Richardson (Appendix “D”)

**Recommendation #1:** Moved by Mark Richardson/ Kristine O'Brien that the report of the Congregational Response Team be received and considered.

Here is a picture of our current Presbytery Interim Moderator situation:

Congregation	started	Interim Moderator
01/09/22	Rev. Dr. Peter Bush;	
<b>2) Joonim, Waterloo:</b>	01/01/18	Rev. Darrell Clarke
<b>3) Knox, Guelph:</b>	01/01/23	Rev. Glen Soderholm
Presbytery in October approved an Interim Ministry contract with Rev. Cathy Stewart until 30 <sup>th</sup> June 2025.		
<b>4) St. Andrew's, Mt. Forest and Knox, Conn:</b>	2018	Rev. Nick Pavel
<b>5) Knox, Crieff:</b>	01/12/22	Rev. Dr. Kristine O'Brien
<b>6) Eden Mills:</b>	01/01/20	Rev. Dr. Linda Bell
<b>7) Kortright, Guelph:</b>	01/04/23	Rev. Howard Sullivan
<b>8) Duff's, Puslinch:</b>	01/04/23	Rev. Darrell Clarke
<b>9) Knox-Calvin, Harriston:</b>	01/03/23	Rev. Calvin Brown
<b>10) Doon, Kitchener:</b>	01/04/23	Rev. Jen Sokolowsky
<b>11) Hungarian Preaching point:</b>	01/03/23	Rev. Marty Molengraaf
<b>12) St. Andrew's, Arthur and St. Andrew's, Gordonville:</b>	01/06/23	Rev. Dr. Peter Bush
<b>13) St. Andrew's, Guelph</b>	01/06/23	Rev.'s Marty & Barb Molengraaf
<b>14) Two Rivers, Guelph</b>	01/07/23	
Stated Supply contract with Rev. Glen Soderholm		
01 <sup>st</sup> July 2023 to 30 <sup>th</sup> June 2024		
<b>15) Knox, Preston</b>	01/02/24	???

**Recommendation #2:** That the Presbytery move into a committee of the whole to discuss the crisis of Interim Moderators in our bounds, (and we recognize that this is also across our whole denomination). That Mark Richardson convene the committee of the whole and that Scott McAndless act as secretary.

Preamble:

This means that by early 2024, over half of the charges (15 out of 28) in our Presbytery will be without a called minister! Some of them will not be able to call a full-time minister, and some of them would not be able to call a half-time minister.

We are running out of Clergy to become Interim Moderators in our Presbytery, let alone serving through Sunday pulpit supply.

Our team has noted the difficulty in getting a minister to agree to serving as an IM. We recognize that we are all busy, but at the same time, we agree with how our denomination works better with everyone seeking to fulfill our ordination and induction vows which includes being involved at the Presbytery level. We currently have 2 ministers who are serving as Interim Moderators in 2 different congregations each, and this should not need to be when there are several congregational ministers who could become involved.

The number of current church vacancies within the Waterloo Wellington Presbytery has created this huge demand for Interim Moderators. A number of these will be long term requirements where congregations cannot afford to call a new minister. Many of them also require leadership during the vacancy to discern a new future that goes beyond the typical duties of an Interim Moderator. Meanwhile, many pastors continue to be exhausted from the demands of Covid and/or overwhelmed with the needs of their own congregation during this age of uncertainty and decline. It is essential that the presbytery care for not only congregations in need of a moderator, but also for the pastors within our bounds. Congregations that are vacant currently pay 10% of the previous minister's stipend for the work of an Interim Moderator, and \$190/week for pulpit supply. This creates conditions within which faith communities are comfortable having their basic needs met (Sunday services, funerals, and session meetings) at a very low cost. Meanwhile this is placing an undue burden on ministers within the presbytery.

For this reason, we could explore some possible provisions wherever Interim Moderators are needed. Along with any changes there must be clear and careful communication with congregations so that they understand the pastoral concerns and their own responsibilities.

### **Option A**

1. Interim Moderators will be appointed with the clear understanding that for twelve months they will moderate monthly session meetings, lead one congregational meeting, arrange for weekly pulpit supply, and provide emergency pastoral care at the standard rate of remuneration.
2. If, after eighteen months, the congregation has not filled the vacancy or made alternate plans for pastoral ministry, the Interim Moderator will then moderate quarterly session meetings, one congregational meeting and arrange for two weeks of pulpit supply per month, with no pastoral care, at double the stated rate of remuneration.
3. If, after twenty-four months, the congregation has not filled the vacancy or made alternate plans for pastoral ministry the Interim Moderator will moderate quarterly session meetings, one congregational meeting and no longer arrange for pulpit supply or emergency pastoral care at triple the stated rate of remuneration.

