

The Presbytery of Waterloo-Wellington met in regular session on Tuesday, March 12, 2024, Within Doon Presbyterian Church, Kitchener. Worship was led by Rev. Jen Sokolowsky and Marty Molengraaf.

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

Attendance

Ministers

Rev. Scott McAndless, Clerk, Rev. Dr. Peter Bush, Rev. Susan Clarke, Rev. Courtney Morris Crawford, Rev. Jeffrey Crawford, Rev. Hugh Donnelly, Rev. Dongwon Jung, Don McCallum, Rev. Marty Molengraaf, Rev. Dr. Kristine O'Brien, Rev. Nick Pavel, Rev. Dr. Mark Richardson, Rev. Glen Soderholm, Rev. Jennifer Sokolowsky, Rev. Cathy Stewart, Rev. Dr. Frank Szatmari.

Representative Elders

Lenora Arbuckle, Debbie Bachura, Tom Bolton, Janette Bomhof, Loretta Fox, Janet de Groot, Bob Galbraith, Pauline Hall, Jo-Anne Hall, Steven Jones, Werner Keummeling, Dave Mallet, Doug McCaig, Gib McIlwrath, Vern Platt, Sue Senior, Bonnie Street, Kevin Sullivan, Rick Thomas, Rhonda Wright

Appendix: Rev. Barb Molengraaf, Moderator, Rev. John Borthwick, Rev. Jay Brennan, Rev. Darrell Clarke, Rev. Herb Gale

Others: David Church, Treasurer, Andrew Hight (St. Andrew's Kitchener), Beverly Brown (Duff's), John Baxer, Judi Fisher (Crieff)

Regrets: Rev. Dr. Aubrey Botha, Rev. Reuben St. Louis, Rev. Dr. Linda Bell, Rev. Linda Ashfield, Alex McNabb, John Saliba, Terri Whiffin

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

It was **moved** by Marty Molengraaf/Kristine O'Brien that Andrew Hight be invited to sit and correspond. **Carried.**

Adoption of Proposed Agenda

It was **moved** by Scott McAndless/Glen Soderholm that the proposed agenda be adopted as presented. **Carried.**

Adoption of Minutes

It was **moved** by Scott McAndless/Glen Soderholm that the minutes of January 9, 2024 be adopted as amended. **Carried.**

It was noted that Jo-Anne Hall to be added to attendance. Date and place corrected on header.

Discussion Led by General Presbyter.

It was **moved** by Scott McAndless/Glen Soderholm that the court move into a committee of the whole for 30 minutes, that Jeffrey Crawford convene the committee and the Scott McAndless act as secretary. **Carried.**

Minutes of the Committee of the Whole are appended as Appendix J

Motion Brought from the Committee of the Whole

Kristine O'Brien/Hugh Donnelly that we invite the General Presbyter to work with the Congregational Response Team and the Renewal Team to begin development of a tool to assess congregational health & vitality and report back to the presbytery.

Amendment: It was moved by Gib McIlwrath/Marty Molengraaf that the words "and report back to the Presbyter" be replaced with "and that the General presbyter prepare a report and present it to the Business committee to approve it and begin the work. The amendment was **defeated**.

The original motion was **carried**.

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**.

Scott McAndless gave the following Notice of Motion to enable the renaming of the Campus Student Ministry Fund.

At a future meeting I will move or cause to be moved that the terms of reference for the Campus Student Ministry Fund be reconsidered.

Grant from the Conference Fund

It was **moved** by Scott McAndless/Glen Soderholm that the Presbytery homologate the actions of the Business Committee in supporting the grant from the Conference Fund. **Carried**.

Note: the grant cannot be used for the intended purpose and so it will be returned.

Susan Clarke

It was **moved** by Scott McAndless/Glen Soderholm that the Presbytery agree with the application of Susan Clarke to retire effective September 1, 2024.

It was **moved** by Scott McAndless/ that members of Knox Elora and St Andrew's Alma be invited to the May meeting to speak to this transition.

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

Treasurer's Report (Appendix C)

It was **moved** by Bonnie Street /Janette Bomhof that the court receive and consider the Treasurer's Reports. **Carried**.

It was **moved** by Bonnie Street /Janette Bomhof that the court accept the accept the unaudited financial statements for 2023 and to February 29, 2024. **Carried**.

It was **moved** by Bonnie Street /Janette Bomhof that the court adopt the report as a whole. **Carried**.

Report of the Property and Finance Team (Appendix D)

It was **moved** by Bonnie Street /Janette Bomhof that the court receive and consider the Report of Property and Finance. **Carried.**

Watson Estate

It was **moved** by Bonnie Street /Janette Bomhof that the Watson Estate funds be used to top up the Trust Fund to \$20,000 and to cover the 2023 deficit with the remainder being split between the reGeneration and reDevelopment funds.

Motion to Table

It was moved by Gib McIlwrath that the motion be tabled until the next meeting. (Not seconded)

The motion was carried.

PCBC Loan for Westside

It was **moved** by Bonnie Street /Janette Bomhof that the Presbytery approve Westside Presbyterian Church's loan application to the Presbyterian Church Building Corporation for \$100,000. **Carried.**

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

Congregational Response Team Report (Appendix E)

It was **moved** by Marty Molengraaf/Kristine O'Brien that the court receive and consider the Congregational Response Team. **Carried.**

Stated Supply and Interim Ministers

It was **moved** by Marty Molengraaf/Jen Sokolowsky that that for the next two years we allow the Stated Supply/Interim Minister to function as the Interim Moderator even if they live outside the bounds, recognizing that in some situations, this is already in place. **Carried.**

It was **moved** by Marty Molengraaf/Kristine O'Brien that the Congregational Response Team report be adopted. **Carried.**

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**

Lay Preacher's Training Event

Motions related to this event were withdrawn.

St. Andrew's Arthur

It was **moved** by Peter Bush/Janet de Groot that the Presbytery provide a grant of \$5,000 to St. Andrew's Church, Arthur in support of the Sports Camp and New Years Skating Party from the ReGeneration Fund. **Carried.**

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

Equipping Leadership Team Report (Appendix G)

It was **moved** by Glen Soderholm/Courtney Crawford that that the Report of Equipping Leadership Team be received and their recommendations considered. **Carried.**

Funding for Interim Moderator Conference

Subsequent to having given due Notice of Motion, the following motion was made. It was **moved** by Glen Soderholm/Courtney Crawford that Rev. Jen Sokolowsky and Rev. Reuben St. Louis be granted a \$350 subsidy each to attend the conference. **Carried.**

Students Under Care

It was **moved** by Glen Soderholm/Courtney Crawford that Beth-Ann Fisher not be recertified to ordination within the PCC. **Carried.**

Peter Bush Study Leave

It was **moved** by Glen Soderholm/Courtney Crawford that the request of Peter Bush's study leave events be approved. **Carried.**

Susan Clarke Study Leave

It was **moved** by Glen Soderholm/Courtney Crawford that the request of Susan Clarke for an independent Study Leave be approved. **Carried.**

Sacramental Elder

It was **moved** by Jeff Crawford/Peter Bush that Shelley Maitland be approved as a Sacramental Elder of Knox Elora. **Carried.**

It was **moved** by Jeff Crawford/Peter Bush that the report of Equipping Leadership be adopted. **Carried.**

Rainbow Communion Ad Hoc Team

It was **moved** by Jen Sokolowsky/Sue Senior that the report of the Rainbow Communion Ad Hoc Team be received and considered. **Carried.**

Scott McAndless and Don McCallum recorded their dissent and have sent their reasons to be included in the minutes below:

Don McCallum

The body of the report contains an unfortunate criticism of the Renewal Team of the Presbytery for organizing a training event in which the two facilitators would have both been white and cisgender. By receiving and adopting the report, the minutes could give the impression that the Team had failed to follow expectations that had been clearly laid out by the Presbytery. This was in fact not the case.

Scott McAndless

I have seen Don McCallum's reasons and agree with them. Rather than repeat them I would like to present a wider view of where I felt the Presbytery acted wrongly.

The Presbytery operates according to parliamentary procedures in its actions and decision making. This is a system that was first developed starting in the sixteenth and seventeenth centuries by the parliaments of England. They were rules of order that were written by wealthy, straight, white, cisgender men who were engaged in a massive project of empire building and colonization.

Although such rules were ostensibly created to make democracy work, their primary concern was keeping such democracy in good order – an essential element in such order being the continued dominance of wealthy, straight, white, cisgender men.

Such rules of order were imposed on colonies like Canada despite the fact that such places had their own more ancient and superior protocols for egalitarian decision-making.

Parliamentary procedure is and always has been a tool of oppression. It was designed to protect the status quo, marginalize the voices of the powerless and slow down or prevent substantial change. This is not a bug in parliamentary procedure, it is a feature!

Our system is therefore deeply flawed and evil. Nevertheless, we do believe that, in spite of this system (certainly not because of it!), the Presbytery and any court of the church is able to discern the will of God when we come together in prayer and open ourselves to the voice of the Spirit.

Despite my abhorrence for parliamentary procedure and my awareness of the evil that it perpetuates, I have been put the unenviable position by this presbytery where I am required to ensure that it is followed.

To be clear, I only objected to receiving the report because I believed that one part of it should not be included in a report to presbytery. I refer that part of the report that scolded two presbyters, two committees of presbytery and, by extension, the entire presbytery for planning an event that had since been cancelled.

