

The Presbytery of Waterloo-Wellington met for its regularly scheduled meeting on September 12, 2023, at St. Andrew's Kitchener Presbyterian Church. Worship was led by the Rev. Barb and Marty Molengraaf. The moderator, Rev. John Borthwick opened the meeting with prayer and constituted the court.

### **Attendance**

#### **Ministers**

Rev. John Borthwick, Moderator, Rev. Scott McAndless, Clerk, Rev. Dr. Peter Bush, Rev. Courtney Crawford, Rev. Hugh Donnelly, Rev. Brian Jung, Rev. Don McCallum, Rev. Barb Molengraaf, Rev. Dr. Kristine O'Brien, Rev. Reuben St. Louis, Rev. Glen Soderholm, Rev. Dr. Frank Szatmari

#### **Representative Elders**

Jocelyne Donaldson, Janet de Groot, Loretta Fox, Bob Galbraith, Pauline Hall, Werner Kuemmling, Sandhuk Lee, Peggy Lennox, Dave Mallet, Doug McCaig, Gib McIlwrath, Vern Platt, John Saliba, Sue Senior, Bonnie Street, Rick Thomas, Terri Whiffen, Rhonda Wright

**Appendix:** Rev. Darrell Clarke, Rev. Barb Molengraaf, Rev. Jennifer Sokolowsky

#### **Regrets**

Rev. Dr. Aubrey Botha, Rev. Linda Ashfield, Rev. Dr. Linda Bell, Rev. Calvin Brown, Rev. Howard Sullivan, Rev. Diane Boyd, Rev. Susan Clarke, Rev. Dr. Mark Richardson, David Church, Treasurer, Rev. Walter McLean, Rev. Calvin Brown, Lenora Arbuckle, Debbie Bacura,

Jocelyne Donaldson was introduced as the new alternate Representative for St. Andrew's Fergus

#### **Adoption of Proposed Agenda**

**Moved** by Scott McAndless/Glen Soderholm that the proposed agenda be adopted. **Carried**

#### **Installation of Moderator**

The Moderator, Rev. Barb Molengraaf, was installed by the previous Moderator, John Borthwick.

#### **Minutes of Previous Meetings**

**Moved** by S. McAndless/Reuben St. Louis that the minutes of June 20, 2023 be adopted as amended. The name of Werner Kuemmling was added to the attendance. **Carried**.

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

It was **moved** by Scott McAndless/Reuben St. Louis that the report of the Business Committee be received and considered. **Carried**

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

The Clerk introduced the teams of Presbytery, noting that the name of Rev. Pavel had been missed in the Renewal team.

#### **ARISE ministry**

The Business Committee has invited ARISE ministry to speak to the November meeting of Presbytery.

#### **CEBA Loans information**

The Clerk has contacted congregations to ask if any foresee problems in paying back their CEBA loans at the end of this year. None has indicated that they will be unable to repay.

### **Remits**

It was **moved** by Scott McAndless/Nick Pavel that Remits A and B be referred to the Business Committee. **Carried.**

### **Actions of 2023 General Assembly for attention of Presbyteries**

It was **moved** by Scott McAndless/Kristine O'Brien that the Presbytery of Waterloo-Wellington hold a service of repentance within its bounds in 2023-24 in which the Confession regarding Racism in the church may be presented in the context of worship and that the details of the service be left in the hands of the moderator, the clerk and the business committee. **Carried.**

### **Power to Issue on Financing General Presbyter**

The Business Committee was given power to issue by the Presbytery to arrange funding for a General Presbyter for up to \$200,000 over two years. The committee agreed (on consultation with the Finance and Property committee and the treasurer) that we would authorize the following:

- That up to \$100,000 be taken from the reDevelopment Fund
- That up to \$100,000 be taken from the reGeneration Fund
- That these amounts be replenished to these two funds as a priority from additional funds coming to the Presbytery through amalgamations, dissolutions, bequests or other means.

### **Commissioners to Synod**

Synod will meet on Wednesday October 4 from 7-9 pm. by Zoom. There is some urgency in naming commissioners.

It was **moved** by Scott McAndless/Glen Soderholm that the commissioners to the 2023 meeting of Synod be Diane Boyd, Courtney Crawford (clergy) and Gib McIlwrath, \_\_\_\_\_. (elders) **Carried.**

It was **moved** by Peter Bush/Courtney Crawford that the clerk of Presbytery be given power to issue to fill in the name of the missing elder commissioner. **Carried.**

**Note:** At the end of meeting, Dave Mallett volunteered to be a commissioner and was duly named by the clerk.

It was **moved** by Scott McAndless/Reuben St. Louis that the report of the business committee be adopted.

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

It was **moved** by Reuben St. Louis/Gib McIlwrath that the report of the Treasurer be received and considered. **Carried.**

It was **moved** by Reuben/Gib that the report of the Treasurer be adopted. **Carried.**

### **Property and Finance Report (Appendix C)**

It was **moved** by Reuben St. Louis/Jeanette Bomhof that the report of the Property and Finance Team be received and considered. **Carried.**

It was **moved** by Reuben St. Louis/ Jeanette Bomhof that the Presbytery amend the Development Fund terms of reference with the following addition and submit the amendment to the Commission on Assets for approval.

[to be inserted after e]]

**f) Presbytery staffing and clergy support.  
Carried.**

**Re: Notice of Motion from June 20, 2023 regarding changes to reDevelopment Fund**

It was **moved** by Reuben St. Louis/Jeanette Bomhof that the Presbytery amend the terms of reference of the reDevelopment Fund by adding the following bolded sections:

“The Waterloo-Wellington Presbytery reDevelopment Assistance Fund within the Development Fund makes loans available to congregations for capital projects including purchase or lease of land or real estate, building extension and/or improvement. **In addition to capital projects, congregations can also apply to receive a housing loan for the minister of the congregation.** This Terms of Reference document outlines the process for application, approval and repayment of loans from the reDevelopment Assistance Fund. A grant or a partial grant could also be provided as deemed appropriate through Presbytery approval based on a recommendation from a Presbytery member.”

Conditions of Disbursement for **Capital Project Loans**  
Loan Application Guidelines for **Capital Project Loans**  
Evaluation Criteria for **Capital Project Loans**  
Distribution of Funds for **Capital Project Loans**  
Expectations after Receiving a **Capital Project Loan**

**Housing Loans for Ministers**

The Presbytery of Waterloo-Wellington will provide loans from the reDevelopment Fund of up to \$50,000 to congregations, to enable congregations to make loans to ministers currently living in a manse or rental accommodation who are negotiating the purchase of a primary residence or ministers who have arrived in the Presbytery since January 1, 2020 and have purchased a primary residence.

The terms of the loan from the congregation to the minister are to be worked out by those two parties. If they want help from the Presbytery in the negotiations, they may make that request. These terms should be guided by the considerations outlined in the Ministry and Church Vocations "GUIDELINES FOR CONGREGATIONAL HOUSING LOANS TO MINISTERS." [https://presbyterian.ca/wp-content/uploads/mcv\\_congregational\\_housing\\_loan\\_policy.pdf](https://presbyterian.ca/wp-content/uploads/mcv_congregational_housing_loan_policy.pdf)

And “Presbytery Document”. All loan agreements between congregation and minister require approval from the Presbytery of Waterloo-Wellington.

**All of the above subject to the availability of funds within the reDevelopment Assistance Fund.**

Amendment: It was **moved** by Gib McIlwrath/Janet de Groot to replace the word “will” with the word “may” in the above paragraph (below the title “Housing Loans for ministers”). **Carried**

The **Motion as amended** was **carried**

**Trust Fund**

It was **moved** by Reuben St. Louis/Jeanette Bomhof Jeanette Bomhof that that the Trust Fund be topped up in January 2024 with funds from the reEmergency Fund. **Carried.**

**Application for a Loan from St. Andrew's Hespeler**

The committee has received a late request from St. Andrew's Hespeler for assistance with a unexpected but urgent repair. They have requested an emergency loan of up to \$50,000. The team did not have the time to meet and consider this, but would like to be able to respond quickly.

It was **moved** by Reuben St. Louis/Jeanette Bomhof that the Presbytery grant power to issue to the committee to give a response to the request from St. Andrew's Hespeler. **Carried.**

### **Housing Grants**

The application deadline for is September 30, 2023

It was **moved** by Reuben St. Louis/Jeanette Bomhof that the report of the Property and Finance Committee be adopted. **Carried.**

### **Report of the Congregational Response Team (Appendix D)**

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

### **Doon PC, Kitchener:**

It was **moved** by Kristine O'Brien/Bob Galbraith that the stated supply contract from Doon PC to Rev. Jen Sokolowsky effective from 13<sup>th</sup> November 2023 to 12<sup>th</sup> November 2024 be approved. **Carried.** Friendly Amendment to add the words "including the committee" after "all parties" in point 4.