### **Option B**

Effective January 1 for new and existing Interim Moderators: they will continue to moderate session and congregational meetings as required. However, they will no longer arrange for pulpit supply. This task will fall to the session of each congregation. Remuneration will remain the same.

### **Option C**

Effective January 1 for new and existing Interim Moderators, remuneration for all Interim Moderators regardless of the size of congregation, will be increased to a minimum of 25% of the 2024 stipend (8<sup>th</sup> increment, \$13,201) required by the Presbyterian Church in Canada.

Also, could not an Interim Moderator be available, eg. on call, for occasional help and not regularly, when there is a Stated Supply or Interim Minister in place, or even not required at all?

**Recommendation 3:** That the Presbytery move out of the committee of the whole.



- Recommendation 4:** moved by Jen, seconded by Kristine, that the Presbytery extend the Stated Supply Contract between Duff's PC and Rev. Don McCallum from 27<sup>th</sup> November 2023 to 31<sup>st</sup> July 2024.
- Recommendation 5:** moved by Kristine, seconded by Doug, that the Presbytery raise the minimum Sunday pulpit Supply amount from the GA minimum of \$190 per service to \$300 plus travel for our Presbytery, effective 01<sup>st</sup> January 2024.
- Recommendation 6:** moved by Kristine, seconded by Doug that the Presbytery grant permission to Joonim PC to form a search committee to begin the work of searching for a new senior minister.
- Recommendation 7:** That Presbytery grant permission to St. Andrew's PC, Guelph, to form a search committee to seek an Interim Minister to serve there for a period up to 2 years.
- Recommendation 8:** moved by Kristine, seconded by Doug that the Presbytery allow Rev. Darrell Clarke to continue as Interim Moderator at the 2 congregations of Joonim, and Duff's until 31<sup>st</sup> July, when a new Interim Moderator must take over his work at one of those congregations.
- Recommendation 9:** moved by Doug, seconded by Kristine that the Presbytery allow Rev. Dr. Peter Bush to continue as Interim Moderator at the 2 pastoral charges of Rockwood, as well as Arthur & Gordonville until 01<sup>st</sup> June 2024, when a new Interim Moderator must take over his work at one of those congregations.

#### **General Presbyter:**

We noted that with Rev. Dr. Crawford willing to be at the November Presbytery meeting, that would be a great time for the court to specifically celebrate this new ministry!

**We are advising the Presbytery that a three-person team from this committee to work with Jeff Crawford for support/accountability/communication/HR will be comprised of Doug McCaig, Jen Sokolowsky, and Kristine O'Brien.** This team will then discuss with Jeff the whole realm of LWC, so that he and anyone he meets with while doing this Presbytery work is safe.

We think Jeff could start focussing on different groupings of congregations within our Presbytery.

#### **St. Andrew's PC, Hespeler:**

We noted the document called: "Credence St. Andrew's Hespeler Final Report" is an excellent resource as they seek to move forward in detailed and constructive ways!

We are acknowledging before the Presbytery that the funding (\$10,000) from Presbytery helped make this year-long journey for St. Andrews possible and that through the work of Credence & Co with the congregation of St. Andrew's Hespeler, the congregation is seeking to move forward under God's leading into their future. The CRT of Presbytery will be following up with them showing St. Andrew's Hespeler support and encouragement from the Presbytery.

#### **Interim Moderator Reports:**

##### **Knox-Calvin PC, Harriston:**

INTERIM-MODERATOR'S REPORT TO PRESBYTERY October 2023

**A Search Committee** has been appointed for the Pulpit Vacancy and they are working on the Congregational Profile and with the Session are considering various options for continued ministry. Part of that process is to meet with a few congregations in the "northern Kingdom" who also want to look at optional possibilities. I had contacted Ed Charlton and we planned the first meeting in Harriston. Possibilities were shared and another meeting planned for in late September. Interim-Moderator for Arthur and Gordonville, Peter Bush, has been appointed C0-Chair with me and we pray for a good consultation from these informal gatherings.

The Session meets monthly.