Why did I object to that part of the report? Not because I don't think the Presbytery is worthy of being scolded. I cannot speak for everyone, but I don't doubt that I am worthy of being scolded, poor sinner that I am. It may not always be constructive, but I certainly did not object when the Presbytery was scolded at other points in the meeting.

It is just that I do not feel that it is appropriate to include such comments in a report that is to be adopted by the presbytery. I think it sets a bad precedent and could lead to various committees arguing and fighting with each other in their reports.

I wish we could have found another way to allow those who were aggrieved to voice their disapproval. If it had been up to me, I would have removed that portion of the report and received it as correspondence that we could have received and referred in constructive ways.

But, of course, I could not do that because our parliamentary procedure does not allow for such editing. Therefore, the procedure made it necessary for me to argue against an entire report, despite a willingness to discuss the motions.

Evil usually triumphs in this world by turning people of good will against one another and that is what I saw our parliamentary procedure doing to us.

It was **moved** by Jen Sokolowsky/Sue Senior that the Presbytery of Waterloo-Wellington commit to living out the words of the three Confessions for harm done due to

anti-Indigenous racism, white superiority, homophobia, transphobia and heterosexism. **Carried.**

It was **moved** by Jen Sokolowsky/Sue Senior that That the Presbytery of Waterloo-Wellington work with the Rainbow Communion Ad Hoc Team to help identify suitable resources for events, workshops and other gatherings that are to be endorsed by the Presbytery, with a view to help establish best practices to live out the church's promises to ensure that harm does not continue and to repent of harm done.

Motion to Refer

It was **moved** by Don McCallum/Gib McIlwrath that the motion be referred to the business committee in collaboration with the Rainbow Communion Ad Hoc team in a full conversation of both committees to bring this back to the next regular meeting. **Carried.** It was **moved** by Jen Sokolowsky/Sue Senior that as part of this committee's report at Presbytery Meetings a short (up to 10 minutes) ongoing educational piece/insights/practical applications of the recommendations before us, to be included as part of the committee's report.

Amendment: It was **moved** by Kristine O'Brien/Sue Senior that the motion be amended to add the words "and that this be in effect for 2024 with further consideration to add it to the Standing Orders. **Carried.**

The amended motion **Carried.**

It was **moved** by Jen Sokolowsky/Sue Senior that the report of the Rainbow Communion Ad Hoc Team be adopted. **Carried.**

Session Records

Having been duly examined, the following motions were made regarding session records.

It was **moved** by Scott McAndless/Glen Soderholm, that the session records of Central Presbyterian Church, Cambridge be attested as neatly and correctly kept. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm, that the session records of Knox Preston Presbyterian Church, Cambridge be attested as neatly kept with notes. **Carried.**

It was **moved** by Scott McAndless/Glen Soderholm, that the session records of Westside Presbyterian Church, Cambridge be attested as neatly kept with notes. **Carried.**

The Session records of St. Andrew's, Arthur were not produced.

Adjournment

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

**Proposed Agenda
Presbytery of Waterloo-Wellington
Tuesday, March 12, 2024
Doon Presbyterian Church**

1. Opening Worship Doon Presbyterian

2. Prayer and Constitution: Rev. Barb Molengraaf

3. Attendance and Regrets

Recommendation 1: That {any named visitors to the court as appropriate} be invited to sit and correspond.

4. Adoption of Proposed Agenda

Recommendation 2

That the proposed agenda as presented/amended be adopted.

5. Adoption of Minutes

Recommendation 3

That the minutes of January 9 2024 be adopted as printed/amended.

6. Our Executive Presbyter will lead us through a discussion of the Back to the Future Report (see Appendix B) 30 Minutes.

- a. Business Committee – Scott McAndless (Appendix “A”)
- b. Report of the Executive Presbyter and report on “Back to the Future (Appendix “B”)
- c. Report of the Treasurer – David Church (Appendix “C”)
- d. Report of the Finance & Property Team – Reuben St. Louis
- e. Congregational Response Team – Mark Richardson
- f. Report of the Renewal Team – Peter Bush
- g. Equipping Leadership Team – Glen Soderholm
- h. Report of the Rainbow Communion Ad Hoc Team
- i. Taiwan Committee – Peter Bush (no Report)
- j. Adoption Session Reports

7. Future Meetings

Presbytery: We have been invited to Kitchener East on May 14. The June 18 meeting will once again take place at Crieff with a dinner for Presbyters.

Business Committee:

The Committee will next meet on April 5, May 2, June 13

8. Adjournment

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 February 6, 2024)

281	Jan	10	Reuben St Louis	Interim moderator conference	Equipping Leadership
282	Jan	10	Carragh Erhardt	Slide Deck from meeting	Presbytery
283	Jan	10	George Myers	Thanks to Cheque signers	Clerk
284	Jan	12	Terrie-Lee Hamilton	Presbytery Statistics form	Clerk
285	Jan	12	Jen Sokolowsky	Elder Commissioner to General Assembly	Clerk
286	Jan	19	Terrie-Lee Hamilton	Information about 2024 Moderator nominees	Presbytery
287	Jan	24	Jennifer Astop	Grant deadlines	Presbytery
288	Jan	25	McCarter Grespan	Payment from Watson Estate	Treasurer
289	Jan	29	Stephen Kwon	Visit to Presbytery	Business Committee
290	Jan	30	Jen Sokolowsky	Art of Transitional Leadership application	Equipping Leadership
291	Jan	31	Kathryn Muir	Changes to the Roll	Presbytery
292	Jan	31	Darrell Clarke	Suggestion of Fund Name Change	Business Committee
293	Feb	1	Jeffrey Crawford	Clergy Retreat	Presbytery
294	Feb	2	Darrell Clarke	Final information and cheques - Watson Estate	Treasurer
295	Feb	3	Peter Bush	Continuing Education Request	Equipping Leadership
296	Feb	6	Jeffrey Crawford	Information about Back to the Future	Presbytery
297	Feb	8	Peter Bush	Letter re. Lay Preacher Training	Presbytery
298	Feb	11	Mark Gedke	Invitation to Pastors' breakfast	Clergy
299	Feb	12	Jeffrey Crawford	Slides from "Back to the Future"	Presbytery
300	Feb	12	Louise Sharpe-Berges	Kortright Campus Ministry Fund application	Renwal
301	Feb	13	Glen Soderholm	Leading with Care Webinar	Presbytery
302	Feb	21	Marty Molengraaf	Request for more time at March meeting	Business Committee
303	Feb	21	Mark Richardson	Trust Deed -- Kitchener East	Business Committee
304	Feb	21	Shelley Maitland	Request to create sacramental elder	Equipping Leadership
305	Feb	21	Kristine O'Brien	Interim moderator Report	Congregational Resp
306	Feb	22	Jennifer Astop	Grant for Lay preacher event received	Renewal
307	Feb	25	Peter Bush	Renewal Grant Request (Arthur)	Renewal
308	Feb	27	Jo-Anne Hall	Sacramental Elder Certificate	Equipping Leadership
309	Feb	28	Susan Clark	CONFIDENTIAL Request to Retire Sept 1	Business Committee
310	Feb	28	Dongwon Brian Jung	Application for Sports Camp grant	Finance and Property
311	Feb	28	Jeffrey Crawford	Steve Jones rep elder for Preston	Clerk
312	Mar	1	Debbie Bachura	Judie Fischer Alt Rep Elder for Crieff	Clerk
313	Mar	4	Wayne Dyce	Trust Deed -- St. Andrew's Fergus	Business Committee
314	Mar	4	Kathryn Muir	Changes to the Roll	Presbytery

Session Records

At this meeting we will review the records of St. Andrew's Arthur, Central Cambridge, Knox Preston and Westside. The clerk will be looking for presbyters to look over the records as we meet and we will bring back motions to approve the records at the end of the meeting.

Renaming the Campus Student Ministry Fund

We have noted that Diane Boyd was greatly involved in the creation of the Campus Student Ministry Fund. It seems fitting that we should rename the fund to honour her memory. As this would involve editing the standing orders, it would require a notice of motion.

Notice of Motion

At a future meeting I will move or cause to be moved that the terms of reference for the Campus Student Ministry Fund be reconsidered.

Synod

The special Synod meeting took place on Wednesday February 28. Our commissioners were Gib McIlwrath, Sue Senior, Reuben St. Louis and Scott McAndless. Thanks to the efforts of our

commissioners, the Synod agreed to refer the recommended actions back the Regional Consultative Committee. That will likely mean that another special meeting will be called by the moderator. Despite attempts to persuade otherwise, the court will again meet by commission.

Moderator of Eastern Han-Ca

Reverend Stephen Kwon (Han-Ca East) will join us at our June meeting.

Commissioners to General Assembly

These are our commissioners:

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

Elders: Rhonda Wright (St. Andrew's Guelph). John Wayne Baxter (Doon), Vern Platt (Hespeler) and a commissioner from Knox Conn.

Grant from the Conference Fund

The Renewal and Equipping Leadership requested a grant to support the Lay Preacher training from the Conference Fund. Because of a need to get this grant approved, the Business Committee agreed to support the application on behalf of the Presbytery. We therefore seek the Presbytery's concurrence.

Recommendation 5

That the Presbytery homologate the actions of the Business Committee in supporting the grant from the Conference Fund

Susan Clarke

Rev. Susan Clarke has submitted her request to retire effective September 1, 2024. Susan has not yet communicated this to her congregations, so we are not making a lot of noise about it yet. But she needs Presbytery's support this month to meet the timeline. Therefore we would make the following motions:

Recommendation 6

That the Presbytery agree with the application of Susan Clarke to retire effective September 1, 2024.