It was **moved** by Kristine O'Brien/Sue Senior that Rev. Jen Sokolowsky be added to the constituent roll of Presbytery effective 13<sup>th</sup> November 2023. **Carried.**

### **Knox Preston**

It was **moved** by Kristine O'Brien/Peter Bush that the Presbytery of Waterloo-Wellington approve the Transition Settlement Agreement between the Presbytery, the congregation of Knox Presbyterian Church, Preston, and Rev. William Bynum. **Carried.**

It was **moved** by Kristine O'Brien/Nick Pavel that the Presbytery instructs the Clerk of Presbytery to sign the agreement on behalf of the Presbytery. **Carried.**

Rev. Reuben St. Louis registered his dissent.

It was **moved** by Kristine O'Brien/Sue Senior that report of the Congregation Response Team be adopted. **Carried.**

### **Report of the Ad Hoc Sub-Committee re Taiwan Partnership (Appendix F)**

It was **moved** by Peter Bush/Glen Soderholm that the Report of the Ad Hoc Sub-Committee re Taiwan Partnership be received and considered. **Carried.**

It was **moved** by Peter Bush/Frank Szatmari that the Presbytery of Waterloo-Wellington endorse the statement from the Council for World Mission and circulate it to all sessions within the bounds, for the education of congregations. **Carried.**

It was **moved** by Peter Bush/Frank Szatmari that the Presbytery of Waterloo-Wellington write to the International Affairs Committee asking that General Assembly endorse the statement. **Carried.**

It was **moved** by Peter Bush/Frank Szatmari that the prayer resource be circulated to congregations within the bounds and that individuals in those congregations be encouraged to use the resource as they pray for the Presbyterian Church in Taiwan and our Christian siblings living in Taiwan. **Carried.**

It was **moved** by Peter Bush/Frank Szatmari that the report of the Ad Hoc Sub-Committee re Taiwan Partnership be adopted. **Carried.**

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

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

Peter Bush gave notice of motion that, at a future meeting, he would move or cause to be move that the terms of reference for the reGeneration Fund be reconsidered.

It was **moved** by Peter Bush/Janet de Groot that the report of the Renewal Team be adopted. **Carried.**

### **Future Meetings**

#### **Presbytery:**

November 14, 2023, University of Guelph (Ecumenical Campus Ministry)

#### **Business Committee:**

October 5, 2023

### **Adjournment**

**Moved** by Reuben St. Louis/Courtney Crawford that the meeting adjourn. **Carried.**

The moderator closed the meeting with prayer.

### **Appendixes**

**Proposed Agenda  
Presbytery of Waterloo-Wellington  
Tuesday, September 12, 2023  
St. Andrew's Kitchener**

**1. Opening Worship and Communion – St. Andrew's Kitchener**

**2. Prayer and Constitution: Rev. John Borthwick**

**3. Attendance and Regrets**

**Regrets:** David Church, Rev. Dr. Mark Richardson, Walter McLean, Calvin Brown, Linda Ashfield, Rev. Dr. Aubrey Botha, Rev. Diane Boyd

**Recommendation 1:** (If appropriate) That {named visitors to the court} be invited to sit and correspond.

**4. Addition/Adoption of Proposed Agenda**

### **Recommendation 2**

That the proposed agenda as presented/amended be adopted.

**5. Installation of Moderator – Rev. Barb Molengraaf**

### **Recommendation 3**

That the minutes of June 20, 2023 be adopted as amended.  
Werner Kuemmling was added as attending the meeting.

**6. Reports**



- a. Business Committee – Scott McAndless (Appendix “A”)
- b. Report of the Treasurer (Appendix “B”)
- c. Report of the Finance & Property Team – Reuben St. Louis (Appendix “C”)
- d. Congregational Response Team – Mark Richardson (Appendix “D”)
- e. Equipping Leadership Team – Glen Soderholm (Appendix “E”)
- f. Taiwan Committee – Peter Bush (Appendix “F”)
- g. Report of the Renewal Team – Peter Bush (temp) (Appendix “G”)

## 7. Future Meetings

**Presbytery:** November 14 2023 – Ecumenical Campus Ministry (ECM) at University of Guelph. January 9 meeting will be held on Zoom. Seeking hosts for March 12, May 14 and June 18.

### **Business Committee:**

The Committee will next meet on October 5 and November 9

## 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 September 7, 2023)

154	June	18	Hugh Donnolly	Housing Grant Application	Property & Finance
155	June	18	Horst Wohlgenut	Vacancy, Central Presbyterian Update on Dongwon Brian Jung's departure from meeting	Presbytery
156	June	21	John Borthwick	Invoice	Presbytery
157	June	21	Crieff Hills Community	Communications proposal	Treasurer
158	June	21	Doon Session (IM)	Presbyterians Sharing Update	Renewal Team
159	June	21	Maggie Leung	Clergy Wellness Retreat	Presbytery
160	June	27	Creiff Hill Events	Job offer General Presbyter	Clerk
161	June	27	Kristine O'Brien	Exit Interviews -- St. Andrew's Guelph	Cong Resp
162	June	28	Barb Molengraaf	Transfer Certificate for Don McCallum	Clerk
163	June	29	Catherine Calkin	Letter of Standing-Alexander Plant (student)	Clerk
164	June	29	Donna McIveen	Invoice for lunch (Knox Preston Cttee)	Treasurer
165	June	29	Kristine O'Brien	Newsletter	Presbytery
166	June	30	Winnipeg Intercity Mission	Invoice for Web Page	Treasurer
167	July	1	Mary Visser Kerr	July Newsletter	Presbytery
168	July	2	Camp Kintail	Certificate of Transfer - Don McCallum	Clerk
169	July	2	Catherine Calkin	Invoice for Presbytery Insurance	Treasurer
170	July	6	Diana Killington	Final report on work with Credence & Co.	Treasurer, Cong Resp
171	July	12	S McAndless	Rep Elders for Central	Clerk
172	July	17	L. Pinnington	Rep Elders for Eden Mills	Clerk
173	July	17	Eloise Gardner	Presbyterians Sharing Update	Presbytery
174	July	21	Maggie Leung	Request to speak to Presbytery (ARISE)	Business Committee
175	July	24	Katherine McCloskey	Changes to the Roll	Presbytery
176	July	24	Katheryn Muir	Rep Elders for Doon (none yet)	Clerk
177	Aug	2	Cathy MacDonald	CEBA Loans information	Business, Fin & Prop
178	Aug	8	Peter Bush	August Treasurer's Report	Business Committee
179	Aug	15	David Church	2023 Stipend Grid	Clerk, Presbytery
180	Aug	15	Peter Bush	Deadlines for memorial, petitions and overtures	Business Committee
181	Aug	16	Victor Kim	Call for Nominations for Moderator	Business Committee
182	Aug	16	Victor Kim	2023 Remits	Business Committee
183	Aug	16	Victor Kim	Actions of 2023 General Assembly	Business Committee
184	Aug	16	Victor Kim	Response to Overture 1	Business Committee
185	Aug	16	Victor Kim	Call for Nominations: Intercultural Liason	Business Committee
186	Aug	16	Victor Kim	Rep Elders for Calvin Kitchener	Clerk
187	Aug	18	Bonnie Street	Interim Moderator Report	Cong Resp
188	Aug	18	Barb Molengraaf	Information on studies from Presbyterian College	Presbytery
189	Aug	21	Linda Boutros	Commissioners to Synod (October 4, 7-9 pm)	Clerk
190	Aug	31	Jim Biggs	Information re. Cookes Fund, Student fund	Clerk
191	Sept.	1	Tom Bolton	Correspondance for Presbytery	Presbytery
192	Sept.	1	Ian Ross-McDonald	Journey for Hope at Gale Elmira	Presbytery
193	Sept.	5	Darlene Vandermay		

### Presbytery Teams

The Business Committee puts forward this slate of teams for Presbytery in 2023:

#### Business

Barb Molengraaf (Moderator)

Scott McAndless (Clerk)

David Church (Treasurer)

John Borthwick (Past Moderator)

Reuben St. Louis (Finance and Property)

Rev. Dr. Mark Richardson (Congregational Response)