Pulpit supply for Harriston has been organized until the end of the year.

Rev Calvin Brown

##### **Eden Mills PC:**

INTERIM-MODERATOR'S REPORT TO PRESBYTERY October 2023



Tuesday, November 14, 2023 – 7 PM

University of Guelph

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The congregation has between 12 and 20 people in attendance and continues to worship every week. Once a month, they welcome Rev. Willy Van Arragon to the pulpit, with myself leading worship and preaching all other Sundays. The congregation makes regular donations to Presbyterians Sharing and has special offerings for Easter, Thanksgiving and Christmas with the monies generally going to the Rockwood Food Bank. Special donations are also made, from time to time, to the PWS&D. The Session meets every second month and the Board of Managers is attentive to the building and property needs. The congregation has had the opportunity to show hospitality to University of Guelph students who have joined us in worship, and to the family and friends of someone who has died by providing space and lunch for the funeral and reception. When a group from the community requests the use of our building and/or parking, the congregation is generous in their response. We have a website which is updated weekly.

Following the break in and theft at the church, we decided to replace the items that are used for worship and the sacraments. Unfortunately, the illuminated pulpit Bible and the hand crafted filigree baptismal couldn't be replaced, nor did we we replace the ceremonial trowel, the communion goblet, the silver jug and brass candle holders and vase. All taken items were noted, with appreciation to the givers. The replacement items were dedicated at Easter time and have been in use since that time.

When a member is ill or in hospital, many reach out, including myself.

At our annual meeting each year, we discuss what the congregation wishes to do, going forward and so far the unanimous response is to continue to worship and praise the Lord as Eden Mills Presbyterian Church, to make contributions of time and money as and where possible, to be a presence in this small community. They have also indicated that they wish to continue with the current worship leadership arrangement.

Respectfully submitted, Rev. Dr. Linda Bell

### **DUFF'S, PUSLINCH**

Duff's continues with regular services under the leadership of Stated Supply Don McCallum. His contract extension to July 2024 will be brought before the Presbytery for approval at the November meeting.

In June, a congregational town hall meeting was held to review options for the next phase of Duff's Ministry. At that meeting a motion was approved to host a community church gathering to bring together the local churches of Puslinch area, to discuss their current situation and to identify possible areas of cooperation.

In late September Duff's hosted a community meeting of United, Presbyterian and BIC churches in the Puslinch area. The six churches in attendance shared their current ministries and programs with one another and explored areas of possible event cooperation and shared ministry in the community. Invitations for a November follow-up meeting to discuss possible shared ministry have been sent to neighboring Presbyterian congregations.

Duff's celebrated its 186<sup>th</sup> Anniversary on October 15, 2023. The following week, the Annual Fall Bazaar was held on October 21. Hundreds of people from the Puslinch area shopped at the event. Duff's Messy Church program continues through the fall.

Respectfully,

Rev. Darrell Clarke

### **JOONIM, WATERLOO**

Rev. Philip Song continues as the Stated Supply Minister and will remain until December 2024. Rev. Song leads both the Sunday afternoon and the Wednesday mid-week service. The congregation of Joonim continues its various ministries to youth, children, and university students. The Infant and Children's ministry is led by Jr. Pastor Miyoung Eom. The Middle and High School ministry is led by Jr. Pastor Kim Woo-seung. The University Ministry, both at Joonim and on the two university campuses in Waterloo, is led by staffer Kim Hye-yeon.



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At the March 18th Anniversary of Joonim service, there was an installation service for new elders and senior deaconesses. Rev. Clarke ordained serving elders Lee Sang-hyeok and Choi Jae-dong, and senior deaconesses Kim Geun-hee, Choi Jeong-in, and Hong Gyeong-sim were appointed.

In April two infant and three young people baptisms were held. Three youths were confirmed at the same service. Three new families were welcomed into the congregation in June. 4 new families were welcomed into the congregation and 1 youth were confirmed in October.

Around 100 children, youth and adults from Joonim took part in the annual BBQ outdoor service on June 25 at Laurel Creek Conservation Area. The mid-week service, cancelled during the pandemic, resumed in September. Over 30 children and youth participated in the annual Thanksgiving Sports Day. Its fourth food ministry of prepared meals to the homeless at Ray of Hope Community Centre in Kitchener took place on October 21.

