

The regular meeting of the Presbytery of Waterloo-Wellington took place starting at 7pm on Tuesday, September 13, 2022. The meeting was held at St. Andrew's, Guelph. As this was a hybrid meeting members of the Presbytery could also join over Zoom. Worship with communion was led by the moderator elect, Rev. John Borthwick. Refreshments were provided by St. Andrew's, Guelph, for which the Presbytery thanks the congregation. After worship the moderator, Rev. Bill Bynum called the meeting to order with prayer and constituted the court.

### **Installation of the Moderator Elect**

Rev. Bill Bynum, the outgoing moderator, installed Rev. John Borthwick as the moderator for the Sept. 2022-Sept. 2023 Term.

### **Attendance**

**Ministers:** Rev. John Borthwick, moderator; Rev. Bill Bynum, past moderator; Rev. Aubrey Botha, Rev. Peter Bush, Rev. Susan Clarke, Rev. Courtney Crawford, Rev. Alex MacLeod, Rev. Scott McCandless, Rev. Marty Molengraaf, Rev. Kathy Morden, Rev. Dr. Kristine O'Brien, Rev. Nick Pavel, Rev. Megan Penfold, Rev. Reuben St. Louis, Rev. Glen Soderholm, Rev. Jennifer Sokolowsky, Rev. Michelle Yoon

**Rep. Elders:** Lenore Arbuckle, Jeanette Bomhoff, Janet DeGroot, Bob Galbraith, Daewon Lee, Peggy Lennox, Dave Mallet, Gib McIlwrath, Vern Platt, John Saliba, Bonnie Street, Rick Thomas, Doris Tubman, Kim Uyede, Christy White, Rhonda Wright

Alt. Rep. Elders: Beverley Brown, Sharon Feldmann, Jo-Anne Hall

**Appendix:** Rev. Dr. Linda Bell, Rev. Darrell Clarke, Clerk

### **Regrets**

**Ministers:** Rev. Diane Boyd, Rev. Ed Charleton, Rev. Johan Olivier, Rev. Dr. Mark Richardson, Rev. Frank Szatmari

Rep. Elders: Werner Kuemmling, Sue Senior, Alan Israel

**Appendix:** Rev. Linda Ashfield, Rev. Barbara Molengraaf

**WMS:** Jean Godin

### **Agenda**

Moved by Reuben St. Louis/Alex MacLeod that the agenda as amended be adopted.

### **Minutes of the Regular Meeting of June 21, 2022**

Moved by Reuben St. Louis/Glen Soderholm that the minutes of the regular meeting of Presbytery on June 21, 2022 be accepted. Carried

### **Reports**

#### **a. Business Committee – Appendix “A”**

Moved by Bill Bynum/Reuben St. Louis that the report of the Business Committee be received and considered. The clerk presented the Business Committee report.

### **Correspondence**

Moved by Bill Bynum/Reuben St. Louis that the decisions of the Business committee in distributing the correspondence be homologated. Carried

Note: 205 should read Knox, Preston not Knox, Waterloo

### **Constituent Roll**

Moved by Bill Bynum/Reuben St. Louis that the Rev. Jennifer Sokolowsky be added to the constituent roll of the Presbytery. Carried

### **Homologation of Business Committee action and decisions.**

At the August 8<sup>th</sup> meeting of the business committee decisions and actions taken which require the homologation of the Presbytery.



Moved by Bill Bynum/Reuben St. Louis that the actions of the business committee to approve Covid congregational grants to Eden Mills PC and Duff's PC be homologated. Carried

Moved by Bill Bynum/Reuben St. Louis that the decision of the business committee to approve the sale of land by Gale PC be homologated. Carried

Moved by Bill Bynum/Reuben St. Louis that the decision of the Business Committee to approve a bridge financing loan of \$3000 to Knox PC, Palmerston, be homologated. Carried.

### **Rockwood**

The Rev. Diane Boyd is taking a health leave.

Moved by Bill Bynum/Reuben St. Louis that the Rev. Peter Bush become the Interim Moderator of Rockwood PC, and that the clerk notify the congregation.

### **Deferral to Business Committee: Transfer of New Life funds and amount to be added to the 2023 budget.**

The following recommendation from the Treasurer's report was referred to the Business Committee:  
Recommendation #3 Transfer the budgeted amount of \$1500 for New Life Counselling to the Trust Fund.

Moved that the amount of \$1500 for New Life Counselling not be included in the 2023 budget.

### **Presbytery Trust Fund**

The recommendation that (names ) be elected as Trustees of the Presbytery Trust Fund, was withdrawn and a general request was made of the Presbytery members to put their names forward by notifying the clerk.

### **Two Rivers application to Canada Ministries**

Moved by Bill Bynum/Reuben St. Louis that the Presbytery of Waterloo-Wellington approve Two River's Canada Ministry application. Carried.

### **Letter re Watson Estate**

A letter was received requesting that the Presbytery cease its court applications and pay outstanding costs.

Moved by Peter Bush and duly seconded that the Presbytery of Waterloo-Wellington approve the ending of the legal applications in regard to the Watson Estate.

Discussion followed and the motion was defeated.

### **Watson Estate Update**

The clerk provided an update on the Watson estate and the Presbytery's current legal position and presented the legal and maintenance costs to date for payment approval by the Presbytery.

Moved by Bill Bynum/Reuben St. Louis that the Presbytery of Waterloo-Wellington approve the fund to pay the year to date (Sept. 2022) costs for legal services in support of the Watson Estate legal proceedings.

An amendment was made adding:

Moved by Peter Bush/Kristine O'Brien and "that the Presbytery immediately cease proceedings in regard to the Watson estate."

Discussion followed. The amendment was defeated.

The original motion was carried.

Moved by Bill Bynum/Reuben St. Louis that the report of the business committee be accepted. Carried.

Peter Bush noted his dissent.

Jesus said, "Whoever welcomes little children in my name welcomes me; and whoever welcomes me welcomes the One who sent me." (Luke 9:48a) Jesus also said, "Settle matters quickly with your adversary who is taking you to court. Do it while you are still with them on the way, or they may hand you over to the judge....I tell you the truth, you will not get out until you have paid the last penny." (Matthew 5:25, 26)



## **For Information**

### **Moderator of 2023 General Assembly Nominations**

The deadline for nomination of the moderator for 2023 General Assembly are due by November 30 (not October 31 as stated in the agenda.)