Recommendation 7

That members of Knox Elora and St Andrew's Alma be invited to the May meeting to speak to this transition.

Trust Deeds

So far we have receive trust deeds from Central Presbyterian, St Andrews Fergus, St. Andrew's Kitchener and Kitchener East. There are likely some others in the mail. We will seek approval of all the trust deeds received at the May meeting as had been indicated.

Meeting of General Assembly

A committee has met with Terrie Lee Hamilton and Victor Kim. It was agreed that Katherine St Louis would lead a local arrangements committee. General Assembly is looking for:

- Congregations to host Commissioner on the Morning of June second. (Pick them up for worship and offer them hospitality afterwards)
- Local missions and ministries that the Assembly can support and raise awareness for
- Music for Morning Worship
- List of Fun Activities for commissioners

Recommendation 8

That the Report of the Business Committee be adopted

B: Report of the General Presbyter for Waterloo-Wellington

wwpresbyter@gmail.com 519.870.6060

Focus

In my role as General Presbyter the following areas of focus have emerged from the position description and in consultation with the CRT support team:

- Relationship builder, support, coach and care for clergy.
- Creator of intentional processes to support the Presbytery in discernment and action.
- Connect, resource and support discernment in congregations;
 - With a focus on the following three areas:
 - Knox Preston/Doon Cambridge
 - St Andrew's Guelph/Knox Guelph
 - Duff's/Crieff/and several other nearby PCC, and non-PCC churches.

Offerings this Spring

Clergy Leadership Cohort

An online coaching cohort for six weeks to explore, reflect and support clergy in their leadership. There will be a learning focus on the 5 dimensions of clergy leadership, a brave space for sharing and conversation, and opportunities for mutual support. This cohort model will utilize a coaching approaching to ministry.

Thursdays – April 11th to May 16th from 11 to 12:30pm

Email Jeffrey (wwpresbyter@gmail.com) to register and with any questions.

Gathering to Continue the Conversation

Everyone is welcome to attend gatherings this spring to continue the conversations that have emerged from our February day event and any specific actions the presbytery may undertake at the March meeting.

Dates and times TBA

Email Jeffrey (wwpresbyter@gmail.com) to declare your interest and get details.

Back to the Future Gathering Report

A report on what you said and shared during our time together in February, including a few specific possible next steps for action. Attached as a separate document.

Resources

A collection of books, articles, links, and events that I am interacting with and recommend.

- Ministry Forum: Center for Lifelong Learning @ Knox College - <https://ministryforum.ca>
- How to Lead When You Don't Know Where You're Going by Susan Beaumont
- Fierce Conversations by Susan Scott
- Managing Transitions by William Bridges
- The Five Dysfunctions of a Team by Patrick Lencioni

Please contact me if there are specific ways that I can support you or your congregation.

Presbytery Event Workshop Report

Prepared by Jeffrey Crawford, General Presbyter - March 2024

Summary

It is the goal of this report to share the purpose, outcomes and possible actions which have emerged from our time together as a presbytery on Saturday February 10th at Gale Presbyterian in Elmira. This report seeks first to communicate the why and how of gathering, and then moves to the what was shared and discussed. It concludes with some possible actions the Presbytery could take as next steps. This report is not meant to be exhaustive, nor capture everything that was discussed. The report does seek to honour the energy and passion that was evident in the sharing, and it does engage in interpretation.

Event Purpose & Hoped for Outcomes

Event Purpose-

We will focus on a space for engagement, listening and speaking. This is not a time to make official decisions and is not a formal meeting of the Presbytery. This is an opportunity to share your thoughts, feelings, and nudges about what is going in your church and the church in Canada. We gather to build relationships with God, with ourselves, with each other, and with creation.

Hoped for Outcomes –

- trust building as a Presbytery
- exploring the realities about church in this moment
- discussion about challenges and opportunities
- discussion about how to create thriving Christian communities
- sharing information with presbytery

Information Discussed and Shared

As part of a process, individual and communal opportunities to respond to the challenges and opportunities we sensed in this moment were shared. Those captured below are the ones that had consensus at table groups and generated the most discussion.

Challenges

- Ageing congregations x5
- Congregational finances x3
- Lack of connection to the community x2
- Lack of imagination x2
- What is our purpose? Lack of a why x2
- Mistrust of church x2
- Decline in membership, volunteers, attendance and ministers x2
- Risk adverse x2
- Loss of hope x2
- Unaware of gifts
- Polity – book of forms, not flexible
- Fear of change
- Loss of energy
- Unable to articulate faith in a multi-faith world
- Economic challenges
- Many denominations in one community
- Conflict adverse
- Clergy stretched
- Low energy
- We had it too good in the past
- People too busy
- Silo mentality
- Political polarization
- Too many buildings and our attachment to them

- Diversity and division
- World at war
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- Navel gazing
- Lack of evangelism

Opportunities

- Lay people using their spiritual gifts (lay ministry) x2
- Ecumenical sharing x2
- Mission connections and programs to support the community
- Take a risk
- Desperation leads to collective innovation
- Buildings offer opportunity for community engagement
- Sharing/cluster churches, ministers and ministries
- Equip leadership
- Focus on experiencing God out in the world
- Gather: large and small
- Vacancies lead to opportunities
- Arrival of world Christianity
- Prayer group gatherings
- Reality checks / coming to terms with reality
- God is with us
- Podcasts by/about churches in the presbytery
- Too risky not to change now
- So much need in the world means opportunity to help/serve
- More resources
- Diversity
- Smallness – flexibility and caring
- Unity
- Crisis
- Resources (land, money and buildings)
- Gospel- good news, community, connections

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Risks

As we explored the challenges and opportunities, the question was asked: “What is the risk God is inviting us to take?” Responses follow below, including some additional comments that arrived post event.

- Have a centralized facility for monthly gatherings, and individual facilities (homes) weekly x2
- How many church buildings can we demolish
- Get rid of the buildings
- Regional churches are the future
- Say yes to collaboration – more committee of the whole
- Say no to “the way it’s always been done”
- Ask less of presbyters – fewer committees
- Stop “putting out fires”
- Take a risk with the presbytery money, honouring our commitment to good stewardship
- Repent
- Throw out the rule book
- Partner with each other, worship and outreach together
- Celebrate and leverage our seniors
- Circuit preacher model (lay preachers) and local churches required to manage buildings
- Being okay with small (micro churches)
- APEST (Apostles, prophets, evangelist, shepherds, teachers)
- Be big about our gifts
- Promote “practices” and not “beliefs”
- 401 corridor working together
- Elevate the validity of alternative forms of ministry
- Affirm and encourage experimentation
- Reimagine interim moderatorship – some admin, some long-term, some calling – match giftedness, less geography based
- Make tough decisions now, don’t wait
- Confession and lament
- Change polity
- What is a congregation?
- Pulpit exchange
- Presbytery wide Sunday worship service
- Change language- not churches, but missions
- Sell buildings- form a regional committee to make decisions about amalgamations
- Fund churches well

Additional Comments Received

- The content of the meeting agenda for presbytery should be discerned and intentionally some items should be addressed in-person and others when meetings are online (zoom)
- A follow-up event is required to continue the process and capture the energy and ideas
- How does the conversation become a regular part of presbytery life? There is a need to create a regular process that will create lasting change
- If we seek to collaborate more as a presbytery we will need to acknowledge that we largely function as congregationalist, and will require the presbytery to act as “corporate bishop”

Possible Next Actions

This final section is about possible actions that could be taken related to the above information.



Vision / 'Why'

Develop a presbytery vision, priorities and short-term goals that will seek to support us in using our limited resources in the most faithful and effective ways. This could assist us in better understanding the role of Presbytery in this moment. This could allow us to have guiding principles when we are faced with making difficult choices and decisions, and still support a culture of experimentation.

Possible Action> invite the General Presbyter to draft a document and then engage all members of the Presbytery in conversation for feedback. Present a final draft to the business committee prior to the May meeting.

Regional Partnerships -Large Regional & Small Strong

For several years various church consultants have suggested that the way of the future will not include 'middle sized' churches, and rather will be either be small strong or large regional. Many of the risks you named suggest we act on forming larger regional opportunities for ministry by consolidating assets:

- A few centralized worship and gathering spaces that have satellite/partner hubs.
- Continue Regional conversations with a priority on experimentation and action.

Could we require that each regional conversation take the following three actions in the next 12 months:

- support at least one church to close
- form a cluster ministry (merge/amalgamate/partnership)
- and begin a new worshipping community.

Possible Action> invite the regional conversations to continue with a renewed focus on change and partnership this spring. Name a regional team host who can then connect with our General Presbyter to explore furthering a presbytery wide conversation. At the June meeting explore a specific mandate for these regional conversations based upon the above vision/why.

Assess Congregational Health & Vitality

A few congregations in our Presbytery are engaged in or exploring the New Beginnings program. This journey begins with a process of assessment, which seeks to aid the congregation in coming to terms with the reality of church in this moment. Could we develop an assessment of the health and vitality of all our ministries that would focus on four broad areas:

- strategic missional focus;
- energy and passion;
- resources;
- and adaptability.

At the conclusion of a presbytery wide assessment, we could better understand how to support all our congregations more effectively if we know where they are in their lifecycle.

Possible Action> invite the General Presbyter with the Congregational Response & Renewal Teams to begin development of this resource and report back to the presbytery.

The future will likely require a commitment to do ministry and carry out our mission in ways we do not know how to do currently. May we be faithful and bold as we live into the future God has prepared.