Search Process to Begin: The deacons and elders of Joonim agreed at their August meeting to ask the Presbytery for permission to start the search process for a full-time minister. The Search committee will be formed on November 17. The goal is to induct the new minister in January 2025. A recommendation to grant permission to Joonim to start the search process will be brought before the Presbytery at its November Meeting.

Respectfully,  
Rev. Darrell Clarke

#### **REPORT FROM INTERIM MODERATOR OF THE PRESBYTERIAN CHURCH OF ROCKWOOD**

The Rev. Diane Boyd began a medical leave on Oct. 9, 2023. She had returned to work on March 1, 2023 and managed to work just over seven months.

The congregation will pay her stipend and housing allowance through until Jan. 9, 2024 (three months) as per the Sick Leave policy of the denomination. There then follows a four-month period during which the congregation will pay her housing allowance and the Rev. Boyd will apply for Employment Insurance.

Session has met with Peter Bush moderating. Peter Bush is available to provide pastoral care.

Supply is in place until the end of 2024, with the sole gap of Nov. 26, 2023.

St. Andrew's Church, Fergus is providing office support to Rockwood Church during the medical leave, since Rockwood Church has limited office equipment.

Respectfully submitted by  
Peter Bush  
Interim Moderator pro tem

#### **REPORT FROM INTERIM MODERATOR OF ST. ANDREW'S PRESBYTERIAN CHURCH, GORDONVILLE AND ST. ANDREW'S PRESBYTERIAN CHURCH, ARTHUR**

Conversations about the future shape of ministry have been engaged in. A Search Committee has been established and is working on a profile.

Members of both Sessions attended the "Discovering Hope" workshop held at Knox Presbyterian Church, Conn, which highlighted 6 areas of best practice for rural and small town congregations.

The Sessions are meeting. Pastoral Care is being provided, there have been 3 funerals since the end of July 2023. The supply list is being worked on a regular basis.

Respectfully submitted by  
Peter Bush  
Interim Moderator

**Interim Minister's Report from St. Andrew's Guelph**



Our discussions are ongoing and positive. We have asked the Presbytery for permission to seek an interim minister in light of the length of the ministry of Rev. John Borthwick and the fact that Knox Presbyterian Guelph has done the same.

The conversations continue about amalgamation between the two congregations. Another meeting was held with the two groups and a plan was put in place to have an Advent service together on Dec. 3rd at 1:30 p.m. after sharing together in a potluck lunch.

The Board did their due diligence in showing they can support the salary of an interim minister.

The Session is prayerfully looking for a strong leader who will help them map out a future and prepare them for some changes.

They are a beautiful group of people. We have supply preaching in place till next June 2024 but obviously that will change when an interim minister is hired. We seek the wisdom of the Spirit as we travel down this new road together.

### **Kortright Presbyterian**

By the grace of God and through his blessing:

Kortright Presbyterian Church, Guelph, ON, continues to do well, since the spring 2023, when I was appointed Interim Moderator. The congregation has been ably served by a variety of supply preachers along with sound preaching from two current staff. As interim moderator, I have been preaching about once every six weeks to stay connected with the congregation and have also kept them informed of our progress in the search for a new lead minister.

Since preaching the pulpit vacant Sunday, April 23, 2023, we have worked diligently to ensure the congregation remains active, is well supported, and prepares for the next minister. Among other things, we have established new outreach, the Dovercliffe Park Food Cupboard, in collaborative with the Guelph Food Bank. We have introduced new small group resources and continued to establish sound policies and practices. I believe the cooperative working of Session and myself has aided in much of this progress.

At KPC, we determined that the search process really involved two elements each of which required people with certain abilities to be accomplished. Therefore, we divided the typical search team into two parts: the profile team and the interview team. Presently, I am working with the profile team to complete our documentation and create an attractive profile for KPC. This team consists of eight people chosen and vetted by Session for their skills in research and drafting the profile documents. The chairperson of the team is Eric Goforth, a young man, who recently joined the church. We have begun the important work of creating our congregational profile following a survey of the congregation. The survey took place over a three-week period, approximately 140 surveys were completed. We anticipate our final version of the profile will be ready for January 2024 as we launch into the exciting aspect of the search process—finding our next minister.

Session, which has a small number of elders (six) meets each month and is accomplishing a great deal. A challenge we have undertaken is the revamping of operational procedures in consultation with Relational Systems Consulting (the Rev. Douglas Schonberg). We are holding elder elections this coming spring and hope to expand the Session to at least eight active elders. We have worked through the staff restructuring that Rev. Alex MacLeod introduced prior to his departure. This has changed the reporting of staff as well as redefined the responsibilities of one of our part-time staff.