### **Budget Requests**

The business committee will be developing the 2023 Presbytery Budget for the November Presbytery meeting. Teams - please send any budget requests to the clerk by October 1st.

### **PCC Consolidated Fund Financial Position YTD**

For the first two quarters of 2022, the Consolidated Fund has lost 17.93% and thus our funds declined by the same amount. The third and fourth quarters of 2022 are not expected to be much better. This will leave the reDevelopment, reMergency, and reGeneration funds with no earned interest dollars to grant in 2022. The business committee is recommending that each fund use 1% of its capital, in each quarter of 2022, to fund any grant requests.

### **Funding Request for Every Child Matters Crosswalk in Kitchener, (Correspondence #220).**

The Presbytery encourages congregations to support and contribute to Indigenous projects and charities such as the Every Child Matters Crosswalk.

### **Moderator's Survey**

The moderator thanked those who have return their surveys and encourage those who had not to do so.

### **Update on Treasurer Search**

The clerk provided a brief update on the search for a new treasurer.

### **Switching Presbytery Teams**

If you wish to switch your team please let the clerk know by October 1.

### **Representative Elders**

A reminder to all congregations to confirm their representative elder for 2022-2023 as soon as possible.

### **Report of the Property and Finance Team – see “Appendix “C”**

Moved by Reuben St. Louis/Bonnie Street that the report of the Property and Finance Team be received and considered. Carried.

### **Loan to Knox Preston**

The committee co-convenor Reuben St. Louis explained the committee's decision.

Moved by Reuben St. Louis/Bonnie Street that the Presbytery loan Knox, Preston, \$40,000 from the reDevelopment Fund at 0% interest for the repairing of the sanctuary floor, and that the loan be paid back over a period of 10 years(\$4,000/year) starting in 2023. Carried.

An explanation of the costs to Knox Preston was shared by Bill Bynum.

Moved by Reuben St. Louis/Bonnie Street that the report of the Property and Finance Team be accepted. Carried.

### **Report of the Renewal Team – see Appendix “D”**

Moved by Alex MacLeod/Janet DeGroot that the report of the Renewal Team be received and considered. Carried

Alex MacLeod presented the Renewal's team report.

### **Terms of Reference**

The terms of reference of the reGeneration fund were presented to the Presbytery.

Moved by Alex MacLeod/Janet DeGroot that the terms of reference of the reGeneration fund be approved. Carried.

Moved by Alex MacLeod/Janet DeGroot that the report of the Renewal team be accepted. Carried.

### **Report of the Congregational Response Team – See “Appendix E”**

The written report of the Congregational Response Team was received for information.

### **Report of the Equipping Leadership Team – See “Appendix “F”**



Moved by Peter Bush/Susan Clarke that the report of the Equipping Leadership Team be received and considered. Carried.

The team convenor, Peter Bush, presented for discussion purposes, the final and approved Presbytery remuneration package.

Discussion followed and motion from the floor was received.

Moved by Courtenay Crawford/Reuben St. Louis that the report and its approved recommendations be commended to Sessions for their consideration for 2023 budget year and to report back by May 1, 2023.

Discussion followed. The motion was defeated in a standing count of 15 to 11.

The convenor agreed to update the remuneration package and resend it to all clerks (and Presbytery Members)

Moved by Peter Bush/Susan Clarke that the Presbytery approve the application of Beth Anne Fisher to the E&R committee. Carried

Moved by Peter Bush/Susan Clarke that the report of the Equipping Leadership Team be accepted. Carried.

#### **Next Meetings:**

**Presbytery:** November 8<sup>th</sup> At St. Andrew's, Kitchener\*, January 10<sup>th</sup>, 2023 – Zoom meeting, March 14<sup>th</sup>, 2023 – Gale, Elmira\*, May 9<sup>th</sup>, 2023 – TBD\*, June 20<sup>th</sup>, 2023 – TBD\*

**Business Committee:** October 4<sup>th</sup>, November 1<sup>st</sup>, December 6<sup>th</sup>, 2022; January 3<sup>rd</sup>, February 7<sup>th</sup>, March 7<sup>th</sup>, April 4<sup>th</sup>, May 2<sup>nd</sup>, June 13<sup>th</sup>, 2023 – all meetings via zoom

\*Hybrid meeting

#### **Adjournment**

Moved by Megan Penfold/Alex MacLeod that the meeting adjourn. Carried.

The moderator closed with prayer.

**PROPOSED AGENDA**  
**Presbytery of Waterloo-Wellington**  
**Regular Meeting**  
**Tuesday, September 13, 7PM**

- 2. Prayer and Constitution: Rev. Bill Bynum**
- 3. Attendance and Regrets**  
**Regrets:** Rev. Diane Boyd, Rev. Linda Ashfield, Werner Kuemmling
- 4. Adoption of Proposed Agenda**
- 5. Adoption of the Minutes of the Regular Meeting of June 21, 2022**
- 6. Reports**
  - a. Business Committee – Darrell Clarke, p.2
  - b. Report of the Treasurer – No report (Financial Statements attached)
  - c. Report of the Property&Finance Team – Reuben St. Louis – p. 7
  - d. Report of the Renewal Team – Johan Olivier – p. 7
  - e. Congregational Response Team – Diane Boyd – p. 12
  - f. Equipping Leadership Team – Peter Bush – p. 12
- 7. Presbytery:** November 8<sup>th</sup> At St. Andrew's, Kitchener\*  
January 10<sup>th</sup>, 2023 – Zoom meeting  
March 14<sup>th</sup>, 2023 – Gale, Elmira\*  
May 9<sup>th</sup>, 2023 – TBD\*  
June 20<sup>th</sup>, 2023 – TBD\*

**Business Committee:** October 4<sup>th</sup>, November 1<sup>st</sup>, December 6<sup>th</sup>, 2022; January 3<sup>rd</sup>, February 7<sup>th</sup>, March 7<sup>th</sup>, April 4<sup>th</sup>, May 2<sup>nd</sup>, June 13<sup>th</sup>, 2023 – all meetings via zoom

**8. Adjournment**

\*Hybrid meeting



## Appendix A: Business Committee Report – Darrell Clarke

### Recommendation #1

That the report of the Business Committee be received and considered.