Appendix C: Treasurer's Report to the Presbytery of Waterloo-Wellington

2023 Financial Activity to December 31, 2023



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Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statement) for 2023. The General Fund deficit was \$3,581.83. The Presbyterian Church in Canada Consolidated Fund (PCC C/F) had income of \$30,320.43 and an increased market value of \$97,837.55 in 2023. The total amount invested at the PCC C/F at the end of 2023 is \$1,139,856.68.

2024 Financial Activity to February 29, 2024

Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statement) for February 2024. The Income statement has the new 2024 budget amounts. Highlights in January/February include funds from the Watson Estate (see below), grant to Two Rivers Church and the Synod first quarter assessment payment.

First Quarter Congregational Assessments

Have received 14 quarterly assessment cheques and 1 annual assessment cheque (out of a possible 27 cheques). Expected more cheques based on the first quarter response of last year but will wait to the end of March to address in case the remaining cheques are for 1 annual payment.

Watson Estate

The \$124,194.06 cheque received to cover legal fees paid to SV Law and McCarter Grespan was received in January and the related accounts receivable amount is now zero.

The \$58,177.71 gift from the will that represents 10% of the estate is currently deposited in the ReDevelopment Fund. See the Property and Finance Committee report for the distribution recommendations.

Recommendation #1 Receive the Treasurer's Reports.

Recommendation #2 Accept the Financial Statements for 2023 and to February 29, 2024.

Recommendation #3 Approve the report as a whole.

Respectfully submitted,
David Church, Treasurer

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

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOP- MENT FUND	CAMPUS/ STUD.FUND	REMERGE- NCY FUND	REGENERA- TION FUND	ALL FUNDS Dec-23	ALL FUNDS Dec-22
CURRENT ASSETS									
CASH	8,047	3,973	2,114	191,297	3,605	55,743	76,763	341,542	405,795
ACCOUNTS RECEIVABLE	1,128					114,849		115,977	113,861
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS	287			13			13	314	-
	9,463	3,973	2,114	191,310	3,605	170,592	76,777	457,833	519,656
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				889,343				889,343	922,543
PCC CONSOLIDATED FUND		96,223	1,736	36,040	125,404	195,858	684,595	1,139,857	1,032,699
CORPORATE&GOV.BONDS				111,758				111,758	111,893
ADJUST TO MARKET VALUE				11,865				11,865	9,222
	-	96,223	1,736	1,049,006	125,404	195,858	684,595	2,152,822	2,076,357
FIXED ASSETS									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	- 2,486							-	- 1,657
	-	-	-	-	-	-	-	-	829
TOTAL ASSETS	9,463	100,196	3,849	1,240,316	129,009	366,450	761,372	2,610,656	2,596,842
LIABILITIES									
ACCOUNTS PAYABLE	3,017							3,017	160
OWED TO OTHER FUNDS	27			144			144	314	-
LONG TERM DEBT				38,207				38,207	37,264
	3,044	-	-	38,351	-	-	144	41,538	37,424
FUND BALANCES									
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)	- 3,582	10,831	- 16,151	- 43,922	- 4,145	22,675	43,993	9,700	10,665
PRIOR UNDISTRIBUTED								-	-
	6,419	100,196	3,849	1,201,966	129,009	366,450	761,228	2,569,117	2,559,417
TOTAL LIABILITY/FUND BALANCES	9,463	100,196	3,849	1,240,316	129,009	366,450	761,372	2,610,656	2,596,842

FINAL FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at December 31, 2023

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOP MENT FUND	CAMPUS/ STUD.FND	REMERGE- NCY FUND	REGENERA- TION FUND	TOTAL Dec-23	TOTAL Dec-22
	Dec-23	Budget	Variance								
INCOME											
Assessment Income	95,109	95,104	- 5							95,109	95,369
General Presbyter Fund Transfers			-							-	-
Income from induction services			-	400						400	-
Interest Earned	5	-	5	119	157	5,185	260	1,701	2,454	9,880	2,970
PCC Fund Income				10,311	692	3,862	13,945	20,988	73,360	123,158	191,888
Capital Gain(loss)						2,642				2,642	6,518
Proceeds of Dispositions	250	-	250							250	452,481
Total Income	95,364	95,104	- 260	10,831	849	11,689	14,204	22,689	75,814	231,439	365,450
EXPENSES											
Synod Assessment	44,517	44,517	-							44,517	42,622
Assessments - Total	44,517	44,517	-	-	-	-	-	-	-	44,517	42,822
Counselling Fees					800					800	800
Presbytery Budget Funding										-	23,842
Grants to Congregations						10,000			26,800	36,800	32,200
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	42,000
Grants - Canadian Food Grains										-	-
Grants - Other (PWSD Turkey/Syria Eathquake Relief)	5,000		5,000							5,000	60
Grants - Total	14,000	10,200	6,200	-	800	50,470	18,335	-	26,800	110,405	273,750
Clerk's honorarium	15,377	14,261	- 1,116							15,377	14,261
Treasurer's honorarium	12,000	12,000	-							12,000	8,327
General Presbyter salary						3,987			3,987	7,973	-
General Presbyter pension & benefits						556			556	1,113	-
CPP/EI	1,320	1,200	- 120			320			320	1,959	1,109
Liability Insurance	3,411	3,700	289							3,411	3,629
General and office supplies	1,143	1,800	657			57			57	1,257	2,076
Depreciation	829	-	829							829	829
Telecommunications	531	400	- 131			28			28	586	524
Audit and legal fees		4,000	4,000							-	-
Bank interest/charges	913	350	- 563			135	14	14	14	1,090	278
Administration Expenses-Total	35,524	37,711	2,187	-	-	5,082	14	14	4,961	45,595	31,032
Travel and mileage	291	1,000	709			59			59	409	533
Meals and hospitality	1,310	1,650	340			16,200				17,509	6,022
Travel - total	1,601	2,650	1,049	-	16,200	59	-	-	59	17,918	6,556
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	54	500	446							54	-
Christian education										-	-
Carbon Offset		300	300							-	-
Student certification		300	300							-	825
General expense - Total	3,304	3,700	396	-	-	-	-	-	-	3,304	825
Total All Expenses	98,848	98,778	9,832	-	17,000	55,611	18,349	14	31,820	221,740	354,765
Surplus/(Deficit)	- 3,582	- 3,674	- 10,092	10,831	- 16,151	- 43,922	- 4,145	22,675	43,993	9,700	10,665

PRESBYTERY OF WATERLOO-WELLINGTON
DRAFT STATEMENT OF FINANCIAL POSITION
as of February 29, 2024

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	CAMPUS/STUD.FUND	REMERGENCY FUND	REGENERATION FUND	ALL FUNDS Feb-24	ALL FUNDS Feb-23
CURRENT ASSETS									
CASH	6,357	3,992	1,223	362,301	3,622	52,252	71,878	501,625	389,286
ACCOUNTS RECEIVABLE	7,502					-		7,502	117,815
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS	9,751			-		118,583		128,334	-
	23,609	3,992	1,223	362,301	3,622	170,836	71,878	637,461	507,101
LONG-TERM ASSETS									
NOTES RECEIVABLE(CHURCHES)				889,343				889,343	922,543
PCC CONSOLIDATED FUND		96,223	1,736	36,040	125,404	195,858	684,595	1,139,857	1,032,699
CORPORATE&GOV.BONDS				111,758				111,758	111,893
ADJUST TO MARKET VALUE				11,865				11,865	9,222
	-	96,223	1,736	1,049,006	125,404	195,858	684,595	2,152,822	2,076,357
FIXED ASSETS									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	- 2,486							- 2,486	- 1,657
	-	-	-	-	-	-	-	-	829
TOTAL ASSETS	23,609	100,214	2,959	1,411,307	129,026	366,694	756,473	2,790,284	2,584,287
LIABILITIES									
ACCOUNTS PAYABLE	3,912							3,912	1,503
OWED TO OTHER FUNDS	3,735			119,724			4,875	128,334	-
LONG TERM DEBT				38,213				38,213	37,264
	7,646	-	-	157,937	-	-	4,875	170,458	38,767
FUND BALANCES									
OPENING BALANCES	6,419	100,196	3,849	1,201,966	129,009	366,450	761,228	2,569,117	2,559,417
CURRENT SURPLUS(DEFICIT)	9,544	19 -	890	51,404	17	244 -	9,630	50,708 -	13,897
PRIOR UNDISTRIBUTED								-	
	15,963	100,214	2,959	1,253,370	129,026	366,694	751,598	2,619,825	2,545,520
TOTAL LIABILITY/FUND BALANCES	23,609	100,214	2,959	1,411,307	129,026	366,694	756,473	2,790,284	2,584,287