I remain yours, in Christ's service, Howard Sullivan – Interim Moderator

**Recommendation 9:** Moved by Mark Richardson/ Kristine O'Brien that the report of the Congregational Response Team be accepted.

**Recommendation 9:** Moved by Mark Richardson/ Kristine O'Brien that the report of the Congregational Response Team be accepted.



## Equipping Leadership Team – Glen Soderholm (Appendix “E”)

The Team met on Oct. 31/23

### **Students under Care**

Beth Ann Fisher - Is finishing her PhD at Emmanuel College and has not yet begun the courses prescribed by Education & Reception

Emmanuel Mote-Ndasah -

Now lives within our bounds. His circumstances are unusual in that, as an ordained Minister from the Presbyterian Church in Cameroon, he has already been deemed eligible to receive a call in the PCC (June 29, 2021) upon completion of his course work at Knox (he will be finished this December 2023). However, his eligibility will expire on April 29th, 2024. Therefore, we will be interviewing him, and if satisfied, would make a recommendation to Presbytery to endorse his application for an extension of his eligibility.

This interview will take place before the end of 2023 and will be brought to the January 2024 meeting.

### **LIFT**

We were looking to establish a budget request for 2024 to subsidize any youth and/or support personnel for the LIFT youth conference. Unfortunately, there is not a lot of information around costs, or how many people might be applying. We agreed that we would be more comfortable with subsidies rather than full grants.

Based on previous budgets, and taking inflation into account, we are suggesting that the 2024 Budget for LIFT subsidies be \$3000.

### **Educational Opportunities and Resources**

We will explore providing opportunity and information for leaders in our Presbytery to participate in Leading with Care and Sexual Abuse and Sexual Harassment workshops in 2024.

Second, offering a larger, in person inspirational educational event should be coordinated with our new General Presbyter (Jeff Crawford). We deem it wise to wait and let him get a better sense of what the most important needs in the Presbytery are, before organizing such an event. We also see the wisdom in including John Borthwick in our planning, given his new position, we might coordinate resources and ideas with his new role at Knox College.

Third, we see the possibility of offering smaller events on the Presbytery's off months at its regular meeting time. These could draw on resources already represented in our Presbytery.

### **Young Adult Representative**

We have sent out an appeal to the Presbytery to solicit applications for a YAR to represent our Presbytery at the 2024 General Assembly. We will evaluate the applications and hope to choose a candidate before the end of this year.

## **Report of the Renewal Team – Peter Bush (Appendix F)**

### **RECOMMENDATION 1:**

That the report of the Renewal Team be received and its recommendations considered.

The Renewal Team met on Oct. 24 and discussed various matters.

#### **A. Change to the terms of regeneration Fund**

Notice of motion was given at the Sept. 2023 meeting of the Presbytery of Waterloo-Wellington. To change standing orders so that 5% of the principal is used in grants in a given calendar year.

Changes to Standing Orders (Notice of Motion Follow-up)  
Section being changed (words being amended are bolded and underlined)

#### **APPENDIX B-4 reGeneration Fund**

##### **Source of Funds**

An initial capital investment of \$630,000 will be set aside inside the Development Fund of the Presbytery with **5% of the capital being available for grants each calendar year.**

30% of all future transfers to the Development Fund will be allocated to the Re-Generation Fund as additional income producing capital.

To ensure the availability of funds in the future, the fund will be based on an endowment model. An endowment fund invests the capital, and it remains invested, **with 5% of the fund being** distributed in the form of grants as per its terms of reference.

The treasurer will submit to the **Renewal Team the value of the Fund on Sept. 30 of each year.**

Should a portion of **the 5%** not be disbursed to congregations, it will be re-invested as further capital to maintain or increase future income.

##### **RECOMMENDATION 2:**

That the Source of Funds section of Appendix B-4 in the Standing Orders read as above.

##### **B. Responding to Correspondence**

Correspondence was received from the Stewardship Team of Doon Presbyterian Church asking for the establishment of an e-mail chain of all the congregations in the Presbytery so announcements of events and projects could be shared throughout the congregations of the Presbytery.