#### a. Correspondence



| #      | Received/Sent                | Topic  | Referred to:         |
|--------|------------------------------|--|----------------------|
| 22 179 | Crieff Hill Events           | Enrichment Day Learning Opportunity          | Presbytery           |
| 22 180 | Winnipeg Intercity Mission   | Invitation to In Person Learning Event       | Presbytery           |
| 22 181 | Maggie Leung                 | May Presbyterian Sharing Report              | Presbytery           |
| 22 182 | Angela Agosta (T. Johnson)   | Final Draft Notice of Application            | Clerk                |
| 22 183 | Rev. Jim Biggs               | Synod of CNOB AGM, November 9, 2022          | Commissioners        |
| 22 184 | Andrew Hyde                  | AGM of ECM Participation Thank you           | Clerk                |
| 22 185 | Angela Agosta (T. Johnson)   | Notice of Application for Direction          | Clerk                |
| 22 186 | Liz Nolan (P. Grespan)       | Invoices re Watson Estate                    | Clerk                |
| 22 187 | Angela Agosta (T. Johnson)   | Invoice re Watson Estate                     | Clerk                |
| 22 188 | Don Laity                    | Notice of Standing -Pres of Algoma           | Clerk                |
| 22 189 | Warren MacEachren            | Request of Grant - Knox Palmerston           | Property & Finance   |
| 22 190 | Doug McCaig                  | Request for 2nd Covid Grant                  | Bus. Committee       |
| 22 191 | Crieff Hill Events           | Invoice for Presbytery BBQ                   | Bus. Committee       |
| 22 192 | Rev. Reuben St Louis         | Gale, Elmira: Sale of Land                   | Property & Finance   |
| 22 193 | George Myers                 | Farewell and June Financial Statements       | Bus. Committee       |
| 22 194 | Steve Marsh                  | Request for Renewal Funding                  | Renewal Team         |
| 22 195 | Eloise Gardner               | Request for 2nd Covid Grant                  | Bus. Committee       |
| 22 196 | Diana Killington             | Invoice for Presbytery D&O and GL Ins.       | Bus. Committee       |
| 22 197 | Kathy Muir                   | July Changes to the Roll                     | Presbytery           |
| 22 198 | Mary Visser                  | Invoice for Website Management               | Bus. Committee       |
| 22 199 | Angela Agosta (T. Johnson)   | Court Application Confirmation               | Clerk                |
| 22 200 | Trent Johnson, SV Law        | Update on Watson Estate case                 | Clerk/Presbytery     |
| 22 201 | Pension Office               | Notice of unpaid contributions               | Clerk                |
| 22 202 | Rev. Peter Bush              | PHS History Brief                            | Presbytery           |
| 22 203 | Gib McIlwrath                | Requests/Replies re Dissent and Complaint    | Bus. Committee       |
| 22 204 | Angela Agosta (T. Johnson)   | Hearing Date Confirmed                       | Clerk                |
| 22 205 | Rev. Bill Bynum              | Loan request from Knox Waterloo              | Property & Finance   |
| 22 206 | Rev. Peter Bush              | Letter of Pastoral Care to Eden Mills        | (OB) Eloise Gardiner |
| 22 207 | Angela Agosta (T. Johnson)   | SV Law Invoice                               | Bus. Comm/Presbytery |
| 22 208 | Rev. Peter Bush              | Letter concerning the Watson estate          | Presbytery           |
| 22 209 | Kathryn Muir                 | Call for Moderator nominations               | Presbytery           |
| 22 210 | Rev. Peter Bush              | Special Comm of GA, Listening and Confession | Presbytery           |
| 22 211 | Kathryn Muir                 | Action adopted re Presbytery's Overtures     | Presbytery           |
| 22 212 | Rev. Darrell Clarke          | Note to Presbytery re Treasuer search        | Presbytery           |
| 22 213 | Liz Nolan (P. Grespan)       | Invoice                                      | Bus. Comm/Presbytery |
| 22 214 | Kathryn Muir                 | Overtures and Petitions 2022 Deadline        | Presbytery           |
| 22 215 | Dixie Kroezen                | Application for Direction Update             | Business Committee   |
| 22 216 | Maggie Leung                 | Presbyterian Sharing July Report             | Presbytery           |
| 22 217 | Trent Johnson, SV Law        | Update on Progress of Application            | Bus. Comm/Presbytery |
| 22 218 | Rev. John Borthwick          | Presbytery Survey                            | Presbytery           |
| 22 219 | Rev. Diane Boyd              | Health Leave                                 | Equipping Leadership |
| 22 220 | Rev. Marty Molengraaf        | Fundraising Letter for ECM Crosswalk         | Presbytery           |
| 22 221 | Presbyterian History Society | August History Letter                        | Presbytery           |
| 22 222 | Jennifer Astop               | Fall Grant Deadlines                         | Presbytery           |
| 22 223 | Rev. Darrell Clarke          | Committee Switch Notice                      | Presbytery           |
| 22 224 | Rev. Darrell Clarke          | Request for Representative Elders for 22-23  | Presbytery           |
| 22 225 | Rev. Darrell Clarke          | 2nd edition Clergy Remuneration Package      | Presbytery           |
| 22 226 | Rev. Glen Soderholm          | Canada Ministries Grant Application          | Renewal Team         |
| 22 227 | Liz Brewer                   | B. Fisher Guidance Conference Report         | Equipping Leadership |
| 22 228 | Ian Mason                    | Annual Conference, Pres. His. Society        | Presbytery           |
| 22 229 | Rev. Sean Foster             | Transfer of Jennifer Sokolowsky to WW        | Clerk                |
| 22 230 | Rev. John Borthwick          | Pastoral Letter to the Presbytery            | Presbytery           |

**Recommendation #2**

**That the decisions of the Business Committee in distributing the correspondence be homologated.**

b. Rev. Jennifer Sokolowsky added to the roll. (Correspondence #229)



The Presbytery of Brampton has transferred the Rev. Jennifer Sokolowsky, the ~~assistant~~ associate director of Camp Kintail, to the care of our Presbytery.

**Recommendation #3:**

That the Rev. Jennifer Sokolowsky be added to the constituent roll of the Presbytery of Waterloo-Wellington.