Glen Soderholm (Equipping Leaders)

**Finance and Property**

Reuben St. Louis (Convenor)  
David Church (Treasurer)  
Vern Platt  
Bonnie Street  
Gib Mcilwrath  
Jeanette Bomhof  
Darrell Clarke (Watson Estate)

**Congregational Response**

Rev. Dr. Mark Richardson (Convenor)  
Rev. Dr. Frank Szatmari  
Rev. Jennifer Sokolowsky  
Rev. Diane Boyd  
Terri Wiffen  
Beth Anne Fisher  
Rev. Angus Sutherland  
Rev. Dr. Kristine O'Brien  
Rev. Marty Molengraaf  
Doug McCaig

**Renewal**

Rev. Dr. Peter Bush  
Rev. Dr. Aubrey Botha  
Rev. Nick Pavel  
Janet De Groot  
Rev. Dr. Linda Bell  
Rev. Donald McCallum  
Rev. Walter McLean

**Equipping Leaders**

Rev. Glen Soderholm (Convenor)  
Rev. Susan Clarke  
Rev. Dongwon Brian Jung  
Rev. Courtney Crawford  
Peggy Lennox  
Alan Israel  
Lenora Arbuckle

Business from Correspondence

**ARISE ministry**

ARISE has asked to be able to share its ministry with the Presbytery. The Business Committee has invited them to speak to the November meeting of Presbytery.

**CEBA Loans information**

The Clerk has contacted congregations to ask if any foresee problems in paying back their CEBA loans at the end of this year. None has indicated that they will be unable to repay.

**Overtures and Petitions**



Referred Overtures must be received by February 1, 2024. Unreferred Overtures must be received by April 1, 2024.

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

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

### **Remits**

The presbytery has been asked to respond to two remits this year. Remit A has to do with the Nominating Committee of General Assembly and Remit B has to do with the membership of Presbytery. Since these two matters are usually under the care of the Business Committee of Presbytery, we suggest referring them to Business to make a recommendation to a future presbytery meeting.

### **Recommendation #3**

That Remits A and B be referred to the Business Committee

### **Actions of 2023 General Assembly for attention of Presbyteries**

As usual, the Presbytery has had the actions of General Assembly commended to it for response. We encourage all congregations to consider these recommendations. The clerk will write to congregations and encourage them to particularly take note of Recommendations 3.3, 3-6 and 3.10. Recommendation 3.9 asks a particular response of the Presbytery and so we put forward the following recommendation:

### **Recommendation #4**

That the Presbytery of Waterloo-Wellington hold a service of repentance within its bounds in 2023-24 in which the Confession regarding Racism in the church may be presented in the context of worship and that the details of the service be left in the hands of the moderator, the clerk and the business committee.

### **Response to Overture**

The General Assembly has responded to an overture No. 1 2023 from this Presbytery. Please read the response in the Acts and Proceedings.

### **Call for Nominations for Intercultural Liaison Position**

The Presbytery has been asked for nominations for the new Intercultural Liaison Position of the National Church. Nominations are due on January 15, 2024. Please see <https://presbyterian.ca/job/intercultural-liaison/> for a job description. Forward any nominations to the Clerk.

### **Power to Issue on Financing General Presbyter**

The Business Committee was given power to issue by the Presbytery to arrange funding for a General Presbyter for up to \$200,000 over two years. The committee agreed (on consultation with the Finance and Property committee and the treasurer) that we would authorize the following:

- That up to \$100,000 be taken from the reDevelopment Fund
- That up to \$100,000 be taken from the reGeneration Fund
- That these amounts be replenished to these two funds as a priority from additional funds coming to the Presbytery through amalgamations, dissolutions, bequests or other means.

### **Commissioners to Synod**

We have just learned that our Synod will meet on Wednesday October 4 from 7-9 pm. by Zoom. The clerk of Synod has asked for commissioners to be named as soon as possible and by September 28 at the latest. We name two clergy and two elder commissioners. The Clerk has begun to approach clergy commissioners by the rotation. Elder rotation has not functioned in many years and the clerk has begun

to approach congregations in alphabetical order. We hope to have the names by the time that Presbytery meets.

### **Recommendation #5**

That the commissioners to the 2023 meeting of Synod be Diane Boyd, Courtney Crawford (clergy) and \_\_\_\_\_, \_\_\_\_\_. (elders) (and that the clerk of Presbytery be given power to issue to fill in any names according to any pre-established rotations)

### **Watson Estate Update**

On August 8, 2023, the PCC filed an application for a final court order in regard to the estate of Jean Mary Watson "Watson Estate". It is expected that a final court order (the approval or amendment of the application we filed on August 8) will be delivered in 30-60 days (mid-October-mid November). We believe that the Office of the Children's Lawyer has approved the court order and filed no objections to it. This will be confirmed later on September 7, 2023. If this is the case, it is likely that the court will issue the court order as presented in early August.

The August filing include the following:

- Confirmation that the interim appointment of Victor Kim, the Principal Clerk of the Presbyterian Church in Canada, as Estate Trustee on October 6, 2023, be final.
- Ten Percent of the residue of the Estate be distributed to the Trustee Board. (Note: The residue will be the current value of the estate less legal expenses of the Presbytery and the payment of the Estate Administration Tax (EAT). This is currently estimated to be \$9540.
- The residue of the Estate which remains after the winding up of the trust shall be distributed to the Trustee Board in accordance with the cy-près doctrine. (Note: This is the estate after the twenty-year life of the Trust is completed.)
- The Estate Trustee has sole discretion to determine such amounts of the income and capital of the trust to be paid to those eligible in accordance with the Will.
- The Estate Trustee (PCC) may apply or move before the Court for directions, guidance, and advice as to the proper administration of the Estate.
- All costs of this application are payable from the Estate to the Applicant. This refers to the legal costs encountered by the Presbytery to date.
- That the Children's Lawyer's costs of \$9,319.82 + HST shall be paid from the Estate to Casey & Moss LLP within 30 days of this Judgment. We would have been asked to pay the OCL court costs in a final order.

Current Value of the Estate (in Trust): June 20, 2023 - \$735,406.48. This amount will be less legal expenses incurred by McCarter Grespan since October 2022 (NTD: estimate) plus any interest gained since October 2022. A more current estimate is expected by early next week.

Legal Fees, as of July 1, 2023, \$129,000 approx. to date, before HST rebate. I have requested the A/R of both law firms to update the total and should have this next week.

### **Next Steps:**

Once the final Order has been issued, (mid Oct-Late November timeline)

- We will need to file an Application for a Certificate of Appointment of Estate Trustee. The certificate process is different from the appointment of estate trustee.

- At the time of filing, the estate administration tax (EAT) on the value of the Estate will need to be paid.
- When the Certificate of Appointment has been issued by the Court, we will need to file a T3 trust return for the Estate, and the money we are holding in trust can be disbursed in accordance with the provisions of the Order, and the Will. (Nov-Dec 2023)

**Recommendation #6**

That the report of the business committee be adopted

**B: Treasurer's Report – David Church**

**Recommendation #1**

That the Report of the Treasurer be received and considered.

**2023 Financial Activity to August 31, 2023**

Attached are the Financial Position (Balance Sheet) and Financial Report (Income Statement) for August 2023. Expenditures are exceeding the 2023 budget. The General Fund deficit at the end of August is \$6,741. Unbudgeted items include the \$5,000 donation to PWSD, extra Clerk's wage in June to facilitate the transition to the new clerk, computer depreciation, bank interest charges (new cheques and higher RBC fees).

**Trust Fund**

Substantial depletion of the Trust Fund leaves a balance at the end of August of \$5,975. With a projected deficit in the General Fund replenishing the Trust Fund to \$20,000 at the end of the year is not possible. The Property and Finance Committee is recommending funds from the ReEmergency Fund address the issue.

**PCC Consolidated Fund (C/F) Report Second Quarter Results**

The PCC Consolidated Fund second quarter results provided income of \$4,055 and an increase in market value of \$22,016. The total increase in market value for the first half of this year is \$65,742. This helps offset the market value loss of \$186,710 in 2022. At the beginning of July \$16,000 was withdrawn - \$8,000 from the Trust Fund portion and \$8,000 from the Student/Campus Fund portion. This would reduce the PCC C/F balance to \$1,070,495 from \$1,086,495 as listed in the August Financial Position statement.

**CRA Account and Registered Charity Information**

The clerk and treasurer are updating the CRA Account and Registered Charity information used for payroll, HST rebates and charity documentation.