To accomplish this, each congregation is to provide an e-mail address to the Clerk of Presbytery/Convenor of Renewal Team where announcements of coming events in various congregations would be received. The Clerk/Convenor would then send out an initial e-mail to link the addresses. It is understood that congregations are invited to use discernment about highlighting the various announcements they receive from other congregations.

##### **RECOMMENDATION 3:**

That an e-mail chain for announcements of congregational events be established. And that congregations provide an e-mail address to the Clerk/Convenor by Nov. 20, 2023 where announcements can be sent.

Correspondence was received from St. Andrew's Church, Kitchener regarding a redevelopment project. Through the work of the Moderator of Presbytery, it has been arranged for St. Andrew's, Kitchener to have time at the January 2024 meeting of Presbytery to present their Legacy Mission project.

##### **C. New Projects**

Two teams have been established to develop workshops to be held within the Presbytery in 2024. These will be done in partnership with the Equipping Leadership Team of the Presbytery.

- a. Training Lay Worship Leaders and Training Lay Preachers
- b. Evangelism

More information will be forthcoming. Presbyters and congregation members interested in being part of planning either of these workshops are invited to contact Peter Bush.

Artificial Intelligence has burst on the scene this year. The Renewal Team will facilitate a series of discussion/reflection gatherings in the first part of 2024 regarding AI. Reading, reflection, thinking about

what questions should we be asking – they will be open to anyone in congregations in the Presbytery interested in these matters. More details will be available by the end of the year.

**RECOMMENDATION 4:**

That the report as a whole be adopted.

Convenor: Peter Bush

**Report of the Rainbow Communion Ad Hoc Team – Jen Sokolowsky (Appendix G)**

**Recommendation#1:** That the report of the Rainbow Communion Ad Hoc Team be received and considered. The following Recommendations were sent to the Presbytery of Waterloo-Wellington on August 26th, 2021 by the Clerks of Assembly for attention by the Presbytery. The entire memo can be found here: [https://presbyterian.ca/wp-content/uploads/2021-GA-Referrals-for-Presbyteries\\_revised-2.pdf](https://presbyterian.ca/wp-content/uploads/2021-GA-Referrals-for-Presbyteries_revised-2.pdf)

On Thursday October 19th, 2023 The Presbytery of Waterloo Wellington began to act on these recommendations by forming a committee including:

Jen Sokolowsky – convenor – minister at Doon Kitchner  
Sue Senior – elder at Knox Waterloo  
Marty Molengraaf – minister at St. Andrew’s Kitchener  
Andrew Hight – staff at St. Andrew’s Kitchener

This committee has met and is ready to provide 3 initial recommendations to Presbytery:

**Recommendation #2:**

That this committee, with the support and assistance of St. Andrew’s Kitchener and including the participation of The Presbytery of Waterloo Wellington, hold a service of worship on Sunday March 24th, 2024, 7pm at St. Andrew’s in Kitchener. This time of worship will begin to address recommendations 3.22, 3.23, 3.24 as outlined below.

Moved by: Marty Molengraaf  
Seconded by: Sue Senior

**Recommendation #3:**

That Presbytery invite Carragh Earhardt (Program coordinator for Sexuality and Inclusion in the Presbyterian Church in Canada) to speak at the next in-person gathering of Presbytery for 45 minutes, regarding how Presbytery and Congregations can begin to implement Recommendations 3.25, 3.27, 3.29, 3.32

Moved by: Marty Molengraaf  
Seconded by: Sue Senior

**Recommendation #4:**

That Presbytery nominate The Rev. Paulette Brown to be appointed to the position of Intercultural Liaison (CV is attached).

Moved by: Marty Molengraaf  
Seconded by: Sue Senior

**Actions of the 2021 General Assembly for the Attention of Presbytery  
Rainbow Communion Listening Committee Recommendations to be addressed**