**c. Homologation of Congregational Covid Grant Applications: Eden Mills PC and Duff's PC**

(Correspondence #190 and 195)

At the August 2<sup>nd</sup> meeting of the business committee the following recommendation was approved in response to applications received from Duff's PC, Puslinch and Eden Mills PC.

Moved by Diane Boyd/Reuben St. Louis that the congregations of Eden Mills PC and Duff's PC receive the second round Congregational Covid grant the amount of \$6000 each.

**Recommendation #4**

That the actions of the business committee to approve Congregational Covid grants to Eden Mills PC and Duff's PC be homologated.

**d. Homologation of Gale Elmira Sale of Land** (Correspondence #192)

A) that the Presbytery would approve request by Gale Congregation for the parcel of land that has been held in trust by Gale Presbyterian Church being transferred to Activa in exchange for the \$98,000.00 amount which has been negotiated by the Trustees of Gale Presbyterian Church.

B) that the funds received from the transaction above, being \$98,000,00, will be held in trust by Gale Presbyterian Church and that there will be no withdrawals from this trust fund without first having approval of WW Presbytery relative to the proposed usage of the funds.

At August 2 Meeting of the Business Committee the following motion was passed in response to the request from Gale, PC:

Moved by Vern Platt/Diane Boyd that Gale PC's sale of land to Activa for the agreed upon amount be approved. Carried

**Recommendation #5**

That the decision of the Business Committee to approve the sale of land by Gale PC be homologated.

**e. Homologation of Grant request from Knox, Palmerston** (Correspondence #189)

The Session of Knox Palmerston made an application to the Presbytery for a grant of \$3,000 from the reDevelopment Assistance Fund which are to be used toward the minister's accommodation costs. Therefore, the session on behalf of the congregation makes this application to WWP with appreciations and thanks. Warren MacEachren, Clerk.

At the August 2<sup>nd</sup> meeting of the Business committee the following motion was made in response to the application from Palmerston PC:

Moved by Reuben St. Louis/Diane Boyd that a bridge financing loan of \$3000 be provided to Palmerston PC. Carried

**Recommendation #6**

That the decision of the Business Committee to approve a bridge financing loan of \$3000 to Knox PC, Palmerston, be homologated.

**f. Interim Moderator – Rockwood** (Correspondence 219)

Rev. Diane Boyd has requested a health leave from Rockwood PC.

**Recommendation #7**

That the Rev. Peter Bush become the Interim Moderator of Rockwood PC, and that the Clerk notify the congregation.

**g. Deferral to Business Committee: Transfer of New Life funds and Amount to be added to the 2023 budget.**

**The following recommendation from the Treasurer's report was referred to the Business Committee:**

Recommendation #3 Transfer the budgeted amount of \$1500 for New Life Counselling to the Trust Fund.



NOTE: The Standing Orders of WW Presbytery, "Trust Fund" Section 3.9 and Appendix "B", state that when the fund drops below \$16,000, premiums will be re-introduced to restore the fund to \$20,000. With recent claims on the Trust Fund, it has dropped well below the \$16,000 minimum and needs to be restored. The recommendation is to move the budgeted amount \$1500 for New Life Counselling to the Trust Fund as a starter for this year until the Trustees determine an amount to be added to the 2023 budget to bring the amount in line.

**Recommendation #8**

That the amount of \$1500 for New Life Counselling not be included in the 2023 budget.

Required investment in the Presbytery Trust will be assessed at the end of the financial year.

**h. Trustees for the Presbytery Trust Fund**

The Presbytery shall maintain a Presbytery Trust Fund (See Appendix 'B') for the purpose of assisting in meeting compassionate and benevolent need in the event of disability, illness or the necessity of pastoral care among the Presbytery's servants within the bounds.

Trustees shall be elected for a 3-year term and be eligible for 2 successive terms, after which they must retire. A retired trustee is eligible for election after a 3-year period has passed. The Trustees shall be:

- . a minister
- . a representative elder
- . an elder with insurance experience

The annual levy to be placed on the several congregations within the bounds shall be set by the Trustees in consultation with the Business Committee.

**Recommendation #9**

That ( ) be elected as Trustees of the Presbytery Trust Fund.

**i. Two Rivers Canada Ministries Grant (Correspondence #226) (see documents sent out on Sept. 12)**

**Recommendation #10**

That the Presbytery of Waterloo-Wellington approve Two River's Canada Ministries grant application.

**j. Nominations for Moderator of General Assembly (placeholder)**

**k. Letter re Watson Estate (Correspondence #208)**

360 Tower St. North  
Fergus, ON

August 3, 2022

The Presbytery of Waterloo-Wellington  
c/o Clerk of Presbytery

Dear Presbyters,

As you will know the Presbytery has been navigating the process towards accessing the assets held in the Watson Estate, a journey that began in the early summer of 2021.

The will names the Senior Minister of Knox's Galt as the executor of the will. The Presbytery is arguing that it is the Executor since Knox's Galt is closed. The will gives 10% of the Estate to Knox's Galt (now the Presbytery) once it has been probated (this will require the sale of the house which is the largest asset in the estate). The rest of the estate is to be a 20-year trust fund to support the needs of any disabled descendant of Ms Watson (including all the heirs and their descendants from her blended family). The trust is to provide financial support to such descendants up to their 25th birthday. The terms of the financial support are vague. The Presbytery has asked the Trustee Board of The Presbyterian Church in Canada to manage the 20-year trust. It would be natural to assume that since the trust is being managed by a church agency the trust will be generous in its support of eligible descendants.

At the end of the 20 years whatever funds remain would come to the Presbytery.

The process to get this all worked through has been drawn-out. Now in late July 2023 a new challenge has arisen. The Children's Lawyer (an office of the Government of Ontario who seeks to protect the rights of children in a variety of circumstances) has become involved. It is this new challenge that I think requires a new conversation about this matter by the Presbytery as a whole. If the Children's Lawyer believes that the rights of eligible descendants are at risk, then we as a church body want to make sure that we are not doing anything to put those rights at risk.