FINANCIAL REPORT TO PRESBYTERY of WATERLOO-WELLINGTON as at February 29, 2024

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOP MENT FUND	CAMPUS/ STUD.FND	REMERGE- NCY FUND	REGENERA- TION FUND	TOTAL Feb-24	TOTAL Feb-23
	Feb-24	Budget	Variance								
INCOME											
Assessment Income	25,409	102,040	76,631							25,409	23,776
General Presbyter Fund Transfers		120,819	120,819								
Income from induction services											400
Interest Earned	2	10	8	19	10	1,910	17	244	339	2,540	1,848
POC Fund Income											
Capital Gain(loss)											
Proceeds of Dispositions						67,463				67,463	
Total Income	25,410	222,868	197,458	19	10	69,373	17	244	339	95,411	26,024
EXPENSES											
Synod Assessment	10,596	42,383	31,787							10,596	11,129
Assessments - Total	10,596	42,383	31,787							10,596	11,129
Counselling Fees											
Presbytery Budget Funding											
Grants to Congregations						8,000				8,000	22,800
Grants - Covid Congregational											
Grants-Renewal Projects											
Grants - Post Secondary Students											
Grants - U of G chaplaincy		9,000	9,000								
Grants - Students for Ministry		1,200	1,200								
Grants - New Life Counselling											
Grants - Manse_Rental Subsidy											
Grants - Canadian Food Grains		25	25								
Grants - Other (PWSD Turkey/Syria Eathquake Relief)											
Grants - Total		10,225	10,225			8,000				8,000	22,800
Clerk's honorarium	2,520	15,120	12,600							2,520	2,377
Treasurer's honorarium	2,000	12,000	10,000							2,000	2,000
General Presbyter salary		97,400	97,400			8,033			8,033	16,067	
General Presbyter pension & benefits		14,448	14,448			1,394			1,394	2,788	
CPP/EI	220	6,373	6,153			541			541	1,303	207
Liability Insurance		4,000	4,000								
General and office supplies	224	2,000	1,776							224	
Depreciation											
Telecommunications	324	500	176							324	324
Audit and legal fees		2,500	2,500								
Bank interest/charges		100	100								112
Administration Expenses-Total	5,289	154,440	149,152			9,969			9,969	25,226	5,020
Travel and mileage	18	5,000	5,018							18	
Meals and hospitality		1,750	1,750			900				900	972
Travel - total	18	6,750	6,768			900				882	972
Commissioner's Expenses GA		1,000	1,000								
Conference Funds		500	500								
Student Psych. assessments/counselling											
Visitors and Gifts		500	500								
Christian education		1,500	1,500								
Carbon Offset		350	350								
Bunum		2,000	2,000								
Canada Youth/Lift		3,000	3,000								
Student certification		300	300								
2023 deficit recovery		3,674	3,674								
General expense - Total		12,824	12,824								
Total All Expenses	15,888	228,623	210,757		900	17,988			9,969	44,703	39,822
Surplus/(Deficit)	9,544	- 3,754	- 13,299	19	- 890	51,404	17	244	- 9,630	50,708	- 13,897

Appendix D: Property & Finance Report

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

Watson Estate Funds

Now that the Presbytery has received the Watson Estate funds, the Property & Finance team was tasked with making a recommendation regarding the disbursement of the funds. Of the \$58,177.71 that came in from the Watson Estate, we recommend that (1) the Trust Fund be topped up (approx. \$16,208.07), (2) the 2023 deficit be covered (approx.. \$3,675) and (3) the remainder (approx. \$38,294.64) be divided equally between the reDevelopment Fund and the reGeneration Fund. These funds were chosen due to the fact that we have drawn on each heavily to fund the General Presbyter position.

Recommendation 2: *Moved and seconded that the Watson Estate funds be used to top up the Trust Fund to \$20,000 and to cover the 2023 deficit with the remainder being split between the reGeneration and reDevelopment funds.*

Presbyterian Church Building Corporation Loan Application

Westside Presbyterian Church has submitted a loan application to the PCBC for \$100,000. This loan will help with the cash flow for the completion of the renovations on the church building. PCBC loans require Presbytery approval. The Property & Finance team met with Westside's treasurer (Bert Perriman) to discuss the financial details of their project. Being satisfied with their application (see attached), we would recommend that the application be approved.

Recommendation 3: *Moved and seconded that the Presbytery approve Westside Presbyterian Church's loan application to the Presbyterian Church Building Corporation for \$100,000.*

For information:

In February, the Property & Finance Team also met with Central Cambridge to discuss their mortgage and Knox Preston to discuss a loan and grant request. These conversations are still ongoing.

The treasurer has requested that the 2023 financial statements be audited. Vern Platt and Bonnie Street have accepted this task.

Recommendation 4: *Moved and seconded that the Property & Finance Report be adopted as a whole.*

Respectfully submitted

Rev. Reuben St. Louis

Appendix E: Congregational Response Team Report to Presbytery

Recommendation 1: That the Report of the Congregational Response Team be received and considered.

In light of the shortage of potential Interim Moderators available in our Presbytery, and in light of the current reality that some “vacant” congregations have an Interim Moderator and an Interim Minister, while some others have an Interim Moderator and a Stated Supply,

Recommendation 2: It is moved by Marty Molengraaf and seconded by Jen Sokolowsky that for the next two years we allow the Stated Supply/Interim Minister to function as the Interim Moderator even if they live outside the bounds, recognizing that in some situations, this is already in place.

This team has discussed the idea of Lay Interim Moderators, and has discovered that there is an Overture to General Assembly from 2023 that the Clerks of Assembly will be reporting back on this June.

This team has followed up with St. Andrew’s Hespeler in light of their report from Credence & Co last year. No further action required.

If their sessions approve, there are five churches (Hespeler, Duff, Doon, Preston and Kitchener East) planning for the possibility of doing joint services for 10 weeks, doing 2 weeks each, with ministers preaching in different pulpits. They are also looking at doing a joint Good Friday service and sharing with two churches doing Maundy Thursday services.

Recommendation 3: That the report of the Congregational Response Team be adopted.

Interim Moderator reports:

Doon Presbyterian Church, Kitchener, IM report March 2024

Doon has officially begun the New Beginnings process with the Assessment completed on Monday February 26th. The next step will be for the report to be prepared by New Beginnings for review and prayerful examination by the Doon Team and following that, the congregation. A Team of 6 people is being formed to lead small groups through the recommendations, and the congregation is extremely enthusiastic about moving forward together. It is hoped that the process will be completed in June, with Sabbath rest to take place over the summer, and the plan forward to be launched in September. Weekly blended worship is taking place with an average of 35-45 people in attendance. Doon is serving the community beyond its doors in a number of ways including Conestoga College, the Food Bank, and Ray of Hope, and there is a spirit of hopefulness and possibility in the air. A number of people have returned to worship and there are a number of new families who have started coming to Doon in the past few months.

Respectfully Submitted,

Rev. Jen Sokolowsky

Arthur/Gordonville and Rockwood, March 2024

Arthur/Gordonville

Arthur’s Annual meeting has taken place. Gordonville’s will take place the day after Presbytery.

The Search Comm. is working diligently and has a short list of candidates that they anticipate interviewing in person soon.

The cluster conversation in the North Kingdom is paused for the moment. Connecting with each other was a good thing, and further opportunities to connect will be developed in the future. It is understood that a cluster is likely the way forward at some point in the future, but not right now.

I am deeply thankful to those who have done supply at Gordonville/Arthur. Filling the supply list has been less stressful than I first imagined.

Rockwood

The Annual meeting is scheduled for March 10. There will be a discussion then of possible ways forward, with the Session floating an idea. The idea needs to be reflected on the congregation before much more can be said about it.

I am very grateful for the stable supply that has taken Rockwood through the last four months. It has certainly made a difference in the life of the congregation. What could have been deep despair, has instead been a calm assurance that “all will be well, all will be well, and all manner of thing will be well” to quote Julian of Norwich.

respectfully submitted by Rev. Dr. Peter Bush

Interim Moderators Report: Knox Preston March 2024

The Presbytery appointed Rev. Dr. Mark Richardson (arranging Sunday worship supply), Rev. Courtney Morris Crawford (emergency pastoral care and funerals) and Rev. Dr. Jeffrey Crawford (session and board) to support Knox during this time of significant change and challenge. We offer the following report.

Worship

The pulpit was preached ‘vacant’ on Sunday February 4th by Dr. Richardson. Sunday morning worship has leadership scheduled until the summer and includes a diversity of leaders. The session looks forward to joining in the shared summer worship services with other churches. During the month of February in-person worship averaged about 8 people, including leadership; the service is also being streamed on Facebook.

Session

The Session has met three times, and once informally with the board of managers. While there have been many administrative matters, the discussion has mostly been about both the reality of this moment and looking to the future. All 6 elders have been present at meetings and engaged in prayerful discernment. Dialogue about partnership (amalgamation or cluster ministry) has featured prominently in the conversation.

Financial Status

A challenging financial situation has emerged related to the 2024 budget and in response to requests from Knox to the Presbytery for a loan and grant. A deficit budget for many years has led to a significant cash flow concern. We are grateful to the presbytery Property and Finance Team for their support in examining the financial reality in relation to the Knox requests.

Exit Interview- Rev. Bill Bynum

Rev. Bill Bynum’s final Sunday was January 28th and a time of celebration took place in worship and a lunch followed. A team of Elder Andrew Foster (Central), Dr. Richardson and Dr. Crawford met with Rev. Bynum to conduct an exit interview on February 23rd. The conversation focused on the many years of



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faithful ministry with the people of Knox Preston. The team touched base about details of the Settlement Agreement and heard more about Rev. Bynum's plans during this time of transition.

The Future

The Annual General Meeting is scheduled for Sunday March 10th and will include conversation about options for the future. Following the AGM the session has agreed to make a decision about the future direction during the month of March. While a variety of options are being discussed the current financial reality and waning energy may limit current and future possibilities.

Respectfully,

Mark, Courtney and Jeffrey

IM REPORT KNOX/CALVIN HARRISTON - March 2024

Administration/leadership

Session and the IM continue to work with the Search/Futures Committee in preparing to be ready for receiving a new minister.

The Session is composed of five elders (two new) and the IM and meets monthly. One long serving elder who has indicated he would not let his name stand to serve after the Annual Meeting in February has retired and two new elders were elected at the Annual meeting.