- 3.22 Recommendation RCL-001 (A&P 2021, p. 593, 22) That the gratitude of the General Assembly be extended to all who have told their stories as part of the Special Listening Committee re LGBTQI (Rainbow Communion).
- 3.23 Recommendation RCL-002 (A&P 2021, p. 617, 22) That The Presbyterian Church in Canada affirm that all people whatever their sexual orientation or gender identity are equally beloved by God. Page 6 Clerks of Assembly: The Rev. Stephen Kendall and The Rev. Donald Muir 50 Wynford Drive, Toronto ON M3C 1J7 416-441-1111 or 1-800-619-7301 [presbyterian.ca](http://presbyterian.ca)
- 3.24 Recommendation RCL-005 (A&P 2021, p. 654, 22) That members of The Presbyterian Church in Canada be encouraged to participate in the service of worship that gives public expression to the confession for harm done to LGBTQI people and to work individually and as congregations and the courts of the church to live out this confession and commitment so that harm does not continue.
- 3.25 Recommendation RCL-007 (A&P 2021, p. 657, 22) That the Life and Mission Agency, together with synods, presbyteries, sessions and theological colleges encourage the development of organic networks of support groups and formalized pastoral care relationships across the church, both in person and online, to provide resources, guidance and care for people who identify as LGBTQI and in particular for serving and retired clergy and for family members of LGBTQI people.
- 3.26 Recommendation RCL-009 (A&P 2021, p. 658, 22) That The Presbyterian Church in Canada reject without qualification the false claim that those who identify as LGBTQI are any more likely to be involved in paedophilia or the molestation or abuse of children or vulnerable adults than any other persons.
- 3.27 Recommendation RCL-010 (A&P 2021, p. 659, 22) That The Presbyterian Church in Canada, through the Life and Mission Agency, provide a means for people to safely tell their stories of abuse and offer an appropriate pastoral response.
- 3.28 Recommendation RCL-011 (A&P 2021, p. 661, 22) That with the support of the resources from the Life and Mission Agency, the courts of the church, agencies, colleges and camps review and update their policies, procedures and practices, including the language used, by June 2022, to ensure they reflect the full inclusion of all people.
- 3.29 Recommendation RCL-014 (A&P 2021, p. 664, 22) That all congregations, presbyteries, synods and committees be encouraged to consult with the Program Coordinator Sexuality and Inclusion, concerning the ongoing work of resource and policy development, education and support for the full inclusion of LGBTQI people in all dimensions of the ministry of The Presbyterian Church in Canada.

- 3.30 Recommendation RCL-015 (A&P 2021, p. 665, 22) That committees to nominate at all levels and in all courts of the church, be urged and encouraged to include LGBTQI representation in the membership of committees of the sessions, presbyteries, synods, colleges and the General Assembly.
- 3.31 Recommendation RCL-016 (A&P 2021, p. 667, 22) That identifying as LGBTQI and/or being in a same-sex marriage not be grounds for discipline and censure in The Presbyterian Church in Canada.
- 3.32 Recommendation RCL-017 (A&P 2021, p. 668, 22) That all congregations, presbyteries, synods and theological colleges be encouraged to use the Life and Mission Agency updated resources for worship and to review their own practices and the language that they use in worship.
- 3.33 Recommendation RCL-020 (A&P 201, p. 670, 22) That this report and its recommendations together with the supporting resources be commended to congregations, the Life and Mission Agency and the courts of the church to assist in the process of reconciliation. Page 7 Clerks of Assembly: The Rev. Stephen Kendall and The Rev. Donald Muir 50 Wynford Drive, Toronto ON M3C 1J7 416-441-1111 or 1-800-619-7301 [presbyterian.ca](http://presbyterian.ca) The full report can be found at Rainbow Communion: Special LGBTQI Listening Committee | The Presbyterian Church in Canada.

**Recommendation#5:** That the report of the Rainbow Communion Ad Hoc Team be adopted.

The Rev. Jen Sokolowsky (she/her)

### Committee of the Whole (Appendix H)

Mark Richardson convened the meeting of the Committee of the Whole. The report of the Congregational Response Team (Appendix D) formed the basis of the discussion.

Presbyters spoke of doing things like

- Training elders to do more
  - More pastoral care
  - Lay preaching
  - Even moderating sessions?
- Using technology to stream services (for pulpit supply)
- Making it worthwhile to do pulpit supply (need to pay more and other considerations)

Reactions to the Options

- (as a new option) a need to identify where congregations and offer them support accordingly
  - Maintenance
  - Renewal
  - A gracious dissolution

We talk about getting someone to do something about these things. **But who is going to do it?** The possible “Cluster Ministry” in the Northern Kingdom would be a good help, but they may need to have the presbytery’s support (financially and otherwise) to pull it off.



PRESBYTERY OF WATERLOO-WELLINGTON  
PRESBYTERIAN CHURCH IN CANADA

Tuesday, November 14, 2023 – 7 PM  
University of Guelph

6450

We need to take advantage of training options (like Knox College's new Lifelong Learning position)  
Respectfully submitted by Scott McAndless, Secretary.