I believe that it is time to take our 10%, use that to pay legal fees and leave the rest to the Public Trustee and the Children's Lawyer to oversee. But those are only my views. I do think that before we get into a situation where we are engaging with this matter while the Children's Lawyer is on the other side of the table – we need to consult the Presbytery as whole. Further we need to apprise the Trustee Board of this new wrinkle, for the Trustee Board may not wish to manage a contested trust.

Yours in Christ,

Peter Bush

## Recommendation

I. **Watson Estate update** (correspondence #50,92,113, 119, 133, 148, 177, 181,186-188,199-200,204,207,213, 217)

• **File for Order for Directions:**

- **Certificate of Appointment.** To appoint the principal Clerk, as the senior minister of the national church, who in turn will apply for the Certificate of Appointment in accordance with the Trustee Act (ON), which permits the court to appoint a new trustee.
- **Knox's 10% Immediate Share.** An affidavit will be presented stating that the Trustee Board as Substitute for Knox's Galt in accordance with the cy-pres doctrine.

**UPDATE September 9, 2022:** The court application materials were served and filed in June. Things moved well through July and we received no Notice of Appearance (the court document indicating that a party would be taking a position on the court application), so we filed a confirmation on Wednesday, July 20<sup>th</sup>, confirming that we would be proceeding with the hearing on July 27<sup>th</sup>. On July 22<sup>nd</sup>, the court advised us that they would be prepared to have a Judge read our materials (since they were no responding materials) rather than have us physically or virtually attend the hearing on July 27<sup>th</sup>.

It has been a little over a year since our Presbytery was contacted by the Office of the Public Trustee in regard to the will of Mary Watson, know to us as the "Watson Estate". We are now very close to the end as September 21st has been tentatively booked as a trial date to hear our application for court direction regarding the appointment of an executor and to determine if the PCC is the "next-in-line" to receive the Knox's Galt portion of the estate as well as administer the trust fund. The current value of the estate is estimated to be \$700,000 (\$540,000 in real estate and \$160,000 in cash). After the receipt of 10% of the estate (the Knox's portion) the future value of the trust will be between \$1 and 1.1 million.

In late July the judge for our case was ready to provide a decision (without trial) and appoint the PCC as executor of the fund and thus execute the terms of the will. On July 29 the Office of the Children's Lawyer "OCL", an Ontario government agency designed to protect the welfare of minors in matters before the courts, intervened and filed notice that they would like to review the case. The OCL has not yet provided instructions to their retained legal counsel as of September 9 and this may force a rescheduling of the hearing to October.

It is important to note that the OCL is unlikely to challenge the terms of the will as it only wants to ensure that minors who could benefit from the Trust receive such benefits. The OCL does not become the recipient of any funds from wills or administer any Trust Funds.

We will have to complete the current applications in order to be awarded the 10% of the estate designated for Knox's Galt. We could also proceed with an application to receive our maintenance costs related to the property, by asking the court to give us permission to sell the property before a final decision on the will is made.

In the opinion of our legal counsel there is no challenge as to who would be appointed the executor and there is no challenge as to the disbursement of funds. The only conversation remaining is how will the trust fund be managed and disbursements (if any) under the terms of the Fund. “There is no one in the wings waiting to take over the estate.”

**Watson Estate 2022 Expense YTD (August 31)**

| Invoice #      | Date                     | Description   | Amount              |
|----------------|--------------------------|---|---------------------|
| 280772         | April 1-May 31/2022      | Legal Expense SV Law, Writing the Affidavit, Application, etc                       | \$ 5,567.00         |
| 282291         | June 1 - June 30, 2022   | Legal Expense SV Law, Filing Application for Directions, Court Fees                 | \$ 2,437.50         |
| 283474         | July 1 - July 31, 2022   | Legal Expense SV Law, Court Preparation, Liason with the Judge, etc                 | \$ 5,567.00         |
| 210453         | March 01-March 31, 2022  | Grespan Legal Expense, Communication, Updates and Gathering Documents               | \$ 3,899.50         |
| 210905         | March 01-March 31, 2022  | Property Management   | \$ 1,088.06         |
| 211137         | April 1-April 30, 2022   | Grespan Legal Expense, Communication, Gathering Documents, Writing the Affidavit    | \$ 3,562.50         |
| 211729         | April 1-April 30, 2022   | Property Management   | \$ 1,777.17         |
| 211995         | May 1-May 31, 2022       | Grespan Legal Expense, Gathering Documents, Supporting the Writing of the Affidavit | \$ 2,645.50         |
| 212519         | May 1-May 31, 2022       | Property Management   | \$ 1,218.29         |
| 212636         | June 1 - June 30, 2022   | Grespan Legal Expense, Reviewing First Draft of Affidavit                           | \$ 851.00           |
| 213342         | June 1 - June 30, 2022   | Property Management   | \$ 1,525.00         |
| 213557         | July 1 - August 31, 2022 | Grespan Legal Expense, Writing and Reviewing Draft of Affidavit                     | \$ 1,857.00         |
| 214075         | July 1 - August 31, 2022 | Property Management   | \$ 409.45           |
|                |                          |   | <b>\$ 32,404.97</b> |
| COST Breakdown | Phase 3                  | Writing Affidavit and Directions  | \$ 18,382.50        |
|                | Phase 4                  | Filing Directions, Court Prep etc   | \$ 8,004.50         |
|                | Ongoing                  | Property Mgmt., Taxes on the Estate   | \$ 6,017.97         |
|                |                          |   | <b>\$ 32,404.97</b> |

**Recommendation #10**

That the Presbytery of Waterloo-Wellington approve the funds to pay the year to date (Sept. 2022) costs for legal services in support of the Watson Estate legal proceedings.

**For Information Only**

- m. **Budget Requests:** The business committee will be developing the 2023 Presbytery Budget for the November Presbytery meeting. Teams - please send any budget requests to the clerk by October 1st.
- n. **PCC Consolidated Fund Financial Position YTD:** Our various funds are invested (through the Development Fund) in the PCC Consolidated Fund. For the first two quarters of 2022, the Consolidated Fund has lost 17.93% and thus our funds declined by the same amount. The third and fourth quarters of 2022 are not expected to be much better. This will leave the reDevelopment, reMergency, and reGeneration funds with no earned interest dollars to grant in 2022. The business committee is recommending that each fund use 1% of its capital, in each quarter of 2022, to fund any grant requests.
- o. **Funding Request for Every Child Matters Crosswalk in Kitchener, (Correspondence #220).**  
The Presbytery encourages congregations to support and contribute to Indigenous projects and charities such as the Every Child Matters Crosswalk.
- p. **Moderator’s Survey**
- q. **Update on Treasurer Search**
- r. **Switching Teams**  
Up to 50% of a Presbytery Team can switch teams. If you wish to switch your team please let the clerk know by October 1.
- s. **Representative Elders**  
A reminder to all congregations to confirm their representative elder for 2022-2023 as soon as possible.