**Presbytery Bank Accounts**

The new chequing account at the Kindred Credit Union is established and external transfers with all 6 Manulife accounts is now complete. Addressing outstanding cheques not cashed on the RBC account so that bank account is not yet closed.

**Recommendation #2**

That the report of the Treasurer be adopted

**FINANCIAL REPORT TO PRESBYTERY OF WATERLOO-WELLINGTON as of AUGUST 31, 2023**

	GENERAL FUND			RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	CAMPUS/STUD.FND	REMERGENCY FUND	REGENERATION FUND	TOTAL	TOTAL
	Aug-23	Budget	Variance							Aug-23	Aug-22
<b>INCOME</b>											
Assessment Income	71,391	95,104	23,713							71,391	71,527
Income from induction services			-	400						400	-
Interest Earned	1	-	1	82	118	3,427	225	1,173	1,685	6,713	940
PCC Fund Income				5,806	611	2,175	8,074	11,819	41,311	69,796	3,471
Capital Gain(loss)	-	-	-							-	423
Proceeds of Dispositions	250	-	250							250	200,000
<b>Total Income</b>	<b>71,642</b>	<b>95,104</b>	<b>23,462</b>	<b>6,288</b>	<b>729</b>	<b>5,602</b>	<b>8,299</b>	<b>12,992</b>	<b>42,997</b>	<b>148,550</b>	<b>276,361</b>
<b>EXPENSES</b>											
Synod Assessment	33,388	44,517	11,129							33,388	31,967
Assessments - Total	33,388	44,517	11,129	-	-	-	-	-	-	33,388	31,967
Counselling Fees					800					800	800
Presbytery Budget Funding	-	-	-							-	23,842
Grants to Congregations						10,000			26,800	36,800	24,200
Grants - Covid Congregational										-	150,000
Grants-Renewal Projects										-	-
Grants - Post Secondary Students							18,335			18,335	15,848
Grants - U of G chaplaincy	9,000	9,000	-							9,000	9,000
Grants - Students for Ministry		1,200	1,200							-	-
Grants - New Life Counselling	-	-	-							-	-
Grants - Manse_Rental Subsidy	-	-	-							-	-
Grants - Canadian Food Grains	-	-	-							-	-
Grants - Other (PWSD Turkey/Syria Eathquake Relief)	5,000	-	5,000							5,000	-
<b>Grants - Total</b>	<b>14,000</b>	<b>10,200</b>	<b>6,200</b>	<b>-</b>	<b>800</b>	<b>10,000</b>	<b>18,335</b>	<b>-</b>	<b>26,800</b>	<b>69,935</b>	<b>223,690</b>
Clerk's honorarium	10,696	14,261	3,565							10,696	9,507
Treasurer's honorarium	8,000	12,000	4,000							8,000	5,018
CPP/EI	907	1,200	293							907	730
Liability insurance	3,411	3,700	289							3,411	-
General and office supplies	1,093	1,800	707							1,093	1,822
Telecommunications	424	400	-24							424	424
Depreciation	829	-	829							829	-
Audit and legal fees	-	4,000	4,000							-	-
Bank interest/charges	913	350	563			135	14	14	14	1,090	3,613
<b>Administration Expenses-Total</b>	<b>26,273</b>	<b>37,711</b>	<b>11,438</b>	<b>-</b>	<b>-</b>	<b>135</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>26,450</b>	<b>21,115</b>
Travel and mileage	162	1,000	838							162	264
Meals and hospitality	1,310	1,650	340			13,954				15,264	2,009
<b>Travel - total</b>	<b>1,472</b>	<b>2,650</b>	<b>1,178</b>	<b>-</b>	<b>13,954</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15,426</b>	<b>2,274</b>
Commissioner's Expenses GA	2,150	1,000	1,150							2,150	-
Conference Funds	1,100	1,000	100							1,100	-
Student Psych. assessments/counselling		600	600							-	-
Visitors and Gifts		500	500							-	-
Christian education		-	-							-	-
Carbon Offset		300	300							-	-
Student certification		300	300							-	-
<b>General expense - Total</b>	<b>3,250</b>	<b>3,700</b>	<b>450</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3,250</b>	<b>-</b>
<b>Total All Expenses</b>	<b>78,382</b>	<b>98,778</b>	<b>30,396</b>	<b>-</b>	<b>14,754</b>	<b>10,135</b>	<b>18,349</b>	<b>14</b>	<b>26,814</b>	<b>148,449</b>	<b>279,046</b>
<b>Surplus/(Deficit)</b>	<b>- 6,741</b>	<b>- 3,674</b>	<b>- 6,934</b>	<b>6,288</b>	<b>- 14,025</b>	<b>- 4,533</b>	<b>- 10,050</b>	<b>12,978</b>	<b>16,183</b>	<b>101</b>	<b>- 2,685</b>

PRESBYTERY OF WATERLOO-WELLINGTON  
STATEMENT OF FINANCIAL POSITION  
as at July 31, 2023

	GENERAL FUND	RESERVE FUND	TRUST FUND	ReDEVELOPMENT FUND	CAMPUS/STUD.FUND	REMERGENCY FUND	REGENERATION FUND	ALL FUNDS Jul-23	ALL FUNDS Jul-22
<b>CURRENT ASSETS</b>									
CASH	6,871	3,936	4,321	231,625	3,571	55,215	80,871	386,409	197,354
ACCOUNTS RECEIVABLE	-	3,208				114,849		111,641	98,010
ACCRUED INTEREST								-	-
G.I.C.'S								-	-
DUE FROM OTHER FUNDS								-	-
	3,663	3,936	4,321	231,625	3,571	170,064	80,871	498,050	295,364
<b>LONG-TERM ASSETS</b>									
NOTES RECEIVABLE(CHURCHES)				892,243				892,243	979,943
PCC CONSOLIDATED FUND		91,718	1,655	34,353	119,534	186,689	652,547	1,086,495	1,228,058
CORPORATE&GOV.BONDS				111,758				111,758	111,893
ADJUST TO MARKET VALUE				9,222				9,222	3,127
	-	91,718	1,655	1,047,576	119,534	186,689	652,547	2,099,718	2,323,021
<b>FIXED ASSETS</b>									
COMPUTER EQUIPMENT	2,486							2,486	2,486
LESS DEPRECIATION	-	2,486						-	829
	-	-	-	-	-	-	-	-	1,657
<b>TOTAL ASSETS</b>	3,663	95,654	5,975	1,279,201	123,104	356,753	733,418	2,597,768	2,620,042
<b>LIABILITIES</b>									
ACCOUNTS PAYABLE	403							403	33,753
OWED TO OTHER FUNDS								-	-
LONG TERM DEBT				37,847				37,847	40,221
	403	-	-	37,847	-	-	-	38,250	73,974
<b>FUND BALANCES</b>									
OPENING BALANCES	10,001	89,365	20,000	1,245,887	133,154	343,775	717,235	2,559,417	2,548,753
CURRENT SURPLUS(DEFICIT)	-	6,741	6,288	-14,025	4,533	10,050	12,978	16,183	101
PRIOR UNDISTRIBUTED								-	-
	3,260	95,654	5,975	1,241,354	123,104	356,753	733,418	2,559,518	2,546,068
<b>TOTAL LIABILITY/FUND BALANCES</b>	3,663	95,654	5,975	1,279,201	123,104	356,753	733,418	2,597,768	2,620,042

Respectfully submitted,

David Church, Treasurer

**C: Property and Finance Report – September 12, 2023**

**1. Re: Notice of Motion from June 20, 2023 regarding changes to Mission Plans.**

**Preamble:**

The Commission on Assets has approved mission plans for various property sales within the Presbytery including Waterloo North, Drayton, Knox's Galt and Baden. With the exception of Waterloo North, the mission plans all state that the funds would be placed in the Development Fund of the Presbytery. In the last couple of years, the Presbytery has made plans to use funds from the Development fund for items that are not included in the terms of reference for the Development Fund. Therefore, the Property & Finance Team would like to amend the terms of reference for the fund and seek approval from the Commission on Assets for this change. Additionally, we'd like to ensure that any funds currently operating under an alternate mission plan be amended so that the funds are placed in the Development Fund. This amendment would provide more clarity regarding how funds can be used.

**Recommendations 1:** Moved and seconded that the Presbytery amend the Development Fund terms of reference with the following addition and submit the amendment to the Commission on Assets for approval.

[to be inserted after e)]

**f) Presbytery staffing and clergy support.**

**Recommendation 2:** Moved and seconded that the Presbytery amend all its current mission plans with the Commission on Assets to the terms of reference for the Development Fund.