The Search/Futures Committee meets monthly and has interviewed a minister candidate with positive result that we are bringing a name forward to Presbytery to appoint as Stated Supply.

A well attended AGM met Feb. 25 with a friendly spirit present.

A Trust Deed was approved by Session and prepared according to the template by our Presbytery Rep Elder Dave Mallott.

Activities

At the instigation of the Session and co-operation of the Board we are planning two fund raisers to assist the local hospital obtain an MRI . The first event will be an Irish Stew dinner planned for after church on St Patrick's day and the next a CANADA DAY THANKSING service followed by a pancake and maple syrup luncheon.

The Sacraments are celebrated regularly each quarter and regular Pulpit Supply has been arranged and is set until mid-May.

Search/Futures Committee

KNOX/CALVIN HARRISTON SEARCH COMMITTEE REPORT

After much discussion about what type of minister would best serve our situation it was decided that a suitable candidate was available to serve as Stated Supply. We had looked at some form of co-operation with other nearby congregations and our proposal does not rule that out but we felt God's call to move ahead with the excellent stated Supply available. He was interviewed by the Search Committee, and the Session both of whom approved the motion to bring to the Congregational AGM the recommendation to



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Presbytery to appoint the Candidate as Stated Supply. After watching a video of the candidate the AGM approved the motion unanimously.

Respectfully submitted, Interim Moderator: Rev. Calvin Brown

IM report for St. Andrew's Guelph, March 2024:

We are in the wilderness of our journey. There are moments of hope on the horizon but there are also moments where this process seems long. We celebrated communion with Rev. Dr. Herb Gale and Rev. Barb Molengraaf on March 3rd. This was followed with a lunch and then the AGM. It was a great meeting celebrating all that had been accomplished even with our long term minister leaving part way through the year. We found ourselves in a positive financial position do to a number of factors so this was a blessing. We have great hope for some of the things that are on the horizon.

We applied and have been accepted into The New Beginnings program but are in a lull waiting for an accessor. There is celebration in the news that Knox Guelph will be travelling through the same program and we will be able to share some of the Sessions. We look forward to this process.

Exciting news that we have a candidate applying for the position of interim minister. The first interview will happen in the next two weeks. Please pray for discernment as we prayerfully consider this candidate.

The Session approved a motion that the houses St Andrews owns is a legendary mission of low income housing. We are working with getting these assets more transparent in our financial records so that we are all knowledgeable about future possibilities.

Rev Mark Gaskin continues to offer incredible support to our shut in seniors. They love him and he always arrives with a smile. He is taking the bulk of the celebrations of life as well. Rev. Barb has dealt with all other pastoral concerns.

Preaching is in place till end of June. We have the same 4 ministers in rotation so there is some consistency. The last two weeks of July we will worship with Knox Guelph. The first two Sundays in August , Knox will worship with us.

We are being called **“to sing a new song”** as the Psalms tell us. Please continue to pray for our discernment.

Respectfully submitted, Co-Interim Moderator Rev. Barb Molengraff

Interim Moderator Report for Knox, Crieff

The congregation of Knox, Crieff continues to gather each week, with three Sundays of pulpit supply and one Sunday led by the elders. The session, with four elders, meets monthly. The annual meeting will take place on Sunday March 3, 2024. There are two items that need to be brought to the attention of presbytery.

1. Declared conflict of interest:



A huge amount of work has been done, often amid conflict, to ensure that the Knox cemetery is compliant with the law (through the Bereavement Authority of Ontario) and this has almost been achieved. As part of that work, however, the Knox session (through their lawyer) asked Crieff Hills for an easement giving Knox the right to the Crieff Hills well/water system. This system is on a neighbouring property belonging to Crieff Hills and has been maintained and supplied unofficially by Crieff Hills at no cost to Knox since 1966. As of February 20, 2024 The Maclean Estate Committee which governs Crieff Hills is seeking legal representation to respond to this request. At this time, I am declaring a potential conflict of interest as I serve Knox Crieff as Interim Moderator while also working for the Maclean Estate Committee as the Executive Director at Crieff Hills.

2. Upcoming Decision and Presbytery Support:

The Knox Crieff congregation is not able to afford another half time minister. Even the current situation (with only an Interim Moderator and pulpit supply for three Sundays/month) requires spending \$10 500 of investment principle in 2024.

In 2023 the elders explored all possible future options and have now created a summary that they will be present (but will not be voted on) at the congregational meeting. There will be a second congregational meeting in the spring of 2024 in which the congregation will be invited to choose one of these options. Our General Presbyter, Jeff Crawford, has been briefed on this work as has past Interim Moderator John Borthwick. One or both may be called in to assist with the second meeting. The summary of future options is included below for information.

Respectfully submitted,

Kristine O'Brien

Knox Presbyterian Church, Crieff Present and Future Ministry, January 2024

The current congregation

- The church's history stretches back to the 1840's amid Scottish settlers
- There have been generations of important mission and ministry among neighbourhood farms
- Farms are disappearing; Canadian immigration patterns include fewer Christians
- Worship attendance is now almost always below 20 participants, including worship leaders
- There are no regular church programs (Bible study, children's programs etc)
- Leaders are few

The wider church

- Covid wreaked havoc on most Canadian churches, lowering attendance and engagement
- Many pastors are burned out; fewer ministers are seeking calls to congregations
- An Interim Moderator (John, Kristine) has now been in place for 12 months
- There is an extreme shortage of Interim Moderators and lengthy terms (more than 12-18 months) are discouraged
- There is an extreme shortage of supply preachers

The building and cemetery

- The church is a protected heritage building as of February 2024 and cannot be torn down

- The cemetery cannot be separated from the building (proximity is too close)
- The building is aging, not barrier free/wheelchair accessible
- The cemetery's Care and Maintenance Fund remains with the cemetery regardless of ownership
- If the congregation dissolves, the Presbyterian Church in Canada (national church) resumes ownership of the property
- If there is ever a need to sell the building, it would be challenging because of the cemetery grounds

AVAILABLE OPTIONS

(including notes from the Policy for the Amalgamation or Dissolution of Congregations,

The Presbyterian Church in Canada, Revised January 2019)

1. Amalgamation (merge with another church)

- Knox would merge into another existing church with their existing minister
- All assets (including from the sale of the building) would be transferred to the newly formed, amalgamated congregation and/or given away to missions
- Possible partners include Duff's, Kirkwall, or any Presbyterian congregation in Cambridge or Guelph (all congregations would be glad to receive members and financial resources)

Pros: we could become part of a larger church with more resources and programs

Cons: members may not go to the new (or any) church; the church building would need to be sold or another purpose found for it through the Presbytery

2. Short Term Continuation of Ministry

- Investment funds would be used now to contract a half or full time minister
- This would extend the life of the congregation for a number of years

Full time minister costs 2024 based on Presbyterian Church in Canada standards

- Stipend: \$46 000 - \$61 777
- Housing: \$27 000 - \$34 000 (based on approx. \$2300-\$2800/month)
- Utilities: \$3300 (est. hydro, water, internet)
- Study Leave: \$1000
- Pension contribution: \$4200 (based on 2023 dollar base of \$48 400)
- Dental \$5600
- Pulpit supply: \$1365 plus mileage (5 weeks vacation plus 2 weeks study leave)

Annual cost of full time minister: \$88 465 - \$111 242

Annual cost of half time minister: \$44 232 - \$55 621

Pros: It would mean our own minister and little change from the current situation for a limited time

Cons: Once the money has been spent, the congregation would close; this ensures only the comfort of current members

3. Church Dissolution (closure)

- Before dissolution, the congregation could choose to disperse its investments (into another mission organization or the Care and Maintenance Fund)
- The presbytery would dissolve the congregation and hold a final worship service
- Members and adherents would be encouraged to transfer membership and allegiance to another community of faith (Presbyterian or another denomination)
- By law, at the point of dissolution, the ownership of the church, contents, cemetery, funds, archival records and all other property would be transferred to The Presbyterian Church in Canada (national church)
- Property/furnishings would be sold unless the building was needed by the presbytery for ministry purposes. Currently, the formula for the distribution of cash proceeds is as follows:
 - a. 60% to presbytery for approved mission initiatives within the presbytery and beyond.
 - b. 10% to Indigenous Ministry Fund.
 - c. 30% to New and Renewing Ministries.

Pros: Congregation decides on the distribution of assets; Knox legacy lives on through a mission recipient

Cons: The congregation ceases to exist.