**Recommendation 11**

That the report of the Business Committee be accepted.

**Treasurer’s Report – Appendix “B”**

No Report/ Financial Statements to August 31, 2022 are attached to the email.

**Property and Finance Team Report – Vern Platt and Reuben St. Louis – Appendix “C”**

**Property & Finance Report**

Knox Preston has asked for a loan from the Presbytery to help pay for the asbestos abatement and polishing of the sanctuary floor.

Recommendation

Moved by Reuben St. Louis and seconded by Bonnie Street that the Presbytery loan Knox Preston \$40,000 from the reDevelopment fund at 0% interest for the repairing of the sanctuary floor and that the loan be paid back over a period of 10 years (\$4,000/year) starting in 2023.

Respectfully submitted,  
Reuben St. Louis, co-chair of Property & Finance

**Report of the Renewal Team – Johan Olivier – Appendix “D”**

**Report of the Renewal Team – For the Sept.13, 2022 Presbytery meeting**

**Recommendation #1:** To receive and consider the report.

The Renewal Team met via Zoom on Tuesday, August 23, 2022 with three team members in attendance before one committee member had to leave to attend to an urgent personal matter.

Four items of business were on the agenda – finalizing the Terms of Reference for the Re-Generation fund, applications for grants from the Re-Generation fund from Knox Palmerston and St Andrew’s Hespeler, and the Two Rivers Canadian Ministries Grant application for 2023.

We note that the past two meetings of the Renewal Team have not been well attended (only 2 members of the committee in attendance for the whole meeting each time). For this reason we deferred consideration of the applications for grants from the Re-Generation fund from Knox Palmerston and St Andrew’s Hespeler to our next Renewal Team meeting and will bring recommendations to Presbytery at a future meeting.

**Recommendation #2:**

That the Terms of Reference for the Re-Generation fund be approved.

**Recommendation #3:**

That the Canadian Ministries Grant application from Two Rivers Church in the amount of \$ 8 000 be approved and sent on with the blessing of the Presbytery of Waterloo-Wellington.

**Recommendation #4:**

That the Presbytery adopt the report of the Renewal Team as a whole.

Respectfully submitted

Alex MacLeod per Johan Olivier and The Renewal Team

**TERMS OF REFERENCE FOR**

**THE WATERLOO WELLINGTON MINISTRY Re-GENERATION FUND**

## Purpose

The Waterloo Wellington Re-Generation Fund within the Development Fund makes grants available to congregations and congregational leaders within The Presbytery of Waterloo Wellington to support initiatives which will help to revitalize and renew congregations to continue the ministry of Christ.

The fund will also support New Church Plants.

## Preamble

The Latin phrase *semper reformanda* - usually translated "always reforming" - is the widely known slogan of the Reformed tradition.

We believe that reformation/renewal/revitalization in our lives and congregational life is driven by God's agenda as revealed in Scripture, not ours.

As a reformed church, we rely on the truth and inspiration of Scripture for God's guidance into the future - a future that we approach with wonder and anticipation, knowing God is with us.

Embarking on revitalization/renewal of congregational life, we don't believe that we can:

- *Manage or*
- *Organize or*
- *Manipulate* the congregation towards change

Revitalization/renewal is a ministry where we find rest in God who revitalizes/renews and builds the congregation and involves us in it. This premise relieves us of the tension created within us when we try to revitalize/renew and build the congregation and believe God only lends a hand. Renewal leads believers to see what God sees.

Questions asked when we embark on the renewal and revitalization journey:

- Who are we?
- Who is our neighbour?
- What breaks your heart?
- Why are we here in ... (name your location – town or city)?
- What is God calling us to be and do?
- What time are we in? (How does 2022 differ for example from 1972 or any other time in the past)
- Who do we say Jesus is?

*"Where there is no vision, the people perish."* (Proverbs 29:18)

Vision must start with someone, and that someone is often the minister.

Though ministers often take the initiative, the vision is refined and improved by others who come to share in the vision, expanding and developing it in ways impossible for ministers to achieve on their own.

What is the passion behind the project/renewal?

While it is true that without vision the people perish - it is also true that without passion vision becomes a management tool, a way to organize. Passion fuels the fire of renewal. We can teach skills; we can facilitate vision; we can't teach passion.

## Source of Funds

An initial capital investment of \$630,000 will be set aside inside the Development Fund of the Presbytery with the interest on the investment to be used to provide grants.

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

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

The treasurer will submit the available amount of interest for disbursement to the Renewal Team on a quarterly basis.

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

## Conditions of Disbursement

1. Congregational initiatives should try to be in line with the sentiments expressed in the preamble - *Questions asked when we embark on the renewal and revitalization journey.*
2. Congregations are encouraged to consult with Canadian Ministries and explore their New Beginnings programs (<https://presbyterian.ca/canadian-ministries/new-beginnings/>) and also to connect with Cyclical PCC <https://presbyterian.ca/cyclicalpcc/> . Congregations that are considering doing something new through the PCC might be well served by a coach or mentor to support them in the process.
3. Congregations can also connect with facilitators of their choice to assist in the renewal/ revitalization initiative.
4. It is understood that projects funded by the Re-Generation Fund will contribute to the Presbytery's and the Denomination's understanding and experience of ministry and/or mission.
5. Initiatives must be linked to the life of a worshipping community
6. Initiatives should not come from an individual, but there should be a team in place to support and implement the project.
7. Applications for renewal projects ready to be implemented must be received annually by September 1.
8. Disbursement will be on a first come first serve basis, depending on the availability of funds, the recommendations of the Renewal Team, and, ultimately, the approval of Presbytery.
9. Implementation dates need to be available before the first grant will be available to the applicant congregation.
10. Costs associated with renewal projects will be considered for funding by the Renewal Team.
11. Applications retroactive to January 1, 2022 will also be considered up to November 1, 2022.
12. A grant can be terminated because of failure to implement the project specified in the application. In such a case, the funds are to be returned to the Re-Generation fund.