**2. Re: Notice of Motion from June 20, 2023 regarding changes to reDevelopment Fund**

**Preamble:**

The Presbytery in the last two years has made plans to use funds for items that are not included in the terms of reference for either the Development Fund nor the various funds within the Development Fund. Therefore, the Property and Finance Team would like to propose the following recommendations related to the reDevelopment Fund so that the plans of the Presbytery can properly proceed.

**Recommendation 3:** Moved and seconded that the Presbytery amend the terms of reference of the reDevelopment Fund by adding the following bolded sections:

“The Waterloo-Wellington Presbytery reDevelopment Assistance Fund within the Development Fund makes loans available to congregations for capital projects including purchase or lease of land or real estate, building extension and/or improvement. **In addition to capital projects, congregations can also apply to receive a housing loan for the minister of the congregation.** This Terms of Reference document outlines the process for application, approval and repayment of loans from the reDevelopment Assistance Fund. A grant or a partial grant could also be provided as deemed appropriate through Presbytery approval based on a recommendation from a Presbytery member.”

Conditions of Disbursement **for Capital Project Loans**

Loan Application Guidelines **for Capital Project Loans**

Evaluation Criteria **for Capital Project Loans**

Distribution of Funds **for Capital Project Loans**

Expectations after Receiving a **Capital Project Loan**

**Housing Loans for Ministers**

**The Presbytery of Waterloo-Wellington will provide loans from the reDevelopment Fund of up to \$50,000 to congregations, to enable congregations to make loans to ministers currently living in a manse or rental accommodation who are negotiating the purchase of a primary residence or ministers who have arrived in the Presbytery since January 1, 2020 and have purchased a primary residence.**

**The terms of the loan from the congregation to the minister are to be worked out by those two parties. If they want help from the Presbytery in the negotiations, they may make that request. These terms should be guided by the considerations outlined in the Ministry and Church Vocations "GUIDELINES FOR CONGREGATIONAL**

**HOUSING LOANS TO MINISTERS."** [https://presbyterian.ca/wp-content/uploads/mcv\\_congregational\\_housing\\_loan\\_policy.pdf](https://presbyterian.ca/wp-content/uploads/mcv_congregational_housing_loan_policy.pdf)

**And "Presbytery Document". All loan agreements between congregation and minister require approval from the Presbytery of Waterloo-Wellington.**

**All of the above subject to the availability of funds within the reDevelopment Assistance Fund.**

### **3. Trust Fund Top-up**

#### **Preamble:**

The Presbytery Trust Fund assists ministers in need. If the fund falls below \$20,000, the fund is topped up in January to a maximum of \$20,000. Usually the fund would be topped up from the Presbytery's investment income or when the Development Fund receives funds. Since there are no incoming funds to the Development Fund and our investment income will be quite low for 2023, the Property and Finance Team would propose the following:

**Recommendation 5:** Moved and seconded that the Trust Fund be topped up in January 2024 with funds from the reEmergency Fund.

#### **For information:**

Congregations whose minister is renting or living in a manse are able to apply for the second year of housing grants offered by the Presbytery (approximately \$6,000). Applications are due by September 30<sup>th</sup>. Please indicate/estimate the number of months the minister was in rental or manse accommodations for 2023 as the amount will be prorated. Please note that the grant for 2024 will be \$3,600 but that the congregation will be responsible for paying half of the grant to their minister. In 2025 and going forward, the congregation will be responsible for the full amount of the \$3,600 grant each year as long as the minister is renting or living in a manse.

### **D: Congregational Response Team** **Report to Presbytery 12<sup>th</sup> September 2023**

Congregational Response Team  
Report to Presbytery 12<sup>th</sup> September 2023

#### **Recommendation #1**

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

#### **1) Doon PC, Kitchener:**

After good discussion in light of the request from Doon PC and their Interim Moderator Rev. Jen Sokolowsky, to offer Jen a contract for stated supply at half-time hours, and to have her continue as the IM, we therefore ask the Presbytery to consider the following recommendations:

**Recommendation 2:** That the stated supply contract from Doon PC to Rev. Jen Sokolowsky effective from 13<sup>th</sup> November 2023 to 12<sup>th</sup> November 2024 be approved.

**Recommendation 3:** That Rev. Jen Sokolowsky be added to the constituent roll of Presbytery effective 13<sup>th</sup> November 2023. Carried.

**Recommendation 4:** That the Presbytery of Waterloo-Wellington approve the Transition Settlement Agreement between the Presbytery, the congregation of Knox Presbyterian Church, Preston, and Rev. William Bynum.

**Recommendation 5:** That the Presbytery instructs the Clerk of Presbytery to sign the agreement on behalf of the Presbytery. Carried.

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

This agreement is dated the 13th day of November, 2023

Between:

Doon Presbyterian Church, 35 Roos St. Kitchener

and:

The Rev. Jennifer Sokolowsky,  
5B-270 Morrison Road Kitchener N2A 3J6, [jensokolowsky@gmail.com](mailto:jensokolowsky@gmail.com)

and:

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

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This Agreement outlines the terms for the Presbytery appointment of the Minister to the position of Stated Supply in Doon Presbyterian Church, Kitchener

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

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

3.0 This ministry is part-time based on 22.5 hrs/week.

4.0 This ministry will begin on November 13th, 2023, and end on November 12th, 2024, and may be renewed with the mutual consent of all parties.

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

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

	Annual	Monthly
Stipend	\$33,000	\$2,750
Housing allowance (fair rental value of \$11,000) appropriate housing inclusive of utilities)		\$916
Total	\$44,000	\$3,666

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

- Five weeks of vacation per year
- Health and Dental benefits per The Presbyterian Church in Canada plan.
- Participation in The Presbyterian Pension Plan
- 2 Weeks Continuing Education + \$750 education allowance according to General Assembly and Presbytery regulations.
- Use of Minister's Office, Printer, internet, access to all congregational records
- Mileage reimbursed at Presbytery minimum
- ½ of the Minister's Monthly Cellphone payment + ½ of the Minister's Internet payment

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



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

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

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

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

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

#### **SCHEDULE A: Stated Supply Ministry Goals and Expectations**

The goals for this Stated Supply Ministry shall include:

- The Stated Supply Minister will work to equip Session to lead Doon forward – The Minister will not ‘do’ all of the work. The Minister and Session will model good leadership in transition (actively engaged, non-anxious leadership);
- Session will be willing to have difficult and complex conversations in order to prepare for the future. The Minister will seek to hold up a mirror for Session so that they can examine who Doon is and who they are being called to become (for the church is always becoming). The Minister will share what they see and Session will talk about it – The Stated Supply Minister will not pretend problems do not exist. They will seek to understand how Doon as a church works and plays together. They will look at Doon’s calendar and finances over the past several years and Session will explore together how they spend their time and money and what that says about who they are as a people of faith. This includes being open to exploring, expanding faith, dreaming beyond the current boxes or frameworks or perspectives that may or may not exist within the congregation at the current time. The Minister will challenge and encourage Session and the Congregation to be a people of deep faith as they seek Spirit’s leading.
- The Stated Supply Minister will keep 3 Important Questions before Session and the Congregation:
  - Who are we? – Our identity, who we say we are and who others say we are
  - Who is our neighbour? – Who are the people around us? The people we are called to serve? It could be beside you or across the world.
  - What are we called to do? – What is our purpose in this time? What is God calling us to do? What is love calling us to do? Why are we on this corner in this time as a Christian organization?
- The Minister will:
  - Walk alongside the congregation through the New Beginnings or another intentional visioning & implementation process;
  - Contribute to the Grapevine Newsletter on a regular basis;
  - Celebrate the sacrament of Holy Communion and Baptism as determined by the Session;
  - Preach 3 Sundays per month and the church will pay for the 4th (and 5th when applicable) Sunday Supply;
  - Provide for a leader of worship on Sundays when the Minister is absent, subject to the Minister ensuring that the leader shall support the Congregation’s vision and the polity and doctrine of The Presbyterian Church in Canada;
  - Provide emergency pastoral care for sick and shut-in;
  - Officiate at weddings and funerals;
  - work with Teams and Small Group Leaders to assist them in carrying out their assigned tasks;
  - Moderate meetings of Session and Congregation;
  - Perform other administrative duties as requested by the Leadership Team or Presbytery
  - Attend Presbytery meetings and providing regular reports about the ministry as the Interim Moderator
  - Generally be present in the church building 2 mornings or afternoons/week as mutually agreed upon between Minister and Session

#### **SCHEDULE B: Stated Supply Minister Qualifications**

The Minister shall have the following qualifications:

- Ordained minister in good standing of The Presbyterian Church in Canada;
- Congregational pastoral experience as an ordained minister;

- Demonstrated ability to work with a Session/Leadership Team to provide leadership in times of transition;
- Attended workshop on the Policy for Dealing with Sexual Abuse or Sexual Harassment of The Presbyterian Church in Canada;
- Provide a vulnerable sector police records check prepared within the previous two years and demonstrate familiarity with the Leading With Care policy of The Presbyterian Church in Canada.
- Competency in time management and organization
- Excellent interpersonal and communication skills
- Ability to set short/long term goals, achieve them and evaluate results

### **Additional Assets**

- Formal Interim Ministry Training; Conflict Management Training

### **2) Knox PC, Preston:**

The Presbytery Consulting Team working with Knox, Preston and Rev. Bill Bynum have continued to meet and have discussion with Rev. Bill, the Board of Managers, and the rest of the Session throughout the summer. Together we have completed the proposed Transition Agreement between Rev. Bill and the congregation of Knox PC, Preston.