4. Become a two-point charge with Kirkwall Presbyterian Church (or Duff's or another congregation)

- Their minister, the Rev. Monika Bereczki-Farkas would become the minister of Knox
- Both Waterloo Wellington and Hamilton presbyteries would need to approve the union and set out terms of the call to Rev. Bereczki-Farkas
- Knox is considering 30% time which would allow the minister to conduct session meetings (minimum 4/year), worship services (likely not be every week) and emergency pastoral care
- Worship times would be adjusted to accommodate Kirkwall
- Members would be welcome to attend Kirkwall programs including Bible study and social events
- This would require spending more of our current investments

Annual Cost: approximately \$30 000 includes stipend, travel, housing, study leave, and church contributions (IE, CPP etc) *Similar to option no. 2 above

Pros: it would allow the congregation to avoid any large changes and defer decisions about the future for several years

Cons: would provide very few hours of ministry and offer restricted choices (ie worship); it would rely on more Knox lay leadership

5. Join in the creation of a new community church

- Duff's PC hopes to combine multiple area churches (Presbyterian, United) to form one large congregation with a new building which would include a community ministry hub on Crieff Hills'



property to provide Sunday worship, Christian education (children, youth, adults), social programs, local mission in flexible space

- Duff's has invited Knox to join their team to explore and plan for this community church within the next 5 years
- The presbytery would help shepherd this process through their General Presbyter, the Rev. Dr. Jeff Crawford
- The board (Maclean Estate Committee) at Crieff Hills has already agreed to explore this and has appointed staff and board representatives
- Duff's has already indicated their intent to sell their land and building (while not dissolving the congregation)
- In the short term it could mean sharing leadership and resources with Duff's while this plan develops, including calling a new shared minister (contract for up to 5 years)

Cost: similar to Kirkwall

Pros: building a new ministry would be exciting and rewarding; would include choosing the minister; Duff's will have significant resources to invest in this plan

Cons: the building and cemetery may become redundant and/or need to be repurposed; in the short term it may provide fewer hours of ministry

6. Amalgamate with Crieff Hills

- The property, cemetery and assets would be transferred to the care and ownership of Crieff Hills and the Presbyterian Church in Canada (national church)
- Current Knox investments would be named and set aside to be used for the care of the building
- Crieff Hills (Maclean Estate Committee) would ensure worship services as arranged
- Crieff Hills (Maclean Estate Committee) would appoint the local cemetery board members
- Crieff Hills (Maclean Estate Committee) would care for the building and use it as a venue for their programs (funerals, day rentals, community programs etc.)
- Crieff Hills would need to do a facility assessment and ensure there are adequate finances to care for it in the long term before they agreed to the arrangement

Pros: this would ensure the long-term care of the building along with local care of the cemetery (they would not be sold to an outside person or agency); the building would continue to be used for Presbyterian ministry and mission

Cons: the building may be redesigned/redecorated to create more flexible space for ministry

March 7, 2024

Interim Moderator Report

Knox Presbyterian Church – Guelph

Knox continues to adapt to the fine ministry of Rev. Cathy Stewart the Interim Minister. In collaboration with the Interim Moderator, they have embarked on a journey to grow the congregation's capacity for discernment as a spiritual practice. The Session has been working on developing their listening skills and is going through an examination of its own purposes and tasks. The Session is also adapting to changes in its membership as several elders are stepping



Tuesday, March 12, 2023 – 7 PM
Doon Presbyterian Church

6485

down, and they are trying to determine what the right number for the Session's membership should be.

The congregation is awaiting the start of the New Beginnings program, but is dependent upon their schedule and availability of facilitators. The intention of developing the congregation's practices of discernment is to prepare them for the discernment required by the New Beginnings Program.

After the disappointment of losing a fine new church musician, a new church musician has been hired and he is off to a good start.

The congregation is trying to adapt to the inconvenience of a massive downtown construction and development project that has taken away parking. A task force is being put together to find solutions.

Knox has been impacted by the large number of unhoused folk who inhabit the neighbourhood and street on which they are situated, and which causes anxiety amongst some. Knox is actively bringing in resource people to help educate on how to respond, and what the gospel requires for loving our neighbours.

The AGM will be held on March 24th.

In Christ,

Rev. Glen Soderholm

Interim Moderator's Report for Joonim's Church, Waterloo. Presbytery Meeting, March 12, 2024

On March 3, 2024, Joonim celebrated its 19th anniversary. The Rev. Philip Song spoke at this service. Special services were held on Christmas Eve and Christmas Day, as well as the Songgu Yeongsin service on December 31st. A 2-day, New Years dawn prayer service was held on January 5th and 6th. The first communion of 2024 was held on January 7th. Attendance at the various worship and prayer services as well as participation in cell groups remains strong.

The congregation's annual meeting took place on February 18th, where the 2024 budget of \$221,226 was approved. The Session last met on February 11th.

In the third quarter of 2023, the 2024 Goal and Theme of "Being an Acts like Church" was adopted by the congregation. There are six objectives for 2024:

1. Inspiring Worship with a variety of musical styles with evangelical and life-changing sermons
2. Preparing for the Next Generation by building up the youth leadership team and the English Ministry. Providing additional opportunities for volunteer activities.
3. Spiritual Growth focused on discipleship training and stewardship programs.
4. Developing our missional community focus by equipping the congregation with missionary minds, greater local community support and broader mission outreach.
5. Pastoral & Mutual Care development through multiplying the number of Cell Groups and greater Shut-in member support.
6. Commitment to Christian Democracy based on financial transparency and democratic meetings.

Search Process

Joonim received permission to start its search process at the November 2023 Presbytery meeting. The Search Committee was created on November 19th, 2023. It is comprised of 9 members of Joonim representing a cross section of the congregation. The committee has met on six occasions since its first meeting on November 26th, with its most recent meeting held on February 29th. The search timeline remains on track.

On February 1, 2024 the position of Senior Minister and the Congregational Profile were posted on the PCC website. The Joonim congregational profile may be viewed at <https://www.flipsnack.com/C77AD8DD75E/congregational-profile-joonim-final-march-1-2024/full-view.html>. Additional postings or ads were made on Canadian Christian jobs sites as well as the Korea Daily Times.

A number of applications and profiles have been received and are being considered by the search committee for a first interview. Applications have been received from PCC ordained clergy, as well as Presbyterian Church in Korea and Korean Presbyterian Church Abroad Clergy from Canada and Korea. The first round of interviews should be scheduled for later in March and early April, to allow enough time for potential candidates to apply to the Education and Reception Committee of the PCC by the end of March. Pre-interview questions and first round interview questions are being finalized.

Rev. Song will be on vacation in March. The following Rev. Seongnam Jung, former co-minister of Toronto Dream Church will lead worship on March 10th & 24th. Rev. Changyong Kim, EM minister of Yulin Church, will lead the service on March 17th.

Respectfully submitted,

Rev. Darrell Clarke

Interim Moderator's Report: Duff's Church, Puslinch. Presbytery Meeting, March 12, 2024

Rev. Don McCallum continues as stated supply at Duff's and will continue until July 31, 2023.

Duff's Annual Meeting will be held on April 7th. Duff's ended 2023 with a small budget surplus. The membership and adherent list has been updated by Rev. McCallum. The Session last met on January 16th and will meet again in March. Communion was celebrated on March 5th.

Duff's is continuing its conversations on a possible relocation of the Duff's community to Crieff Hills. A further meeting will be held later in March.

A posting of half-time Stated Supply position on February 2nd. The position will be effective August 1, 2023. A few early inquiries have been received. Also, Duff's will be participating in shared summer services with several congregations in Kitchener South, Cambridge and Puslinch area.

Respectfully submitted,

Rev. Darrell Clarke

Appendix F: Renewal Team

Recommendation 1: that the Report be received and its recommendations considered.

1. Lay Preachers training event (Proposal attached)
 - The Conference Fund of Life and Mission Agency has committed \$3,000

Recommendation 2: that the Presbytery provide a grant of \$5,000 to the lay preachers training event from the ReGeneration Fund.

2. Arthur grant request to ReGeneration Fund to support their Sports Camp and their Community New Years Skating Party (Proposal attached)

Recommendation 3: that the Presbytery provide a grant of \$5,000 to St. Andrew's Church, Arthur in support of the Sports Camp and New Years Skating Party from the ReGeneration Fund.

3. Campus Ministry Fund (relevant section of Standing Orders attached)
 - Announcing that there is \$12,900 in grant money available in 2024.
 - May 15, 2024 is deadline for applications from congregations and ministries to be received by the Clerk of Presbytery
 - Renewal Team will bring recommendations regarding grant distribution to the June 2024 meeting of Presbytery.

Recommendation 4: that the report as a whole be adopted.

Appendix G: Equipping Leadership Team Report - March 2024

The Team met on Tuesday February 13, 2024

Recommendation 1: that the Report of Equipping Leadership Team be received and their recommendations considered.

Notice of Motion: Regarding the Notice of Motion that our Team made at the January 2024 meeting of Presbytery where we would be requesting supportive funding for any of our Presbyters willing to attend the Interim Moderator Conference.

Two members of Presbytery have responded to attending the Conference and applied for a subsidy: Jen Sokolowsky and Reuben St. Louis.

Recommendation #2: That Rev. Jen Sokolowsky and Rev. Reuben St. Louis be granted a \$350 subsidy each to attend the conference.

Students Under Care: Beth-Ann Fisher has made a request to not be recertified, as she is withdrawing from the process towards ordination.

Recommendation #3: That Beth-Ann Fisher not be recertified to ordination within the PCC.

Peter Bush has requested permission for continuing education/study leave in 2024 at the following events:

Continuing Education

We received a request from the Rev. Dr. Peter Bush to attend two study leave events:

First, Our Common Calling 2024 GATHERING: On the Journey Together at the Intersection of Gospel, Church and Culture taking place May 23-25, 2024

This Gathering is a by-invitation-only with delegates selected for regional, generational and ethnic diversity with care taken to ensure equal gender representation. The Planning Committee (see below) is working towards 40% of those attending being under 40, and to ensure that the voices of the Assembly, the Agency, the Academy and the Agora are equally heard. Our conversations will lean into the intersections between the gospel, church and culture, asking how we are to follow Jesus in these spaces.

Second, Lausanne Movement #4 -- also known as Seoul 2024. Sept. 22-28, 2024

The Congress will operate in two spaces—an in-person gathering in Seoul as well as Seoul Virtual. The hybrid format of the gathering will help connect participants from around the world and propel us towards a polycentric style of global collaboration. Lausanne Movement's fourfold vision is: the gospel for every person, disciple-making churches for every people and place, Christ-like leaders for every church and sector, and kingdom impact in every sphere of society.