13. New Church plant applications can be submitted at any point during the year. The discernment process for a new church plant will take up much more time than a renewal or revitalization application of a local congregation.

### **Distribution of Funds**

Once approved, 80% of the grant amount will be disbursed upon notice from the applicant that the project is ready to begin.

The remaining 20% of the grant amount will be disbursed upon receipt of a final report.

### **Expectations after Receiving a Grant**

A report including a summary of the project and key insights that could be helpful to other congregations will be submitted to the Renewal Team within two months after the project has been completed.

This enables congregations' stories to be shared.

### **Administration**

The grant application process will be administered by the Renewal Team on behalf of the Presbytery of Waterloo Wellington.

All grant requests must have been approved by the Session of a congregation in the Presbytery.

The Presbytery has the right to grant or refuse requests based on:

1. Terms of the fund
2. Priorities of the Presbytery of Waterloo Wellington
3. Viability of the congregation
3. Availability of funds
4. Discernment of the committee

### **Appendix A: The estimated cost of a Church Plant**

There are obviously many possibilities. This is an artificial scenario based on a half-time called Minister. The most likely scenario is for a church planter to be bi-vocational. That is, they will be employed part-time elsewhere, and will consider multi-vocational staffing for the future of the church's ministry. This might be the way the church will continue to go in Canada.

A full time option should be included as well – even though it is less common these days, it may be possible. That being said, the leadership of the new church plant will need to be creative in seeking funding from a variety of sources, and not relying solely on the Presbytery for support.





| Possible sources of income   | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|--|--------|--------|--------|--------|--------|
| Minister's Stipend<br>(based on minimum increment*) half-time                                  | 20,000 | 21,000 | 24,000 | 25,000 | 27,000 |
| Housing  | 12,000 | 12,000 | 12,500 | 12,500 | 12,500 |
| Associated costs<br>(pension/benefits/etc.)  | 10,000 | 10,000 | 11,000 | 11,000 | 11,500 |
| Office expenses<br>(internet/phone, supplies)  | 3,000  | 3,000  | 3,200  | 3,200  | 3,400  |
| Meeting Space rental<br>(year 1 minimal)   | 3000   | 3,000  | 3200   | 3,200  | 3,500  |
| Marketing costs  | 500    | 500    | 500    | 500    | 500    |
| Liturgical supplies  | 500    | 500    | 600    | 600    | 600    |
| Educational resources  | 500    | 500    | 600    | 600    | 600    |
| Missions   | 1000   | 1200   | 1500   | 2000   | 2500   |
| Admin. Assistance?   |        |        | 2500   | 2700   | 2900   |
| Assistant staff  |        |        |        |        |        |
| Basic equipment (?):<br>screen, projector,<br>printer, musical<br>instruments, PA,<br>computer | 4000   | 500    | 500    | 500    | 500    |
| Total  | 55,500 | 52,200 | 60,400 | 61,800 | 64,500 |
|  |        |        |        |        |        |
| Income   |        |        |        |        |        |
| Can. Ministries  | 48,000 | 38,000 | 28,000 | 18,000 | 8,000  |
| Presbytery   | 3,000  | 8,000  | 13,000 | 18,000 | 21,000 |
| Fundraising  | 3,000  | 5,000  | 5,000  | 5,000  | 5,000  |
| Member tithe/offering  | 7,500  | 10,000 | 15,000 | 20,800 | 25,500 |
| Total  | 60,500 | 61,000 | 61,000 | 61,800 | 64,500 |

\*we shouldn't assume that this leader will be inexperienced and at the lowest increment. It is better to have gifted people in this role with pastoral experience, so the increment could be higher with the right person.

## **Congregational Response Team – Diane Boyd- Appendix “E”**

Our committee met in August. We noted that the actions which the Pastoral Support sub-committee began in January from a request, have now been completed.

We are still researching the amounts of honoraria for a Clerk, Treasurer, and Moderator that other Presbyteries have in place, and will submit these results at a later date.

We will be meeting along with the Presbytery Renewal Team, with the leadership Team of Two Rivers at a date to be determined, with regards to their constitution as a congregation.

Respectfully submitted,

Mark Richardson

## **Equipping Leadership Team – Peter Bush – Appendix “F”**

Equipping Leadership Team

### REMUNERATION PACKAGE PRESBYTERY OF WATERLOO-WELLINGTON

Over the last 10 months, the Presbytery of Waterloo-Wellington has examined the remuneration package paid to clergy and other professional church workers who are called or appointed by the presbytery. The remuneration package is made up of three parts: stipend, housing/manse, and benefits (Health and Dental, Pension, etc.)

**On Stipend:** In Nov. 2021, the Presbytery urged congregations to increase the stipends of clergy and professional church workers, and all other staff by 4.4%. That increase, above the minimum increase of 1.3% adopted by the General Assembly, established a new minimum stipend within the Presbytery of Waterloo-Wellington. As the Assembly has mandated, “Presbyteries can set their own minimums, provided they exceed those set by the General Assembly.” In January 2022, a new stipend grid was introduced to the presbytery to come into effect in 2023. It extends the 8-year grid established by the General Assembly to a 15-year grid within the Presbytery of Waterloo-Wellington.

**On Benefits:** In January as well the presbytery affirmed clergy and professional church workers can take up to 10 days paid of personal time in a given year. This broadens sick leave to include family leave and stress leave.

**On Housing/Manse:** Through the spring of 2022 enhancements were introduced to allow clergy who live in manses or rental accommodation to start growing equity towards their future housing needs, including in retirement. The details of that enhancement will appear later in this document.

Two important final points to close this introduction.

First, the Presbytery of Waterloo-Wellington urges Sessions to have conversations each year with the called and/or appointed staff persons serving their congregation about the changing financial needs of the staff, and how the remuneration package might be adapted to fit those needs.

Second, the Presbytery of Waterloo-Wellington recognizes that these changes will confront some congregations with financial challenges. We invite congregations in that position to reach out to the Presbytery for help and support during the transition to the new remuneration package structure.