We note that the Reverend William (Bill) Bynum has served Knox Church, Preston for 21 years. The proposed Transition period will begin on 01<sup>st</sup> October 2023.

From 01<sup>st</sup> October 2023 to 31<sup>st</sup> January 2024, Rev. Bynum will continue working and leading the worship times at Knox Church, Preston.

The Transition Period will not end earlier than 15<sup>th</sup> June 2024 and not later than 15<sup>th</sup> July 2025.

The terms will be as set out in the Transition Settlement Agreement to be signed by all parties (Presbytery (as employer); Knox, Preston (as payor); and Rev. Bynum (as minister)).

The Agreement is built on the template provided by Ministry and Church Vocations, Life and Mission Agency, The Presbyterian Church in Canada.

We therefore ask the Presbytery to consider the following recommendations:

## **SETTLEMENT AGREEMENT**

### **AGREEMENT BETWEEN:**

The Presbytery of Waterloo-Wellington, The Presbyterian Church in Canada (hereinafter, the "Presbytery", which term includes officers, directors, agents, employees, members, successors and assigns and all related and affiliated organizations and their officers, directors, agents, employees, members, successors and assigns)

OF THE FIRST PART;

-and-

The Congregation of Knox Presbyterian Church (Preston), Cambridge, Ontario (hereinafter, the "Congregation", which term includes officers, directors, agents, employees, members, successors and assigns and all related and affiliated organizations and their officers, directors, agents, employees, members, successors and assigns)

OF THE SECOND PART;

-and-

The Reverend William Bynum (hereinafter, the "Minister") OF THE THIRD PART.

### **PREAMBLE**

WHEREAS the Minister was called by the Presbytery of Waterloo-Wellington as minister of the Congregation and inducted into this ministry by the Presbytery on June 23, 2002, and

WHEREAS the Minister was and continues to be in good standing as a minister of Word and Sacraments within the government of The Presbyterian Church in Canada, and

WHEREAS at a regular meeting of the Presbytery held on Sept. 12, 2023 wherein representatives from the Congregation, representative elders and other ministers were present (the "Meeting"), a resolution was adopted that dissolved the pastoral tie between the Minister and the Congregation effective Oct. 1, 2023, and WHEREAS the Minister will have served the congregation for twenty-one (21) years, three (3) months, and eight (8) days (June 23, 2002 to Sept. 30, 2023) on Oct. 1, 2023, and WHEREAS the parties hereto wish to set out their obligations to each other as a result of the dissolution of the pastoral tie;  
THEREFORE, in consideration of the obligations, covenants and agreements contained herein, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. The parties acknowledge, confirm and agree that the foregoing recitals are true.

#### GENERAL

2. The parties hereto confirm that sufficient notice of the Meeting was provided and that each person in attendance had sufficient opportunity to express their opinions and all procedures adopted at such Meeting were proper.
3. The parties further acknowledge and confirm that each party shall continue to be bound by the "Policy for the Dissolution of Pastoral Ties" published in the Acts and Proceedings of the General Assembly of The Presbyterian Church in Canada, 1998, as may be amended from time to time.
4. The parties confirm that the minutes of the Meeting attached hereto as Schedule "A" are an accurate record of the decision of the Presbytery that confirmed the dissolution of the pastoral tie between the Congregation and the Minister.
5. The parties confirm that the Congregational Response Team of the Presbytery was under authority to prepare this agreement.

#### RIGHTS AND OBLIGATIONS OF THE MINISTER

6. The Minister shall receive their stipend and housing allowance for the 2 weeks of holiday time and study leave time to which they are entitled by the terms of their call (that is, Feb. 1-14, 2024). The Transition Period will begin on Oct. 1, 2023 and end not earlier than June 15, 2024 [Note: The transition Period must be no less than 8 months] and not later than July 15, 2025 (the "Transition Period").
  - (a) Subject to the terms set out in this paragraph and in paragraph 8, the stipend which the Minister has received on a monthly basis during the 2023 calendar year shall continue until the end of the Transition Period.
  - (b) The Minister shall continue to be paid their stipend by the Congregation on a monthly basis, on the regular pay schedule.
  - (c) There shall be deducted from the Minister's stipend all standard deductions and remittances in the ordinary course.
  - (d) The Minister shall continue to be paid their housing allowance which includes the cost of utilities by the Congregation.
  - (e) The Minister shall continue to accrue increments of pensionable service, subject to the usual deductions from their stipend.
  - (f) Subject to approval by the plan provider and the terms and conditions of the applicable plan policies, the Minister shall continue to be eligible to receive medical and dental insurance coverage issued through The Presbyterian Church in Canada during the transition period.

It is important to note that this extended coverage excludes out-of-country emergency travel assistance. Insurance for life, dependent life, accidental death and dismemberment, and long-term disability, shall cease after a period of eight (8) weeks, ending Nov. 25, 2023. The usual monthly deduction for the insurance noted above is taken off the Minister's income continuance for this eight-week period.

The Minister is advised that they may be able to convert their group life insurance to an individual policy without providing proof of good health. Information about this conversion privilege may be obtained directly from the plan provider. The request must be made within 31 days of the end of the Minister's group life insurance coverage.

- (g) The Minister shall be able to make use of study leave funds accumulated up to the beginning of the Transition Period pursuant to the regulations of the General Assembly of The Presbyterian Church in

- Canada for the portability of continuing education allowances, and must seek approval from the Presbytery for the use of said funds.
- (h) The Minister shall remove all personal effects from church premises and return any church property in the Minister's possession to the church by March 1, 2024 subject to the terms of section 6 (d).
  - 7. It is understood and agreed that during the Transition Period, the Minister will exercise all diligence in obtaining another Call within The Presbyterian Church in Canada, or such other ministerial calling as they may choose, or a non-ministerial position. The Minister agrees immediately to notify the Presbytery in the event that they secure another position, ministerial or non-ministerial, at any time after the decision to dissolve the pastoral tie. The Congregation also allows the Minister, prior to the start of the Transition period, time off as needed to explore call opportunities or other employment such as to attend interviews.
  - 8. If, after the decision to dissolve the pastoral tie, the Minister secures another position in which, during the Transition Period, they receive new remuneration, or benefits in lieu of remuneration, which is considered permanent employment and which remuneration is the same as or exceeds the remuneration set out in paragraph 6 herein, the Minister agrees to notify immediately the Presbytery and all remuneration and benefits hereunder shall cease at the end of the month in which such other position commences, but in no case shall the remuneration and benefits outlined in this agreement be provided for less than eight (8) months. The final payment of the remuneration set out in paragraph 6 herein marks the conclusion of the Transition Period. In no event shall the remuneration and benefits outlined in this agreement continue beyond the end of the Transition Period.
  - 9. If, after the decision to dissolve the pastoral tie, the Minister secures another position in which, during the Transition Period, they receive new remuneration, or benefits in lieu of remuneration, which remuneration exceeds 50% of the remuneration set out in paragraph 6 herein, the Minister agrees to notify immediately the Presbytery and all remuneration and benefits hereunder shall be reduced by the amount the remuneration exceeds the 50% threshold at the end of the month in which the new remuneration is received, but in no case shall the remuneration and benefits outlined in this agreement be provided for less than eight (8) months. In no event shall the remuneration and benefits outlined in this agreement continue beyond the end of the Transition Period.
  - 10. For greater certainty, it is understood and agreed that the Minister shall not be disentitled to receive the remuneration and benefits outlined in paragraph 6 unless, during the Transition Period, the Minister receives remuneration or compensation/benefits outlined in paragraphs 8 and 9 herein.
  - 11. Upon receipt of a written request by the Presbytery, the Minister agrees to provide to the Presbytery an accounting of all amounts or benefits received by the Minister from ministerial or non-ministerial functions during the Transition Period. Such written request shall be given to the Minister by personal delivery, or by registered mail. The Minister agrees to provide such accounting within five (5) days following notification by the Presbytery to the Minister.
  - 12. During the first four (4) months (Oct. 1, 2023 to Jan. 31, 2024) the Minister shall continue to preach and provide pastoral care to the Congregation. Beginning on and following Feb. 1, 2024, during the remainder of the Transition Period, the Minister shall not be required to perform any ministerial functions within the Presbytery nor on behalf of the Congregation.
  - 13. During the Transition Period, the Minister shall continue to be a member of the Presbytery and will be listed on the Appendix to the Roll of Presbytery [as "Without Charge"].
  - 14. The parties hereto agree to co-operate with each other in fulfilling their respective obligations herein.