I have been invited to participate in Seoul Virtual.



Recommendation #4: That the request of Peter Bush's Study Leave events be approved.

Susan Clarke has requested an Independent Study leave for one week in early May.

Recommendation #5: That the request of Susan Clarke for an independent Study Leave be approved.

Sacramental Elders

We have received a request from the Session of Knox Presbyterian Elora that Shelley Maitland a Ruling Elder and Clerk of Session, be approved as a Sacramental Elder. She has completed the necessary training.

Recommendation #6: That Shelley Maitland be approved as a Sacramental Elder of Knox Elora.

Recommendation #7: that the Report be adopted.

Appendix H: Rainbow Communion Ad Hoc Team

Committee:

Jen Sokolowsky – convenor – Stated Supply 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

A Letter to Presbytery from the Rainbow Communion Ad Hoc Team followed by Four Recommendations

As part of the mandate of *Presbytery of Waterloo-Wellington Rainbow Communion Ad Hoc Team*, it is necessary for us - as well as for all presbyters – to respond appropriately to the Confessions of The Presbyterian Church in Canada for harm done to Indigenous People (1996), those harmed by homophobia, transphobia, heterosexism and hypocrisy (2021) and those harmed due to racism and white superiority (2023). We feel it is necessary to share several observations and concerns related to the workshop being offered for lay preaching.

We applaud the efforts of those who recognized the need to support congregations that are without qualified ministers to provide regular and inspired preaching and have also volunteered to provide this leadership.

In keeping with the work of the Church to repent of harms and seek a new way, we are all called to be mindful of our commitments to seek right relations. We are all called to take real and meaningful action to address these harms and ensure that they do not continue.

INDIGENOUS RECONCILIATION

As part of the churches' commitment to a journey of truth and reconciliation, The Presbyterian Church in Canada has learned that many facets of Aboriginal traditional spiritualities bring life and oneness with creation. Accepting this has sometimes been a challenge for The Presbyterian Church in Canada. We are now aware that there is a wide variety of aboriginal spiritual practices and we acknowledge that it is for our church to continue in humility to learn the deep significance of these practices and to respect them and the Aboriginal elders who are the keepers of their traditional sacred truths.

(A&P 2013, pp. 508-18)

General Assembly considered a report recognizing “the needs, experience and leadership of Indigenous people must be at the heart of the church’s repentance and efforts of reconciliation.” The church advocated the Government of Canada, and encouraged Sessions and presbyteries to do the same, for action on the Truth and Reconciliation Commission’s Call to Action No. 21, urging for sustainable funding for existing and new Indigenous-led healing centres to address the harms of Residential Schools and colonization. Sessions, presbyteries and committees of General Assembly were encouraged to learn more about colonization and the impacts of intergenerational trauma. (A&P 2022, pp.180-13, 23)

RECONCILIATION WITH THOSE HARMED BY HOMOPHOBIA, TRANSPHOBIA, HETEROSEXISM & HYPOCRISY

The church too often puts more emphasis on a person’s sexual identity than on their identity in Christ. When the church ignores the gifts present within the body of Christ, it fails to appreciate all that God has for the church and fails to see God’s glory revealed in all people. For our unwillingness to affirm the spiritual gifts present in all the people of the church, we are sorry, and we repent. (Moderator’s Letter of Repentance, 2018 at the request of the 2017 General Assembly A&P 2019, pp. 19 & 486)

Many people remain skeptical and doubtful about the church’s ability and willingness to repent. Repentance requires a full recognition of the harm that has been done and continues to be done by the church to people who identify as LGBTQI. In addition, concrete actions that address this harm will need to be implemented in order to bring the healing that is needed and the assurance that harm will not continue. (A&P 2021, p.652)

That theological colleges continue to examine and update their courses, worship, and community-building activities to ensure that they reflect the church’s commitment that harm does not continue and that LGBTQI people are fully included in the life of the church.

Recommendation No. RCL-019 (adopted) (A&P 2021, p. 670)

RECONCILIATION WITH THOSE HARMED BY RACISM AND WHITE SUPERIORITY

The 2023 General Assembly adopted a Confession acknowledging **1)** that racist values which assume the superiority of the dominant culture [white Europeans] have shaped the church, **2)** the church’s failure to recognize the spiritual gifts of all persons, and **3)** restating the church’s commitment to turn from the sin of racism. (Preamble to prepare for Service of Confession.)

In our ministry we have not embraced the spiritual gifts brought to The Presbyterian Church in Canada by persons “from all nations, tribes and peoples and languages”, instead we have acted as gatekeepers of the gifts of Spirit. In our arrogance we have elevated persons of the dominant culture, overlooking those of other races, languages, and cultures. Our words and actions have told people of some other races that despite their spiritual gifts and their qualifications they can serve the church in some tasks, but that they are “not good enough” to really belong, “not good enough” to be allowed to lead. We have treated some congregations of the Christian community as outsiders, as tenants, marginalizing them, rather than recognizing them as members together with us in the body of Christ. (Extract from Confession, adopted 2023 G.A., A&P 2023, pp. 242-243)

We affirm the value and importance of congregations of distinct linguistic and cultural backgrounds for meeting the spiritual, social and cultural needs of their people and believe that the church should do everything possible to make people of all cultural and linguistic backgrounds welcome in worship, and congregational leadership. (A&P 1981, pp. 423-5, 92)

Given the many acknowledgements of harm done and commitments expressed by PCC to address those harms, it appears that the presbytery - and often the Church as a whole - is still blind to the implementing actions of true reconciliation.

We are deeply disappointed that the only two people providing leadership for the lay preaching workshops are white and cisgender. We are concerned about the lack of diversity in the leadership team as it pertains to training lay people within our own Presbytery. We have also come to understand these workshops will be made available across the country, so feel that it is especially imperative that diverse leadership be involved. Please understand this is not a slight against those providing leadership. They are eminently qualified to do so, and we understand they have done so in the past with wonderful results. However, other voices need to be added to the leadership team.

Unfortunately, there seems to be a binary approach across the presbytery and across the Church in some of these difficult conversations. By that we mean that some congregations are willing to have these conversations because of their theological stance while other congregations are not. We need to address this attitude. As a church we must work wholistically to address these Confessions and statements of renewal. These are not optional statements. They are statements for the whole church. As such, leadership in teaching lay leaders to preach the gospel must be diverse. The onus to ensure these Confessions and statements of renewal are lived out is on the presbytery.

We would have expected consultation with the Rainbow Communion Ad Hoc Team before plans to offer these workshops were announced. As a presbytery we promised to do so. Having said that, we do not believe it is too late. Consultation with the Rainbow Communion Ad Hoc Team and those leading the workshop can still occur. We hope that a focus on reconciliation work resides with all committees, but we also know that for now, our committee is tasked with keeping a particular lens living out this reconciliation. We look forward to hearing from you.

Presbytery of Waterloo – Wellington: Rainbow Communion* Ad Hoc Team

Convenor: Jen Sokowlowsky,

Members: Andrew Hight, Marty Molengraaf, Sue Senior

**Rainbow Communion Recommendation RCL-020 (A&P 2021, 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.*

Recommendation 1:

That the report of the Rainbow Communion Ad Hoc Team be received and considered.

Recommendation 2:

That the Presbytery of Waterloo-Wellington commit to living out the words of the three Confessions for harm done due to anti-Indigenous racism, white superiority, homophobia, transphobia and heterosexism.

Moved by: Jennifer Sokolowsky

Seconded by: Sue Senior

Recommendation 3:

That the Presbytery of Waterloo-Wellington work with the Rainbow Communion Ad Hoc Team to help identify suitable resources for events, workshops and other gatherings that are to be endorsed by the Presbytery, with a view to help establish best practices to live out the church's promises to ensure that harm does not continue and to repent of harm done.

Recommendation 4:

That as part of this committee's report at Presbytery Meetings a short (up to 10 minutes) ongoing educational piece/insights/practical applications of the recommendations before us, to be included as part of the committee's report.

Moved by: Jennifer Sokolowsky

Seconded by: Sue Senior

Recommendation 5:

That the report of the Rainbow Communion Ad Hoc Team be adopted.

For Information:

- Poster: Confession to God and LGBTQI People
 - The Presbyterian Church in Canada's Confession to God and LGBTQI People poster is available in two sizes: Large (24" X 36") and Small (11" X 17"). The posters are free



- The Service of Confession and Healing that was to take place @ St. Andrew's on March 24th has been postponed to the fall. The committee feels that more work needs to be done by the Presbytery before we ARE READY TO gather to confess.

Rainbow Communion Listening Committee Recommendations to be addressed

The Presbytery of Waterloo-Wellington approved the following
recommendations at its November 2023 meeting.

- 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
- 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 The full report can be found at Rainbow Communion: Special LGBTQI Listening Committee | The Presbyterian Church in Canada.

Appendix J: Committee of the Whole

The committee discussed the report of the General Presbyter. (Appendix B.) He presented three foci in the report. The committee broke into small groups to discuss the options. And asked for a straw poll on the three possibilities of where we want to focus our energy

First straw poll had the following result:

- 1 Vision / 'Why'
- 7 Regional Partnerships -Large Regional & Small Strong
- 38 Assess Congregational Health & Vitality

Second straw poll "If the assessment is off the table, what is your next choice?" had the following result:

- 10 vision
- 36 The rest- partnership

It was **moved** by Scott McAndless/Glen Soderholm that we move out of the committee of the whole.
Carried.