### 2023 MINIMUM STIPEND SCHEDULE

In 2022 the following was the Base figure for the Presbytery for full-time employment

Waterloo-Wellington Basic Stipend 2022: \$41,294  
 Waterloo-Wellington Increment 2022: \$ 944

For 2023, the stipend and increment have been adjusted by a Cost of Living Adjustment of 5.1%, and this has been applied to the minimum stipend and to the increments. (The 5.1% COLA increase has been established by the General Assembly Office of The Presbyterian Church in Canada).

The increments are for total years of service in The Presbyterian Church in Canada following ordination or designation, covering all the congregations the minister has served.

Basic Stipend 2023: \$43,400  
 Years of service Increment: \$ 992

|                                  |        |
|----------------------------------|--------|
| Starting Stipend                 | 43,400 |
| After 1st increment              | 44,392 |
| After 2nd increment              | 45,384 |
| After 3rd increment              | 46,376 |
| After 4th increment              | 47,368 |
| After 5th increment              | 48,360 |
| After 6th increment              | 49,352 |
| After 7th increment              | 50,344 |
| After 8th increment              | 51,336 |
| After 9 <sup>th</sup> increment  | 52,328 |
| After 10 <sup>th</sup> increment | 53,320 |
| After 11 <sup>th</sup> increment | 54,312 |
| After 12 <sup>th</sup> increment | 55,304 |
| After 13 <sup>th</sup> increment | 56,296 |
| After 14 <sup>th</sup> increment | 57,288 |
| After 15 <sup>th</sup> increment | 58,280 |

### HOUSING

The terms of a call state that a minister is to be provided with Stipend and Manse (including utilities) or Stipend and Housing Allowance (including utilities). This second category is further sub-divided into those clergy who are purchasing a house/condo and those who are renting accommodation. These three situations are different, and the actions of the Presbytery of Waterloo-Wellington over the spring and early summer of 2022 sought to address the growing housing challenge for clergy. The Presbytery recognizes that the housing challenge exists for many people, including congregation members. The Presbytery has a special responsibility for the clergy of the Presbytery who are employees of the Presbytery.

- A. For clergy purchasing a residence

The Presbytery of Waterloo-Wellington will provide 15-year no-interest loans of up-to \$50,000 to congregations, these loans to support clergy who are buying a primary residence. Most likely to increase the size of the down-payment on the purchase. (Primary residence includes clergy who are taking up a new call in the Presbytery, or clergy who are moving from manse or rental accommodation into home ownership. These loans are not available to clergy who already own a house, and while not taking a new call are moving to another house that they will own.) The loan is due 15 years after it is made, or when the minister (on behalf of whom the loan was requested) moves to a new call or retires (whichever comes first).

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 must make that request.

Ministers are strongly advised to speak to their mortgage holder before asking their congregation to apply for the loan. As well, it is advisable to consult with a tax expert on this matter. Initiating and engaging in those consultations is the responsibility of the minister and the congregation. The Presbytery has no role in that process.

To apply for the up-to \$50,000 loan towards clergy purchasing housing, the Session should write to the Clerk of Presbytery.

#### B. For clergy living in manses and those in rental accommodation.

Clergy who live in manses do not benefit from growing equity in a piece of real estate. When they move to the next congregation or retire, they leave the place they have been living and take no equity with them. This has been a perennial challenge and the reason that many ministers refuse to live in manses. (Manses reduce the financial burden on congregations since they do not need to provide a housing allowance to their minister, as housing allowances in much of the Presbytery are running over \$25,000 annually and some places are significantly higher than that. Congregations with manses are not spending close to half that amount each year on their manses.) The dramatic increase in house prices over the last 2 years has added significant stress to clergy households living in manses who are imagining what will happen in the future. How will they find a place to live when their time in the manse is finished?

Clergy who are in rental accommodation are in a different but parallel situation. They too are gaining no equity towards future housing needs. Some of those who are renting accommodation are in part-time ministries where the partial housing allowance is insufficient to get into housing ownership.

These two groups of clergy (those in manses and those renting accommodation) are like the Levites of the Old Testament. The Levites were the religious workers of Israel – priests, choir leaders, temple administrators, custodians – everything related to the temple and the worship and ministry of the temple. All the other tribes of Israel had access to land ownership, the Levites did not. However, the other tribes provided resources so that Levites were able to sustain their households not only during the working lives of Levites but also in their retirement.

In seeking to address the equity needs of clergy living in manses and in rental accommodation, the Presbytery of Waterloo-Wellington has a two-part initiative. In 2022 and in 2023 the Presbytery will make grants of \$6,000 available to congregations in the Presbytery whose ministers live in manses or rented accommodation, these grants are to be passed on to the minister to be invested in a Registered



Retirement Savings Plan, a Tax Free Savings Account, a First-Time Homeowners Savings Plan, or similar financial instrument designated towards future housing needs.

Through these grants congregations are assisting their ministers to begin to build equity towards future accommodation. In this way congregations and the presbytery together will be providing vital support to clergy. And building new models for funding ministry.

In 2024 the Housing Equity Grant level will be \$3,600 and will be a shared cost between the congregation and the presbytery. Details of how that will be managed will be announced in early 2024. In 2025, the grant will be carried by the congregations themselves.

#### Congregational ACTIONS for 2022

1. Sessions whose ministers live in manses or who rent their accommodation should apply to the Presbytery of Waterloo-Wellington through the Clerk of Presbytery for the \$6,000 Clergy Housing Equity grant. These applications should be submitted by Sept. 30, 2022.
2. When the money is received the Congregational Treasurer passes the money on to the minister and adds it to the minister's reported income on their 2022 T4.

#### Congregational ACTIONS for 2023

1. Watch for Presbytery announcement of details and deadlines for the Clergy Housing Equity Grant in 2023 – likely to be announced in the summer of 2023.

#### A FINAL WORD

As was said earlier, these changes may cause financial stress in some congregations. The Presbytery is willing to have conversations with congregations on a case-by-case basis about how it can support these adjustments.

If you have questions, please contact Clerk of Presbytery <presbyteryww@gmail.com> or Peter Bush (St. Andrew's, Fergus) [peter.bush@wightman.ca](mailto:peter.bush@wightman.ca) or 519-843-3565.