**ACKNOWLEDGEMENT AND RELEASE BY THE MINISTER**

- 15. The Minister acknowledges and confirms the following:
  - (a) this agreement has been prepared in accordance with the decisions made at the Meeting;
  - (b) they accept the terms of this agreement and in consideration of the payments and benefits provided herein, they hereby release and forever discharge the Presbytery and the Congregation jointly and severally from and against any and all manner of claims, demands, actions, causes of action, liabilities, complaints, damages and otherwise which they had, now has, or hereafter may have, arising from, out of, or in connection with their ministry to the Congregation or the dissolution of the pastoral tie, including without limiting the generality of the foregoing, any remedies which may subsist in law, equity or under legislation, including The Workplace Safety and Insurance Act, The Ontario Human Rights Code, The Employment Standards Act 2000 and in particular payments for "severance", "notice" and "termination pay" under that Act's sections 57 and 64;
  - (c) they understand that if they should make any further claim or demand or commence or threaten to commence any action, proceeding or make any claim against the Presbytery and or the Congregation in

- respect of any matter contemplated by this agreement, this document may be raised as an estoppel and complete bar to any such claim, demand, action, proceeding or complaint;
- (d) they will not appeal to the Synod of Central, Northeastern Ontario, and Bermuda within The Presbyterian Church in Canada, nor to the General Assembly of The Presbyterian Church in Canada, nor to any branch of the Synod of Central, Northeastern Ontario, and Bermuda within The Presbyterian Church in Canada or the General Assembly of The Presbyterian Church in Canada;
  - (e) they have been given an opportunity to obtain independent legal advice with respect to the contents of this agreement and has done so or failed to do so of their own volition; and
  - (f) they acknowledge having read and understood the terms of this agreement, and they are signing this agreement freely, voluntarily, and without duress.

#### MISCELLANEOUS

- 16. Any notices or demands hereunder shall be deemed to be received on the date of personal delivery or facsimile transmission, or five (5) business days following the date of mailing.
- 17. This agreement constitutes the entire agreement between the Minister, the Presbytery and the Congregation with respect to the subject matter of this agreement.
- 18. This agreement may not be amended except by a written instrument signed by all parties hereto.
- 19. This agreement shall be binding upon all parties hereto, and shall ensue to the benefit of each of the parties, and their respective heirs, executors, administrators, trustees, successors and assigns.
- 20. This agreement shall be construed in accordance with and governed by the laws of the Province of Ontario.

### 3) General Presbyter:

Our Team is in process of interviewing the candidates who have applied for this position.

#### Interim Moderator Reports:

##### St. Andrew's PC, Guelph September 2023

IM's Rev's Barb & Marty Molengraaf

An exit interview was conducted with Rev. John Borthwick on June 26<sup>th</sup> and report submitted. An exit interview was done with St. Andrew's Guelph Session on June 27<sup>th</sup> and report submitted. Pulpit was preached vacant on August 6<sup>th</sup> by Rev. Mark Gaskin. Preaching until June 2024 has been secured.

Logan Borthwick has been hired as new tech technician. We are currently looking for a Youth/Church School leader and ads are out there if you know someone with a passion for youth/kids.

A joint meeting with Rev. J.P Smit and Knox & St. Andrews Guelph regarding combined ministry & vision is set for Sept. 13<sup>th</sup>.

A feeling of grief is still very real but there are cracks where some hope pokes through. We will be listening carefully and encouraging lots of conversation.

Respectfully Submitted

Barb & Marty Molengraaf

##### St. Andrew's PC, Arthur, and St. Andrew's PC, Gordonville

September 2023

IM Rev. Dr. Peter Bush

The pulpits were preached vacant on 30<sup>th</sup> July 2023 by the Interim Moderator. The Interim Moderator is working diligently on finding supply for the pulpits. (The challenge in finding supply preachers for the rural and small-town congregations is significant. The training of lay people to preach and lead worship is a critical need. I believe the presbytery needs to find a way to start a conversation towards initiating a training workshop.)

The Sessions have met to begin the building of a Search Committee. As well, there has been conversation about the models of ministry that make sense in the coming years. This second conversation is in early days yet, more will be reported to future meetings of presbytery as the conversation

evolves or devolves.  
Humbly submitted,  
Peter Bush  
Aug. 29th, 2023

### **Knox Presbyterian Church – Guelph**

There have been significant changes at Knox over the last several months:

An Interim Music director was hired.

A new custodian has been hired.

A new Clerk of Session has been put in place.

The long-time Church Administrator and Bookkeeper resigned suddenly and unexpectedly, creating some chaos and a flurry of activity, but, an excellent team responded quickly and are moving forward with new people in place.

The Presbytery has given permission to seek an Interim Minister to help Knox to take some time for reflection upon its identity and find a fresh way forward. We have three candidates who will be interviewed in the next few weeks.

Some Session members have resigned (for a variety of reasons) and a good lean Session is emerging to lead into the future.

Pulpit supply continues to be arranged.

A joint task group has been formed with members of St. Andrew's to explore how to cultivate ministry together and form a better partnership in ministering to the community.

Other than facing the same challenges most of our congregations are facing, things are going relatively well.

In Christ,

Rev. Glen Soderholm

### **Recommendation #6**

That the report of the Congregational Response Team be adopted

Respectfully submitted,  
Mark Richardson,

### **F: Ad Hoc Sub-Committee re Taiwan Partnership To Presbytery of Waterloo-Wellington Sept. 12, 2023**

### **Recommendation #1**

That the Report of the Ad Hoc Sub-Committee re Taiwan Partnership be received and considered.

We have met twice and have also had correspondence with the Rev. Dr. Paul McLean. We are beginning a conversation with the Rev. Abus from the Bunun presbyteries in Taiwan and we hope to be able to report more in November on the matter of how best to live into the twinned relationship.

Meanwhile we believe that the threats to Taiwan's sovereignty are of such a pressing nature that we are bringing three recommendations and a resource to this Presbytery meeting.

The first is that the Presbytery endorse the attached statement from the Council for World Mission on Taiwan. The Council for World Mission is made up of 32 denominations around the world with Congregationalist and/or Reformed backgrounds (a complete listing of the denominations can be found at the end of this report.) The Council issued the attached statement in June 2023. Special attention is brought to the second last paragraph in the statement, noting the importance of other groups partnering with the Presbyterian Church in Taiwan.

**Recommendation 2:** That the Presbytery of Waterloo-Wellington endorse the statement from the Council for World Mission and circulate it to all session within the bounds, for the education of congregations.

**Recommendation 3:** That the Presbytery of Waterloo-Wellington write to the International Affairs Committee asking that General Assembly endorse the statement.

The attached prayer resource is designed to deepen the connection between the Presbytery of Waterloo-Wellington and the people of the Presbyterian Church in Taiwan. The hope is that presbyters will take this back to their congregations to be used between now and the Nov. meeting of Presbytery.

**Recommendation 4:** That the prayer resource be circulated to congregations within the bounds and that individuals in those congregations be encouraged to use the resource as they pray for the Presbyterian Church in Taiwan and our Christian siblings living in Taiwan.

### **Council for World Mission Statement on Taiwan 13 June 2023**

#### **Not Forgotten and Not Alone**

The Council for World Mission (CWM), comprising 32 member churches from six global regions, made a conscious decision to hold its June 2023 Annual Members' Meeting in Changhua, Taiwan, as an act of support and solidarity with the Presbyterian Church in Taiwan (PCT), and the wider Taiwanese society.

Meeting under the theme "Break Down the Walls of Division", CWM has actively listened to the voices of the Taiwanese people. Caught in the escalating geopolitics between competing Empires, Taiwan is living under the constant threat of war. Empire-policies have created deep divisions not only within Taiwanese society, but also in the entire Asia-Pacific region. The situation has been intensified in the context of the Russia-Ukraine war, with Empires taking more aggressive actions than in the recent past. Taiwan has experienced increased military exercises (simulations and provocations) and the Taiwanese people feel increasingly vulnerable.

Taiwan has been one of the most isolated nations in the world during the Covid- 19 Pandemic, primarily because of its exclusion from the World Health Organization (WHO) and the International Health Regulations (IHR). Taiwan was not allowed to participate in the global response to the pandemic, including accessing information and resources, sharing data and best practices, and participating in international discussions and decision-making.

CWM has been working closely with the PCT and other ecumenical partners through the Taiwan Ecumenical Forum (TEF), advocating for the rights of the Taiwanese people to "self-determination", including religious, political and economic freedom, and in pursuing peace in the region.

CWM affirms Taiwan's right to rise to life through the pursuit of justice, peace and reconciliation. It acknowledges the resilience of the people of Taiwan in resisting the oppressive structures which threaten to destroy peace in their communities and limit their opportunity to flourish. CWM commends Taiwan's generosity in contributing to the welfare and wellbeing of other nations, even in the face of its own challenges – including assistance for Ukraine, financial support during Covid, and standing in solidarity with Hong Kong.

CWM calls for greater global cooperation within and beyond the CWM family to support Taiwan in its struggle for peace, democracy, human rights, and the rule of law. It urges global multinational and ecumenical organisations to hear the voices of the Taiwanese people, to speak out against the military hostilities being suffered by Taiwan, and against the injustice of Taiwan's continued isolation.



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Christian wisdom reminds us that we are all connected, and “if one member suffers, all suffer together with it” (I Cor 12: 26); CWM affirms its solidarity with Taiwan and its people, and says, “You are not forgotten and you are not alone”.

Members of the Council for World Mission

Churches of Christ in Malawi  
Church of Jesus Christ in Madagascar  
United Congregational Church of Southern Africa  
United Church of Zambia  
Uniting Presbyterian Church in Southern Africa  
Guyana Congregational Union  
The United Church in Jamaica and the Cayman Islands  
Gereja Presbyterian Malaysia  
Hong Kong Council of the Church of Christ in China  
Presbyterian Church in Singapore  
Presbyterian Church in Taiwan  
The Presbyterian Church of Korea  
Presbyterian Church of Myanmar  
Presbyterian Church of Wales  
Protestant Church in the Netherlands  
Union of Welsh Independents  
United Reformed Church  
Congregational Christian Church in American Samoa  
Congregational Christian Church Samoa  
Congregational Union of New Zealand  
Ekalesia Kelisiano Tuvalu  
Kiribati Uniting Church  
Etaretia Porotetani Maohi  
Nauru Congregational Church  
Presbyterian Church of Aotearoa New Zealand  
United Church in Papua New Guinea  
United Church in the Solomon Islands  
Church of Bangladesh  
Church of North India  
Church of South India  
Presbyterian Church of India

Praying for  
The Presbyterian Church in Taiwan

This Prayer Resource is to encourage prayer for Taiwan and the Presbyterian Church in Taiwan in particular. The Presbytery of Waterloo-Wellington is twinned with the Bunun Presbytery of the Taiwanese Presbyterian church. At this time in world history it is appropriate to pray in a focussed way for Taiwan.

Sunday – Thank God for the Christians in Taiwan who gather for worship. Worshipping in the many languages of Taiwan and singing their praise to the Triune God of grace. As they gather in urban churches sometimes on the upper floors of office buildings, and as they gather in simple buildings in rural communities, they rejoice in the good news of Jesus Christ and the salvation that is offered to all in him.



There are 16 officially recognized Indigenous people groups in Taiwan, they are: 'Amis, Atayal, Bunun, Hla'alua, Kananavu, Kavalan, Paiwan, Pinuyumayan, Ngudradrekai, Saisiyat, Tao, Thao, Cou, Truku, Sakizaya and Sediq.

These groups make up about 3% of Taiwan's population. The gospel of Jesus Christ has impacted these people groups very deeply. In some of the tribes 90% of the people are Christians. The Presbyterian presence among the Indigenous people of Taiwan is significant.

Monday – Thank God that the good news of Jesus Christ has given the Indigenous people of Taiwan hope and has strengthened their identity. Thank God for the significant effort that is being put into translating either portions of the Bible or the whole Bible into the various Indigenous languages and dialects so that people can read the Word of God in their mother tongue.

Tuesday – Thank God that the good news of Jesus Christ has spread among Indigenous people. Thank God for Yu-Shan Seminary which specializes in training pastors to return to their own people groups to serve as pastors who speak the Indigenous language of the community. Hearing and speaking the stories of Jesus in one's own language is an important part of the gospel message.

The Chinese government claims Taiwan is part of China and continues to show its military strength, threatening to invade and make Taiwan a province of China. China's power has isolated Taiwan on the international stage, and Taiwan continues to struggle to have its identity as a nation recognized.

Wednesday – Pray that God, who hears the threats against the people and island of Taiwan issued by the Chinese government, would act to bring peace instead of war and stability instead of uncertainty and anxiety. Pray that the people of Taiwan would have courage and know that they are supported by many people around the world. Pray that Jesus Christ, the Prince of Peace would rule over this whole situation.

Thursday – Pray that God, who gives wisdom and discernment to all, would give wisdom and discernment to the leaders of Taiwan. While the Christian community in Taiwan is very small, a number of influential leaders in the country are Christians. Pray that these Christian political leaders would be led by the Holy Spirit, trusting that the God of grace will act for the good of the people that God has created.

The Presbyterian Church in Taiwan is heir to the medical missionary efforts and the educational missionary efforts of George Leslie Mackay and other missionaries, a significant number of them Canadian Presbyterians, who started hospitals and schools.

Friday – Thank God for the various branches of the Mackay Memorial Hospital with their busy in-patient wards and out-patient clinics. Thank God for its reputation for quality care. Pray for the chaplaincy service who serve to communicate the values of the hospital to staff, patients and visitors: Thankfulness, Attentiveness, Passion, Humility, Faith, Genuine Love, Joy, Sincerity, Innovation, Perseverance, Forgiveness and Sharing.

Saturday – Thank God for Tam-Kang Middle School in Tamsui and its witness over many years. Thank God as well for Aletheia University and its programs in business and the liberal arts seeking to produce graduates who are "humble, humane, and have a good sense of humour." Also thank God for the three theological colleges: Taiwan Theological College and Seminary, Tainan Theological College and Seminary and Yu-Shan Theological College and Seminary.

#### **Recommendation #6**

That the report of the Ad Hoc Sub-Committee re Taiwan Partnership be adopted

#### **G: Renewal Team**

To The Presbytery of Waterloo-Wellington

Purpose: Report for Sept. 12, 2023 meeting of Presbytery

#### **Recommendation #1**

That the Report of the Renewal Team be received and considered.



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Due to circumstances beyond our control the Renewal Team has been unable to meet except by e-mail.

Over the last year a number of Team members left the Team – retired, moved out of the Presbytery, became Clerk of Presbytery – so the Committee structure is being rebuilt.

To that end, Peter Bush will be Acting Convenor until the Nov. 2023 meeting of Presbytery at which time, the Team having been able to meet, it is hoped to be able to announce who the new Convenor will be who will complete the Convenor's term to Sept. 2024.

The Renewal Team is to announce in September of a given year the amount of grant funding that will be available the following calendar year. To that end the Renewal Team announces that \$35,000 in grant funds will be available to ministries within the bounds of the Presbytery in 2024. (This is 5% of the equity in the reGeneration Fund as reported to the June meeting of Presbytery.) These grants are towards renewal projects – that is: outreach, re-development of existing programs, innovative ministry projects. Applications for 2024 funds will start being accepted on Oct. 1, 2023. Further the Renewal Team will not endorse more than \$5,000 to any congregation or ministry in 2024 – be that in a single grant or multiple grants. The Renewal Team is willing to work with congregations and ministries to help improve their grant proposals.

**Recommendation #2**

That the report of the Renewal Team be adopted